

CORPORATE TEAM 360 DEGREE QUESTIONNAIRE

Name of Manager _____

Post Title _____

Please circle relationship to appraisee	Peer Subordinate Line Manager Portfolio-holder Non-Exec Member Partner/Customer Self
---	--

Please mark / in the appropriate circle for your assessment of performance	1	2	3	4	5
	Outstanding	Good	Adequate	Needs improvement	No evidence
1 Political Awareness					
<ul style="list-style-type: none"> • understands political environment • aware of political objectives • interprets needs of elected members • makes sound propositions • advises members well • supports portfolio-holder appropriately 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Community and Customer Focus					
<ul style="list-style-type: none"> • Committed to reflecting needs and views of local community • identifies or anticipates customer needs • delivers value for money for customers • delivers high level of service • works to make partnerships successful 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comments					
3. Planning and Organising					
<ul style="list-style-type: none"> • has long term goals and perspectives • makes sound business cases and proposals • sets clear objectives • plans actions and resources • monitors and evaluates performance • meets deadlines • manages budgets and financial information 	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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 <ul style="list-style-type: none"> analyses and evaluates information effectively solves problems makes quality decisions when required challenges assumptions evaluates and manages risks shows sound judgement 	○	○	○	○	○
Comments					
5. Teamwork <ul style="list-style-type: none"> 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					
6. Manage Self <ul style="list-style-type: none"> 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 	○	○	○	○	○

