

# ***IF YOU WOULD LIKE TO SURVEY YOUR MANAGERS . . . .***

They can benefit from learning about their strengths and weaknesses from their subordinates, too.

For managers who work together, the process of conducting the survey must differ slightly from the TEC format. Instead of having all managers view the profiles of each participant, only an overview is conducted as a group. Following the introduction, each manager meets with the psychologist from Lakin Associates to discuss his/her results and to begin outlining an action plan.

Before you decide to survey your managers, you must consider who will see the surveys. We recommend that all surveys be confidential. However, we also recommend that every manager meet with his/her superior to discuss the **action plan**. In this way, the senior manager can ensure follow-up.

The approximate cost for developing a Management/Leadership Practices profile with individual feedback for 5 managers is \$2300 (includes cost of surveys and support materials) plus transportation and accommodations.

Other profiles that might interest you:

- ⇒ Sales Practices (Discover how your customers rate your sales people!)
- ⇒ Team Practices (as rated by the participating team members)
- ⇒ Peer Practices (as rated by a manager's peers, best for staff roles)

**If you have any questions, call Lakin Associates, 1-800-541-2818.**