

Feedback for Leaders

You want to strengthen your performance as a manager and leader?
Then use your internal business consultants: Your employees.

Let your employees prepare a feedback meeting for you with the attached questions.

If you have any additional questions for your employees, you can add these questions or exchange some of the existing questions.

Pass on the feedback form personally to each team member, e.g. in a team meeting.

Then, conduct a 1:1 meeting with each of your team members to **listen** to their opinion. Alternatively, you can do this in a team meeting. I recommend a neutral moderator for this meeting.

If necessary, take some time to reflect. Then share with your employees which changes you will implement and which ones not.

Ask for direct feedback from each of your employees at least once a year, better every six months in a personal conversation.

Lots of success to your leadership style with your team!

Dear employees,

Your opinion and your feedback are important to me. Therefore, I ask you to fill out this feedback sheet and to discuss your point of view with me personally.

Please determine on a scale of 1-10, (10 is the best) how much you agree with the following statements.

Help me to get better: Make a note about useful suggestions.

Thank you!

1. Requirements

I find my task challenging, neither over nor under-demanding.
This good. This is missing to a 10:

2. Delegation

The delegation of tasks takes place in a good atmosphere.
After the delegation meeting I am fully informed about my area of responsibility, my room for making decisions and your expectations.
This good. This is missing to a 10:

3. Esteem & Feedback

Through my work I am making a contribution to the success of the team / the company. My manager appreciates my commitment and gives me regular positive feedback .
This good. This is missing to a 10:

4. My strengths

My manager allows me to use my strengths and capabilities regularly.
This good. This is missing to a 10:

5. Possibility to create

My tasks give me enough room to be creative and to achieve a result with which I can identify myself.
This good. This is missing to a 10:

6. Personal development

Through my responsibility, tasks, education offers and the feedback from my manager I continue to develop my skills in a way I like.

This good. This is missing to a 10:

7. Overview

My leader has a good overview of the activities of the team and can therefore, delegate early enough new responsibilities and tasks.

This good. This is missing to a 10:

8. Transparency

I am well informed about strategic activities, their impact on our team and future upcoming projects and processes.

I am involved in the development of new priorities and projects.

This good. This is missing to a 10:

9.

This good. This is missing to a 10:

10.

This good. This is missing to a 10:
