



Look at the range of specific manager behaviours and tick the column that most closely represents where you see yourself with each statement.







I give the right level of direction to my team members					
Note down the total number of ticks in each column					
Multiply each column total by the number indicated to calculate column score	X1 =	X2 =	X3 =	X4 =	X5 =
Add the column scores together and note the total score (max score is 110)					
Divide your total score by 110 and multiply by 100	$(\dots\dots\dots/110) \times 100 =$				

I prefer to speak to my team personally than use email					
I provide regular opportunities for my team to speak one to one					
I return my team's calls/emails promptly					
I am available to talk to when needed					
I bring in treats for my team					
I socialise with the team					
I am willing to have a laugh at work					
I encourage individuals' input in discussions					
I listen when a team member asks for help					

I make an effort to find out what motivates my team members at work					
I try to see things from my team members' point of view					
I take an interest in my team's life outside work					
I regularly ask team members 'How are you?'					
I treat all team members with equal importance					
I check everyone is OK rather than just assuming					
Note down the total number of ticks in each column					
Multiply each column total by the number indicated to calculate column score	X1 =	X2 =	X3 =	X4 =	X5 =
Add the column scores					

I deal objectively with employee conflicts					
I deal with conflicts head on					
I try and resolve issues rather than act to keep the peace					

The scores for each of the 4 areas can be interpreted as follows:

: This score indicates you would benefit from further development. Look at the questionnaire again and explore