

# WHAT IS UPWARD FEEDBACK?



- / Upward Feedback is a developmental tool that provides supervisors feedback on their leadership behaviors from their direct reports.
- / Employees will complete an online, confidential and anonymous questionnaire annually on their supervisor's managerial effectiveness.
- / The questionnaire will employ a five-point Likert Scale (i.e., Strongly Disagree, Disagree, Neither Agree nor Disagree, Agree and Strongly Agree).
- / Initially, results will be aggregated and shared with University leadership.
- / In future years, supervisors with 5 or more respondents will receive a summary report of the responses from his/her team members.
- / The supervisor will use the report to identify leadership and behavioral strengths as well as developmental opportunities.
- / Names and other identifying information will not be included in the report. Supervisors also will not receive information about who did/did not complete the questionnaire.

# WHY IS WVU DOING UPWARD FEEDBACK?



- / Based on responses to recent WVU Culture Surveys and Campus Conversations with faculty and staff, we recognize that many leaders across our organization may not have an accurate perception of their managerial effectiveness.
- / Upward Feedback seeks to address this self-perception gap and promote a supervisor's personal and professional development.
- / Our goal is to improve leadership capabilities and align supervisor behavior to the University's core values of **Service, Curiosity, Respect, Accountability** and **Appreciation**.
- / The questionnaire also will align to WVU's leadership competencies, managerial performance elements and the employee code of conduct.
- / The information gathered through the Upward Feedback process will be used to develop targeted training and development programs to increase leadership capabilities among supervisors.

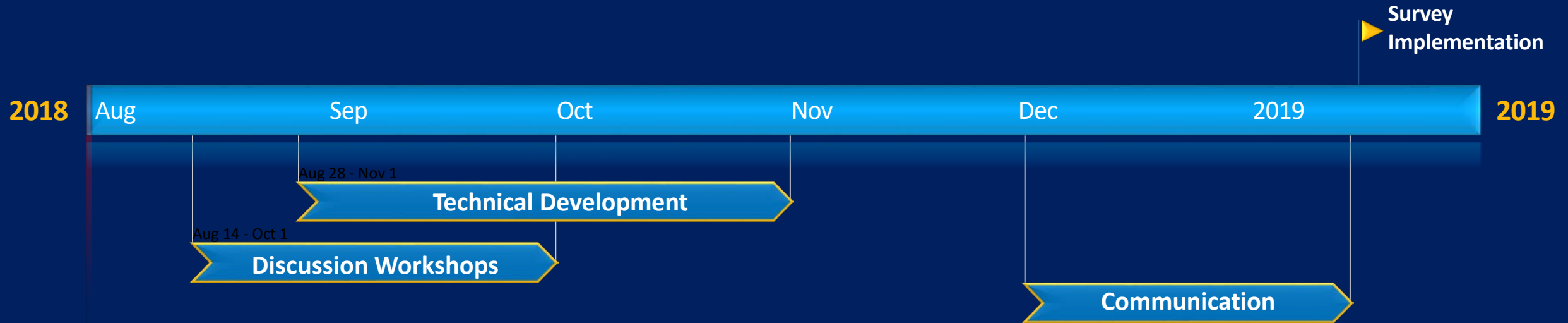
# WHO WILL PARTICIPATE?



- / The questionnaire will be available to all WVU full-time and part-time regular employees on all WVU campuses, including WVU Potomac State and WVU Tech.
- / Although the questionnaire will not be required, staff participation in the Upward Feedback process will be **strongly encouraged**.
- / Faculty and medical/dental residents will be excluded as they have their own assessment tools.



# UPWARD FEEDBACK TENTATIVE TIMELINE



# Upcoming Discussion Workshops - Staff



Tuesday, August 14, 2:30– 3:30 pm Evansdale Crossing – Room 412

Tuesday, August 21, 3:00– 4:00 pm Mountainlair – Greenbrier Room

Wednesday, August 29, 2:30– 3:30 pm Health Sciences Center – G119A

Seating is limited/Registration required  
Leadership and Organizational Development

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**SERVICE / CURIOSITY / RESPECT / ACCOUNTABILITY / APPRECIATION**

# Upcoming Discussion Workshops Supervisors



Tuesday, August 14, 1:00 – 2:00 pm Evansdale Crossing – Room 412

Tuesday, August 21, 1:30 – 2:30 pm Mountainlair – Greenbrier Room

Wednesday, August 29, 1:00 – 2:00 pm Health Sciences Center – G119A

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**QUESTIONS?**