

Constant Contact Survey

Combined Supervisor Evaluation Scores JPA Spring 2011

Knows, understands, and can explain each program area that is part of Campus Recreation				
	IM Supervisor Self Score	Facility Supervisor Self Score	Evaluation by Subordinates	Evaluation by Professional Supervisor
Unacceptable: do not know & cannot	0.0%	0.0%	0.0%	0%
Poor	0.0%	0.0%	0.0%	0%
Average	0.0%	7.6%	9.4%	0%
Good	25.0%	61.5%	40.5%	71%
Excellent: expert, no room to improve	75.0%	30.7%	47.2%	29%

Finds job related things to do in order to stay busy and productive during each shift				
	IM Supervisor Self Score	Facility Supervisor Self Score	Evaluation by Subordinates	Evaluation by Professional Supervisor
Unacceptable: I never stay busy with job related tasks	0.0%	0.0%	0.0%	0%
Poor	0.0%	0.0%	0.0%	0%
Average	0.0%	23.0%	5.4%	7%
Good	25.0%	46.1%	44.5%	79%
Excellent: expert, no room to improve	75.0%	30.7%	47.2%	14%

Holds each staff member & self to the same standards				
	IM Supervisor Self Score	Facility Supervisor Self Score	Evaluation by Subordinates	Evaluation by Professional Supervisor
Unacceptable: I have no standards	0.0%	0.0%	0.0%	0%
Poor	0.0%	0.0%	1.3%	0%
Average: I generally hold my staff & myself to same standards	0.0%	7.6%	6.7%	0%
Good	75.0%	38.4%	29.7%	71%
Excellent: Expert, no room to improve	25.0%	53.8%	59.4%	29%

Coachs staff to become better employees				
	IM Supervisor	Facility	Evaluation by	Evaluation by
Unacceptable: I never encourage staff to improve	0.0%	0.0%	0.0%	0%
Poor	0.0%	0.0%	1.3%	0%
Average: I sometimes encourage staff to improve	0.0%	7.6%	9.4%	7%
Good	50.0%	61.5%	35.1%	79%
Excellent: expert, no room to improve	50.0%	30.7%	51.3%	14%

Oversees others in a respectful manner				
	IM Supervisor	Facility	Evaluation by	Evaluation by
Unacceptable: I am not respectful to those I supervise	0.0%	0.0%	0.0%	0%
Poor	0.0%	0.0%	2.7%	0%
Average: I am generally respectful	0.0%	0.0%	5.4%	0%
Good	0.0%	23.0%	20.2%	64%
Excellent: expert, no room to improve	100.0%	76.9%	68.9%	36%

Encourages good & stops inappropriate employee behavior				
	IM Supervisor	Facility	Evaluation by	Evaluation by
Unacceptable: I do not address employee behavior	0.0%	0.0%	1.3%	0%
Poor	0.0%	0.0%	0.0%	0%
Average: I address some employee behavior	0.0%	0.0%	8.1%	0%
Good	50.0%	53.8%	37.8%	71%
Excellent: expert, no room to improve	50.0%	46.1%	50.0%	29%

Quickly diffuses conflicts (with staff or patrons) and reacts correctly in emergency situations				
	IM Supervisor Self Score	Facility Supervisor Self Score	Evaluation by Subordinates	Evaluation by Professional Supervisor
Unacceptable: I do not diffuse conflicts or react to emergencies, I may make situation worse	0.0%	0.0%	0.0%	0%
Poor	0.0%	0.0%	0.0%	0%
Average: I generally responds correctly but can still improve in areas	0.0%	7.6%	4.0%	0%
Good	50.0%	46.1%	33.7%	21%
Excellent: expert, no room to improve	50.0%	46.1%	59.4%	79%

Student Supervisor treats employees with respect. Does not abuse leadership position.				
	IM Supervisor Self Score	Facility Supervisor Self Score	Evaluation by Subordinates	Evaluation by Professional Supervisor
Unacceptable: I do not treat others with respect & take advantage of higher position	0.0%	0.0%	0.0%	0%
Poor	0.0%	0.0%	0.0%	0%
Average: I generally treats others with respect	0.0%	0.0%	0.0%	0%
Good	0.0%	30.7%	6.7%	64%
Excellent: expert, no room to improve	100.0%	69.2%	12.1%	36%

Student Supervisor manages conflict appropriately and does not compromise professionalism.				
	IM Supervisor Self Score	Facility Supervisor Self Score	Evaluation by Subordinates	Evaluation by Professional Supervisor
Unacceptable: I do not manage conflict & I'm not professional	0.0%	0.0%	0.0%	0%
Poor	0.0%	0.0%	0.0%	0%
Average: I try to manage conflict & I'm usually professional	0.0%	0.0%	0.0%	0%
Good	25.0%	38.4%	5.4%	79%
Excellent: expert, no room to improve	75.0%	61.5%	13.5%	21%