# IPW,INC.

Information About You

#### Department:

|  |  |  |  |
| --- | --- | --- | --- |
| [ ]  | Accounting | [ ]  | Legal and Copyright |
| [ ]  | Customer Service | [ ]  | Development |
| [ ]  | Finance | [ ]  | Public Relations |
| [ ]  | Human Resources | [ ]  | Operations |

#### Job Classification:

|  |  |
| --- | --- |
| [ ]  | Supervisor/manager |
| [ ]  | Non-supervisory/eligible for overtime (non-exempt) |
| [ ]  | Non-supervisory/not eligible for overtime (exempt) |
| [ ]  | Director and above |
| [ ]  | Temporary Clerical Staff |

#### Length of Service:

|  |  |  |  |
| --- | --- | --- | --- |
| [ ]  | Less than one year | [ ]  | Five to nine years |
| [ ]  | One to two years | [ ]  | Ten to nineteen years |
| [ ]  | Three to four years | [ ]  | Twenty years or more |

## Feedback About Your Supervisor

| My Supervisor: | Disagree | NeitherAgree NorDisagree | Agree |
| --- | --- | --- | --- |
| 1. Treats me fairly
 | [ ]  | [ ]  | [ ]  |
| 1. Brings out the best in employees
 | [ ]  | [ ]  | [ ]  |
| 1. Treats me with respect
 | [ ]  | [ ]  | [ ]  |
| 1. Takes initiative when solving problems
 | [ ]  | [ ]  | [ ]  |
| 1. Develops new strategies
 | [ ]  | [ ]  | [ ]  |
| 1. Applies policies and regulations fairly
 | [ ]  | [ ]  | [ ]  |
| 1. Is skilled in conflict resolution
 | [ ]  | [ ]  | [ ]  |
| 1. Handles my work-related issues satisfactorily
 | [ ]  | [ ]  | [ ]  |
| 1. Builds loyalty in others
 | [ ]  | [ ]  | [ ]  |
| 1. Tells me when my work needs improvement
 | [ ]  | [ ]  | [ ]  |
| 1. Expects and demands superior job performance
 | [ ]  | [ ]  | [ ]  |
| 1. Explores new and exciting opportunities
 | [ ]  | [ ]  | [ ]  |
| 1. Challenges the abilities of other employees
 | [ ]  | [ ]  | [ ]  |
| 1. Tells me when I do my work well
 | [ ]  | [ ]  | [ ]  |
| 1. Asks me for my input to help make decisions
 | [ ]  | [ ]  | [ ]  |
| 1. Gives good, practical advice
 | [ ]  | [ ]  | [ ]  |
| 1. Communicates decisions with confidence
 | [ ]  | [ ]  | [ ]  |
| 1. Is open-minded
 | [ ]  | [ ]  | [ ]  |
| 1. Handles disruptive employees effectively
 | [ ]  | [ ]  | [ ]  |
| 1. Is well informed
 | [ ]  | [ ]  | [ ]  |
| 1. Effectively settles disciplinary problems
 | [ ]  | [ ]  | [ ]  |
| 1. Usually rewards hard work
 | [ ]  | [ ]  | [ ]  |
| 1. Recognizes when I do a good job
 | [ ]  | [ ]  | [ ]  |
| 1. Encourages me to create innovative solutions
 | [ ]  | [ ]  | [ ]  |
| 1. Allows me to develop professionally
 | [ ]  | [ ]  | [ ]  |
| 1. Allows me to obtain necessary training
 | [ ]  | [ ]  | [ ]  |
| 1. Helps me to feel secure in my job
 | [ ]  | [ ]  | [ ]  |
| 1. Sets high standards for themselves
 | [ ]  | [ ]  | [ ]  |
| 1. Provides the necessary resources to perform my job
 | [ ]  | [ ]  | [ ]  |
| 1. Makes good use of my skills and abilities
 | [ ]  | [ ]  | [ ]  |
| 1. Thinks through alternatives
 | [ ]  | [ ]  | [ ]  |
| 1. Enables me to be more effective in my job
 | [ ]  | [ ]  | [ ]  |
| 1. Supports the use of technology to do my job
 | [ ]  | [ ]  | [ ]  |
| 1. Establishes clear expectations
 | [ ]  | [ ]  | [ ]  |
| 1. Provides the equipment I need to do my job well
 | [ ]  | [ ]  | [ ]  |
| 1. Has a clear idea of my job responsibilities
 | [ ]  | [ ]  | [ ]  |
| 1. Accepts constructive criticism
 | [ ]  | [ ]  | [ ]  |
| 1. Leads by example
 | [ ]  | [ ]  | [ ]  |
| 1. Offers me the flexibility I want
 | [ ]  | [ ]  | [ ]  |
| 1. Provides me with adequate feedback
 | [ ]  | [ ]  | [ ]  |
| 1. Holds me accountable for the work that I do
 | [ ]  | [ ]  | [ ]  |
| 1. Rewards people according to their accomplishments
 | [ ]  | [ ]  | [ ]  |
| 1. Sets challenging performance goals for my job
 | [ ]  | [ ]  | [ ]  |
| 1. Evaluates all options before acting
 | [ ]  | [ ]  | [ ]  |
| 1. Effectively resolves department conflicts
 | [ ]  | [ ]  | [ ]  |
| 1. Is committed to organizational goals
 | [ ]  | [ ]  | [ ]  |
| 1. Is an effective leader
 | [ ]  | [ ]  | [ ]  |
| 1. Understands our needs
 | [ ]  | [ ]  | [ ]  |
| 1. Communicates effectively
 | [ ]  | [ ]  | [ ]  |
| 1. Develops innovative solutions
 | [ ]  | [ ]  | [ ]  |
| 1. Is someone I trust
 | [ ]  | [ ]  | [ ]  |
| 1. Sets a good example
 | [ ]  | [ ]  | [ ]  |
| 1. Shows an eagerness to improve
 | [ ]  | [ ]  | [ ]  |
| 1. Encourages my development
 | [ ]  | [ ]  | [ ]  |
| 1. Inspires future success
 | [ ]  | [ ]  | [ ]  |
| 1. Thinks before taking action
 | [ ]  | [ ]  | [ ]  |

## Feedback About Management

| Management: | Disagree | NeitherAgree NorDisagree | Agree |
| --- | --- | --- | --- |
| 1. Brings out the best in employees
 | [ ]  | [ ]  | [ ]  |
| 1. Treats employees with fairness and respect
 | [ ]  | [ ]  | [ ]  |
| 1. Develops appropriate solutions
 | [ ]  | [ ]  | [ ]  |
| 1. Identifies root causes of problems
 | [ ]  | [ ]  | [ ]  |
| 1. Treats employees with respect
 | [ ]  | [ ]  | [ ]  |
| 1. Demonstrates that employees are important to the success of the organization
 | [ ]  | [ ]  | [ ]  |
| 1. Provides a clear picture of where the organization is headed
 | [ ]  | [ ]  | [ ]  |
| 1. Can be trusted to make sensible decisions for the organization
 | [ ]  | [ ]  | [ ]  |
| 1. Practices what they preach
 | [ ]  | [ ]  | [ ]  |
| 1. Inspires future success
 | [ ]  | [ ]  | [ ]  |
| 1. Encourages my development
 | [ ]  | [ ]  | [ ]  |
| 1. Shows an eagerness to improve
 | [ ]  | [ ]  | [ ]  |
| 1. Sets a good example
 | [ ]  | [ ]  | [ ]  |
| 1. Develops innovative solutions
 | [ ]  | [ ]  | [ ]  |
| 1. Communicates effectively
 | [ ]  | [ ]  | [ ]  |
| 1. Understands our needs
 | [ ]  | [ ]  | [ ]  |
| 1. Is committed to organizational goals
 | [ ]  | [ ]  | [ ]  |
| 1. Effectively resolves department conflicts
 | [ ]  | [ ]  | [ ]  |
| 1. Evaluates all options before acting
 | [ ]  | [ ]  | [ ]  |
| 1. Sets challenging performance goals
 | [ ]  | [ ]  | [ ]  |
| 1. Rewards people according to their accomplishments
 | [ ]  | [ ]  | [ ]  |
| 1. Holds employees accountable for the work that they do
 | [ ]  | [ ]  | [ ]  |
| 1. Provides me with adequate feedback
 | [ ]  | [ ]  | [ ]  |
| 1. Offers me the flexibility I want
 | [ ]  | [ ]  | [ ]  |
| 1. Leads by example
 | [ ]  | [ ]  | [ ]  |
| 1. Accepts constructive criticism
 | [ ]  | [ ]  | [ ]  |
| 1. Has a clear idea of my job responsibilities
 | [ ]  | [ ]  | [ ]  |
| 1. Provides the equipment I need to do my job well
 | [ ]  | [ ]  | [ ]  |
| 1. Establishes clear expectations
 | [ ]  | [ ]  | [ ]  |
| 1. Supports the use of technology in the workplace
 | [ ]  | [ ]  | [ ]  |
| 1. Enables me to be more effective in my job
 | [ ]  | [ ]  | [ ]  |
| 1. Thinks through alternatives
 | [ ]  | [ ]  | [ ]  |
| 1. Makes good use of my skills and abilities
 | [ ]  | [ ]  | [ ]  |
| 1. Provides the necessary resources to perform my job
 | [ ]  | [ ]  | [ ]  |
| 1. Sets high standards for others
 | [ ]  | [ ]  | [ ]  |
| 1. Sets high standards for themselves
 | [ ]  | [ ]  | [ ]  |
| 1. Allows me to obtain necessary training
 | [ ]  | [ ]  | [ ]  |
| 1. Supports my professional development
 | [ ]  | [ ]  | [ ]  |
| 1. Encourages creative and innovative solutions
 | [ ]  | [ ]  | [ ]  |
| 1. Recognizes when I do a good job
 | [ ]  | [ ]  | [ ]  |
| 1. Effectively settles disciplinary problems
 | [ ]  | [ ]  | [ ]  |
| 1. Is well informed
 | [ ]  | [ ]  | [ ]  |
| 1. Handles disruptive employees effectively
 | [ ]  | [ ]  | [ ]  |
| 1. Is open-minded
 | [ ]  | [ ]  | [ ]  |
| 1. Communicates decisions with confidence
 | [ ]  | [ ]  | [ ]  |
| 1. Gives good, practical advice
 | [ ]  | [ ]  | [ ]  |
| 1. Asks for my input to help make decisions
 | [ ]  | [ ]  | [ ]  |
| 1. Recognizes employees for good work
 | [ ]  | [ ]  | [ ]  |
| 1. Challenges the abilities of employees
 | [ ]  | [ ]  | [ ]  |
| 1. Explores new and exciting opportunities
 | [ ]  | [ ]  | [ ]  |
| 1. Expects and demands superior job performance
 | [ ]  | [ ]  | [ ]  |
| 1. Evaluates performance of administrative functions
 | [ ]  | [ ]  | [ ]  |
| 1. Fosters loyalty in employees
 | [ ]  | [ ]  | [ ]  |
| 1. Applies policies and regulations fairly
 | [ ]  | [ ]  | [ ]  |
| 1. Develops new strategies
 | [ ]  | [ ]  | [ ]  |
| 1. Considers innovative solutions to problems
 | [ ]  | [ ]  | [ ]  |

Your Comments

What is lacking in your work environment that might help you perform better?

What would make our organization more effective?