

[Leader Pre-Treatment Survey 2]

Welcome to the questionnaire!

In the questionnaire you will be asked a series of questions regarding your leader's leadership style. If you are in doubt about your reply, please reply as well as you can rather than skip the question.

The survey is directed towards [leaders] (or the person with top leadership responsibility) in [area]. To get the best screen picture please maximize this window. When you have filled out the answers on one page you can move on to the next page by pressing the button 'Næste' (next) in the bottom of the page. Your answers will be saved as you progress through the questionnaire. If you are interrupted, or if any problems occur, you can always log on and proceed from where you ended.

You can continuously see how far you progress through the survey.

When you have finished the questionnaire you can print out your reply.

[Leadership domain identification]

The following questions are about you as a leader and how important you believe leadership is. Please declare to what degree you agree with the following statements.

	Strongly disagree	Disagree	Some-what disagree	Neither agree nor disagree	Some-what agree	Agree	Strongly agree
1. I am a leadership-oriented person	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>	(6) <input type="checkbox"/>	(7) <input type="checkbox"/>
2. I am a good leader	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>	(6) <input type="checkbox"/>	(7) <input type="checkbox"/>
3. Leadership is important to me	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>	(6) <input type="checkbox"/>	(7) <input type="checkbox"/>
4. Leadership skills will be important for my career	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>	(6) <input type="checkbox"/>	(7) <input type="checkbox"/>

[Strategy focus]

The questions on the following pages are about the use of strategy in your [organization type]. By strategy we mean the way [organization type] chooses it's long-term goals, actions and allocation of resources to achieve the goals.

	Strongly disagree	Disagree	Some-what disagree	Neither agree nor disagree	Some-what agree	Agree	Strongly agree
5. We seek to be first to identify new modes of delivery	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>	(6) <input type="checkbox"/>	(7) <input type="checkbox"/>
6. Searching for new opportunities is a major part of our overall strategy	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>	(6) <input type="checkbox"/>	(7) <input type="checkbox"/>
7. We often change our focus to new areas of service provision	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>	(6) <input type="checkbox"/>	(7) <input type="checkbox"/>
8. We seek to	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>	(6) <input type="checkbox"/>	(7) <input type="checkbox"/>

	Strongly disagree	Disagree	Some-what disagree	Neither agree nor disagree	Some-what agree	Agree	Strongly agree
maintain stable service priorities							
9. We only focus on our core activities	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>	(6) <input type="checkbox"/>	(7) <input type="checkbox"/>
10. We change provision only when under pressure from external agencies	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>	(6) <input type="checkbox"/>	(7) <input type="checkbox"/>
11. We pay little attention to new opportunities for service delivery	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>	(6) <input type="checkbox"/>	(7) <input type="checkbox"/>
12. The service explores new opportunities only when under pressure from external agencies	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>	(6) <input type="checkbox"/>	(7) <input type="checkbox"/>

[Organizational self-esteem]

Think of the signals you receive as a consequence of your opinions and behavior. Please declare to what degree you agree with the following statements.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
13. I count around here	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
14. I am taken seriously	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
15. I am important	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
16. I am trusted	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
17. There is faith in me	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
18. I can make a difference	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
19. I am valuable	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
20. I am helpful	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
21. I am efficient	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
22. I am cooperative	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>

[Work engagement]

The following questions are about your relationship with your job. Please choose the answers to each question, which best apply to you.

	Never	Almost never	Some- times	Fre- quently	Often	Almost always	Always
23. At my work, I feel bursting with energy	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>	(6) <input type="checkbox"/>	(7) <input type="checkbox"/>
24. At my job, I feel strong and vigorous	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>	(6) <input type="checkbox"/>	(7) <input type="checkbox"/>
25. When I get up in the morning, I feel like going to work	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>	(6) <input type="checkbox"/>	(7) <input type="checkbox"/>
26. I am enthusiastic about my job	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>	(6) <input type="checkbox"/>	(7) <input type="checkbox"/>
27. My job inspires me	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>	(6) <input type="checkbox"/>	(7) <input type="checkbox"/>
28. I am proud of the work that I do	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>	(6) <input type="checkbox"/>	(7) <input type="checkbox"/>
29. I feel happy when I am working intensely	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>	(6) <input type="checkbox"/>	(7) <input type="checkbox"/>
30. I am immersed in my work	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>	(6) <input type="checkbox"/>	(7) <input type="checkbox"/>
31. I get carried away when I'm working	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>	(6) <input type="checkbox"/>	(7) <input type="checkbox"/>

[Social support]

The following question is about your collaboration with your colleagues (With colleagues we mean people you perceive as your colleagues). Please choose the answers to each question, which best apply to you.

	Never	Rarely	Sometimes	Often	Always
32. If necessary, can you ask your colleagues for help?	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
33. Can you count on your colleagues to support you if difficulties arise in your work?	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
34. In your work, do you feel valued by your colleagues?	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>

[Affectivity]

This scale consists of a series of words describing feelings. Read each point and mark the answer that fits. Indicate to which degree you generally feel that way, i.e. how you feel on average.

	Very slightly or not at all	A Little	Mode- rately	Quite a bit	Extre- mely
35. Enthusiastic	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
36. Excited	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
37. Inspired	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
38. Joyful	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
39. Dejected	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
40. Depressed	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
41. Despondent	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
42. Hopeless	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>

[Work load]

The following question is about your workload. Please choose the answers to each question, which best apply to you.

- | | Never | Rarely | Sometimes | Often | Always |
|---|------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|
| 43. My work requires me to working very hard | (1) <input type="checkbox"/> | (2) <input type="checkbox"/> | (3) <input type="checkbox"/> | (4) <input type="checkbox"/> | (5) <input type="checkbox"/> |
| 44. I have a lot of work to do | (1) <input type="checkbox"/> | (2) <input type="checkbox"/> | (3) <input type="checkbox"/> | (4) <input type="checkbox"/> | (5) <input type="checkbox"/> |
| 45. I have to work extra hard to finish something | (1) <input type="checkbox"/> | (2) <input type="checkbox"/> | (3) <input type="checkbox"/> | (4) <input type="checkbox"/> | (5) <input type="checkbox"/> |

[Self-efficacy]

The following statements are about your thoughts and feelings in different situations. Please choose the answers to each question, which best apply to you. Read each question carefully before answering and answer as honest as possible.

- | | Does not fit | Fits a little bit | Fits fairly well | Fits completely |
|---|------------------------------|------------------------------|------------------------------|------------------------------|
| 46. I am confident that I could deal efficiently with unexpected events | (1) <input type="checkbox"/> | (2) <input type="checkbox"/> | (3) <input type="checkbox"/> | (4) <input type="checkbox"/> |
| 47. Thanks to my resourcefulness, I can handle unforeseen situations | (1) <input type="checkbox"/> | (2) <input type="checkbox"/> | (3) <input type="checkbox"/> | (4) <input type="checkbox"/> |
| 48. If I am in trouble, I can usually think of a good solution | (1) <input type="checkbox"/> | (2) <input type="checkbox"/> | (3) <input type="checkbox"/> | (4) <input type="checkbox"/> |
| 49. I can handle whatever comes my way | (1) <input type="checkbox"/> | (2) <input type="checkbox"/> | (3) <input type="checkbox"/> | (4) <input type="checkbox"/> |

[Subjective performance I]

The statements on this page are about how you do your job.

Please choose the answers to each question, which best apply to you

In the last three months...

	Never	Rarely	Sometimes	Often	Always
50. I took on extra responsibilities	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
51. I started new tasks myself, when my old ones were finished	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
52. I took on challenging work tasks, when available	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
53. I came up with creative solutions to new problems	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
54. I kept looking for new challenges in my job	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>

[Subjective performance II]

Please declare to what degree you agree in the following statements.

	Strongly disagree	Disagree	Some-what disagree	Neither agree nor disagree	Some-what agree	Agree	Strongly agree
55. I achieve the objectives of the job	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>	(6) <input type="checkbox"/>	(7) <input type="checkbox"/>
56. I meet the criteria for performance	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>	(6) <input type="checkbox"/>	(7) <input type="checkbox"/>
57. I fulfill all the requirements of the job	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>	(6) <input type="checkbox"/>	(7) <input type="checkbox"/>
58. I perform well in the overall job by carrying out tasks as expected	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>	(6) <input type="checkbox"/>	(7) <input type="checkbox"/>
59. I carry out tasks as expected	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>	(6) <input type="checkbox"/>	(7) <input type="checkbox"/>

[Goal prioritization (only secondary education)]

The following questions regard how you prioritize different goals.

How would you prioritize the following goals?

60. *Assign priority to the goals on a scale from 1-7. 1 is given to the highest prioritized goal and 7 given to the lowest prioritized goal. Each number can only be assigned once.*

- General education _____
- Preparation for higher education _____
- High academic level _____
- High retention rate _____
- Avoiding a budget deficit _____
- Teacher welfare _____
- Student welfare _____

[Perceived performance (only primary schools)]

In the following questions we ask you to estimate how well the students in your school is doing at the moment, compared to both other schools and previous years.

	Somewh at worse	A bit worse	About just as well	A bit better	Somewh at better
61. How would you assess that the students in your school overall performed at the exit exams in 2014 compared to the average of Danish schools?	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
62. How would you assess that the students in your school overall performed at the exit exams in 2014 compared to other schools with a similar composition of students?	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
63. How would you assess that the students in your school overall performed at the exit exams in 2014 compared to how the school's students performed in 2012 and 2013.	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>

[Perceived organizational challenges (Only the primary education area)]

64. What would you say is the most important challenge for your school? (Please rank the different categories with the numbers 1-5, where 1 is the most important challenge, and five is the least important)

- Employee welfare _____
- Parent satisfaction _____
- Student academic learning _____
- Student welfare _____
- Preparing students for upper secondary education _____

[Bullying in the work place]

The following are often seen as examples of negative behavior at the workplace.

How often have you been exposed to following actions within the past six months?

	Never	Sometimes	Monthly	Weekly	Daily
65. Someone withholding information which affects your performance	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
66. Spreading of gossip and rumors about you	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
67. Being ignored, excluded or being “sent to Coventry” (being ostracized)	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
68. Having insulting or offensive remarks made about your person (i.e. habits and background), your attitudes or your private life	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
69. Being shouted at or being the target of spontaneous anger (or rage)	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
70. Repeated reminders of your errors or mistakes	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
71. Being ignored or facing a hostile reaction when you approach	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
72. Persistent criticism of your work and effort	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
73. Practical jokes carried out by people you don’t get on with	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>

[Subjective measures of bullying]

Bullying occurs when one or more individuals repeatedly and over time are exposed to negative actions or behavior, which is difficult to defend oneself against, at the workplace.

How often within the past six months, have you at your workplace:

	Never	Now and then	Monthly	Weekly	Daily
74. Been exposed to bullying	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
75. Witnessed a person being bullied	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>
76. Bullied another person (alone or joined with others)	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>	(4) <input type="checkbox"/>	(5) <input type="checkbox"/>

[Who bullied you? (if not "never" to item 23)]

77. Who bullied you? (You're welcome to mark more than one)

- (1) Nearest leader
- (2) Top Management
- (3) Colleagues
- (4) Subordinates
- (5) Customers/clients
- (6) Pupils/students
- (7) Relatives
- (8) Others, who _____

[Previous exposure to bullying]

78. Have you previously been exposed to bullying? (You're welcome to mark more than one)

- (1) No
- (2) Yes, during elementary, secondary or high school
- (3) Yes, in a previous workplace
- (4) Yes, in my current workplace
- (5) Yes, during my further education
- (6) Yes in my leisure time/at sports/privately
- (8) Yes, other _____

[Managerial tasks]

By leadership responsibility, you can distinguish between responsibility for the task being completed (without necessarily performing the task yourself) and a responsibility for actually performing the task. For example, it is possible to be responsible for career development interviews to be held, without doing the actual interviews yourself.

Describe your leadership responsibility with regard to the following tasks (mark a field in each column for each task).

	It is my responsibility that the task is completed		I perform the task myself		
	Yes	No	Yes, with regard to all employees	Yes, with regard to some employees	No
79. Career development interview	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>
80. Wage bargaining	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>
81. Sickness absence interview	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>
82. Professional development	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>
83. Daily professional management	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>
84. Hire employees	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>
85. Fire employees	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>
86. Strategic management	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>
87. Planning work activities	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>
88. Budget responsibility	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>
89. Economic priorities	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(1) <input type="checkbox"/>	(2) <input type="checkbox"/>	(3) <input type="checkbox"/>

90. If you have any comments, you can write them here:

Thank you very much for replying to the questionnaire!

Your reply is saved and you can close this browser window.

You can print your reply by pressing the printer icon below. 🖨