

# Focusing On the Human Side

## Self Evaluation



Answer “True” or “False” to the following statements to help examine how well you currently address the human side of management. (Keep in mind that this is your personal workbook. No one else will see your answers, so please try to use this as an opportunity to honestly evaluate your present behavior—and to help you start thinking about any room you may have for improvement.)

1. I view my employees as my most important resource.  
**T or F**
2. I take a genuine interest in my employees as people.  
**T or F**
3. I try to get to know each person in my department on an individual basis.  
**T or F**
4. I know what motivates each of my employees.  
**T or F**
5. My employees feel they can admit a mistake, tell me bad news, or offer a differing opinion—without my jumping all over them.  
**T or F**
6. When employees give me feedback, I can read between the lines and notice any potential problems or concerns.  
**T or F**
7. My employees feel that the feedback they provide me truly has an effect on how I operate my department.  
**T or F**
8. I keep my employees informed of what is going on in the department and the company—and how their jobs fit into the organization’s overall goals.  
**T or F**

If you answered “True” to all of the above statements, you genuinely believe in the importance of managing with a focus on the human side –and you obviously value your relationship with your people. However, if you answered “False” to more than a few of the questions, your answers may have revealed that you’re not as in touch with your employees as you should be. In fact, when reading those statements reflecting your employees’ opinions of your behavior, you may have found it difficult to determine whether the answer was “True” or “False.” You may not even have realized that your management styles is insensitive to your employees as people—so now is a good time to work on an action plan that will help you get on the right track with them. The benefits will be well worth your time invested in increasing your employees’ personal productivity as well as your department’s productivity.