LAMPS

Leadership and Management Practices Survey

DISTANCE CONSULTING LLC

"Shining a Light on Management Practices"

Leadership and Management Practices Survey

1 = Almost Never   2 = Some of the Time   3 = About Half the Time   4 = Most of the Time   5 = Almost Always

Your Company's Name: _____

Your Unit/Division/VP Area: _____

Please Indicate Your Level in the Organization:

- ☐ Hourly Employee
- ☐ Salaried Professional
- ☐ Line Management
- ☐ Middle Management
- ☐ Senior Management
- ☐ Executive

Purpose: The purpose of this survey is to obtain your ratings of the frequency with which your company's management practices are producing the desired effects or outcomes. You are one of many employees at all levels of your organization who are responding to this survey. The data will be aggregated and displayed for the entire organization and for various unit/division/VP areas. Your responses are anonymous. This survey is not intended to gather perceptions related to individual managers.

Directions: The survey consists of 48 items. Please rate each item so as to reflect your honest opinion. Each item is followed by a range of numbers from 1 to 5 reflecting the following scale. For your convenience the scale is repeated across the top of each page as shown on this page.

1 – Almost Never
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On the following pages please circle the number next to each item that best reflects how often the outcome or state of affairs expressed in that item can be said to exist.

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No.	Leadership and Management Practices Outcomes	Rating Scale				
1	Company strategy is translated into relevant projects and/or job assignments.	1	2	3	4	5
2	People know that their efforts are appreciated and valued.	1	2	3	4	5
3	People who can provide advice or guidance are readily accessible by those seeking it.	1	2	3	4	5
4	Management anticipates what the future could hold and how we can make it happen for ourselves.	1	2	3	4	5
5	People act as though they expect others to do things well.	1	2	3	4	5
6	Managers act in ways indicating they think of themselves as leaders.	1	2	3	4	5
7	Those who possess needed information are readily accessible to those who need it.	1	2	3	4	5
8	Commitments made are honest and realistic.	1	2	3	4	5
9	Opportunities to make continuous improvements in operating methods, results and costs are sought out at all levels.	1	2	3	4	5
10	All members of all teams are aware that they are valued.	1	2	3	4	5
11	Decisions are appropriately made, either independently or with the involvement of others.	1	2	3	4	5
12	Opinions regarding controversial or contentious issues are expressed in an honest and straightforward manner.	1	2	3	4	5
13	Goals and milestones set by teams are clear and realistic.	1	2	3	4	5
14	People are readily recognized for jobs well done.	1	2	3	4	5
15	Feedback for improvement focuses more on how to avoid problems in the future than on assigning blame.	1	2	3	4	5
16	The way things are done now are willingly changed in order to meet the challenges of tomorrow.	1	2	3	4	5

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No.	Leadership and Management Practices Outcomes	Rating Scale
17	People feel as though they have the information, authority and resources needed to take action.	1 2 3 4 5
18	Managers demonstrate a high level of energy coupled with a sense of personal urgency to achieve results.	1 2 3 4 5
19	People are willing to consider promising ideas from outsiders as well as from those in their own group.	1 2 3 4 5
20	Information and advice is provided candidly, without "hidden motives."	1 2 3 4 5
21	People take ownership for the quality of tasks they perform.	1 2 3 4 5
22	Clear ground rules for working together are advocated and supported.	1 2 3 4 5
23	Effort and resources are willingly committed to other groups when they need help.	1 2 3 4 5
24	Legitimate reasons for taking positions that differ from those held by others are acknowledged.	1 2 3 4 5
25	Considerable effort goes into focusing energies on the truly important priorities of the business.	1 2 3 4 5
26	Team accomplishments are celebrated.	1 2 3 4 5
27	Frequent feedback is provided in a form useful to the people receiving it.	1 2 3 4 5
28	Team member commitment is based on a view of what they can accomplish together.	1 2 3 4 5
29	People show initiative and take reasonable personal risks.	1 2 3 4 5
30	Managers act in ways that are consistent with their stated values and principles.	1 2 3 4 5
31	People feel comfortable and safe in raising issues or concerns.	1 2 3 4 5
32	People can tell that their decisions and actions are trusted.	1 2 3 4 5

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No.	Leadership and Management Practices Outcomes	Rating Scale
33	Advice and feedback is regularly sought from customers regarding group and/or organizational performance.	1 2 3 4 5
34	The views of all members of a team are expressed and understood.	1 2 3 4 5
35	The risks involved in collaborative activities are fairly and equitably distributed.	1 2 3 4 5
36	There is support for generating and considering a wide range of ideas and alternatives.	1 2 3 4 5
37	People are clear about what is expected of them.	1 2 3 4 5
38	Praise occurs more often than criticism.	1 2 3 4 5
39	Advice, coaching and training are provided as needed.	1 2 3 4 5
40	People are kept informed as to the "big picture."	1 2 3 4 5
41	People are encouraged to work things out for themselves.	1 2 3 4 5
42	Managers are willing to make decisions that might be unpopular or involve some personal risk.	1 2 3 4 5
43	Barriers to candid discussions are promptly eliminated.	1 2 3 4 5
44	Decisions are marked by openness, transparency and consideration of a broad range of factors.	1 2 3 4 5
45	Pride in a unit's services and products is evident in people's behavior.	1 2 3 4 5
46	Collaboration is promoted more than competition.	1 2 3 4 5
47	People are encouraged to build and maintain relationships with other units of the organization.	1 2 3 4 5
48	Managers' responses to disagreements with their views or actions taken are constructive and non-defensive.	1 2 3 4 5

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49	Short-term immediate needs are balanced with the broad, long-term consequences of actions or goals.	1 2 3 4 5
50	Team members receive credit for their contributions.	1 2 3 4 5
51	People receive fair appraisals of their efforts and results.	1 2 3 4 5
52	Managers use broad purposes and shared values to challenge and inspire team members.	1 2 3 4 5
53	People feel that they are part of a larger effort as a result of individual and team efforts being linked to overall organizational success.	1 2 3 4 5
54	Managers show respect to their peers and to the people who report to them.	1 2 3 4 5
55	People ask for ideas about how to improve their own performance.	1 2 3 4 5
56	Confidences are kept.	1 2 3 4 5
57	People work hard to make sure things are done right the first time.	1 2 3 4 5
58	Teams are encouraged to focus on solutions and actions instead of finding fault or assigning blame.	1 2 3 4 5
59	The different needs, interests and ways of working in various groups are understood.	1 2 3 4 5
60	Efforts to persuade are based more on data, logic and reason than on authority of position or coercion.	1 2 3 4 5
61	People are held accountable for meeting their commitments.	1 2 3 4 5
62	Team interests are represented to higher management in a supportive way.	1 2 3 4 5
63	Real concern for the development of people is visibly demonstrated.	1 2 3 4 5
64	A positive view of the company's future and its long-term success is widely and frequently communicated.	1 2 3 4 5

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65	Effort goes into enhancing the confidence and self-esteem of people.	1 2 3 4 5
66	Managers act in ways that demonstrate high personal standards of performance.	1 2 3 4 5
67	People's views are listened to with interest and respect.	1 2 3 4 5
68	Managers avoid saying anything about people that would not be said to them directly.	1 2 3 4 5
69	Demands made by managers are challenging and coupled with high expectations for performance.	1 2 3 4 5
70	Team decisions are supported by their managers even when a manager believes those decisions might not represent the best choice.	1 2 3 4 5
71	Emphasis is placed more on assisting and cooperating with other groups than on restricting or controlling them.	1 2 3 4 5
72	Ideas that differ from management's views are listened to as carefully as those that are in agreement with them.	1 2 3 4 5