**Manager Perspective Assessment**

*Consider how you feel about employees in this organization and circle the answer that best fits your opinion.*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| 1. Good pay and job security should be enough to keep workers satisfied.
 | 1 | 2 | 3 | 4 | 5 |
| 1. A manager should coach and mentor employees.
 | 1 | 2 | 3 | 4 | 5 |
| 1. Most people like to have real responsibility in their jobs.
 |  |  |  |  |  |
| 1. Most people are afraid to learn new things in their jobs.
 | 1 | 2 | 3 | 4 | 5 |
| 1. Managers should let employees control the quality of their work.
 | 1 | 2 | 3 | 4 | 5 |
| 1. Most people dislike work.
 | 1 | 2 | 3 | 4 | 5 |
| 1. Most people are creative.
 | 1 | 2 | 3 | 4 | 5 |
| 1. A manager should closely supervise and direct the work of subordinates.
 | 1 | 2 | 3 | 4 | 5 |
| 1. Most people resist change.
 | 1 | 2 | 3 | 4 | 5 |
| 1. Most people only work as hard as they have to.
 | 1 | 2 | 3 | 4 | 5 |
| 1. Workers should set their own work goals.
 | 1 | 2 | 3 | 4 | 5 |
| 1. People are happiest when they’re not at work.
 | 1 | 2 | 3 | 4 | 5 |
| 1. Most workers really care about the organization they work for.
 | 1 | 2 | 3 | 4 | 5 |
| 1. Managers should help subordinates advance and grow in their jobs.
 | 1 | 2 | 3 | 4 | 5 |

Add the scores from items 1, 4, 6, 8, 9, 10, 12 to get your score for Theory X beliefs: \_\_\_\_\_\_\_\_\_\_\_\_

Add the scores from items 2, 3, 5, 7, 11, 13, 14 to get your score for Theory Y beliefs: \_\_\_\_\_\_\_\_\_\_\_\_