

Leadership effectiveness questionnaire

Leave your name off. Your leader sees only combined answers, and only once enough of the team replies.

Team _____

Date _____

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

STATEMENT	STRONGLY DISAGREE					STRONGLY AGREE				
1 My leader makes our team's goals clear.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5					
2 My leader plans so deadlines rarely surprise us.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5					
3 My leader makes even hard decisions in good time.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5					
4 When I'm struggling with my work, my leader helps.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5					
5 My leader helps me get better at my job.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5					
6 My leader gives credit where it is due.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5					
7 My leader trusts me to decide how I do my work.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5					
8 My leader explains why changes are happening.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5					
9 My leader secures what our team needs from others.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5					
10 My leader does what they say they will do.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5					

11 Overall, how effective is your leader?

☐ Extremely ☐ Very ☐ Moderately ☐ Slightly ☐ Not at all

12 Which one of these would help you most right now?

☐ Clearer goals ☐ Faster decisions ☐ More coaching ☐ More freedom ☐ Help from above

13 What does your leader do that helps you most?

14 What is one thing your leader could do differently?

Optional questions (1 of 2)

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

Coaching and one-to-ones

15 How often do you have a one-to-one with your leader?

☐ Weekly ☐ Every two weeks ☐ Monthly ☐ Less than monthly ☐ Never

STATEMENT	STRONGLY DISAGREE					STRONGLY AGREE				
16 My one-to-ones cover my growth, not just tasks.	1	2	3	4	5					
17 My leader's feedback is specific enough to act on.	1	2	3	4	5					
18 My leader helps me find my own answers.	1	2	3	4	5					

Trust and fairness

STATEMENT	STRONGLY DISAGREE					STRONGLY AGREE				
19 My leader treats everyone on the team fairly.	1	2	3	4	5					
20 I can safely disagree with my leader.	1	2	3	4	5					
21 My leader owns up to their mistakes.	1	2	3	4	5					
22 My leader follows the rules they set for the team.	1	2	3	4	5					
23 My leader looks for the fix before the blame.	1	2	3	4	5					
24 My leader shares bad news early.	1	2	3	4	5					

The senior leadership team

STATEMENT	STRONGLY DISAGREE					STRONGLY AGREE				
25 I trust the decisions senior leaders make.	1	2	3	4	5					
26 Senior leaders explain where we are heading.	1	2	3	4	5					
27 Senior leaders live the values they talk about.	1	2	3	4	5					

About you (optional)

28 How long have you worked with this leader?

☐ Under 6 months ☐ 6 to 12 months ☐ 1 to 3 years ☐ Over 3 years ☐ Prefer not to say

Optional questions (2 of 2)

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

The leader's self-rating

STATEMENT	STRONGLY DISAGREE			STRONGLY AGREE	
29 I make our team's goals clear.	1	2	3	4	5
30 I plan so deadlines rarely surprise the team.	1	2	3	4	5
31 I make even hard decisions in good time.	1	2	3	4	5
32 I help team members who are struggling.	1	2	3	4	5
33 I help each team member get better at their job.	1	2	3	4	5
34 I give credit where it is due.	1	2	3	4	5
35 I trust people to decide how they do their work.	1	2	3	4	5
36 I explain why changes are happening.	1	2	3	4	5
37 I secure what my team needs from others.	1	2	3	4	5
38 I do what I say I will do.	1	2	3	4	5

Thank you. Your answers are anonymous.

poll-maker.com/leadership-effectiveness