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:

<table>
<thead>
<tr>
<th>(booklet)</th>
<th>(answer sheet)</th>
</tr>
</thead>
<tbody>
<tr>
<td>group 1</td>
<td></td>
</tr>
<tr>
<td>a. I could be busy all the time.</td>
<td></td>
</tr>
<tr>
<td>b. the job would provide for steady employment.</td>
<td></td>
</tr>
<tr>
<td>c. I could do things for other people.</td>
<td></td>
</tr>
<tr>
<td>d. I could try out some of my own ideas.</td>
<td></td>
</tr>
<tr>
<td>e. my boss would train the workers well.</td>
<td></td>
</tr>
</tbody>
</table>

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.

On my ideal job...

**group 1**

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**

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**

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**

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.

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On my ideal job . . .

**group 5**

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.

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On my ideal job . . .

**group 6**

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.

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On my ideal job . . .

**group 7**

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.

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On my ideal job . . .

**group 8**

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.

On my ideal job . . .

**group 9**

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.

On my ideal job . . .

**group 10**

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.

On my ideal job . . .

**group 11**

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.

On my ideal job . . .

**group 12**

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.

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**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.

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**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.

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**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.

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**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.

On my ideal job . . .

**group 17**

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.

On my ideal job . . .

**group 18**

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.

On my ideal job . . .

**group 19**

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.

On my ideal job . . .

**group 20**

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.

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.