

Board member feedback on agency chief executive

Possible responses to questions 1 – 16:

0 = Unobserved

1 = Rarely

2 = Sometimes

3 = Most of the time

4 = Nearly always

____ 1. Demonstrates an understanding of, and passion for, the mission and values of the agency.

____ 2. Is an effective and appropriate partner with the board's leaders and with all board members.

____ 3. Effectively manages the agency's finances.

____ 4. Effectively and appropriately leads the agency's employees and maintains professional human resource practices. Strikes the right balance between supporting employees on the one hand, and challenging them and holding them accountable on the other.

____ 5. Functions as a change agent. Articulates a vision and inspires others to move toward it.

____ 6. Has a good understanding of the inner workings of the agency.

____ 7. Is an effective public ambassador for the agency, its mission and values.

____ 8. Handles conflict with ease and skill.

____ 9. Is open and non-threatening in dealings with people.

____ 10. Is decisive and willing to act.

____ 11. Effectively assesses and manages the agency's risks. Is willing to take risks, but not reckless ones.

____ 12. Listens in a positive, careful, active manner.

____ 13. Is consistent, ethical, honest and trustworthy.

____ 14. Does an excellent job of providing board members with the information they need to make decisions. Information is timely and provides the right amount of detail.

____ 15. Understands the difference between the chief executive's role and the board's role, and helps others to keep that difference in mind.

____ 16. Encourages and demonstrates positive and appropriate behavior.

17. What should the chief executive start doing?

18. What should the chief executive stop doing?

19. What else would you like us to know that would help the chief executive's success as the leader of our agency?
