

Here are Google's leadership evaluation questions:

1. My manager gives me actionable feedback that helps me improve my performance.
2. My manager does not “micromanage” (get involved in details that should be handled at other levels).
3. My manager shows consideration for me as a person.
4. The actions of my manager show that he/she values the perspective I bring to the team, even if it is different from his/her own.
5. My manager keeps the team focused on our priority results/deliverables.
6. My manager regularly shares relevant information from his/her manager and senior leaders.
7. My manager has had a meaningful discussion with me about career development in the past six months.
8. My manager communicates clear goals for our team.
9. My manager has the technical expertise (e.g., coding in Tech, selling in Global Business, accounting in Finance) required to effectively manage me.
10. I would recommend my manager to other Googlers.
11. I am satisfied with my manager's overall performance as a manager.

Then Google employees are asked to complete two other questions:

1. What would you recommend your manager keep doing?
2. What would you have your manager change?

Notice that only one question, No. 9, asks employees to rate their manager's hard skills.