

Supervisor Development Self-Assessment

On a scale of 1 - 5 (5 being the most), how much do you agree with each of these statements? Put a check mark in the appropriate box for each statement.

5	4	3	2	1	
					Learning
					We provide skills development classes for our supervisors.
					Our classes are mostly hands-on activities and little lecture.
					Our classes include assignments to do back on the job and they get feedback on how they did.
					Coaching Environment
					Our supervisors have formal coaches within the company.
					The coaches can demonstrate the skills the supervisors have learned in the classes so they can properly reinforce and coach the supervisors
					The supervisors and their coaches meet regularly, and confidentially, to build the supervisors' skills.
					Sponsor
					We have an identified Sponsor for Supervisor Development in our company.
					We allocate money in our annual budget for Supervisor Development every year.
					We have a long-term plan for the continuing development of our Supervisors.
					Metrics
					The metrics we use to evaluate the performance of our Supervisors match the expectations of their position.
					We have a clear picture of what it will look like when our Supervisors are Leaders.
					We know what is or will be different in the company when our Supervisors are Leaders.
					Succession
					Our Supervisors routinely develop the skills of their people.
					Our Supervisors open up opportunities for their people to practice and use new skills, while coaching them to be successful.
					Our Supervisors continue to develop their own skills.
					Operationalize the Process
					Our Supervisor Development process is documented.
					Our Supervisor Development process is routinely audited to make sure it is on track.
					The results of the audits are included in our business planning process.
					RESULTS
					Add up the number of check marks in each column
X 5	X 4	X 3	X 2	X 1	Multiply each total by the number below it
					Add these five totals together and put the total by the TOTAL box below
					TOTAL

Supervisor Development Self-Assessment **Evaluation**

If your TOTAL Score is between:

- 90–72 You are doing GREAT! Keep learning and making incremental improvements.
- 71–54 You are doing well but there is room to take it to the next level.
- 53–36 You have a lot of improvement to make.
- 35–0 Your Supervisor Development approach is not being effective.

If you would like to discuss your results, contact Gayle Noakes at gayle@gaylenoakes.com or call her at 612-791-8981.

