



# News, Improved

How America's Newsrooms Are Learning to Change

[www.newsimproved.org](http://www.newsimproved.org)

These questions, to be asked of managers from department heads to line editors, will help assess training needs. They also will help gauge whether managers are receiving clear and consistent communication about leadership priorities and their own roles as managers, which could in turn suggest training needs of top editors.

## Questions for Middle Managers

### Background

What do you do? How long have you done it?

What else have you done in journalism?

How long have you been with this news organization?

Why did you want to become a manager?

Describe what a day is like for you? How many hours? The pace?

What daily or planning meetings do you attend?

What do you like most about your job?

What do you like least?

On busy days, what gets squeezed out that you wish you had more time for?

Do you play a leadership role in the newsroom? Describe that.

How has your job changed in the last three years?

Have you changed how you work to adjust to those changes?

### Training

What are your strengths and weaknesses?

What sort of training have you had in the past year?

What was most useful? Least useful?

What training did you have on becoming a manager?

What was most useful? Least useful?

What training would you like to have?

Have you asked for that type of training? What was the response?

What are your career goals?

### Staff

Describe how you work with your staff daily (such as feedback and editing) and longer-range (beat development).

Do you meet regularly one-on-one with your staff? Do you meet with them as a group?

What are the strengths and weaknesses of your staff?

What are ways you work with the best of your staff?

What are the greatest challenges you have in working with your staff?



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### Supervisor

Who is your supervisor?

Describe your relationship with him/her? Provide examples of pluses and minuses.

Do you feel you have a clear understanding of what your boss wants from you?

Does your supervisor evaluate your performance? How often? Was the evaluation useful?

What kind of coaching and skills guidance would you like to have from your supervisor?

### Fellow managers

Describe your relationship with your peers? Provide examples of pluses and minuses.

Do you feel the managers work well as a team? Provide examples of pluses and minuses?

Describe your interactions with top newsroom editors.

### Newsroom

What are the strengths and weaknesses of the newsroom?

What does the newspaper do well? What needs work? Provide examples of pluses and minuses.

What does the Web site do well? What needs work? Provide examples of pluses and minuses.

What are the priorities of the organization?

What training would be most helpful for the newsroom?

### Leadership

What are the strengths and weaknesses of the top editors in the newsroom?

What are their priorities?

How well do they work together?

Describe your interactions with top newsroom editors.

### Community

Describe the community the news organization serves.

How well is it serving that community?

What would you do to improve its role in the community?