CORPORATE TEAM 360 DEGREE QUESTIONNAIRE

Name of Manager	Post Title					
Please circle relationship to appraisee	Peer Subordinate Line Manager Portfolio-hol Non-Exec Member Partner/Customer Self					
	1	2	3	4	5	
Please mark / in the appropriate circle for your assessment of performance	Outstanding	Good	Adequate	Needs improvement	No evidence	
1 Political Awareness						
understands political environment	0	0	0	0	0	
 aware of political objectives interprets needs of elected 	0	0	0	0	0	
members makes sound propositions	0	0	0	0	0	
advises members well	0	0	0	0	0	
 supports portfolio-holder appropriately 	0	0	0	0	0	
Comments	0	0	0	0	0	
2. Community and Customer Focus						
Committed to reflecting needs and views of local community	0	0	0	0	0	
identifies or anticipates customer needs	0	0	0	0	0	
delivers value for money for customers	0	0	0	0	0	
 delivers high level of service 	0	0	0	0	0	
 works to make partnerships successful 	0	0	0	0	0	
Comments						
3. Planning and Organising						
 has long term goals and perspectives 	0	0	0	0	0	
 makes sound business cases and proposals 	0	0	0	0	0	
 sets clear objectives plans actions and resources 	0	0	0	0 0	0	
 monitors and evaluates performance meets deadlines 	0	0	0	0 0	0	
 manages budgets and financial information 	o	0	0	O	O	

Comments					
Please mark / in the appropriate circle for your assessment of performance	1 Outstanding	2 Good	3 Adequate	4 Needs improvement	5 No evidence
4. Problem Solving and Decision Making	Outstanding	4000	Adoquate	Needs improvement	TVO CVIDENCE
 analyses and evaluates information effectively solves problems makes quality decisions when required challenges assumptions evaluates and manages risks 	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0
shows sound judgement	0	0	0	0	0
Comments 5. Teamwork					
Shares information works across department boundaries contributes to shared objectives helps others to achieve results participates in corporate groups demonstrates leadership in senior teams Comments	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0
6. Manage Self					
 interested in self-development sets and achieves high goals perseveres with tasks until complete maintains high standard of performance has confidence in self handles stressful and challenging circumstances accepts responsibility and accountability demonstrates leadership as role model 	0 0 0 0 0 0	0 0 0 0 0	0 0 0 0	0 0 0 0 0	0 0 0 0 0

Comments					
Please mark / in the appropriate circle for your assessment of performance	1 Outstanding	2 Good	3 Adequate	4 Needs improvement	5 No evidence
7. Communications	Cutotarianig	Good	Adoquato	reces improvement	TWO OVIGORISE
 presents ideas and options effectively keeps others informed able to persuade, influence and convince others listens appropriately maintains effective working relationships expresses ideas in writing 	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
 reacts positively to new ideas 	0	0	0	Ο	Ο
Comments	0	0	0	0	0
8. Manage Change					
generates creative ideas and solutions	0	0	0	0	0
drives innovationadapts to changing circumstances	0	0	0	0	0 0
copes with uncertainty	0	0	0	Ο	O
delivers change	0	0	0	0	0
 communicates reasons for change and ultimate goals 	0	0	0	0	0
Comments					
9, Managing People					
develops individuals and	0	0	0	0	O
teams demonstrates leadership	0	0	0	0	O
 delegates tasks and responsibilities 	0	0	0	0	Ο
motivates staffprovides constructive	0	0	0	0 0	0
feedback demonstrates sensitivity to	0	0	0	0	0
needs to others leads by example	0	0	0	0	0
manages performance of staff	Ŏ	ŏ	ŏ	Ö	Ŏ
Comments					