



Measurement scale:

1 2 3 4
 VERY LOW LOW HIGH VERY HIGH

		Level of importance	Current satisfaction
1	Manager shows concern for you as a person		
2	Having some authority		
3	Good personal relationships with manager		
4	Manager's decisiveness		
5	Examples provided by manager		
6	Being involved in planning your own work		
7	Recognition of your efforts		
8	Delegation of work to you		
9	Being promoted		
10	Customer contact		
11	Salary		
12	Extent to which you get on with your colleagues		
13	Praise		
14	Attaining your own goals and meeting targets		
15	Satisfaction with the job		
16	Working conditions		
17	Having responsibility for discrete areas of work		



		Level of importance	Current satisfaction
18	Working under pressure		
19	A competitive environment		
20	Your prospects of career development		
21	Constructive feedback and coaching		
22	Job security		
23	The result of the completed work		
24	Carrying out complex analysis		
25	The organisation's structure and processes		
26	Your personal job title		
27	Extent of supervision		
28	Social functions		
29	Detailed guidance on how to complete work tasks		
30	Working in a team		
31	Being given clear objectives		
32	Attending high-level meetings		
33	Starting work early in the morning		
34	Finishing work late in the evening		
35	Other (specify)		
	TOTAL		

source :

The Tao of Coaching, Max Landsberg, Profile Books; New Ed edition, ISBN: 186197650X