

# Manager Feedback Survey

You can also use [Google Forms](#) to create an online survey with the questions below.

**Section 1.** Please respond to the following questions. Feel free to skip any questions you are not comfortable answering, or that are not applicable to you.

**1. I would recommend my manager to others.**

	1	2	3	4	5	
Strongly disagree						Strongly agree

**2. My manager assigns stretch opportunities to help me develop in my career.**

	1	2	3	4	5	
Strongly disagree						Strongly agree

**3. My manager communicates clear goals for our team.**

	1	2	3	4	5	
Strongly disagree						Strongly agree

**4. My manager gives me actionable feedback on a regular basis.**

	1	2	3	4	5	
Strongly disagree						Strongly agree

**5. My manager provides the autonomy I need to do my job (i.e., does not "micro-manage" by getting involved in details that should be handled at other levels).**

	1	2	3	4	5	
Strongly disagree						Strongly agree

**6. My manager consistently shows consideration for me as a person.**

	1	2	3	4	5	
Strongly disagree						Strongly agree

**7. My manager keeps the team focused on priorities, even when it's difficult (e.g., declining or deprioritizing other projects).**

	1	2	3	4	5	
Strongly disagree						Strongly agree

**8. My manager regularly shares relevant information from their manager and senior leadership.**

	1	2	3	4	5	
Strongly disagree						Strongly agree

**9. My manager has had a meaningful discussion with me about my career development in the past six months.**

	1	2	3	4	5	
Strongly disagree						Strongly agree

**10. My manager has the technical expertise (e.g., technical judgment in Tech, selling in Sales, accounting in Finance) required to effectively manage me.**

	1	2	3	4	5	
Strongly disagree						Strongly agree

**11. The actions of my manager show they value the perspective I bring to the team, even if it is different from their own.**

	1	2	3	4	5	
Strongly disagree						Strongly agree

**12. My manager makes tough decisions effectively (e.g., decisions involving multiple teams, competing priorities).**

	1	2	3	4	5	
Strongly disagree						Strongly agree

**13. My manager effectively collaborates across boundaries (e.g., team, organizational).**

	1	2	3	4	5	
Strongly disagree						Strongly agree

**Section 2 (Optional).** While this is a confidential survey, keep in mind your comments are shared verbatim with your manager.

**1. What would you recommend your manager keep doing?**

**2. What would you have your manager change?**