ADEV 342   Learning Organizations
Personal Practices Profile

Directions: Circle the number that best describes your practice. (1=strongly disagree to 6=strongly agree)

1. My vision and strategy are continually up-dated based on changes in my

personal situations and post-college environment.   1   2   3   4   5   6

2. I take into account my long-term goals as I plan and execute my

studies/work.   1   2   3   4   5   6

3. I think about trends and forces that drive the future changes in the world as a

normal part of my life.   1   2   3   4   5   6

4. I have a vision of myself in which learning and change are expected.   1   2   3   4   5   6

5. I have a broad understanding of how my studies, personal life, post-college

plans are interrelated.   1   2   3   4   5   6

6. I am inspired to follow a role model as I move toward my personal vision.   1   2   3   4   5   6

7. My role models facilitate problem-solving efforts for me.   1   2   3   4   5   6

8. My role models speak about the connections between learning, my

continuous improvements and the ultimate results.   1   2   3   4   5   6

9. I believe my role models are proud of me.   1   2   3   4   5   6

10. I hold my teachers, family, and friends accountable for my development.   1   2   3   4   5   6

11. My teachers, family, and friends encourage me to pursue personal

development as a part of my college and learning experience.   1   2   3   4   5   6

12. My teachers, family, and friends help me integrate what I have learned

 by discussing it with me.   1   2   3   4   5   6

13. My teachers, family, and friends communicate effectively with me about

my developmental needs and progress.   1   2   3   4   5   6

14. I am encouraged to contribute ideas for my self-improvement by my

teachers, family, and friends.   1   2   3   4   5   6

15. My teachers, family, and friends admit to their own mistakes.   1 2 3 4 5 6

16. I am free to share my opinions and speak my mind.   1 2 3 4 5 6

17. I have a healthy sense about my schooling and other work; it is okay to

enjoy my environment.   1 2 3 4 5 6

18. I work hard to eliminate the "we/they" mindset.   1 2 3 4 5 6

19. In my school/job, I treat others as adults and they treat me as an adult.   1 2 3 4 5 6

20. In my environment, people are interested in and care about one another.   1 2 3 4 5 6

21. I have lots of flexibility in my education and work environments.   1 2 3 4 5 6

22. I have participated in self-directed work teams that have responsibility for

work processes from start to finish.   1 2 3 4 5 6

23. It is easy for me to communicate with those wit h whom I work and study.   1 2 3 4 5 6

24. I routinely modify my tactics to respond to changing circumstances.   1 2 3 4 5 6

25. I am in an environment where rules, policies, and procedures are being

reduced to allow for more individual judgement.   1 2 3 4 5 6

26. I utilize advanced technology to improve the flow of information with

others.   1 2 3 4 5 6

27. I can get all the information I need through newsletters, meetings, or other

means.   1 2 3 4 5 6

28. I have learned to use the available computer system effectively.   1 2 3 4 5 6

29. I receive all information I need on a regular basis.   1 2 3 4 5 6

30. I communicate what I have learned throughout my courses and job-related

situations.   1 2 3 4 5 6

31. I am encouraged to solve problems where needed.   1 2 3 4 5 6

32. I try to reduce the tendency of blaming others so I can work toward

solutions.   1 2 3 4 5 6

33. I analyze mistakes so I can do activities better next time. 1 2 3 4 5 6

34. In teams, I ask others for feedback so I can continually improve.   1 2 3 4 5 6

35. Informally, I share with others what I have learned so we can get better.   1 2 3 4 5 6

36. I use systematic problem-solving techniques to solve difficult problems.   1 2 3 4 5 6

37. I routinely experiment with new approaches and try out new ideas.   1 2 3 4 5 6

38. When I am in a group and discover new information that would be helpful

to others, I quickly disseminate the information to everyone in the group.   1 2 3 4 5 6

39. When I solve problems, I consider how this solution may help in other

ways.   1 2 3 4 5 6

40. I learn things from others that may help me in my future.   1 2 3 4 5 6

41. I am recognized for being courageous, experimenting, & taking chances.   1 2 3 4 5 6

42. I am not punished for making honest mistakes, for having tried something

worthwhile and failed.   1 2 3 4 5 6

43. I am recognized for solving problems and successfully meeting challenges.   1 2 3 4 5 6

44. I learn from my experiences rather than through formal educational

programs.   1 2 3 4 5 6

45. Teams that I have been on have been given appropriate assistance with

their development.   1 2 3 4 5 6

46. I have a development plan (vision) that impacts my performance.   1 2 3 4 5 6

AFTER YOU COMPLETE THE PROFILE, GO ON TO YOUR INDIVIDUAL SCORING SHEET

ADEV 342   Learning Organizations
Personal Practices Profile Individual Scoring Sheet

Directions: In the spaces below, write the number for each statement from the Personal Practices Profile. Add up the Profile Scores to create your "Subsystem Scores," divide by the number shown, and mark your highest Adjusted Subsystem Score as Rank #1, next highest as Rank #2, etc.

Profile Items and Subsystems	Raw Subsystem Score	Divide by	Adjusted Subsystem Score	Rank (high = 1, low = 10)
A. Vision and Strategy: 1. _____ 2. _____ 3. _____ 4. _____ 5. _____		**5**		
B. Role Models: 6. _____ 7. _____ 8. _____ 9. _____ 10. _____		**5**		
C. Encouragement from Others: 11. _____ 2. _____ 13. _____ 14. _____ 15. _____		**5**		
D. Climate: 16. _____ 17. _____ 18. _____ 19. _____ 20. _____		**5**		
E. Organizational & Job Structure: 21. _____ 22. _____ 23. _____ 24. _____ 25. _____		**5**		
F. Information Flow: 26. _____ 27. _____ 28. _____ 29. _____ 30. _____		**5**		
G. Individual & Team Practices: 31. _____ 32. _____ 33. _____ 34. _____ 35. _____		**5**		
H. Work Practices: 36. _____ 37. _____ 38. _____ 39. _____ 40. _____		**5**		
I. Rewards & Recognition: 41. _____ 42. _____ 43. _____		**3**		
J. Individual & Team Development: 44. _____ 45. _____ 46. _____		**3**		

HIGHEST RANKED SUBSYSTEM: _____

LOWEST RANKED SUBSYSTEM: _____

You have now created a visual evaluation of your personal world. If you could make your personal world a "Learning Organization," you know which subsystems contain positive practices (high ranks) and which subsystems contain negative (low ranks) practices. On the back of this sheet, list 3 ways you can improve your lowest ranked subsystem and bring to class on Monday.