Identifying what your teams perceptions are about the partners and management is imperative to building trust and identifying bumps in the road that your committee will need to navigate. Gathering data and then sharing that data with the leaders individually will not always be comfortable, but it is important to the health of the firm.

The questions below should be used in an electronic format and should be built to insure anonymity to the person that is answering them. I encourage the committee to work with your human resources professional or firm administrator to insure this process is discussed thoroughly and implemented as a part of the firm’s overall performance management process. All should be given a choice of:

* Strongly Agree
* Agree
* Neutral
* Disagree
* Strongly Disagree
* N/A

ROLE

1. This person sets a good example for FIRM leadership, management or professional senior team by the way he interacts FIRM personnel, clients and the business community.
2. This person contributes toward making FIRM a better place in which to work.
3. This person conveys a positive view towards FIRM and his position.
4. I have confidence in this person's ability, judgment and decisions in matters concerning client service and firm operations.
5. Please provide additional details relating to your responses above (especially those noted as "strongly disagree" or "strongly agree"), or other constructive observations you have about this individual: (OPEN ENDED SPACE)

INTERACTION/COMMUNICATION

1. This person shares his knowledge to help me work smarter and more efficiently.
2. This person communicates information and instructions to me in a clear and understandable manner.
3. This person is thorough in his review of my work, and gives me timely and helpful feedback or points
4. My job capabilities and skills have been enhanced by working with this person.
5. This person does not say one thing and do another.
6. This person is open to input from me.
7. If given the option, I would choose to continue working with this person.
8. Please provide additional details relating to your responses above (especially those noted as "strongly disagree" or "strongly agree"), or other constructive observations you have about this individual: (OPEN ENDED SPACE)

RESPECT

1. This person earns respect and does not command respect.
2. This person is willing to listen to and consider my opinions, suggestions and ideas.
3. This person is considerate and helpful to me if I have any personal or professional issues that may affect my work.
4. This person is reasonably accessible and approachable when needed.
5. This person acknowledges my work, and is appreciative of my efforts.
6. Please provide additional details relating to your responses above (especially those noted as "strongly disagree" or "strongly agree"), or other constructive observations you have about this individual: (OPEN ENDED SPACE)

ETHICS

1. This person operates with high personal standards for quality and integrity.
2. This person is trustworthy and conducts himself with decency.
3. This person is concerned with the success of FIRM.
4. This person is interested in my well-being at FIRM.
5. This person is fair and objective in his dealings with me and my work.
6. This person does not play favorites.
7. Please provide additional details relating to your responses above (especially those noted as "strongly disagree" or "strongly agree") or other constructive observations you have about this individual: (OPEN ENDED SPACE)