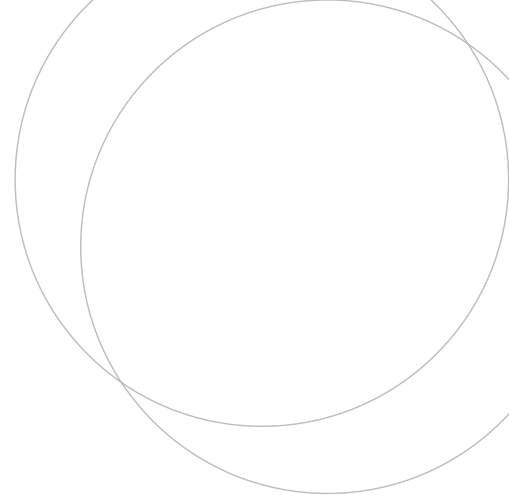


## SELF ASSESSMENT: Objective Setting

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For each of the following questions, select the answer that best describes your relationship with subordinates. Remember to respond as you have behaved or would behave, not as you think you should behave. If you have no previous managerial experience, answer the questions assuming you are a manager.

|  | USUALLY               | SOMETIMES             | SELDOM                |
|--|-----------------------|-----------------------|-----------------------|
| 1. Complete autonomy to set their own objectives.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 2. Objectives for all key areas relating to their job performance.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 3. Challenging objectives which are beyond their current ability to make them stretch.                                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 4. The opportunity to participate in setting their objectives.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 5. A say in deciding how to implement their objectives.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 6. To determine when they would like to accomplish the objectives assigned to them.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 7. Sufficient skills and training to achieve their objectives.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 8. Sufficient resources (i.e., time, money, equipment) to achieve their objectives.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 9. Feedback on how well they are progressing toward their objectives.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 10. Rewards (i.e., rewards, recognition) allocated to them according to how effective they are in reaching their objectives. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



## SCORE AND INTERPRETATION

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For questions **2, 4, 5, 7, 8, 9**:

Give yourself **3** points for **Usually**, **2** points for **Sometimes**, and **1** point for **Seldom**.

For questions, **1, 3, 6, 10**:

Give yourself **1** point for **Usually**, **2** points for **Sometimes**, and **3** point for **Seldom**.

Sum up your total points.

- A score of 26 or higher demonstrates a strong understanding of objective-setting techniques.**
- A score of 21 to 25 indicates you can improve your objective-setting skills.**
- A score or 20 or less suggests that you have significant room for improvement.**