



Peer review survey | 2016

Team members are asked to provide feedback for each other and themselves on a scale ranging from 'Strongly Agree' to 'Strongly Disagree' for each of the following questions:

- 1 **respect for others**
... is respectful of needs and differences of team members, regardless of their position in the firm.
- 2 **praise**
... recognizes, through praise and celebration, the successes and accomplishments of others.
- 3 **listening**
... listens to the ideas and concerns of others.
- 4 **openness to change**
... is open to changes within the organization.
- 5 **follow-through**
... can be counted upon to do what they say they are going to do.
- 6 **accountability**
... is willing to hold other team members accountable.
- 7 **relationships**
... is respectful of the needs and views of others and actively practices the cultural norm of "it's not about you".
- 8 **confidentiality**
... exemplifies Abacus standards of confidentiality.
- 9 **commitments**
... makes clear agreements and honors these agreements.
- 10 **initiative**
... is effective in taking the initiative to find solutions to problems.
- 11 **sense of urgency**
... demonstrates a strong sense of urgency to address issues in a timely fashion.
- 12 **consistency**
... effectively manages multiple demands, priorities and related stresses of their position.
- 13 **psychological safety**
... fosters approachability and makes it comfortable for others to challenge their thinking.
- 14 **empowerment/delegation**
... delegates meaningful assignments to other Abacus team members and empowers their decision-making.
- 15 **talent development**
... develops team members through performance feedback, coaching and mentorship.
- 16 **inspiration/motivation**
... effectively inspires and motivates others to perform at a high level and to achieve organizational objectives.
- 17 **strengths comments**
- 18 **opportunities comment**