

## 360°-Feedback Fragebogen bei FedEx

(FedEx gilt als eines der am besten geführten Unternehmen (lt. Fortune 500))

### Führungsprinzipien

- **Charisma**  
Instills faith, respect, and trust. Conveys a strong sense of mission.
- **Individual consideration**  
Coaches, advises, and teaches people who need it.
- **Intellectual stimulation**  
Gets others to use reasoning and evidence, rather than unsupported opinion.
- **Courage**  
Willing to stand up for ideas even if they are unpopular.
- **Dependability**  
Follows through, keeps commitments and takes responsibility for mistakes.
- **Flexibility**  
Pro-actively changes course of action when the situation requires it.
- **Integrity**  
Does what is morally and ethically right. Is a consistent role model.
- **Judgment**  
Reaches sound and objective evaluations based on facts and critical reasoning.
- **Respect for others**  
Honors and does not belittle the opinions or work of other people, regardless of their status or position.

### Führungsverhalten (aus Sicht der Mitarbeiter)

- I feel free to tell my manager what I think
- My manager lets me know what's expected of me
- Favoritism is not a problem in my work group
- My manager helps us find ways to do our jobs better
- My manager is willing to listen to my concerns
- My manager asks for my ideas about things affecting our work
- My manager lets me know when I have done a good job
- My manager treats me with respect and dignity
- My manager keeps me informed about things I need to know
- My manager lets me do my job without interfering
- My manager's boss gives us the support we need