

I am answering this survey about:

First Name

Last Name

Please indicate your relationship to the person named above by blackening the appropriate circle.

- I am that person.
- I REPORT to that person and understand my answers WILL NOT be identified.
- I SUPERVISE that person and understand my answers WILL be identified.
- I am a PEER of that person and understand my answers WILL NOT be identified.

This survey asks specific questions about the person named on this survey. The statements pertain to things managers do or attitudes they may hold. The information will be used for coaching and development purposes only.

Please note the number below is used to identify each page of this survey form. It does not identify the respondent.

T H E
CLARK WILSON GROUP
 S U R V E Y S

LEADERSHIP IN HEALTH SERVICES

Measuring Excellence in a Changing Environment

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Please evaluate each statement according to how well it describes the person named on the front page. Answer honestly how often the statement is true of the person, or how much or to what extent the statement describes the person's behavior.

* Blacken the circle that most closely describes the person, even if that person is you.

* If you are unsure about an item, please leave it blank.

To guide you:

Never or to a Very Small Extent	Almost Never or to a Little Extent	Sometimes or to a less than Average Extent	Average	Often or to a more than Average Extent	Almost Always or to a Large Extent	Always or to a Very Great Extent
①	②	③	④	⑤	⑥	⑦

The person named on the front page:

	1	2	3	4	5	6	7	NA
1. Creates an atmosphere that supports the open expression of ideas _____ 1.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Emphasizes the importance of getting individuals to work as a team _____ 2.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Lets employees know that whatever they do must be done well _____ 3.	<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. Knows how to get things done or find the resources to do them _____ 4.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Implements changes as a result of having listened to employees _____ 5.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Gains commitment by persuasion, not by demanding _____ 6.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Communicates the vision of the organization to all employees _____ 7.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Communicates to employees how their jobs/work/goals relate to organizational goals _____ 8.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Demonstrates knowledge of the healthcare market and delivery systems in which we operate _____ 9.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Develops sound financial plans and budgets _____ 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"/>

For complete survey, call representative at 1-800-565-4223