

**Organizational & Leadership Review – Employee
Feedback Employee Name (Optional): _____**

Department: _____

Designation: _____

Review Period: _____

Date: _____

Organizational & Leadership Review – Employee Feedback

No.	Evaluation Criteria	Rating (1–5)	Employee Remarks / Suggestions
1	Clarity and inspiration of the organization’s vision and mission	2	The vision isn’t clearly communicated or inspiring enough.
2	Effectiveness of leadership communication regarding goals, priorities, updates	3	Leadership updates are irregular and often lack clarity.
3	Transparency and ethics in management decisions	1	Decisions are not always transparent.
4	Approachability and supportiveness of leaders when employees share feedback	3	Leaders are generally positive toward feedback but seldom take visible action.
5	Recognition and reward of employee contributions	1	Employee efforts often go unnoticed or unrewarded.
6	Encouragement of innovation, creativity, and new ideas	1	There’s little motivation or platform for employees to share new ideas.
7	Consistency between management actions and company values	2	Actions don’t always align with stated company values.

8	Fairness in promotions, roles, and responsibilities	1	Promotions and role allocations sometimes appear biased or unclear.
9	Opportunities for learning, growth, and development	3	Limited opportunities are available for skill enhancement or development.
10	Effectiveness of change management and communication during transitions	2	Communication during transitions is often delayed or unclear.
11	Support for work-life balance and employee well-being	1	There's minimal support for work-life balance. Overtime and weekend work are not acknowledged or compensated.
12	Allocation of resources and team support	3	Teams frequently lack adequate support or resources.
13	Encouragement of collaboration and workplace culture	3	Collaboration across teams feels limited.
14	Confidence in the company's long-term direction and stability	2	There's uncertainty about the company's long-term plans and stability.
15	Leadership's ability to address conflicts and performance issues	2	Conflicts are not always addressed openly or constructively.
16	Openness of management to feedback and suggestions	2	Management is not very receptive to employee input.
17	Fairness, inclusivity, and respect for all employees	1	Greater efforts are needed to promote inclusivity and equal respect.

18	Communication between departments and teams	3	Communication gaps still exist between teams.
19	Alignment of personal goals with company objectives	2	Personal and company goals often feel misaligned.
20	Overall leadership performance and organizational culture	3	Leadership and culture show potential but require significant improvement.

Summary

- Total Score: 40 / 100
- Overall Rating: **Fair**

Employee's Final Comments

The company needs to enhance management practices to better support employees and value their input. Leadership should involve developers and relevant team members before setting project deadlines this ensures a realistic understanding of requirements and timelines. Deadlines must be decided based on proper evaluation, not imposed abruptly.

Employees should not be pressured to complete tasks immediately without context or planning. Every task requires time and clarity to be executed effectively. Proper planning, communication, and mutual respect between management and employees can significantly improve overall performance and morale.

Suggestions for Improvement

- ☒ Leadership Communication
- ☒ Recognition & Rewards

☒ Process Improvement

☒ Employee Development

☒ Work Environment & Culture

☒ Transparency & Trust

☐ Other: _____