



EMPLOYEE FEEDBACK 360° EVALUATIONS

I evaluate my employees every year. I believe I should have feedback from them about how I'm doing as a supervisor. Would it be a good idea to have them evaluate me?

There are many ways to learn how well you are doing as a supervisor. Receiving feedback from your team can provide really valuable input and information. Receiving feedback from your employees is a good idea, practicing good communication skills throughout the year by listening carefully is effective. Good communication will make your relationship with each employee more meaningful and provide an opportunity for him or her to be honest about any concerns.

However, the formal process of rating one's supervisor is important here. Evaluating one's superiors known as a '360 evaluation' requires a different process. Trying to replicate the current employee evaluation you describe reverses your roles, and employees will consider how their evaluation might affect their job situation and thus may not be impartial. The 360 process must be administered by an objective third party and in a manner, that enhances the trust levels and confidence with your direct reports. Your human resources department will be a good place to begin the conversation about a 360 process.

If a pattern of feedback about your supervision style emerges from employees and you find it troubling, consider how the EAP can assist you in making the changes you desire.



Leadership Orientation Session B

Thurs. Nov. 16, 2017
8:30am - 11:30am
Algona, IA

CONTACT US TODAY:

Please contact our office by calling 800-779-6125 or e-mailing Joy (joy@connectionseap.com) for more information or register online at:

www.connectionseap.com

ATTENTION: SUPERVISORS, MANAGERS, ADMINISTRATORS:

Session A: "Leadership Orientation to the EAP", is always available on the website - for new leadership employees or as a refresher course.

Each employer has their own unique user name and password for the leadership section and also a username and password for the employee section. Please check your wallet cards or contact your HR department for your username and password.

Website Information – Webinars, skill builders, articles and much more are available in the Work/Life Services site. Log in on Connections website, and you will find this site in the drop down menus under Employee or Leadership Resources. (To access webinars, continue to scroll down on the Work/Life Services opening page. All webinars are archived for later viewing.)

Information provided in this newsletter is for general information purposes only and is not intended to be specific guidance for any particular supervisor or human resource management concern. For specific guidance on handling individual employee concerns, consult with an EAP counselor.

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