



## BETWEEN GENERATIONS

### Recipe for Successful Cooperation

#### QUESTIONNAIRE

*By answering the questions below you will assess your aptitude to be a part of a diversified team*

**1. A younger and less experienced superior tells you to do something that appears clearly unreasonable to you:**

1. you share your reservations with the superior but, nevertheless, you do what you are told to do following her/his instructions (3 pts)
2. you respect hierarchy and immediately follow her/his instructions (2 pts)
3. you do what you consider the most appropriate because you are older and more experienced (1 pt)

**2. What is your opinion about using mobile devices (Smartphone, tablet) for private purposes during the working hours:**

1. you do not object it as long as it does not undermine productivity (3 pts)
2. you do not object at all (2 pts)
3. it is unacceptable (1 pt)

**3. What is your attitude to stories told by your grandparents:**

1. you try to listen and understand them (3 pts)
2. you listen to them because they are your grandparents (2 pts)
3. you do not listen to them because they have no links with current reality (1 pt)

**4. What conduct vis-a-vis a person on a wheelchair do you find the most appropriate:**

1. you help her/him use driveway facilities for disabled and, chatting with her/him, you see her/him off to her/his workplace (3 pts)
2. you bring home-made soup for her/him (2 pts)
3. expecting that a disabled person will take the same lift, which will impact your and her/his comfort, you let her/him go and wait for the next lift or take the stairs (1 pt)

**5. Would you wait patiently until your interlocutor finishes instructing you even though you know he/she is wrong:**

1. you listen and try to identify some positive aspects in her/his comments (3 pts)
2. you interrupt her/him and point to gaps in her/his reasoning (2 pts)
3. you explode and finish the conversation (1 pt)

**6. What team could you work in:**

1. composed of women only (2 pts)
2. composed of men only (2 pts)
3. no matter its composition (3 pts)
4. in none (1 pt)

**7. Effects of your work depend on how well someone else performs her/his duties. What will you do if this other person fails to perform:**

1. you try to suggest the best way to do her/his job but if, despite that, non-performance recurs you show no understanding any more (3 pts)
2. you try to find excuses for her/him and wait patiently (2 pts)
3. you do not try to find excuses for her/him as this is none of your business; you are assessed for her/his being late (1 pt)

**8. You are talking with an older colleague and he/she is talking nonsense:**

1. you tell her/him where he/she is wrong and disregard her/his being nervous (3 pts)
2. you nod and smile because you do not want to hurt her/him (2 pts)
3. you interrupt and explain that he/she is talking nonsense (1 pt)

**9. Your co-worker, a Nigerian invites you to have beer after work, how will you react:**

1. With pleasure! (2 pts)
2. No, thank you, I do not make friends with foreigners (1 pt)
3. my reaction depends on whether I like her/him (3 pts)

**10. What characteristics would you appreciate the most in workers of young generation (who enter the labour market)**

1. ability to use new technologies (2 pts)
2. serious approach to work (2 pts)
3. ability to cooperate (3 pts)
4. being feisty (1 pt)

*Summarize the points equivalent to your answers and analyze the comments*

0-10 pts: persons with medium ability for team work who abuse benefits from personal divergence; may have problems with proper operating in teams

11-21 pts: persons with sufficiently well developed ability for team work to benefit from interactions with other employees irrespective of their age and other characteristics

22-30 pts: persons with a lot of social intelligence, able to find the golden rule in how they approach people of different attitudes to life and work; learn many positive things working in a differentiated team.

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*Elaboration:*

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