

# THE T&D PROGRAM QUIZ

An informal test to aid you in evaluating the many and diverse development programs and systems currently being offered.

If you agree with the bold face statement simply insert a (T) for true, if you disagree insert an (F) for false in the box preceeding each statement.

**Performance Appraisals should focus on individual development.**

False. Appraisals should focus on *evaluation*. Individual development should be the subject of a separate meeting. Preparing people for a Development Discussion is a major purpose of Blessing/White Programs.

**Managers are responsible for the development of their subordinates.**

Mostly not true. Individuals must be responsible for their own development. The individual, more than his/her manager, has the motivation to accept this responsibility. The Blessing/White approach works because it channels self-interest toward self-improvement.

**Career Planning can be a self-study process.**

Not true. Most people lack the self-discipline, self-confidence and/or self-insights to effectively analyze themselves and their opportunities and to make career decisions. More importantly, career planning involves not only the individual but his/her employer or potential employer. Career planning demands dialogue. Blessing/White programs

provide direction for *realistic* career planning and *non-threatening* discussions.

**Career Planning helps people select and prepare for their next job.**

Career planning that focuses on the *next* job is impractical for most people and often creates unrealistic expectations. Making the *current* job more satisfying and developmental is the first step of Blessing/White's programs.

**The cream rises to the top.**

Perhaps. But growing organizations don't have time for this old fashioned strategy for developing managers. Blessing/White programs accelerate the development of people by placing responsibility where it should be—with the individual and his/her supervisor—and by giving them the tools and incentives to get the job done. The best vehicle for learning those skills which matter most is on-the-job, not the classroom.

**The best way to help managers develop their people is to provide managers with proper training.**

Try it and you'll hear "My boss needs this more than I do!"

Communications about development are most improved by training the *subordinate*. Blessing/White programs help individuals *seek* supervisory feedback, coaching and assistance where and when it will do the most good. Managers prefer to *support* rather than create and direct their subordinates' development plans.

**It's less expensive and more effective to develop a training program internally, than to buy one ready-made.**

Probably true for training which is highly technical or unique to the organization. However, it is usually less expensive and more effective to purchase the expertise of professionals whose full time business is to create and implement effective training solutions to common problems such as management development, motivation, communication, Individual self-development and other fundamental issues. Blessing/White's programs have been developed during six years of experience with over 100,000 participants from hundreds of organizations.

The correct answer to each of the 7 quiz items is "FALSE".

If you scored two or more T's, you should be anxious to learn about all of Blessing/ White's new, different and excitingly effective development programs:  
MPG for Managers and exempt professional personnel.  
IDS for office support and non-exempt technical personnel.  
ASSIMILATION for new employees, exempt and non exempt.

For more information, client references or to enroll in an MPG open session, please write or phone:

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