

**Survey:
Court Staff Respondent**

SECTION I: Structured Free Recall

Research has shown that people make better and more accurate performance evaluations when they take a few minutes to think about specific aspects of the person's performance rather than simply relying on their general impressions of the person.

*To help you make a better performance evaluation, please take a few moments to recall some **positive** aspects of the evaluated judge's performance. In your experience with the judge, what did s/he do well? If it is helpful in organizing your thoughts, you may list these positive aspects here. Anything you record here will be discarded once you submit your survey; it will not be shared with the evaluated judge [or the evaluation commission].*

1.	
2.	
3.	

*Now, please take a few moments to recall some **negative** aspects of the evaluated judge's performance. In your experience with the judge, what did s/he do poorly? If it is helpful in organizing your thoughts, you may list these negative aspects here. Anything you record here will be discarded once you submit your survey; it will not be shared with the evaluated judge [or the evaluation commission].*

1.	
2.	
3.	

SECTION II: Survey

Rate the evaluated judge's performance as described in the statements below, using the rating scale provided. Please use *N/A* if you have not had the opportunity to experience the behavior described.

	1 <i>Strongly Disagree</i>	2 <i>Disagree</i>	3 <i>Neither Agree nor Disagree</i>	4 <i>Agree</i>	5 <i>Strongly Agree</i>	N/A <i>Not Applicable</i>
Impartiality/Fairness						
1. Is attentive to the arguments of all parties during oral argument.						
Temperament/Demeanor						
2. Engages in collegial decision making.						
3. Shows respect to all court employees.						
4. Behaves in a manner that fosters respect for the court system.						
Communication Skills						
5. Provides feedback constructively to court staff.						
6. Encourages constructive feedback from court staff.						
Administrative Performance						
7. Is punctual for proceedings.						
8. Effectively handles workload.						

SECTION III: Narrative Comments

Please provide any additional comments you have about the evaluated judge's performance. These comments will be shared with the judge, with any identifying information removed.

A large, empty rectangular box with a thin black border, intended for the user to provide narrative comments about the evaluated judge's performance. The box is currently blank.