

## STAFF DEVELOPMENT QUESTIONNAIRE

### ***Instructions:***

Imagine yourself in the role of your staff. How might they respond to these questions regarding your role as a supervisor. Read each statement and determine how you believe your staff would answer them. Write the appropriate number in the blank preceding each statement using the following scoring key:

- 0 Disagree strongly**
- 1 Disagree**
- 2 Disagree somewhat**
- 3 Agree somewhat**
- 4 Agree**
- 5 Agree strongly**

### **My Supervisor:**

- \_\_\_ 1. Helps me articulate my career-related values.
- \_\_\_ 2. Helps me list my marketable competencies and skills.
- \_\_\_ 3. Helps me identify the type of work that most interests me.
- \_\_\_ 4. Tells me what competencies are most important for my performance evaluations.
- \_\_\_ 5. Tells me how my current performance affects my career goals.
- \_\_\_ 6. Encourages me to elicit feedback from others.
- \_\_\_ 7. Helps me identify a range of realistic career options.
- \_\_\_ 8. Helps me think of ways to make my current job more interesting or rewarding.
- \_\_\_ 9. Informs me of potential organizational changes that may affect my career plans.
- \_\_\_ 10. Helps me develop detailed action plans based on my career goals.
- \_\_\_ 11. Provides on-the-job work experience to help me achieve my career goals.
- \_\_\_ 12. Discusses my career goals and capabilities with other managers.

(\*) Note:

Questions 1-3, refer to the supervisor's role as a "coach". Questions 4-6 refer to the role of an "appraiser". Questions 7-9 refer to the role of an "adviser". Questions 10-12 refer to the role of a "referral agent".