

Anonymous 360-degree Staff/Volunteer Evaluation

Welcome to the Anonymous 360-Degree Supervisor, Peer & Subordinate Evaluati...

Thank you for taking the time to provide this feedback for organizational improvement. The information from this survey will be kept strictly confidential. We do need you to name your supervisor, one of your peers, and a subordinate, if you have one. The information will only be shared in the aggregate - not individual responses. Be as candid as possible. We will take all your responses very seriously so we can improve our organizational health.

Evaluating Supervisor, Coworker/Volunteer, or Subordinate?

1. Whom would you like to evaluate?

- Supervisor
- Coworker/Volunteer
- Subordinate

Supervisor Evaluation

*2. Please provide the name of your supervisor in the space provided:

3. How likely is it that you would recommend your supervisor to a colleague?

Not at all likely - 0	1	2	3	4	5	6	7	8	9	Extremely likely - 10
<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"/>

4. How available to staff/volunteers is your supervisor?

- Extremely available
- Very available
- Somewhat available
- Not so available
- Not at all available

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5. How often does your supervisor give you feedback about your work/efforts?

- Extremely often
- Very often
- Somewhat often
- Not so often
- Not at all often

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6. How improved is your performance after getting feedback from your supervisor about your work/efforts?

- Extremely improved
- Very improved
- Somewhat improved
- Not so improved
- Not at all improved

7. How effective is the training you receive from your supervisor?

- Extremely effective
- Very effective
- Somewhat effective
- Not so effective
- Not at all effective

8. How consistently does your supervisor reward staff/volunteers for good work/efforts?

- Extremely consistently
- Very consistently
- Somewhat consistently
- Not so consistently
- Not at all consistently

9. How consistently does your supervisor discipline staff/volunteers for poor work/efforts?

- Extremely consistently
- Very consistently
- Somewhat consistently
- Not so consistently
- Not at all consistently

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10. How reasonable are the decisions made by your supervisor?

- Extremely reasonable
- Very reasonable
- Somewhat reasonable
- Not so reasonable
- Not at all reasonable

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11. Does your supervisor take too much time to make decisions, too little time, or about the right amount of time?

- Much too much time
- Too much time
- About the right amount of time
- Too little time
- Much too little time

12. How often does your supervisor listen to staff/volunteer's opinions when making decisions?

- Extremely often
- Very often
- Somewhat often
- Not so often
- Not at all often

13. How easy is it for staff/volunteers to disagree with the decisions made by your supervisor?

- Extremely easy
- Very easy
- Somewhat easy
- Not so easy
- Not at all easy

14. When you make a mistake, how often does your supervisor respond constructively?

- Always
- Most of the time
- About half of the time
- Once in a while
- Never

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15. How reliable is your supervisor?

- Extremely reliable
- Very reliable
- Somewhat reliable
- Not so reliable
- Not at all reliable

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16. How effectively does your supervisor use church/ministry resources?

- Extremely effectively
- Very effectively
- Somewhat effectively
- Not so effectively
- Not at all effectively

17. When someone completes a task especially well, how often does your supervisor acknowledge this success?

- Always
- Most of the time
- About half of the time
- Once in a while
- Never

18. How professionally does your supervisor behave?

- Extremely professionally
- Very professionally
- Somewhat professionally
- Not so professionally
- Not at all professionally

19. Overall, are you satisfied with your supervisor, neither satisfied nor dissatisfied with him/her, or dissatisfied with him/her?

- Very satisfied
- Somewhat satisfied
- Neither satisfied nor dissatisfied
- Somewhat dissatisfied
- Very dissatisfied

20. What does your supervisor need to do to improve his/her performance?

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Peer Evaluation

***21. Please provide the name of your co-worker/volunteer in the space provided:**

22. How likely is it that you would recommend your coworker/volunteer to a friend or acquaintance?

Not at all
likely - 0

1

2

3

4

5

6

7

8

9

Extremely
likely - 10



23. How often is your coworker/volunteer late to meetings?



Always



Most of the time



About half the time



Once in a while



Never

24. How much attention to detail does your coworker/volunteer exhibit?



A great deal of attention



A lot of attention



A moderate amount of attention



A little attention



Not any attention at all

25. How often does your coworker/volunteer meet his/her deadlines?



Always



Most of the time



About half the time



Once in a while



Never

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26. How willing is your coworker/volunteer to admit mistakes?

- Extremely willing
- Very willing
- Somewhat willing
- Not so willing
- Not at all willing

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27. How well does your coworker/volunteer communicate with others?

- Extremely well
- Very well
- Somewhat well
- Not so well
- Not at all well

28. How quickly does your coworker/volunteer adjust to changing priorities?

- Extremely quickly
- Very quickly
- Somewhat quickly
- Not so quickly
- Not at all quickly

29. How faithful/consistent is your coworker/volunteer?

- Extremely faithful/consistent
- Very faithful/consistent
- Somewhat faithful/consistent
- Not so faithful/consistent
- Not at all faithful/consistent

30. How well does your coworker/volunteer work with people in the congregation?

- Extremely well
- Very well
- Somewhat well
- Not so well
- Not at all well

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31. How Christ-like does your coworker/volunteer behave?

- Extremely Christ-like
- Very Christ-like
- Somewhat Christ-like
- Not so Christ-like
- Not at all Christ-like

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32. How well does your coworker/volunteer collaborate with other coworkers/volunteers?

- Extremely well
- Very well
- Somewhat well
- Not so well
- Not at all well

33. Overall, how effective at his/her ministry is your coworker/volunteer?

- Extremely effective
- Very effective
- Somewhat effective
- Not so effective
- Not at all effective

34. How respectfully does your coworker/volunteer treat you?

- Extremely respectfully
- Very respectfully
- Somewhat respectfully
- Not so respectfully
- Not at all respectfully

35. How well does your coworker/volunteer handle criticism of his/her efforts?

- Extremely well
- Very well
- Somewhat well
- Not so well
- Not at all well

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36. How quickly does your coworker/volunteer follow up on requests?

- Extremely quickly
- Very quickly
- Somewhat quickly
- Not so quickly
- Not at all quickly

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37. How much trust do you have in your coworker/volunteer ability to make the right decisions?

- A great deal of trust
- A lot of trust
- A moderate amount of trust
- A little trust
- Not any trust at all

38. How often does your coworker/volunteer take responsibility for his/her mistakes?

- Always
- Most of the time
- About half of the time
- Once in a while
- Never

39. Is the impact of your coworker/volunteer on your ministry environment positive, neither positive nor negative, or negative?

- Extremely positive
- Quite positive
- Somewhat positive
- Neither positive nor negative
- Somewhat negative
- Quite negative
- Extremely negative

40. What does your coworker/volunteer need to do to improve his/her performance?

Subordinate Evaluation

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41. How likely is it that you would recommend your employee/volunteer to a colleague?

Not at all likely - 0	1	2	3	4	5	6	7	8	9	Extremely likely - 10
<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"/>

42. How faithful/consistent is your employee/volunteer?

- Extremely faithful/consistent
- Quite faithful/consistent
- Moderately faithful/consistent
- Slightly faithful/consistent
- Not at all faithful/consistent

43. Overall, how effective at his or her ministry is your employee/volunteer?

- Extremely effective
- Quite effective
- Moderately effective
- Slightly effective
- Not at all effective

44. How well does your employee/volunteer work with others?

- Extremely well
- Very well
- Somewhat well
- Not so well
- Not at all well

45. How much attention to detail does your employee/volunteer exhibit?

- A great deal of attention
- A lot of attention
- A moderate amount of attention
- A little attention
- Not any attention at all

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46. How well does your employee/volunteer adjust to changing priorities?

- Extremely well
- Very well
- Somewhat well
- Not so well
- Not at all well

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47. How often does your employee/volunteer exceed your expectations?

- Always
- Most of the time
- About half of the time
- Once in a while
- Never

48. How often does your employee/volunteer fail to meet your expectations?

- Always
- Most of the time
- About half of the time
- Once in a while
- Never

49. How much trust do you have in your employee/volunteer ability to make the right decisions?

- A great deal of trust
- A lot of trust
- A moderate amount of trust
- A little trust
- Not any trust at all

50. How well does your employee/volunteer collaborate with other employees/volunteers?

- Extremely well
- Quite well
- Moderately well
- Slightly well
- Not at all well

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51. How willing is your employee/volunteer to admit his or her own mistakes?

- Extremely willing
- Quite willing
- Moderately willing
- Slightly willing
- Not at all willing

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52. How often does your employee/volunteer take responsibility for his or her mistakes?

- Always
- Most of the time
- About half of the time
- Once in a while
- Never

53. How Christ-like does your employee/volunteer behave?

- Extremely Christ-like
- Quite Christ-like
- Moderately Christ-like
- Slightly Christ-like
- Not at all Christ-like

54. How respectfully does your employee/volunteer treat you?

- Extremely respectfully
- Quite respectfully
- Moderately respectfully
- Slightly respectfully
- Not at all respectfully

55. How quickly does your employee/volunteer follow up on requests?

- Extremely quickly
- Quite quickly
- Moderately quickly
- Slightly quickly
- Not at all quickly

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56. How well does your employee/volunteer handle criticism of their ministry?

- Extremely well
- Very well
- Somewhat well
- Not so well
- Not at all well

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57. How well does your employee/volunteer work to meet the goals you set for him or her?

- Extremely well
- Quite well
- Moderately well
- Slightly well
- Not at all well

58. What does employee/volunteer need to do to improve his performance?

Thank You

Thank you for your feedback! Your responses will remain strictly confidential and will be a big help in improving our organizational health.