

THE LEARNING ORGANIZATION

LEARNING VALUES

This is an inventory to assess the structure and extent of your underlying beliefs regarding the role and value of learning in the workplace. It is intended to stimulate discussion and dialogue on issues which could assist in the development of your managerial competencies.

You are encouraged to be as frank and candid as you can be in your responses. A true statement of your current beliefs is the most sound base for any future development you might choose. No other person may view your completed inventory without your consent.

Please respond to each of the following thirty statements indicating your level of agreement by use of the 9-point scale.

*If you are totally in agreement select 9,
totally in disagreement select 1,
if you are ambivalent select 5,
. . . or any full point between these values.*

When completed, please total the points you've awarded for each of the three sections and write this total in the respective boxes. Finally, add the three subtotals for an overall score that will serve you as a 'benchmark' for evaluating your growth and development over time.

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Section A - Value to the Organization

	Agreement >>>>>>>>	
1. People with learning opportunities will out-perform those without	1 2 3 4 5 6 7 8 9	
2. Learning helps individuals to be more innovative	1 2 3 4 5 6 7 8 9	
3. Organizations focused on learning will have a competitive edge	1 2 3 4 5 6 7 8 9	
4. Communication works better in a learning environment	1 2 3 4 5 6 7 8 9	
5. People want to work in an organization which values learning	1 2 3 4 5 6 7 8 9	
6. Individuals feel better if they can learn new things	1 2 3 4 5 6 7 8 9	
7. Training /instruction has greater impact in a learning organization	1 2 3 4 5 6 7 8 9	
8. Learning is more successful if it's integrated with real work	1 2 3 4 5 6 7 8 9	
9. Clients always benefit when staff are encouraged to learn	1 2 3 4 5 6 7 8 9	
10. People who learn can embrace change more readily	1 2 3 4 5 6 7 8 9	
11. Individuals who are learning will generally contribute more	1 2 3 4 5 6 7 8 9	
12. Those who are learning feel better about the organization	1 2 3 4 5 6 7 8 9	

Section B - Value to the Individual

13. Staff who have chances to learn are more interested in their work	1 2 3 4 5 6 7 8 9	
14. Individuals are always interested in 'discovering' themselves	1 2 3 4 5 6 7 8 9	
15. People deserve encouragement in developing their personal values	1 2 3 4 5 6 7 8 9	
16. If you make learning opportunities available, people will embrace them	1 2 3 4 5 6 7 8 9	
17. An individual who is learning will feel increasing personal satisfaction	1 2 3 4 5 6 7 8 9	
18. Everyone will invest effort in order to create results/achievements	1 2 3 4 5 6 7 8 9	
19. People who are learning feel good about themselves	1 2 3 4 5 6 7 8 9	
20. Those who learn willingly over time gain higher levels of job security	1 2 3 4 5 6 7 8 9	
21. The best people to hire are those who show high learning capabilities	1 2 3 4 5 6 7 8 9	
22. Persons who learn continuously earn higher recognitions and rewards	1 2 3 4 5 6 7 8 9	

Section C - Leading Edge Learning

23. It's the responsibility of the individual to seek out learning opportunities	1 2 3 4 5 6 7 8 9	
24. Becoming increasingly 'self-aware' is fundamental to learning	1 2 3 4 5 6 7 8 9	
25. Learning works best if it happens as and when you need it	1 2 3 4 5 6 7 8 9	
26. Driving for results / solutions can be detrimental to learning	1 2 3 4 5 6 7 8 9	
27. Those who strive to learn are ultimately more productive at work	1 2 3 4 5 6 7 8 9	
28. It's necessary to be able to 'unlearn' as well as to learn	1 2 3 4 5 6 7 8 9	
29. Learning proficiency will be reflected in increased contributions	1 2 3 4 5 6 7 8 9	
30. The best way to learn is to use a seamless, continuous process	1 2 3 4 5 6 7 8 9	

Overall Total