

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?