**Post Sabbatical, please answer the following questions if you assumed additional responsibilities or acted as interim leader(s) during the sabbatical:**

1. To what degree has your job been permanently restricted as a result of the sabbatical?

* Not applicable/no improvement needed
* Not at all
* A little
* Somewhat
* Very much so

1. To what degree do you continue to be responsible for some duties performed as an interim leader?

* Not applicable/no improvement needed
* Not at all
* A little
* Somewhat
* Very much so

1. To what degree do you believe you are better skilled in your position as a result of the sabbatical?

* Not applicable/no improvement needed
* Not at all
* A little
* Somewhat
* Very much so

1. To what degree do you believe more work has been delegated among staff and managers from the CEO/ED as a result of the sabbatical?

* Not applicable/no improvement needed
* Not at all
* A little
* Somewhat
* Very much so

1. To what degree do you believe you have a greater sphere of decision-making authority since your CEO/ED took a sabbatical?

* Not applicable/no improvement needed
* Not at all
* A little
* Somewhat
* Very much so

1. Do what degree has the management team been restructured since the sabbatical?

* Not applicable/no improvement needed
* Not at all
* A little
* Somewhat
* Very much so

Please also share any insights that you gained during your time as interim leader.