

Undergraduate Learning Objective (Follower)—Reviewed 12 November 2012
 MGMT 356 – Leadership and Human Behavior - Leader Evaluation -To be completed by the Followers

Name of Student Leader: _____
 Project: _____
 Instructor/Rater: _____

Names of Group Members: _____
 Date: _____
 Rating Total: _____

Project Leadership							
CRITERIA	Unsatisfactory 1	Below Expectations 2	Meets Expectations 3	Above Expectations 4	Outstanding 5	Justification	Score
Create a vision and establish goals for the project.	Vision not apparent. Goals not established. Project purpose, aims, etc. and done out of need only. Not clear.	Evidence of a vision but Goals not established. Project purpose, aims, etc. are partially defined	Evidence of a vision & purpose of project. Goals are developed.	Clear evidence of project purpose; goals are developed and are consistent with desired outcomes.	Extremely well-constructed goals for project. Very clear expression of purpose & vision with steps to attain it.		
Communicate Effectively.	Vision, goals, and tasks were poorly communicated. Followers were not involved in the process.	Vision, goals, and tasks were slightly communicated. Followers had very low involvement in the process.	Vision, goals, and tasks were sufficiently communicated with limited confusion. Follower's had some say in the project.	Vision, goals, and tasks were well communicated. Leader engaged. Leader listened to followers' suggestions and feedback.	Vision, goals, and tasks were extremely well communicated. Leader engaged followers in dialogue about project.		
Leadership Style.	The leader gave no consideration to style and approach. Seemed unable or unwilling to adapt.	The leader chose a style which was ineffective	The leader's style was effective in leading the project.	The leader was able to recognize & adapt his or her style in such a way it improved the project quality.	The leader fluidly adapted his or her style and approach to meet multiple challenging situations.		
Leader/Follower Relations.	The leader did show concern or tried to develop effective relationships.	The leader showed minimal concern or minimally tried to develop effective relationships	The leader developed relationships well enough; it did not interfere with project completion.	The leader was effective in creating effective leader-follower relations that inspired trust and quality effort.	Followers went the extra mile for this person because of the transformational quality of relations he/she established as a leader.		
Teamwork.	Our group displayed no evidence of teamwork.	Our group displayed minimal evidence of teamwork.	Our group worked together well enough as a team to achieve our goals.	Our group members were highly supportive of goals & each other resulting in effective teamwork.	This was one of the best teams I have been on. Everyone was united around a common goal and extremely supportive.		