

COMPREHENSIVE 360 LISTENING SESSION DISCUSSION PROMPTS

The information below will be used to help facilitate discussions with approved evaluators.

The Vice President and Chief Human Resource Officer will adapt topics/questions according to the role, alignment and relationship of the evaluators to the WSU Executive.

Topics to help guide discussion:

1. LEADERSHIP

SHAPES VISION AND FOCUS

- Community and stakeholders
- Champions diversity, equity and inclusion efforts
- Land grant mission
- Mission-critical and what is just “nice to do”
- Champions new initiatives within and beyond the scope of own campus/area
- Articulates the area’s goals and accomplishments to others

INFLUENCE AND INSPIRES

- Compassion
- Diversity, equity and inclusion
- Shows respect for others and their ideas
- Measures results instead of individual styles
- Supports and provides a customer focused model
- Recognizes and rewards individual contributions in a manner that is meaningful

CREATES A TEAM ENVIRONMENT

- Treats others with respect and fairness
- Work environment is inclusive, engaging and empowering
- Acknowledges and celebrates accomplishments and contributions of others
- Creates a culture of accountability
- Encourages continuous growth and professional development in others
- Invites input from each person and shares ownership and visibility

COMPREHENSIVE 360 LISTENING SESSION DISCUSSION PROMPTS

2. COMMUNICATION

COMMUNICATES EFFECTIVELY

- Conveys information clearly and effectively through verbal and written, formal and informal documents; reviews and edits written work constructively
- Communicates effectively, timely and continuously to a wide variety of constituents
- Proactively and effectively manages conflict; seeks appropriate resolution
- Actively listens to and conveys understanding of the comments and questions of others
- Provides information to individuals so they can make accurate, informed decisions
- Prepares and delivers clear, organized presentations

WORKS COLLABORATIVELY

- Considers the impact of actions and decisions before implementing
- Recognizes and supports the work of others
- Seeks appropriate input before making decisions
- Can quickly find common ground and solve problems for the good of all
- Fosters cooperation and information sharing with other units/departments
- Seeks feedback from diverse groups and individuals
- Is seen as a team player and works in a collegial and cooperative manner

COMPREHENSIVE 360 LISTENING SESSION DISCUSSION PROMPTS

3. ADMINISTRATION

DRIVES FOR RESULTS

- Establishes benchmarks; Sets clear objectives and measurements
- Monitors process, progress and results
- Knows how to get things done through formal and informal channels
- Steadfastly pushes self and others for results
- Consistently meets established deadlines; delivers on commitments
- Keeps the focus on fixing problems, rather than assigning blame

MANAGES EXECUTION

- Assigns responsibilities for tasks and decisions, delegates to and empowers others; removes barriers
- Allows for and contributes needed resources, coordinates work efforts when necessary
- Anticipates and adjusts for unexpected problems and roadblocks
- Efficiently utilizes resources (staff, time,) within established budget parameters

HIRES AND RETAINS TALENT

- Promotes diversity, equity and inclusion while creating a culture of collaboration and teamwork across unit/department boundaries
- Recruits staff in an effective, fair, and consistent manner
- Develops a highly functioning service-oriented team
- Builds a functional area where strong performance is recognized, and poor performance is addressed

4. OTHER

Is there anything else you would like to share regarding the performance of the Executive?