

Supervisor feedback survey

Do not write your name. Answer about the supervisor you report to day to day, thinking of the last three months.

Team or shift

Date

For each statement, tick one box from 1 (strongly disagree) to 5 (strongly agree).

STATEMENT	STRONGLY DISAGREE					STRONGLY AGREE				
1 My supervisor gives instructions I can act on.	1	2	3	4	5					
2 When I am stuck, I can reach my supervisor quickly.	1	2	3	4	5					
3 My supervisor tells me how I am doing between reviews.	1	2	3	4	5					
4 My supervisor notices good work and says so.	1	2	3	4	5					
5 My supervisor shares out work fairly across the team.	1	2	3	4	5					
6 My supervisor stays respectful, even under pressure.	1	2	3	4	5					
7 I can bring my supervisor bad news without worrying.	1	2	3	4	5					
8 My supervisor acts on our concerns or explains why not.	1	2	3	4	5					
9 My supervisor helps me learn to do my job better.	1	2	3	4	5					

10 Overall, how would you rate your supervisor?

☐ Very poor

☐ Poor

☐ Fair

☐ Good

☐ Excellent

11 Which would help you most from your supervisor next month?

☐ Clear instructions

☐ Check-ins

☐ Recognition

☐ Fair workload

☐ Coaching

12 What does your supervisor do that you want them to keep doing?

13 What is one thing your supervisor could start or stop doing that would help you most?

Optional questions (1 of 2)

Add any of these to the core questions. Keep the numbering running on from page one.

One-to-ones and feedback

14 How often do you get time alone with your supervisor to talk about your work?

☐ Every week ☐ Every two weeks ☐ About once a month ☐ A few times a year ☐ Hardly ever

STATEMENT	STRONGLY DISAGREE					STRONGLY AGREE				
15 I understand what to change when my work is corrected.	1	2	3	4	5					
16 My supervisor asks me before changing how I do my job.	1	2	3	4	5					
17 My supervisor stays open when someone disagrees.	1	2	3	4	5					
18 Our check-ins cover my questions, not just task updates.	1	2	3	4	5					

Shift work, schedules and safety

STATEMENT	STRONGLY DISAGREE					STRONGLY AGREE				
19 I get my schedule early enough to plan my life around it.	1	2	3	4	5					
20 Busy, late and weekend shifts are shared out fairly.	1	2	3	4	5					
21 My supervisor makes sure I can take my breaks.	1	2	3	4	5					
22 My supervisor acts quickly on safety risks I report.	1	2	3	4	5					
23 I start each shift knowing what I am meant to do.	1	2	3	4	5					

Workload and resources

24 Most weeks, my workload is:

☐ Too heavy ☐ Heavy ☐ About right ☐ Light ☐ Too light

STATEMENT	STRONGLY DISAGREE					STRONGLY AGREE				
25 My supervisor clears obstacles that slow my work down.	1	2	3	4	5					
26 My supervisor pushes to fix staff or equipment shortages.	1	2	3	4	5					
27 When priorities clash, my supervisor says which comes first.	1	2	3	4	5					

Thank you. Your answers are anonymous.

poll-maker.com/cp-supervisor-for-employees

Optional questions (2 of 2)

Add any of these to the core questions. Keep the numbering running on from page one.

Growth and credit

28 How long ago did your supervisor last talk with you about your goals or your future here?

- ☐ Past month ☐ 1 to 3 months ☐ 3 to 6 months ☐ 6+ months ☐ Never

STATEMENT	STRONGLY DISAGREE				STRONGLY AGREE
29 My supervisor gives me work that stretches me.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
30 My supervisor would back me applying for a better role.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5

Three months later

31 Did your supervisor go over the last survey's results with the team?

- ☐ Yes, as a team ☐ Yes, one to one ☐ No ☐ Not sure ☐ New here

STATEMENT	STRONGLY DISAGREE				STRONGLY AGREE
32 My supervisor acted on something we raised last survey.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
33 I think honest answers to this survey lead to real changes.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5

About you (optional)

34 How long have you reported to this supervisor?

- ☐ Under 6 months ☐ 6 to 12 months ☐ 1 to 3 years ☐ Over 3 years

35 Which best describes your work pattern?

- ☐ Day shifts ☐ Late shifts ☐ Rotating ☐ Office hours ☐ Remote