

Consultants To Management Upward Appraisal

Treats everyone with respect, regardless of title or position.

Total: 19	Mean (Avg): 1.90000	StDev (Sample): 0.87560
Minimum: 1	Maximum: 3	Range: 2
		StDev (Population) 0.83066

Sets and communicates clear standards and expectations.

Total: 15	Mean (Avg): 1.50000	StDev (Sample): 0.84984
Minimum: 0	Maximum: 3	Range: 3
		StDev (Population) 0.80623

Communicates the reason for decisions in a positive manner.

Total: 18	Mean (Avg): 1.80000	StDev (Sample): 1.03280
Minimum: 0	Maximum: 3	Range: 3
		StDev (Population) 0.97980

Gives me the information I need to do my job.

Total: 19	Mean (Avg): 1.90000	StDev (Sample): 0.73786
Minimum: 1	Maximum: 3	Range: 2
		StDev (Population) 0.70000

Involves employees in solving problems, making decisions.

Total: 21	Mean (Avg): 2.10000	StDev (Sample): 0.73786
Minimum: 1	Maximum: 3	Range: 2
		StDev (Population) 0.70000

Encourages employees to think and act on their own.

Total: 18	Mean (Avg): 1.80000	StDev (Sample): 0.63246
Minimum: 1	Maximum: 3	Range: 2
		StDev (Population) 0.60000

Makes sure that employees receive routine formal and informal feedback on their performance.

Total: 20	Mean (Avg): 2.00000	StDev (Sample): 0.81650
Minimum: 1	Maximum: 3	Range: 2
		StDev (Population) 0.77460

Treats everyone equally regardless of age, sex, race, religion, disability, or any other non-job related factors.

Total: 18	Mean (Avg): 1.80000	StDev (Sample): 0.78881
Minimum: 1	Maximum: 3	Range: 2
		StDev (Population) 0.74833

Encourages two-way communication by seeking input from others.

Total: 18	Mean (Avg): 1.80000	StDev (Sample): 0.78881
Minimum: 1	Maximum: 3	Range: 2
		StDev (Population) 0.74833

Provides timely, honest and constructive feedback.

Total: 19	Mean (Avg): 1.90000	StDev (Sample): 0.73786
Minimum: 1	Maximum: 3	Range: 2
		StDev (Population) 0.70000
