

180 DEGREE FEEDBACK FOR PRACTICE GROUP LEADERS

Practice group leaders might appreciate knowing what they're doing well and what partners and staff would like them to do more of, or less of. To help provide such feedback, please answer the following questions, indicating your agreement or disagreement, using the following scale:

1 - Strongly Disagree

2 - Somewhat Disagree

3 - Somewhat Agree

4 - Strongly Agree

<i>The practice group leader...</i>	<i>Scale</i>	<i>Please comment on any scores of 1 or 4</i>
1 Communicates a clear vision about the future direction of the group	1 2 3 4	
2 Leads by example	1 2 3 4	
3 Is fair in dealings with partners and staff and rewards appropriately	1 2 3 4	
4 Causes me to stretch for performance goals	1 2 3 4	
5 Is concerned about long-term issues, not just short-term profits	1 2 3 4	
6 Conducts team meetings in a manner that encourages involvement	1 2 3 4	
7 Is consultative and builds commitment before making big decisions	1 2 3 4	
8 Provides constructive feedback that helps me improve my performance	1 2 3 4	
9 Is a source of creative ideas about our business	1 2 3 4	
10 Allows me autonomy to set my own goals	1 2 3 4	
11 Actively shares technical expertise in an understandable way	1 2 3 4	
12 Acts like a coach	1 2 3 4	
13 Helps me understand how my tasks fit into the overall objectives of the firm	1 2 3 4	
14 Earns the trust and confidence of lawyers and business service support team	1 2 3 4	
15 Actively encourages me to volunteer new ideas and make suggestions for improvements of the practice	1 2 3 4	
16 Helps me grow and develop	1 2 3 4	
17 Encourages me to initiate tasks or projects I think are important	1 2 3 4	
18 Is publicly generous with credit	1 2 3 4	
19 Is prompt in dealing with underperformers in the group	1 2 3 4	
20 Has the courage to implement difficult or unpopular decisions	1 2 3 4	
21 Emphasises cooperation as opposed to competitiveness between work groups	1 2 3 4	
22 Is effective in communicating with partners and staff	1 2 3 4	

We suggest you pass your completed feedback to someone in HR to compile an aggregated analysis of the responses and arrange a review meeting to discuss.