

## Differential Supervision Worksheet: Self / Peer Evaluation

Put today's date in the first column and assess your supervisory skill in each category on the rating scale below.

Contact a peer or other person you trust; tell him/her that you are working to develop your supervisory skills and you would like help in your baseline assessment. Ask him/her to assess your skill in each category.

Select a future date within 2 weeks. On that date, complete this assessment again. Reflect on the differences.

Circle one rating for each skill: 1=Poor 5=Exceptional

Supervisory Skill	Self-Assessment #1	Peer Assessment	Self-Assessment #2
	Date: _____	Name: _____	Date: _____
Ability to Lead a Team	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5
Customer service Orientation	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5
Ability to Manage Change	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5
Coaching and Mentoring Others	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5
Stress Management	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5
Ability to Motivate Others	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5
Setting Goals and Planning	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5
Communicating Clearly	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5
Delegating Tasks & Responsibilities	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5
Recognizing Talent and Performance in Others	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5
Negotiating	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5
Acquiring Team Members	1 2 3 4 5	1 2 3 4 5	1 2 3 4 5

List three qualities of the best supervisor you have ever had.

Why do your employees like you as their supervisor?