

Creating Productive and Preferred Work Environments

RESPONSIVE MANAGEMENT SYSTEMS®

LEADERSHIP DEVELOPMENT SURVEY



**SUPERVISION EFFECTIVENESS FEEDBACK
FOR THE INDIVIDUAL LEADER**

“Where Theory Meets the Road”



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Responsive Management Systems®

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RESPONSIVE MANAGEMENT SYSTEMS®
S³® Leadership Development Survey

STEPS TO QUALITY

S³® LEADERSHIP DEVELOPMENT SURVEY is...

- Research and Science Based
- Skill and Competency Focused
- Solution Oriented
- Developmental

S³® LEADERSHIP DEVELOPMENT SURVEY...

One of the Important Steps to Quality

- In All Industries and Technologies
- In Organizational Operations
- At All Organizational Levels
- In Employee's Work-Lives

S³® LEADERSHIP DEVELOPMENT SURVEY...

- Strengthens a Leader's Quality Improvement Effectiveness
- Improves a Leader's Ability to Identify and Utilize Meaningful Feedback
- Improves a Leader's Ability to Prevent and Solve Individual Employee and Team Work Problems
- Improves a Leader's Ability to Develop Effective Team Collaboration
- Improves a Leader's Ability to Facilitate Employees Through Change
- Improves Employee and Consumer/Customer Satisfaction



S³® Leadership Development Survey

SAMPLE ONLY S³® LEVEL ONE — SUPERVISEE'S ASSESSMENT

Name of Manager/Supervisor being rated Baron, Richard 6 month

Unit Quality Improvement Division Performance Date Friday, December 24, 2011 Annual

Instructions: To assist the above-named Leader with continued development as a Responsive Supervisor/Manager, would you please rate each of the 22 satisfaction questions that follow using the rating scale below. **Remember, you are rating this supervisor on their management style in supervising you regarding these Dimensions.** For each question, in the column to the right, please mark a:

- | | |
|---|--|
| "7" if you are Completely Satisfied | "3" if you are Slightly Dissatisfied |
| "6" if you are Satisfied | "2" if you are Dissatisfied |
| "5" if you are Slightly Satisfied | "1" if you are Completely Dissatisfied |
| "4" if you are Neither Satisfied nor Dissatisfied | "NA" if the Question Does Not Apply |

Please insert the completed questionnaire in the envelope provided and mail.

HOW SATISFIED ARE YOU ...?	Ratings Column
A. COMMUNICATION DIMENSION	
1. ...That you are free to discuss you job with your supervisor?	<u>6.3</u>
2. ...With the frequency your supervisor asks you for your ideas and suggestions on solving job problems?	<u>5.7</u>
3. ...That you can privately, but candidly, question your supervisor's suggestions, requirements and communications?	<u>6.7</u>
4. ...That you can contact your supervisor when necessary?	<u>6.7</u>
B. CONFIDENCE DIMENSION	
5. ...With the frequency your supervisor uses your ideas and suggestions?	<u>6.0</u>
6. ...That your supervisor has confidence in you and your decisions?	<u>5.3</u>
7. ...That your supervisor supports your decisions?	<u>6.3</u>
C. JOB KNOWLEDGE DIMENSION	
8. ...That your supervisor knows or can help develop the solutions to most of your job or task problems?	<u>6.3</u>
D. HELPFULNESS DIMENSION	
9. ...That your supervisor provides sufficient assistance, equipment, training, and resources to assure your successful performance?	<u>6.0</u>
10. ...That your supervisor responds to your requests quickly?	<u>6.7</u>
11. ...With the frequency your supervisor offers you assistance or help?	<u>6.3</u>
E. PLEASANTNESS DIMENSION	
12. ...With the frequency your supervisor compliments you on your job performance?	<u>5.0</u>
13. ...With the pleasantness of your supervisor?	<u>6.3</u>
14. ...That the other staff of your supervisor are pleasant?	<u>5.7</u>
F. INFORMATIVENESS DIMENSION	
15. ...That your supervisor provides the information needed to improve your job performance?	<u>6.0</u>
16. ...That the performance information provided by your supervisor is used to help you rather than used punitively?	<u>6.3</u>
17. ...That your supervisor helps you understand the purpose of your job and work tasks as they relate to the organization's mission?	<u>6.7</u>
G. USE OF AUTHORITY DIMENSION	
18. ...That your supervisor allows you sufficient independence in making decisions?	<u>5.7</u>
19. ...That after considering other points of view your supervisor makes firm and lasting decisions?	<u>5.7</u>
H. SENSITIVITY DIMENSION	
20. ...That your supervisor is sensitive to diversity and differences among people?	<u>6.7</u>
21. ...That your supervisor is family sensitive?	<u>6.3</u>
I. HAPPINESS DIMENSION	
22. ...That you are happy working in this supervisor's unit?	<u>6.0</u>



RESPONSIVE MANAGEMENT SYSTEMS®

S³® Leadership Development Survey

2011 PRICE INFORMATION AND COST ESTIMATE WORKSHEET

SERVICE/PRODUCT	COST COMPUTATION		
	Unit Price	Quantity	Amount
RESPONSIVE MANAGEMENT SYSTEMS®: S ³ ® LEADERSHIP DEVELOPMENT SURVEY - Customer Administered Per User	\$ 25.00	_____	\$ _____
RESPONSIVE MANAGEMENT SYSTEMS®: S ³ ® LEADERSHIP DEVELOPMENT SURVEY- Customized Administration	\$ _____	_____	\$ _____
RESPONSIVE MANAGEMENT SYSTEMS®: S ³ ® LEADERSHIP DEVELOPMENT SURVEY- Internet Download Single User V.3.0 (additional licenses \$50.00 each)	\$ 229.95	_____	\$ _____
RESPONSIVE MANAGEMENT SYSTEMS®: S ³ ® LEADERSHIP DEVELOPMENT SURVEY- Total Support - Preparation, Administration, Collection, Collation, Data Summary & Graphing with ½ hour Analysis & Goal Setting Meeting, per Leader	\$ 500.00	_____	\$ _____
S³® SUB-TOTAL:			\$ _____
RESPONSIVE MANAGEMENT SYSTEMS® Materials:			
SkillCheck®	\$ 13.00	_____	\$ _____
Catalyst®-Think Improvement®	\$ 49.95	_____	_____
Pocket Prompts®	\$ 4.00	_____	_____
<i>In Other Words...</i> ® Icebreaker	\$ 16.95	_____	_____
MATERIALS SUB-TOTAL:			
Sales Tax	0.098	_____	\$ _____
RESPONSIVE MANAGEMENT SYSTEMS®: Facilitation, Assessment, Preparation and Consultation (per day)	\$1,650.00	_____	\$ _____
CONSULTATION SUB-TOTAL:			\$ _____
TRAVEL (air, lodging, meals, ground transportation, parking, etc.)	\$ _____	_____	\$ _____
TRAVEL SUB-TOTAL:			\$ _____
POSTAGE & HANDLING	\$ _____	_____	\$ _____
POSTAGE & HANDLING SUB-TOTAL:			\$ _____
TOTAL:			\$ _____

