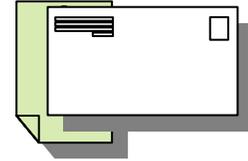


# Give Your Feedback



**Announcing . . .**

**Multi-Source Feedback** (also known as 360-degree feedback)

**Q: What is it?**

A: This is a way for you and your coworkers to help your supervisor become a better leader. You simply fill out a survey and return it to the contractor, Denison Consulting. It protects your privacy because DLA has no way to tell if you responded or what ratings you gave. Each supervisor gets a report of the group results and develops an action plan for improving their leadership skills. The supervisor's report will also include feedback from their peers and boss.

**Q: Why should I do this?**

A: People (including supervisors) don't always have a clear picture of how others see them. By helping supervisors see their strengths and weaknesses, you help them understand how they could become better leaders. Better leaders help create a better work environment, better work results, and more satisfied employees.

**Q: How much time does it take?**

A: Most people finish the survey in 20-30 minutes. No written comments are needed.

**Q: When will this happen?**

A: From Jan 2005 to Dec 2006, all DLA supervisors will go through the process. When it's your supervisor's turn, you'll get a request by e-mail to complete the survey on the computer within 2 weeks. At locations where people share a computer, anyone who's concerned about getting private computer time can get a paper copy of the survey, fill it out sometime during the 2-week period, and mail it back to the contractor.

**Q: How will I know the e-mail is from a valid source?**

A: The sender of the message will be [SurveyAdministrator@denisonconsulting](mailto:SurveyAdministrator@denisonconsulting). The Subject line will say "On-line Survey invitation from (name of your supervisor)."

**Q: Why is DLA doing this?**

A: To improve leadership within DLA and support culture change. Hundreds of companies and organizations worldwide are using 360-degree feedback because they understand the importance of having effective leaders.

**Q: How do I know my responses will be confidential?**

A: A pilot was conducted last year to try out the process. By testing it at various sites, employees and the contractor were able to confirm it was confidential.

**Q: How can we get more information?**

A: Information sessions for all employees will be provided live, by satellite, by on-line sessions, or by video.