

The 'X - Y Theory' Questionnaire

Part one: Indicates whether the situation and management style is the 'X' or 'Y' style:

Score the statements (**5 = always, 4 = mostly, 3 = often, 2 = occasionally, 1 = rarely, 0 = never**)

- 01) My boss asks me politely to do things, gives me reasons why, and invites my suggestions.
- 02) I am encouraged to learn skills outside of my immediate area of responsibility.
- 03) I am left to work without being micromanaged by my boss, but help is available if I want it.
- 04) I am given credit and praise when I do good work or put in extra effort.
- 05) If people leave the company they are given an 'exit interview' to hear their views on the organisation.
- 06) I am given a reason to work hard and well.
- 07) If I want extra responsibility my boss will find a way to give it to me.
- 08) If I want extra training my boss will help me find how to get it or will arrange it.
- 09) I call my boss and my boss's boss by their first names.
- 10) My boss is available for me to discuss my concerns or worries or suggestions.
- 11) I know what the company's aims and targets are.
- 12) I am told how the company is performing on a regular basis.
- 13) I am given an opportunity to solve problems connected with my work.
- 14) My boss tells me what is happening in the organisation.
- 15) I have regular meetings with my boss to discuss how I can improve and develop.

Total Score:

60 - 75 = Strong Y Theory Management (Effective long & short term)

45 - 59 = Generally Y Theory Management

16 - 44 = Generally X Theory Management

0 - 15 = Strongly X Theory Management (Autocratic leadership may be effective in the short term but poor in the long term)

Most people prefer 'Y-theory' management. These people are generally uncomfortable in 'X-theory' situations and are unlikely to be productive, especially long-term, and are likely to seek alternative situations. This quick test provides a broad indication as to management style and individual preference, using the 'X-Y Theory' definitions.

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Part two: Indicates whether the person prefers being managed by the 'X' or 'Y' style:

Score the statements (5 = always, 4 = mostly, 3 = often, 2 = occasionally, 1 = rarely, 0 = never)

- 01) I like to be involved and consulted by my boss about how I can best do my job.
- 02) I want to learn skills outside of my immediate area of responsibility.
- 03) I like to work without being micromanaged by my boss, but be able to ask for help if I need it.
- 04) I work best and most productively without pressure from my boss or the threat of losing my job.
- 05) If I leave the company, I would like an 'exit interview' to give my views on the organisation.
- 06) I like to be given a reason and praised for working hard and well.
- 07) I want to increase my responsibility.
- 08) I want to be trained to do new things.
- 09) I prefer to be friendly with my boss and the management.
- 10) I want to be able to discuss my concerns, worries or suggestions with my boss or another manager.
- 11) I like to know what the company's aims and targets are.
- 12) I like to be told how the company is performing on a regular basis.
- 13) I like to be given opportunities to solve problems connected with my work.
- 14) I like to be told by my boss what is happening in the organisation.
- 15) I like to have regular meetings with my boss to discuss how I can improve and develop.

Total Score:

60 – 75 = Strongly prefers Y Theory Management (Effective long & short term)

45 - 59 = Generally prefers Y Theory Management

16 - 44 = Generally prefers X Theory Management

0 - 15 = Strongly prefers X Theory Management (Autocratic leadership may be effective in the short term but poor in the long term)

Most people prefer 'Y-theory' management. These people are generally uncomfortable in 'X-theory' situations and are unlikely to be productive, especially long-term, and are likely to seek alternative situations. This quick test provides a broad indication as to management style and individual preference, using the 'X-Y Theory' definitions.

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