

Senior Manager 360 Appraisal

Below are initial results of 360 Degree Appraisal for all Directors, Chief Officers and Heads of Service. Results are being collated for other senior managers and will be included in due course.

Managers were asked to nominate up to 9 other respondents to fill in an on-line question asking about the degree to which the person in question exhibits certain behaviours. Responses are rated:

- 5 - The person displays these behaviours 80 to 100% of the time
- 4 - The person displays these behaviours 60 to 80% of the time
- 3 - The person displays these behaviours 40 to 60% of the time
- 2 - The person displays these behaviours 20 to 40% of the time
- 1 - The person displays these behaviours 0 to 20% of the time
- 0 – This is not applicable

Respondents were also asked to rate the importance of the behaviours in terms of their importance to the individual’s job:

- 1 Very important
- 2 Important
- 3 No important

Section 9 of the Appraisal covered work with Partners and Members and relates to the Management standard shown on the next page. The results of the questions regarding members are shown below. Overall this section was rated as 1.4 in terms of the importance of this to the Officers doing their jobs.

	Mean Scores
Section 9 – Work with Partners and Members	4.2
Understands the democratic process within Leeds City Council and recognised the political accountability of members	4.7
Works effectively in a political context by sensitively managing the working relations with Members	4.3
Has a positive approach to informing and consulting Member to support them in their role	4.6
Effectively builds relationship with Members to Achieve outcomes	3.9