

PEER FEEDBACK SURVEY QUESTIONS

(Survey Introduction Statement)

This peer feedback tool aims to supplement PDRs by providing data in a way that PDRs currently do not. This tool will provide every Bulldog with their “Bulldog Leadership Inventory” (BLI) score, which is a metric to assess self-awareness, leadership capacity, and alignment to our company values. This survey asks questions to collect on three sources of data:

- Yours and others’ demonstrated proficiency in the five of our attributes & competencies. These attributes & competencies are how our profession defines what a leader is and does.
- How our personal behaviors align to our Company Values. A key component of authentic leadership is leading in-line with our organization’s espoused values.
- Major individual perceptions of our peers based on our observations from the last ____ months.

This data provides increased value and focus to our 2 peer coaching sessions, counseling conversations, as well as provides another source of data to improve our self-awareness and leader effectiveness.

INSTRUCTIONS

You will complete between 8 to 12 assessments; one of those will be a self-assessment. This should take you no more than 10 minutes. Complete the questions on each peer. When you get to the page with your name, answer the questions as a self-assessment.

Thanks for your time and investment in making yourself and our team better!

(Questions for each member on the listed on the survey)

1. Provide your last name (this is to confidentially track completion progress; no one beyond ____ will see who provided what responses).

PER ASSESSMENT (SELF-ASSESSMENT WHEN YOU GET TO YOUR NAME)

2. Assess this person as a leader of character who lives & leads honorably?
3. To what degree do they demonstrate a strong, effective presence within the company chain of command?
4. To what degree do they make other teammates and our company better through intellectual challenge, sound judgement, and professional interpersonal tact?
5. Do you consider this person as a commonly trusted leader across the company?
6. Assess the degree that they actively develop your peers and/or subordinates to become more effective leaders.
7. Measure the degree that this Cadet demonstrates our Bulldog Values:
 - a. Ownership: Acting like they’re in charge.
 - b. Common Sense: Eliminating unnecessary work.
 - c. Authenticity: Being true to themselves and their identity as a teammate.
 - d. Respect: Treating others with the dignity they deserve.
 - e. Excellence: Striving to become the leader others deserve.
8. Provide the single strongest positive perception you have of this peer from this semester. What are they most consistently best at?

9. Provide the single strongest negative perception of this peer from this semester. What is their “one big thing” (developmental need) to work on?