	No opinion	POOR	Fair	Good	Excellent
	Zero points	One point	Two points	Three points	Four points
1. Conducts herself/himself in a professional manner					
2. Is a good listener					
3. Gives good feedback to others					
4. Is thoughtful and considerate of staff members					
5. Has good self-control under pressure					
6. Will admit or apologize when wrong					
7. Leaves personal affairs at home					
8. Is open to other nurses' ideas and opinions					
9. Gives compliments and positive feedback					
10. Provides sufficient on-the-job training					
11. Willingly answers questions from staff members					
12. Lets staff know in a fair and constructive manner when they have done something wrong					
13. Keeps promises					
14. Delegates authority necessary to do my job (has my back)					
15. Has good people skills					
16. Presents information to staff via in-services, regular staff meetings or communication book					
17. Gets back to staff regarding questions and problems promptly, i.e. staffing issue					
18. Treats all staff equally and respectfully					
19. Holds all staff accountable evenhandedly					
20. Provides mentoring and opportunity for growth in an equitable manner					
21. Does not play favorites or create a culture of "cliques"					
22. Is non-judgmental					
23. Encourages patient / family advocacy					

24. What one change could your manager make to better your work environment or provide support?

25. In thinking about this manager's leadership style, is there a particular strength you would like to comment on?