

BUSM 2200 – ORGANIZATIONAL BEHAVIOR

Self-Assessment – Empowering Others

INSTRUCTIONS

Think of times when you have been in charge of a group. This could be a full-time or part-time work situation, a student workgroup, a sports team, volunteer project, etc. Complete the following questionnaire by recording how you feel about each statement according to this scale :

- 1 = Strongly disagree
- 2 = Disagree
- 3 = Neutral
- 4 = Agree
- 5 = Strongly agree

When in charge of a group, I find :

- _____ 1. Most of the time other people are too inexperienced to do things, so I prefer to do them myself.
- _____ 2. It often takes more time to explain things to others than just to do it myself.
- _____ 3. Mistakes made by others are costly, so I don't assign much work to them.
- _____ 4. Some things simply should not be delegated to others.
- _____ 5. I often get quicker action by doing a job myself.
- _____ 6. Many people are good only at very specific tasks and thus can't be assigned additional responsibilities.
- _____ 7. Many people are too busy to take on additional work.
- _____ 8. Most people just aren't ready to handle additional responsibilities.
- _____ 9. In my position, I should be entitled to make my own decisions.

SCORING

Total your responses and enter your score here : _____

INTERPRETATION

This instrument gives an impression of your *willingness* to delegate. Possible scores range from 9 to 45. The *lower* your score, the more willing you appear to be to delegate to others. Willingness to delegate is an important managerial characteristic. It is essential if you – as a manager – are to “empower” others and give them opportunities to assume responsibility and exercise self-control in their work. With the growing importance of empowerment in the new workplace, your willingness to delegate is well worth thinking about seriously.