

## People-first Manager Assessment

**MANAGER FORM**

This form will help you prepare for meaningful discussions about your management style and how you can grow as a leader. Evaluate yourself (honestly) on the criteria below. Then, calculate the total of the scores to get an indication of your leadership skills level.

MANAGEMENT ATTRIBUTES	Strongly disagree <b>1</b>	Disagree <b>2</b>	Neutral <b>3</b>	Agree <b>4</b>	Strongly agree <b>5</b>
I keep expectations clear					
I communicate in an open and transparent way					
I hold effective weekly one-on-one meetings					
I'm good at removing barriers/obstacles for team members					
I provide effective formal and informal recognition to team members					
<b>LEADERSHIP ATTRIBUTES</b>					
I provide helpful coaching and development to team members					
I clearly explain how each team member's work drives organizational success					
I empower team members to make decisions					
I genuinely care about my team members as people, not just employees					
I listen well					
I encourage diversity of thought and ideas					
I believe my team members would choose to work for me again in the future					
I believe my team members have a high degree of trust in me					
<b>TOTAL</b>					

**LEVELS:**

0-40: Make leadership skills a primary growth priority

41-51: Identify areas of improvement to work on

52-65: Keep up the good work and regularly check in with your reports

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