FROSTBURG STATE UNIVERSITY

# MANAGER FEEDBACK FORM

| | | | |
|---|---|---|---|
| NAME: | (Optional) | MANAGER: | (required) |
| DEPT.: | (required) | DATE: | 2/16/2011 |

The Manager Feedback Form plays an important role in Frostburg State University's performance review process. The objective is to provide constructive feedback on the manager's leadership skills and abilities. This is an important part of the manager's own performance management plan (PMP). The form should be completed for all lead, supervisor, and managerial positions.

**Indicate your response to each of the following statements:**
**Strongly Agree (5); Agree (4); Not Applicable (3); Disagree (2); Strongly Disagree (1)**

**My Manager:**

| | |
|---|---|
| Empowers me to do my job. | 0 |
| Identifies clear, attainable goals and objectives, by stating what needs to be accomplished and why. | 0 |
| Provides an environment that motivates me to achieve my goals and objectives. | 0 |
| Provides challenging opportunities that maximize the use of my skills. | 0 |
| Acts as a sounding board for ideas. | 0 |
| Recognizes and rewards innovation and creativity. | 0 |
| Enables good performance by clearing roadblocks and providing support. | 0 |
| Provides opportunities for professional development and improvement of skills. | 0 |
| Demonstrates flexibility in management style. | 0 |
| Communicates University and departmental goals and objectives. | 0 |
| Acts as coach and mentor. | 0 |
| Builds a cohesive team. | 0 |
| Provides honest and constructive feedback about my performance. | 0 |
| Delegates effectively. | 0 |
| Conducts regular one-on-one feedback meetings. | 0 |
| ***Total*** | ***0*** |
| ***Overall Performance Rating: (Overall Performance Total divided by 15)*** | ***0.00*** |

**Performance Rating Guidelines:**

1 – 1.4 = Unsatisfactory
1.5 – 2.4 = Below Standards
2.5 – 3.4 = Meets Standards
3.5 – 4.4 = Above Standards
4.5 – 5.0 = Outstanding

***Overall Comments:***