

Do not write on this booklet

MINNESOTA IMPORTANCE QUESTIONNAIRE

1975 Revision

RANKED FORM

Vocational Psychology Research

UNIVERSITY OF MINNESOTA

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DIRECTIONS

The purpose of this questionnaire is to find out what you consider **important** in your **ideal job**, the kind of job you would most like to have.

On the following pages are **groups** of five statements about work.

- Read each group of statements carefully.
- Rank the five statements in each group in terms of their **importance** to you in your **ideal job**.
- Use the number “1” for the statement which is **most important** to you in your **ideal job**, the number “2” for the statement which is **next most important** to you, and so on.
- Use the number “5” for the statement **least important** to you in your **ideal job**.
- Write down your rankings in the correct spaces on the answer sheet.

Please turn to the next page for instructions on how to mark your answer sheet.

HOW TO MARK THE ANSWER SHEET

First of all

Print your name in the space provided and fill in the other information requested.

To fill in the answer sheet

- Start where it says “Page 1”.
- There is a box for each of the statements in each group. The letters at the left side of the boxes stand for the statements in your booklet.
- For example, your ranking of a group of statements might look like this:

(booklet)

(answer sheet)

group 1

On my ideal job . . .

- I could be busy all the time.
- the job would provide for steady employment.
- I could do things for other people.
- I could try out some of my own ideas.
- my boss would train the workers well.

	group 1
begin page 1	a 1
	b 3
	c 5
	d 2
	e 4

This means that, of the five statements, you consider statement “a” (I could be busy all the time) the **most important** (ranked “1”) to you in your **ideal job**; statement “d” (I could try out some of my own ideas) the **next most important** (ranked “2”); statement “b” (ranked “3”) the **next most important**; statement “e” (ranked “4”) the **next most important**; and statement “c” (ranked “5”) the **least important** to you in your **ideal job**.

You will find some of the rankings more difficult to make than others, but it is **important** that you rank **every statement** in each group.

Be Sure Your Answers are Numbers, Not Letters.

On your answer sheet enter your rankings of statements for each group.

Remember: "1" = **most important** to you in your **ideal job**; "2" = **next most important**, and so on, to "5" for **least important** to you in your **ideal job**.

group
1

On my ideal job . . .

- a. I could be busy all the time.
 - b. I could do things for other people.
 - c. I could try out some of my own ideas.
 - d. my pay would compare well with that of other workers.
 - e. the job would provide an opportunity for advancement.
-

group
2

On my ideal job . . .

- a. I could do things for other people.
 - b. I could do something different every day.
 - c. the job could give me a feeling of accomplishment.
 - d. my boss would train the workers well.
 - e. the company would administer its policies fairly.
-

group
3

On my ideal job . . .

- a. I could do the work without feeling that it is morally wrong.
 - b. my boss would back up the workers (with top management).
 - c. I could do something different every day.
 - d. I could do something that makes use of my abilities.
 - e. I could be busy all the time.
-

group
4

On my ideal job . . .

- a. the company would administer its policies fairly.
 - b. I could try out some of my own ideas.
 - c. I could do something that makes use of my abilities.
 - d. my co-workers would be easy to make friends with.
 - e. I could be "somebody" in the community.
-

On your answer sheet enter your rankings of statements for each group.

Remember: "1" = **most important** to you in your **ideal** job; "2" = **next most important**, and so on, to "5" for **least important** to you in your **ideal** job.

group
5

On my ideal job . . .

- a. my boss would train the workers well.
 - b. I could plan my work with little supervision.
 - c. my boss would back up the workers (with top management).
 - d. I could try out some of my own ideas.
 - e. the job would have good working conditions.
-

group
6

On my ideal job . . .

- a. I could get recognition for the work I do.
 - b. I could do the work without feeling that it is morally wrong.
 - c. I could plan my work with little supervision.
 - d. I could do things for other people.
 - e. my co-workers would be easy to make friends with.
-

group
7

On my ideal job . . .

- a. my boss would back up the workers (with top management).
 - b. the company would administer its policies fairly.
 - c. my pay would compare well with that of other workers.
 - d. I could get recognition for the work I do.
 - e. I could tell people what to do.
-

group
8

On my ideal job. . .

- a. I could do something different every day.
 - b. my co-workers would be easy to make friends with.
 - c. I could make decisions on my own.
 - d. the job would have good working conditions.
 - e. my pay would compare well with that of other workers.
-

On your answer sheet enter your rankings of statements for each group.

Remember: "1" = **most important** to you in your **ideal job**; "2" = **next most important**, and so on, to "5" for **least important** to you in your **ideal job**.

group
9

On my ideal job . . .

- a. I could do something that makes use of my abilities.
 - b. I could tell people what to do.
 - c. the job would have good working conditions.
 - d. the job would provide for steady employment.
 - e. I could do things for other people.
-

group
10

On my ideal job . . .

- a. I could make decisions on my own.
 - b. I could be busy all the time.
 - c. the job would provide for steady employment.
 - d. the company would administer its policies fairly.
 - e. I could plan my work with little supervision.
-

group
11

On my ideal job . . .

- a. the job could give me a feeling of accomplishment.
 - b. I could make decisions on my own.
 - c. I could tell people what to do.
 - d. I could do the work without feeling that it is morally wrong.
 - e. I could try out some of my own ideas.
-

group
12

On my ideal job . . .

- a. my co-workers would be easy to make friends with.
 - b. the job would provide for steady employment.
 - c. the job would provide an opportunity for advancement.
 - d. my boss would back up the workers (with top management).
 - e. the job could give me a feeling of accomplishment.
-

On your answer sheet enter your rankings of statements for each group.

Remember: "1" = **most important** to you in your **ideal job**; "2" = **next most important**, and so on, to "5" for **least important** to you in your **ideal job**.

group
13

On my ideal job . . .

- a. I could plan my work with little supervision.
 - b. the job would provide an opportunity for advancement.
 - c. I could be "somebody" in the community.
 - d. I could tell people what to do.
 - e. I could do something different every day.
-

group
14

On my ideal job . . .

- a. my pay would compare well with that of other workers.
 - b. the job could give me a feeling of accomplishment.
 - c. I could work alone on the job.
 - d. I could plan my work with little supervision.
 - e. I could do something that makes use of my abilities.
-

group
15

On my ideal job . . .

- a. I could tell people what to do.
 - b. my boss would train the workers well.
 - c. my co-workers would be easy to make friends with.
 - d. I could be busy all the time.
 - e. I could work alone on the job.
-

group
16

On my ideal job . . .

- a. the job would provide for steady employment.
 - b. my pay would compare well with that of other workers.
 - c. my boss would train the workers well.
 - d. I could be "somebody" in the community.
 - e. I could do the work without feeling that it is morally wrong.
-

On your answer sheet enter your rankings of statements for each group.

Remember: "1" = **most important** to you in your **ideal job**; "2" = **next most important**, and so on, to "5" for **least important** to you in your **ideal job**.

group
17

On my ideal job . . .

- a. I could work alone on the job.
 - b. I could be "somebody" in the community.
 - c. I could do things for other people.
 - d. my boss would back up the workers (with top management).
 - e. I could make decisions on my own.
-

group
18

On my ideal job . . .

- a. I could try out some of my own ideas.
 - b. I could get recognition for the work I do.
 - c. I could do something different every day.
 - d. I could work alone on the job.
 - e. the job would provide for steady employment.
-

group
19

On my ideal job . . .

- a. the job would provide an opportunity for advancement.
 - b. I could do something that makes use of my abilities.
 - c. I could get recognition for the work I do.
 - d. I could make decisions on my own.
 - e. my boss would train the workers well.
-

group
20

On my ideal job . . .

- a. the job would have good working conditions.
 - b. I could work alone on the job.
 - c. the company would administer its policies fairly.
 - d. the job would provide an opportunity for advancement.
 - e. I could do the work without feeling that it is morally wrong.
-

On your answer sheet enter your rankings of statements for each group.

Remember: "1" = **most important** to you in your **ideal job**; "2" = **next most important**, and so on, to "5" for **least important** to you in your **ideal job**.

group
21

On my ideal job . . .

- a. I could be "somebody" in the community.
 - b. the job would have good working conditions.
 - c. I could be busy all the time.
 - d. the job could give me a feeling of accomplishment.
 - e. I could get recognition for the work I do.
-

Check your answer sheet to see that you have used the **numbers 1 to 5** to rank **every statement** in each group. Then, continue on the next page.

On this page consider each statement and decide whether or not it is **important** to have in your **ideal** job.

- If you think that the statement is **important** for your **ideal** job, mark an X in the “**Yes**” box on your answer sheet.
- If you think that the statement is **not important** for your **ideal** job, mark an X in the “**No**” box on your answer sheet.

On my **ideal** job it is important that . . .

1. I could do something that makes use of my abilities.
2. The job could give me a feeling of accomplishment.
3. I could be busy all the time.
4. The job would provide an opportunity for advancement.
5. I could tell people what to do.
6. The company would administer its policies fairly.
7. My pay would compare well with that of other workers.
8. My co-workers would be easy to make friends with.
9. I could try out some of my own ideas.
10. I could work alone on the job.
11. I could do the work without feeling that it is morally wrong.
12. I could get recognition for the work I do.
13. I could make decisions on my own.
14. The job would provide for steady employment.
15. I could do things for other people.
16. I could be “somebody” in the community.
17. My boss would back up the workers (with top management).
18. My boss would train the workers well.
19. I could do something different every day.
20. The job would have good working conditions.
21. I could plan my work with little supervision.

Check your answer sheet to see that you have marked only one choice for each of the 21 statements.