

Transitioning from Co-Worker to Supervisor

Respondents: 20

	Average	5 - Strongly Agree	4 - Somewhat Agree	3 - Neither Agree Nor Disagree	2 - Somewhat Disagree	1 - Strongly Disagree
Indicate your level of agreement with the following statement: Overall, this session met my educational needs.	4.80	18	1	0	1	0
Indicate your level of agreement with the following statement: There was enough time spent on the subject matter.	4.90	18	2	0	0	0
Indicate your level of agreement with the following statement: The speakers were informative and kept my attention.	4.90	18	2	0	0	0

	Average	5 - Excellent	4 - Very Good	3 - Good	2 - Fair	1 - Poor
Rate the extent to which the course met the learning objective: Summarize how professional relationships and boundaries shift when moving from co-worker to supervisor.	4.85	17	3	0	0	0
Rate the extent to which the course met the learning objective: List strategies for leading with integrity and fairness while avoiding favoritism.	4.70	16	3	0	1	0
Rate the extent to which the course met the learning objective: Identify and address common transitional issues,	4.85	17	3	0	0	0

Transitioning from Co-Worker to Supervisor

such as resistance, role confusion, and performance management.						
---	--	--	--	--	--	--

	Average	5 - Excellent	4 - Very Good	3 - Good	2 - Fair	1 - Poor
Rate the presenter's competence and effectiveness: Daniel Hernandez	4.85	17	3	0	0	0

Please describe how your knowledge has changed regarding the learning objectives listed.
more comprehensive awareness of what to avoid and what works
I feel more confident about how I have been handling situations but also realize the importance of addressing issues the same despite hardships.
It was a great presentation and gave me good insight as I have entered a new supervisor role
Setting clear boundaries and expectations.
Really solid overview of the challenges new (and experienced) managers may face.
Great
More enlightened
It helped put into words and perspectives a lot of the feelings I've been going through as a new supervisor.
More prepared to coach employees who are new managers.
Understanding consistency is key and always have clear expectations, knowing your team and how to utilize their skills
Gained better understanding of common issues and how to overcome when changing roles.
I learned ways to approach staff members who were once my coworkers and I now supervise.
none
Better understanding of how to be a good supervisor
Helpful to put the things we experience into words
Understanding mistakes when role changes
Good points were made.

As a result of attending this activity, what new skill or idea will you implement into your job or practice within the next six months?
try to be more alert of own behavior
Understanding how to hold staff accountable despite life circumstances.
I will take a lot away, especially dealing with pushback and how to build credibility
Continuing leadership training. Identifying a mentor other than my supervisor.
Looking forward to bringing this information back to my center!
Create training
Be more interactive with staff and set clear expectations
Being more direct with my employees.
Creating a set of boundaries.
Being honest, direct and neutral to nurture role changes and expectations
Address issues early on.
Be consistent!

Transitioning from Co-Worker to Supervisor

Meet with supervisors more frequently with close attention to any issues arising due to the transition
Training first time supervisors
Helping the supervisors under my umbrella who are moving from co-worker to supervisor be able to better manage the transition
Look at how we can better prepare for leadership
Change how I train new supervisors.

What topics would you like to see presented at future activities?
Not sure
None at this time.
Powers
Maybe some role play or more interaction or asking for examples from the audience.
Delegation.
Leadership and counseling focused topics.
personality disorders
I'm not sure right now.
Unknown

Other Comments (Optional)
Great topic and timely for me. Thanks, Dan.