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Episode 11 Performance Review

This survey is the first part of a complete annual performance review. Distribute it toward the end of the Committee year, based on your Committee's job descriptions, and have the Secretary (or an independent person) collate the results anonymously for the final meeting. Combine the results with private self-reflection and one-on-one conversations between the President and each Committee member and, together, the three give you a complete picture.

Committee Performance Self-Assessment Survey					
[Organisation name] · [Year] · Anonymous					
Rate each statement: 5 = strongly agree 4 = agree 3 = neutral 2 = disagree 1 = strongly disagree					
PURPOSE AND DIRECTION					
Our Committee had a clear sense of purpose for the year.	1	2	3	4	5
We made meaningful progress toward our strategic goals.	1	2	3	4	5
We understood and stayed focused on our governance role.	1	2	3	4	5
CULTURE AND CONDUCT					
Our Committee operated with integrity and transparency.	1	2	3	4	5
Debate in our meetings was robust and respectful.	1	2	3	4	5
Decisions were supported publicly once they were made.	1	2	3	4	5
We lived the values in our Code of Conduct.	1	2	3	4	5
PROCESSES AND PRACTICE					
Our meetings were well-run and productive.	1	2	3	4	5
Members came to meetings prepared.	1	2	3	4	5
Decisions were clearly made and properly recorded.	1	2	3	4	5
Action items were followed up between meetings.	1	2	3	4	5
PEOPLE AND CULTURE					
Every Committee member genuinely contributed.	1	2	3	4	5
New members were well inducted and well supported.	1	2	3	4	5
We actively managed succession and brought in new talent.	1	2	3	4	5
OPEN QUESTIONS					
What did the Committee do particularly well this year?					
What should the Committee do differently next year?					
What do you see as the key opportunities for the organisation?					
What do you see as the key threats or risks?					
Is there anything else you would like to raise?					