

## Assessing the quality of the relationship with your manager

**Aim of Activity:** To assess the quality of your relationship with your current (or previous) manager. To consider what factors contribute to the quality of this relationship.

Think of your current (or previous) direct manager and then rate that person on the questions below on this scale.

1 = Strongly Disagree, 2 = Disagree, 3 = Equally Disagree/Agree, 4 = Agree, 5 = Strongly Agree

I feel I know where I stand with my manager... I usually know how satisfied my manager is with what you do?	1	2	3	4	5
I feel that my manager understands my problems and needs?	1	2	3	4	5
My manager recognises my potential?	1	2	3	4	5
Regardless of how much formal authority he/she in his/her position, my manager would use his/her power to help me solve problems in my work?	1	2	3	4	5
Regardless of the amount of formal authority my manager has, he/she would "bail me out" at his/her expense?	1	2	3	4	5
I have enough confidence in my manager that I would defend and justify his/her decisions if he/she were not present to do so.	1	2	3	4	5
I would characterise my working relationship with my manager as very good?	1	2	3	4	5

Your total LMX score (average of the answers to the 7 questions) \_\_\_\_\_

Research has shown that the higher your LMX score the more likely you will be satisfied with your job, satisfied with your manager, be committed to the organisation, try to work hard and reach your work goals and less likely to want to leave the organisation.

Consider these questions:

1. Do you think your LMX score is a good predictor of your levels of work satisfaction and performance?
2. What factors do you think contribute to your LMX score? (both work and non-work related)
3. If your manager completed this measure for you, do you think s/he would have a similar score to yourself? (if not, why do you think there is a difference?)

4. Does your manager have a similar quality relationship with you as s/he does with other team members? (if not, does this cause problems in the team?)

5. How do you think you can improve the quality of the relationship with your manager? (if already good, how could you maintain it at this level?)

6. Finally, if you manage people at work, complete the exercise again but answer the survey from the perspective of someone you manage and imagine how *they* would answer the above questions!