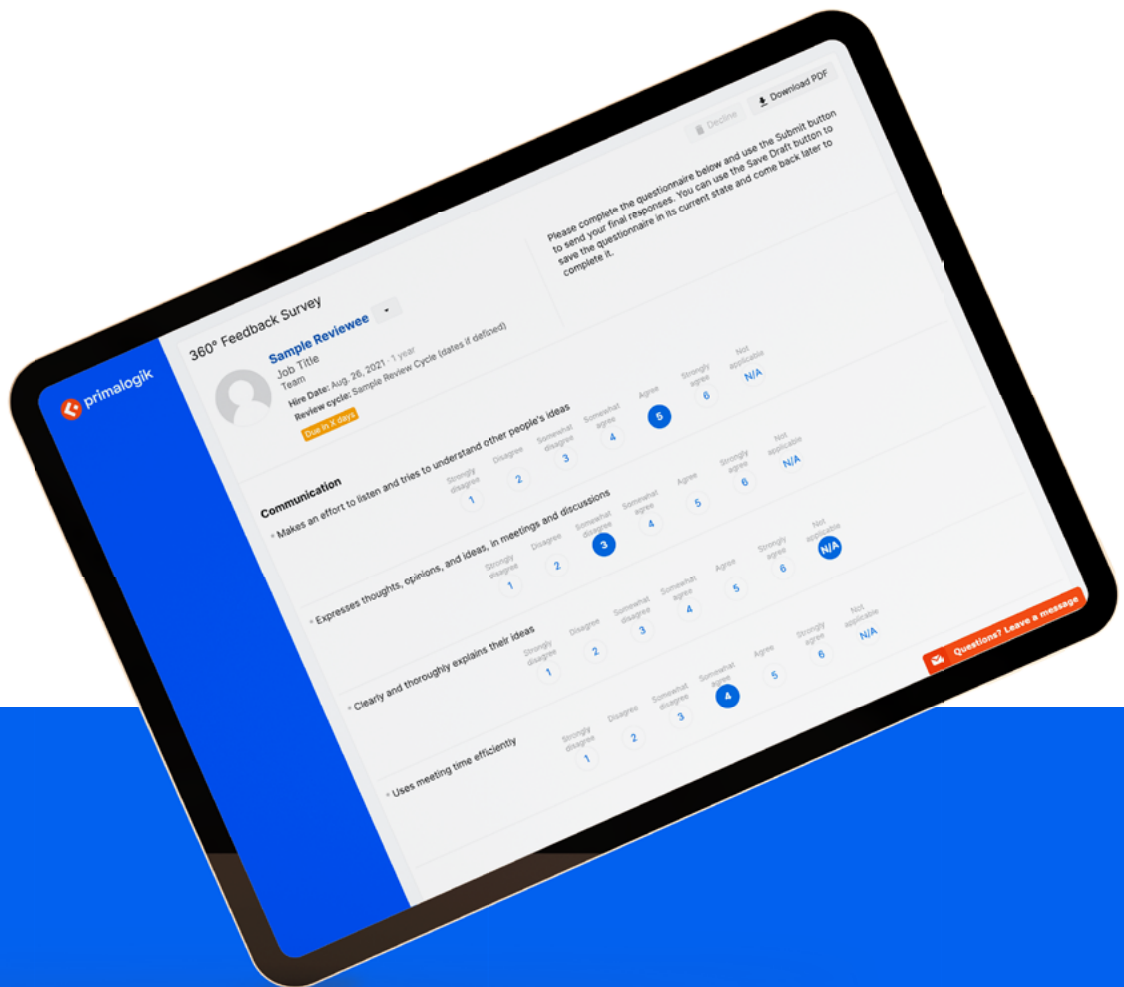


Supervisor Evaluation Template



360° Feedback Survey

Sample Reviewee

Job Title
Team
Hire Date: Aug. 26, 2021 - 1 year
Review cycle: Sample Review Cycle (dates if defined)

[Download PDF](#)

Please complete the questionnaire below and use the Submit button to send your final responses. You can use the Save Draft button to save the questionnaire in its current state and come back later to complete it.

Communication

* Makes an effort to listen and tries to understand other people's ideas

Strongly disagree 1 2 3 4 5 Agree Strongly agree 6 Not applicable N/A

* Expresses thoughts, opinions, and ideas, in meetings and discussions

Strongly disagree 1 2 3 4 5 Agree Strongly agree 6 Not applicable N/A

* Clearly and thoroughly explains their ideas

Strongly disagree 1 2 3 4 5 Agree Strongly agree 6 Not applicable N/A

* Uses meeting time efficiently

Strongly disagree 1 2 3 4 5 Agree Strongly agree 6 Not applicable N/A

[Questions? Leave a message](#)



Supervisor Evaluation Template

Date:

Team/Departement:

Reviewer’s Name:

Supervisor’s Name:

Years with Manager:

Instructions

We are seeking feedback on your manager’s performance to assist in personal development. Your honest feedback will help your manager improve. Your input will remain confidential. We will only share the combined results from all employees with your manager.

Rating Scale

Please rate how well your manager does in each of the following areas, using the scale provided. If you have not experienced or observed the behaviours below, select the option ‘Not Applicable’.

Not at all

1

Rarely

2

Sometimes

3

Often

4

Always

5

Not Applicable

N/A

Building relationships

My manager ...

Shares appreciation for my work.	1	2	3	4	5	N/A
Encourages collaboration between team members.	1	2	3	4	5	N/A
Shows empathy when I experience challenges.	1	2	3	4	5	N/A
Demonstrates concern for my well-being.	1	2	3	4	5	N/A
Fosters a harmonious team culture.	1	2	3	4	5	N/A

Developing people

My manager ...

Supports my training and development.	1	2	3	4	5	N/A
Gives me regular feedback (i.e., at least several times a week).	1	2	3	4	5	N/A
Asks about my goals and dreams.	1	2	3	4	5	N/A
Tailors my training to my ambitions.	1	2	3	4	5	N/A
Assigns me to projects that stretch my skills.	1	2	3	4	5	N/A

Creating change

My manager ...

Shares a clear vision with the team.	1	2	3	4	5	N/A
Encourages and praises creative problem-solving.	1	2	3	4	5	N/A
Convinces others to believe in a vision for change.	1	2	3	4	5	N/A
Prompts me and my team members to voice innovative ideas.	1	2	3	4	5	N/A
Brings team ideas to company leadership when appropriate.	1	2	3	4	5	N/A

Communicating effectively

My manager ...

Gives clear directions.

1 2 3 4 5 N/A

Articulates expectations candidly.

1 2 3 4 5 N/A

Seeks input from all team members.

1 2 3 4 5 N/A

Listens carefully when people speak.

1 2 3 4 5 N/A

Leads productive team meetings.

1 2 3 4 5 N/A

Inspiring others

My manager ...

Brings positive energy to the group, even in challenging times.

1 2 3 4 5 N/A

Tells engaging stories to illustrate ideas.

1 2 3 4 5 N/A

Emphasizes the importance of my work and our team's work.

1 2 3 4 5 N/A

Serves as a role model for personal growth.

1 2 3 4 5 N/A

Models healthy time-management and work habits.

1 2 3 4 5 N/A

Thinking critically

My manager ...

Effectively guides the team in solving problems.

1 2 3 4 5 N/A

Bases decisions on solid evidence.

1 2 3 4 5 N/A

Skillfully shapes project plans.

1 2 3 4 5 N/A

Invites new and unexpected ways of doing things.

1 2 3 4 5 N/A

Draws connections between different perspectives and ideas.

1 2 3 4 5 N/A

Taking accountability

My manager ...

Welcomes constructive feedback.	1	2	3	4	5	N/A
Admits to mistakes quickly after becoming aware of them.	1	2	3	4	5	N/A
Takes action to remedy errors.	1	2	3	4	5	N/A
Strives to be transparent about issues that concern the team.	1	2	3	4	5	N/A
Works to tackle problems head-on.	1	2	3	4	5	N/A

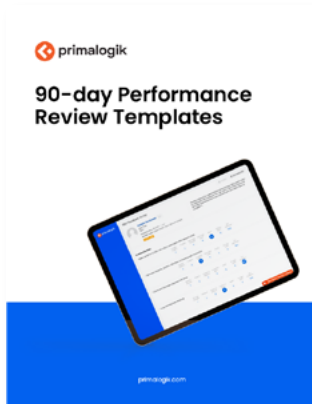
Additional Feedback

Be as specific as possible when answering these questions, ideally providing examples. Focus on behaviours that your manager demonstrates (or does not demonstrate).

1. What does your manager do to support your development?
2. What behaviours does your manager engage in that are ineffective?
3. How else could your manager improve?

Was this helpful?

Take the next step.



90-day Performance Review Templates



Performance Review Phrases: 100 Helpful Examples



Looking for an online tool to run supervisor evaluations?