



MANAGER EFFECTIVENESS SURVEY BEST PRACTICES



Manager Effectiveness

Research consistently finds that organizational performance and effective management improves key employee metrics such as performance, engagement, and retention. Your most effective managers are the ones who are continuously growing and improving in their role. Great managers help people feel connected, supported, and inspired to do their best work. Unfortunately, managers can also have a negative impact on your business.

Our employee lifecycle benchmarks show **1 out of 3** employees feel their managers are not effective, as well as a 5% decrease in employee trust for their manager in 2021. Ineffective managers can bring down performance, limit innovation and cause employees to leave.

It's time to equip managers to act. Engagement strategies will succeed or fail at the hands of managers, who have the most connection with employees. Evidence-based research shows the most effective leaders:

- Check in often, communicate frequently and connect with employees
- Seek ideas, ask for feedback, and include employees in decisions
- Care about employee well-being, be appreciative, and show compassion
- Provide guidance and support, helping employees to grow and develop
- Build trust through honesty and follow through on commitments

Your managers have a lot going on. With People Element's solution, you can empower your managers with the right tools they need to grow, engage, and lead. Managers get real-time feedback from those they work directly with to assess how they're doing across key management behaviors and learn from other perspectives to improve their relationships and skill up. By building effective behaviors and empowering managers, organizations can achieve meaningful change in their employee engagement and retention outcomes.

Some key factors for managers to assess:

- Approachability
- Accountability
- Communication
- Caring and support
- Recognition
- Solutions focused
- Trust building

People Element makes it easy for managers to get feedback from their direct reports and supervisor to help them understand what is working and what could be improved. Areas needing attention are automatically identified to enable managers to focus their efforts in areas that have the most impact. As part of our solution, we provide managers with ongoing support to help drive action. Triggered alerts provide tips and resources to engage managers in building better relationships and improving productivity.

Utilizing multi-rater surveys and resources easily gives your managers the tools they need to get feedback, learn what to improve, and realize their full potential. People Element can help you measure manager effectiveness and help managers build the skills they need to be the best they can be.