

# **minnesota satisfactoriness scales**



**Vocational Psychology Research  
UNIVERSITY OF MINNESOTA**

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Employee Name \_\_\_\_\_ Job \_\_\_\_\_

Rated by \_\_\_\_\_ Date \_\_\_\_\_

**Please check the best answer for each question**  
**Be sure to answer all questions**

- Compared to others in his/her work group, how well does the employee ...*
- |  | <i>not<br/>as<br/>well</i> | <i>about<br/>the<br/>same</i> | <i>better</i>            |
|--|----------------------------|-------------------------------|--------------------------|
| 1. Follow company policies and practices? .....                  | <input type="checkbox"/>   | <input type="checkbox"/>      | <input type="checkbox"/> |
| 2. Accept the direction of his/her supervisor? .....             | <input type="checkbox"/>   | <input type="checkbox"/>      | <input type="checkbox"/> |
| 3. Follow standard work rules and procedures? .....              | <input type="checkbox"/>   | <input type="checkbox"/>      | <input type="checkbox"/> |
| 4. Accept the responsibility of his/her job? .....               | <input type="checkbox"/>   | <input type="checkbox"/>      | <input type="checkbox"/> |
| 5. Adapt to changes in procedures or methods? .....              | <input type="checkbox"/>   | <input type="checkbox"/>      | <input type="checkbox"/> |
| 6. Respect the authority of his/her supervisor? .....            | <input type="checkbox"/>   | <input type="checkbox"/>      | <input type="checkbox"/> |
| 7. Work as a member of a team? .....                             | <input type="checkbox"/>   | <input type="checkbox"/>      | <input type="checkbox"/> |
| 8. Get along with his/her supervisors? .....                     | <input type="checkbox"/>   | <input type="checkbox"/>      | <input type="checkbox"/> |
| 9. Perform repetitive tasks? .....                               | <input type="checkbox"/>   | <input type="checkbox"/>      | <input type="checkbox"/> |
| 10. Get along with his/her co-workers? .....                     | <input type="checkbox"/>   | <input type="checkbox"/>      | <input type="checkbox"/> |
| 11. Perform tasks requiring variety and change in methods? ..... | <input type="checkbox"/>   | <input type="checkbox"/>      | <input type="checkbox"/> |

- Compared to others in his/her work group ...*
- |   | <i>not<br/>as<br/>good</i> | <i>about<br/>the<br/>same</i> | <i>better</i>            |
|---|----------------------------|-------------------------------|--------------------------|
| 12. How good is the quality of his/her work? .....  | <input type="checkbox"/>   | <input type="checkbox"/>      | <input type="checkbox"/> |
| 13. How good is the quantity of his/her work? ..... | <input type="checkbox"/>   | <input type="checkbox"/>      | <input type="checkbox"/> |

- If you could make the decision, would you ...*
- |   | <i>yes</i>               | <i>not<br/>sure</i>      | <i>no</i>                |
|---|--------------------------|--------------------------|--------------------------|
| 14. Give him/her a pay raise? .....                             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 15. Transfer him/her to a job at a higher level? .....          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 16. Promote him/her to a position of more responsibility? ..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

**Please check the best answer for each question**  
**Be sure to answer all questions**

- | <i>Compared to others in his/her work group, how often does the employee . . .</i>  | <i>less</i>              | <i>about the same</i>    | <i>more</i>              |
|---|--------------------------|--------------------------|--------------------------|
| 17. Come late for work? .....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 18. Become overexcited? .....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 19. Become upset and unhappy? .....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 20. Need disciplinary action? .....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 21. Stay absent from work? .....  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 22. Seem bothered by something? .....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 23. Complain about physical ailments? .....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 24. Say 'odd' things? .....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 25. Seem to tire easily? .....  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 26. Act as if he/she is not listening when spoken to? .....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 27. Wander from subject to subject when talking? .....  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <p>28. Now will you please consider this worker with respect to overall competence, the effectiveness of job performance, proficiency, and general overall value. Take into account all the elements of successful job performance, such as knowledge of the job and functions performed, quantity and quality of output, relations with other people (subordinates, equals, superiors), ability to get the work done, intelligence, interest, response to training, and the like. In other words, how closely does he/she approximate the ideal, the kind of worker you want more of? With all these factors in mind, where would you rank this worker as compared with the other people whom you now have doing the same work? (or, if he/she is the only one, how does he/she compare with those who have done the same work in the past?)</p> |                          |                          |                          |
| <i>In the top ¼</i> .....   | <input type="checkbox"/> |                          |                          |
| <i>In the top half but not among the top ¼</i> .....  | <input type="checkbox"/> |                          |                          |
| <i>In the bottom half but not among the lowest ¼</i> .....  | <input type="checkbox"/> |                          |                          |
| <i>In the lowest ¼</i> .....  | <input type="checkbox"/> |                          |                          |