Reflect on the Self-Assessment
Managerial Assumptions

Instructions
Read the following statements. Use the space in the margins to write "Yes" if you agree with the statement, or "No" if you disagree with it. Force yourself to take a Yes or No position.

1. Is good pay and a secure job enough to satisfy most workers?
2. Should a manager help and coach subordinates in their work?
3. Do most people like real responsibility in their jobs?
4. Are most people afraid to learn new things in their jobs?
5. Should managers let subordinates control the quality of their work?
6. Do most people dislike work?
7. Are most people creative?
8. Should a manager closely supervise and direct the work of subordinates?
9. Do most people tend to resist change?
10. Do most people work only as hard as they have to?
11. Should workers be allowed to set their own job goals?
12. Are most people happiest off the job?
13. Do most workers really care about the organization they work for?
14. Should a manager help subordinates advance and grow in their jobs?

Scoring
Count the number of yes responses to items 1, 4, 6, 8, 9, 10, 12. Write that number here as \(X = \quad\).
Count the number of yes responses to items 2, 3, 5, 7, 11, 13, 14. Write that score here as \(Y = \quad\).

Interpretation
This assessment provides insight into your orientation toward Douglas McGregor's Theory X (your "X" score) and Theory Y (your "Y" score) assumptions as discussed earlier in the chapter. You should review the discussion of McGregor's thinking in this chapter and consider the ways you are likely to behave toward other people at work. Think, in particular, about the types of "self-fulfilling prophecies" your managerial assumptions are likely to create.