How Motivated Am I to Manage?

Instrument
Complete this instrument by identifying your degree of agreement or disagreement. Use the following rating scale:

1 = Strongly disagree
2 = Moderately disagree
3 = Slightly disagree
4 = Neither agree or disagree
5 = Slightly agree
6 = Moderately agree
7 = Strongly agree

1. I have a generally positive attitude toward those holding positions of authority over me.
   1 2 3 4 5 6 7
2. I enjoy competition and striving to win for myself and my work group.
   1 2 3 4 5 6 7
3. I like to tell others what to do and have no problem with imposing sanctions to enforce my directives.
   1 2 3 4 5 6 7
4. I like being active, assertive, and protecting the members of my work group.
   1 2 3 4 5 6 7
5. I enjoy the idea of standing out from the group, behaving in a unique manner, and being highly visible.
   1 2 3 4 5 6 7
6. I am willing to perform routine, day-to-day administrative tasks and duties.
   1 2 3 4 5 6 7

Analysis and Interpretation

Not everyone is motivated to perform managerial functions. This instrument taps six components that have been found to be related to managerial success, especially in larger organizations. These are a favorable attitude toward authority; a desire to compete; a desire to exercise power; assertiveness; desire for a distinctive position; and a willingness to engage in repetitive tasks.

Scores on this instrument will range between 6 and 42. Arbitrary cut-offs suggest that scores of 6-18 indicate low motivation to manage; 19-29 is moderate motivation; and 30 and above as high motivation to manage.

What meaning can you draw from your score? It provides you an idea of how comfortable you would be doing managerial activities. Note, however, that this instrument emphasizes tasks associated with managing in larger and more bureaucratic organizations. A low or moderate score may indicate that you're more suited to managing in a small firm, an organic organization, or in entrepreneurial situations.

[Scoring key to programmer: Add up your responses to the six items.]