. Attitude Scale

Indicate the extent to which each of the following statements is true of either your actual behavior or your intentions at work; that is, describe the way you are or the way you intend to be on the job. Use the scale for your responses.

Rating Scale
5 Almost always true
4 Often true
3 Not applicable
2 Seldom true
1 Almost never true

1. I openly discuss with my supervisor how to get ahead.
2. I try new ideas and approaches to problems.
3. I take things or situations apart to find out how they work.
4. I welcome uncertainty and unusual circumstances related to my tasks.
5. I negotiate my salary openly with my supervisor.
6. I can be counted on to find a new use for existing methods or equipment.
7. Among my colleagues and coworkers, I will be the first or nearly the first to try out a new idea or method.
8. I take the opportunity to translate communications from other departments for my work group.
9. I demonstrate originality.
10. I will work on a problem that has caused others great difficulty.
11. I provide critical input toward a new solution.
12. I provide written evaluations of proposed ideas.
13. I develop contacts with experts outside my firm.
14. I use personal contacts to maneuver into choice work assignments.
15. I make time to pursue my own pet ideas or projects.
16. I set aside resources for the pursuit of a risky project.
17. I tolerate people who depart from organizational routine.
18. I speak out in staff meetings.
19. I work in teams to try to solve complex problems.
20. If my co-workers are asked, they will say I am a wit.
For each statement, write in the appropriate letter:

A Agree
B Undecided or Don’t Know
C Disagree

Be as frank as possible. Try not to second-guess how a creative person might respond. Turn to Appendix 1 to find the answer key and an interpretation of your scores.

1. I always work with a great deal of certainty that I am following the correct procedure for solving a particular problem.

2. It would be a waste of time for me to ask questions if I had no hope of obtaining answers.

3. I concentrate harder on whatever interests me than do most people.

4. I feel that a logical, step-by-step method is best for solving problems.

5. In groups, I occasionally voice opinions that seem to turn some people off.

6. I spend a great deal of time thinking about what others think of me.

7. It is more important for me to do what I believe to be right than to try to win the approval of others.

8. People who seem uncertain about things lose my respect.

9. More than other people, I need to have things interesting and exciting.

10. I know how to keep my inner impulses in check.

11. I am able to stick with difficult problems over extended periods of time.

12. On occasion, I get overly enthusiastic.

13. I often get my best ideas when doing nothing in particular.

14. I rely on intuitive hunches and the feeling of “rightness” or “wrongness” when moving toward the solution of a problem.

15. When problem solving, I work faster when analyzing the problem and slower when synthesizing the information I have gathered.

16. I sometimes get a kick out of breaking the rules and doing things I am not supposed to do.

17. I like hobbies that involve collecting things.

18. Daydreaming has provided the impetus for many of my more important projects.

19. I like people who are objective and rational.

20. If I had to choose from two occupations other than the one I now have, I would rather be a physician than an explorer.

21. I can get along more easily with people if they belong to about the same social and business class as myself.

22. I have a high degree of aesthetic sensitivity.

23. I am driven to achieve high status and power in life.

24. I like people who are sure of their conclusions.

25. Inspiration has nothing to do with the successful solution of problems.

26. When I am in an argument, my greatest pleasure would be for the person who disagrees with me to become a friend, even at the price of sacrificing my point of view.

27. I am much more interested in coming up with new ideas than in trying to sell them to others.

28. I would enjoy spending an entire day alone, just “chewing the mental cud.”
29. I tend to avoid situations in which I might feel inferior.
30. In evaluating information, the source is more important to me than the content.
31. I resent things being uncertain and unpredictable.
32. I like people who follow the rule “business before pleasure.”
33. Self-respect is much more important than the respect of others.
34. I feel that people who strive for perfection are unwise.
35. I prefer to work with others in a team effort rather than solo.
36. I like work in which I must influence others.
37. Many problems that I encounter in life cannot be resolved in terms of right or wrong solutions.
38. It is important for me to have a place for everything and everything in its place.
39. Writers who use strange and unusual words merely want to show off.
40. Below is a list of terms that describe people. Choose 10 words that best characterize you.

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<th>energetic</th>
<th>persuasive</th>
<th>observant</th>
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<td>persevering</td>
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<td>original</td>
<td>cautious</td>
<td>habit-bound</td>
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