

# Strong Managers

## Online Assessment Tool

The following is a brief diagnostic tool that The Drozdal Company uses to help organizations systematically build strong managers at all levels.

DIRECTIONS: For each question, simply indicate a percentage range by marking one of the five columns of the form. If you notice that most of your responses are in columns 1–3, contact The Drozdal Company at [www.drozdalcompany.com](http://www.drozdalcompany.com) to arrange a complimentary initial consultation.

What percentage of your managers ...	1 <i>(don't know)</i>	2 <i>(0–25%)</i>	3 <i>(26%–50%)</i>	4 <i>(51%–75%)</i>	5 <i>(76%–100%)</i>
1 ... clearly understands that their role is to “get work done through others” as opposed to doing the work themselves?					
2 ... had employees leave their organization within the past 12 months for reasons other than a “bad manager”?					
3 ... could you promote to positions of greater managerial responsibility?					
4 ... provides performance feedback to their direct reports on an ongoing basis as opposed to just during the annual review process?					
5 ... has a working knowledge of employment law that applies to hiring and firing, as well as discrimination and harassment?					
6 ... routinely sets and communicates clear performance goals for their direct reports?					
7 ... has a <i>current</i> individual development plan?					
8 ... has participated in a formal 360° feedback process within the last 12 months?					
9 ... clearly understands the business of your organization?					
10 ... would receive a satisfactory rating or higher on “how” they achieve results?					

©2005 The Drozdal Company 05.1122

