



## LEADERSHIP QUESTIONNAIRE

*To be the BEST! Our unique success is based on caring for and cultivating people, delighting our customers and growing responsibly.*

Discount Tire Company greatly appreciates your cooperation in completing the following questionnaire. This information will help to ensure that the leadership provided to you by your manager and supervisor is Inviting, Easy and Safe. Your honesty is greatly appreciated. Please fill in the circle that you feel best expresses your thoughts and include comments or examples where applicable.

Department Manager/Supervisor Name: \_\_\_\_\_

### Care for and Cultivate

**Does your Manager... Have an open door policy and make himself available to you?**

<input type="checkbox"/> Unsatisfactory <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Meets Job Requirements <input type="checkbox"/> Exceeds Job Requirements <input type="checkbox"/> Outstanding	Please Explain:
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**Does your Manager... Communicate clear goals and objectives?**

<input type="checkbox"/> Unsatisfactory <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Meets Job Requirements <input type="checkbox"/> Exceeds Job Requirements <input type="checkbox"/> Outstanding	Please Explain:
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**Does your Manager... Set clear job/departmental expectations?**

<input type="checkbox"/> Unsatisfactory <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Meets Job Requirements <input type="checkbox"/> Exceeds Job Requirements <input type="checkbox"/> Outstanding	Please Explain:
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**Does your Manager... Work through conflict to ensure a proper resolution?**

<input type="checkbox"/> Unsatisfactory <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Meets Job Requirements <input type="checkbox"/> Exceeds Job Requirements <input type="checkbox"/> Outstanding	Please Explain:
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**Does your Manager...** Listen and take constructive criticism well?

<input type="checkbox"/> Unsatisfactory <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Meets Job Requirements <input type="checkbox"/> Exceeds Job Requirements <input type="checkbox"/> Outstanding	Please Explain:
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**Does your Manager...** Routinely discuss, "The Dream" and promote company strategies and philosophies?

<input type="checkbox"/> Unsatisfactory <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Meets Job Requirements <input type="checkbox"/> Exceeds Job Requirements <input type="checkbox"/> Outstanding	Please Explain:
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## Delight Customers

**Does your Manager...** Catch people doing things right?

<input type="checkbox"/> Unsatisfactory <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Meets Job Requirements <input type="checkbox"/> Exceeds Job Requirements <input type="checkbox"/> Outstanding	Please Explain:
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**Does your Manager...** Celebrate store successes?

<input type="checkbox"/> Unsatisfactory <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Meets Job Requirements <input type="checkbox"/> Exceeds Job Requirements <input type="checkbox"/> Outstanding	Please Explain:
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**Does your Manager...** Make it a fun work environment for your stores?

<input type="checkbox"/> Unsatisfactory <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Meets Job Requirements <input type="checkbox"/> Exceeds Job Requirements <input type="checkbox"/> Outstanding	Please Explain:
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**Does your Manager...** Look for opportunities to reduce expenses through process improvements?

<input type="checkbox"/> Unsatisfactory <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Meets Job Requirements <input type="checkbox"/> Exceeds Job Requirements <input type="checkbox"/> Outstanding	Please Explain:
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**Does your Manager...** Promote the importance of customer service?

<input type="checkbox"/> Unsatisfactory <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Meets Job Requirements <input type="checkbox"/> Exceeds Job Requirements <input type="checkbox"/> Outstanding	Please Explain:
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## Grow Responsibly

**Does your Manager...** Listen and respond to new ideas?

<input type="checkbox"/> Unsatisfactory <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Meets Job Requirements <input type="checkbox"/> Exceeds Job Requirements <input type="checkbox"/> Outstanding	Please Explain:
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**Does your Manager...** Encourage involvement and collaboration?

<input type="checkbox"/> Unsatisfactory <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Meets Job Requirements <input type="checkbox"/> Exceeds Job Requirements <input type="checkbox"/> Outstanding	Please Explain:
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**Does your Manager...** Encourage assistant managers to develop professional skills?

<input type="checkbox"/> Unsatisfactory <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Meets Job Requirements <input type="checkbox"/> Exceeds Job Requirements <input type="checkbox"/> Outstanding	Please Explain:
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**Does your Manager...** Provide opportunities to assume greater challenges and responsibilities for you?

<input type="checkbox"/> Unsatisfactory <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Meets Job Requirements <input type="checkbox"/> Exceeds Job Requirements <input type="checkbox"/> Outstanding	Please Explain:
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**Please select from the choices below to answer the following 2 questions:**

<ul style="list-style-type: none"><li>• Trusted Expert!</li><li>• Can-do Attitude!</li><li>• Sell More</li><li>• CSI</li></ul>	<ul style="list-style-type: none"><li>• Unexpected Experience!</li><li>• Happy Employees</li><li>• Sell Better</li></ul>	<ul style="list-style-type: none"><li>• Low Prices! More Choices!</li><li>• Happy Customers</li><li>• Manage Expenses</li></ul>
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**1. In which area(s) could your manager improve?**

Please Explain:

**2. In which area(s) does your manager excel?**

Please Explain:

**Name:** \_\_\_\_\_

**Store #** \_\_\_\_\_

**Date:** \_\_\_\_\_