

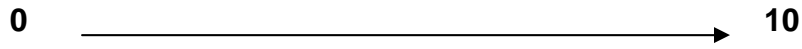


Aboriginals in the workforce

ASSUMPTIONS ABOUT PEOPLE

This instrument is designed to help you better understand the assumptions you make about people and human nature. There are ten pairs of statements. Assign a weight from 0-10 to each statement to show the relative strength of your belief in the statements in each pair. The points assigned for each pair must in each case total ten. Be as honest with yourself (as you may resist the natural tendency to respond as “you would like to ‘think’ things are.”) This instrument is not a TEST. There is no right or wrong answers.

This tool is designed to be a stimulus for personal reflection and discussion.



Scaled response – both pairs must equal 10 combined – relative strength of your belief

- 1. It's only human nature for people to do as little work as they can get away with. _____ (a)
- When people avoid work, it is usually because their work has been deprived of its meaning. _____ (b)
- 2. If employees have access to any information they want, they tend to have better attitudes and behave more responsibly. _____ (c)
- If employees have access to more information than they need to do their immediate tasks, they will usually misuse it. _____ (d)
- 3. One problem in asking for the ideas of employees is that their perspective is too limited for their suggestions to be of much practical value. _____ (e)
- Asking employees for their ideas broadens their perspective and results in the development of useful suggestions. _____ (f)
- 4. If people don't use much imagination and ingenuity on the job, it's probably because relatively few people have much of either. _____ (g)
- Most people are imaginative and creative but may not show it because of limitations imposed by supervision and the job. _____ (h)
- 5. People tend to raise their standards if they are accountable for their own behavior and for correcting their own mistakes. _____ (i)
- People tend to lower their standards if they are not punished for their misbehavior and mistakes. _____ (j)



Aboriginals in the workforce

- 6. It's better to give people both good and bad news because most employees want the whole story, no matter how painful. _____ (k)
- It's better to withhold unfavorable news because most employees want to hear only good news. _____ (l)
- 7. Because an administrator is entitled to more respect than those below him/her in the organization, it weakens his/her prestige to admit that a subordinate was right and he/she was wrong. _____ (m)
- Because people at all levels are entitled to equal respect, an administrator's prestige is increased when he/she supports this principle by admitting that a subordinate was rights and he/she was wrong. _____ (n)
- 8. If you give people enough money, they are less likely to be concerned with such intangibles as responsibility and recognition. _____ (o)
- If you give people interesting and challenging work, they are less likely to complain about such things as pay and supplemental benefits. _____ (p)
- 9. If people are allowed to set their own goals and standards of performance, they tend to set them higher than the boss would. _____ (q)
- If people are allowed to set their own goals and standards of performance, they tend to set them lower than the boss would. _____ (r)
- 10. The more knowledge and freedom a person has regarding his/her job, the more controls are needed to keep him/her in line. _____ (s)
- The more knowledge and freedom a person has regarding his/her job, the fewer controls are needed to insure satisfactory job performance. _____ (t)

To get your scores, add the points assigned to the following:

Theory X Score = sum of (a), (d), (e), (g), (j), (l), (m), (o), (r), and (s).

Theory Y Score = sum of (b), (c), (f), (h), (i), (k), (n), (p), (q), and (t).

"Nothing is meaningful until it is related to the hearer's own experience."

Alfred North Whitehead