

Stakeholder Survey

Invitation to Participate

Tacoma is searching for our next City Manager — and your voice matters! Take a few minutes to share what qualities and skills you think are most important in our city's next leader. Your feedback will help guide City Council in making this important decision.

Introduction

The City of Tacoma is beginning the recruitment process for our next City Manager. Your input will help City Council understand what qualities, skills, and experience are most important in choosing the right person for this important role. This survey is your chance to share what matters most to you and to help shape the future leadership of our city. Thank you for lending your voice to this process.

Questions

1. What is your connection to the City of Tacoma? Choose all that apply:
(dropdown: resident, business owner, community leader, City of Tacoma staff, other)
2. City Council has identified six key competencies for the next City Manager. Please rank these competencies in order of importance.
 - a. **Ensures Accountability:** Focuses on Performance - Holding self and others accountable to meet commitments.
 - b. **Communicates Effectively:** Influencing People - Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences.
 - c. **Manages Complexity:** Making Complex Decisions - Making sense of complex, high quality and sometimes contradictory information to effectively solve problems.
 - d. **Courage:** Being Authentic - Stepping up to address difficult issues, saying what needs to be said.
 - e. **Drives Results:** Focuses on Performance - Consistently achieving results, even under tough circumstances.
 - f. **Strategic Mindset:** Creating the New and Different - Seeing ahead to future possibilities and translating them into breakthrough strategies.
 - g. **Builds Effective Teams:** Optimizing Diverse Talent - Building strong-identity teams that apply their diverse skills and perspectives to achieve common goals.
 - h. **Drives Vision and Purpose:** Influencing People - Painting a compelling picture of the vision and strategy that motivates others to action.

Draft for OSAC Consideration

3. What do you believe are the top three knowledge areas, skills, or abilities the ideal candidate should have? Please list in order of importance.
 - a. Item 1
 - b. Item 2
 - c. Item 3
4. If you could ask the City Manager candidates one question during the selection process, what would it be?
 - a. (Open comment box)

Closing Comment

Thank you for taking the time to share your feedback. Your input will help guide City Council in selecting a City Manager who reflects the values, priorities, and needs of the Tacoma community.