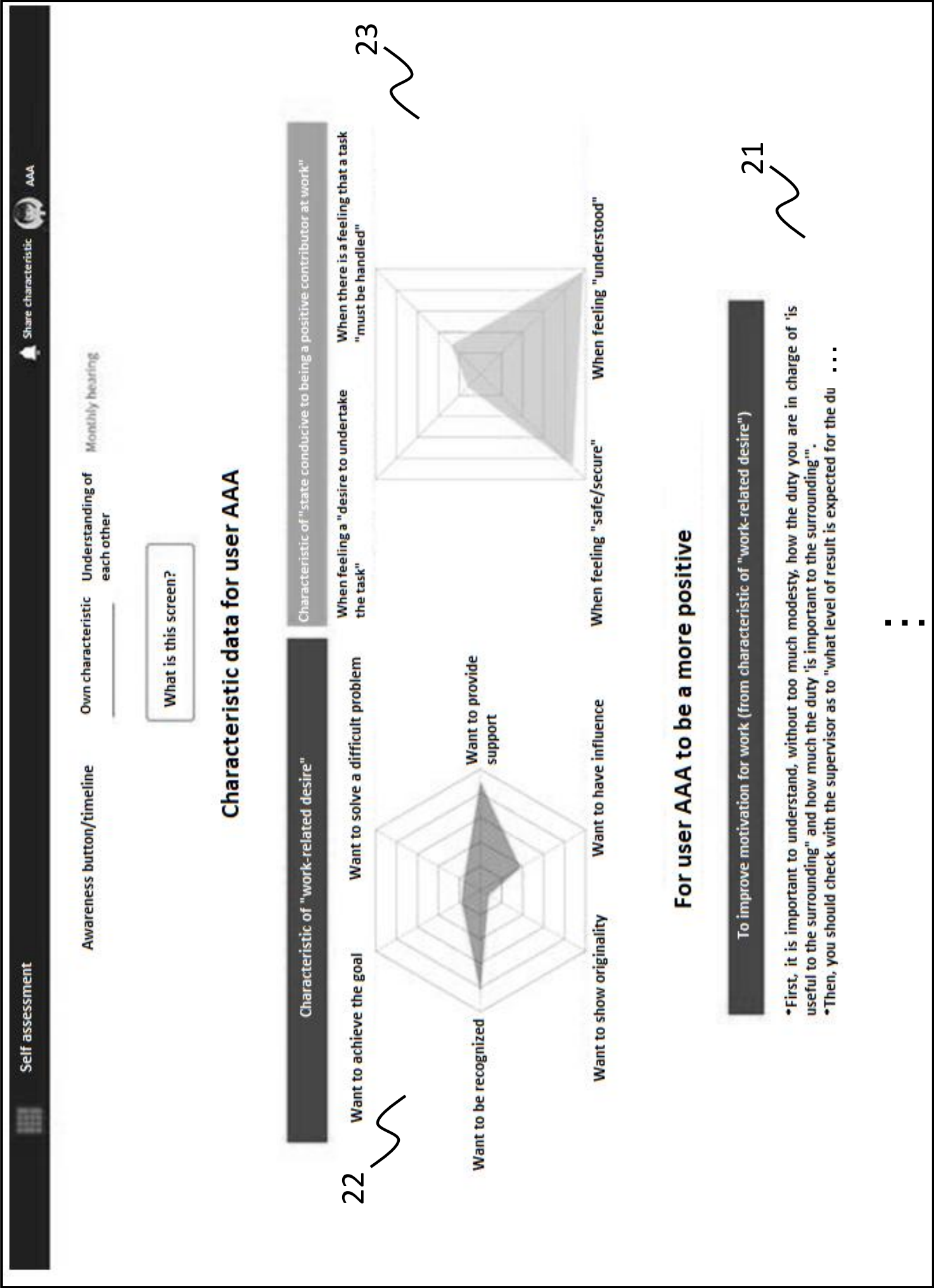


10

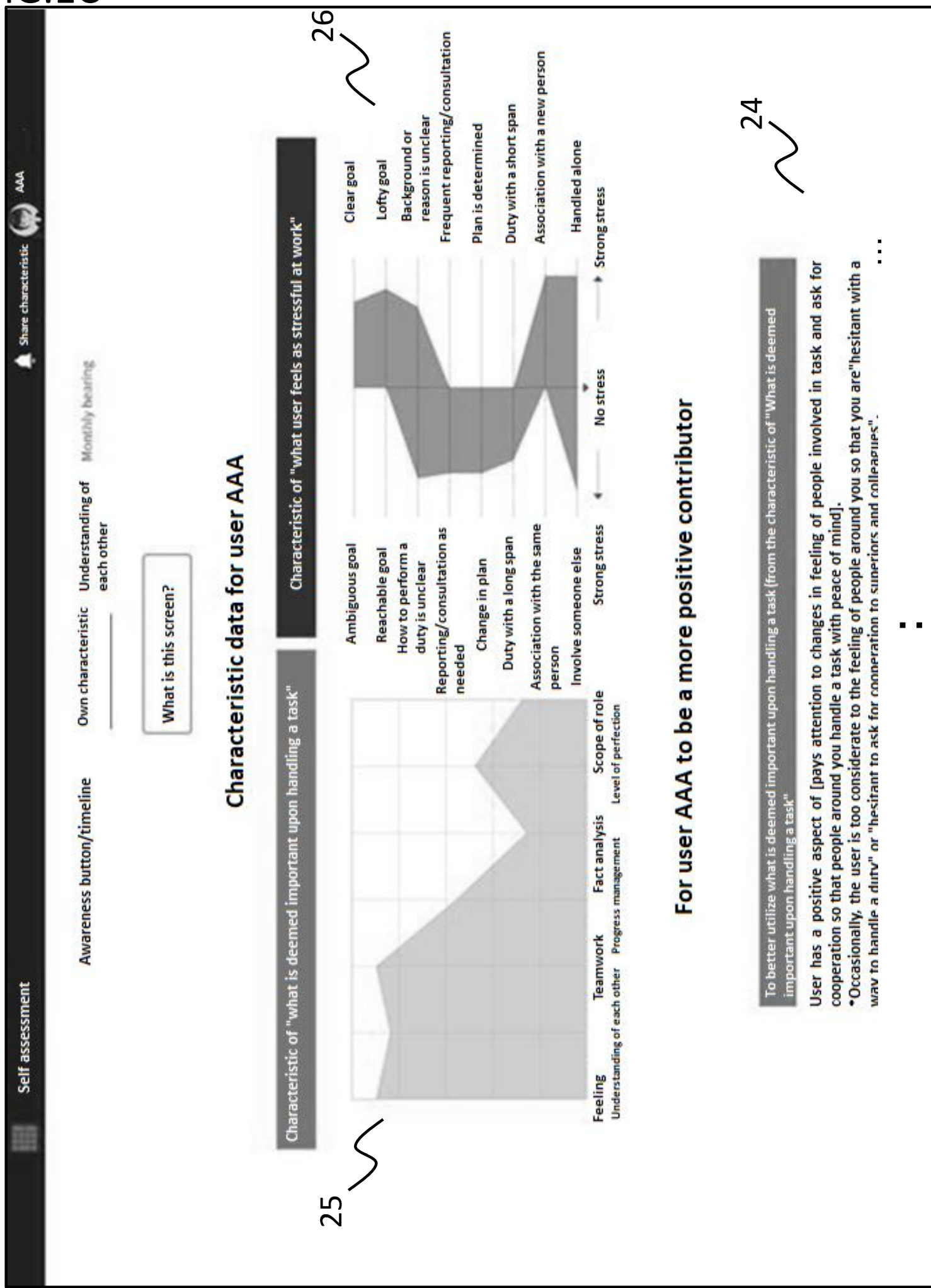
No.	Question	Choice	✓
1	The manager asked you to be in charge of a duty that is new and unprecedented in the company. Other members have not decided. What is the type of duty you would be willing to try?	Case that could be a topic of conversation in the media	
		Case where I can utilize my experience or skill	
		Large scale case	
		Case that would be the first in the industry	
		Want to abstain from duty with no precedence	
2	It is now evident that the outlook for achieving the team performance goal is bleak. If the outlook for achieving your own goal is promising, what would you do?	Strive to achieve your own initial goal	
		Aim above your own initial goal for the team	
		Support member with poor outlook for reaching goal	
		Provide instruction to member with poor outlook for reaching goal	
		Respond if there is an instruction from the manager	
3	The manager talked about setting a goal for the current fiscal term. The manager said the team set a higher goal for this fiscal term and would also like to have you set a higher goal and strive to achieve the goal together even if you are unsure whether the goal can be achieved. Would you be willing to take the challenge?	Propose a strategic meeting within the team	
		Absolutely no motivation	
		No motivation	
		Neither willing nor unmotivated	
		Willing	
.		Willing to take the challenge with no issues	
		.	.
		.	.

20-1



■
■
■

FIG.1C



32

Self assessment

Taro Kacho

Own assessment

Change member

User AAA

Capital area sales, Department 2, Distribution group

Respond to "awareness" of member

Check history

Think about how to associate in view of state

What is this screen?

Check how to draw out characteristic and ability

Respond to member

User EEE
6/18 (Tue) 19:33

Reaction

User FFF
6/18 (Tue) 19:34

Reaction

User KKK
6/18 (Tue) 19:34

Reaction

Case 1

Appearing to have trouble handling a duty as planned

Respond to member

"Effective communication" and "Ineffective communication" derived by a system based on "this state X this member characteristic X your own characteristic"

You should be especially cognizant of the underline portion based on the difference in characteristics of yourself and this member

41

Effective communication

*Proactively engage in conversion

*Give praise even for trivial matters

*Propose reconsideration of the plan

42

Ineffective communication

*Reprimand for not handling a duty smoothly

*Compare with another member

*Tell 'hang in there'

43

Effective communication

*Proactively engage in conversion

*Give praise even for trivial matters

*Propose reconsideration of the plan

Ineffective communication

*Reprimand for not handling a duty smoothly

*Compare with another member

*Tell 'hang in there'

FIG.3A

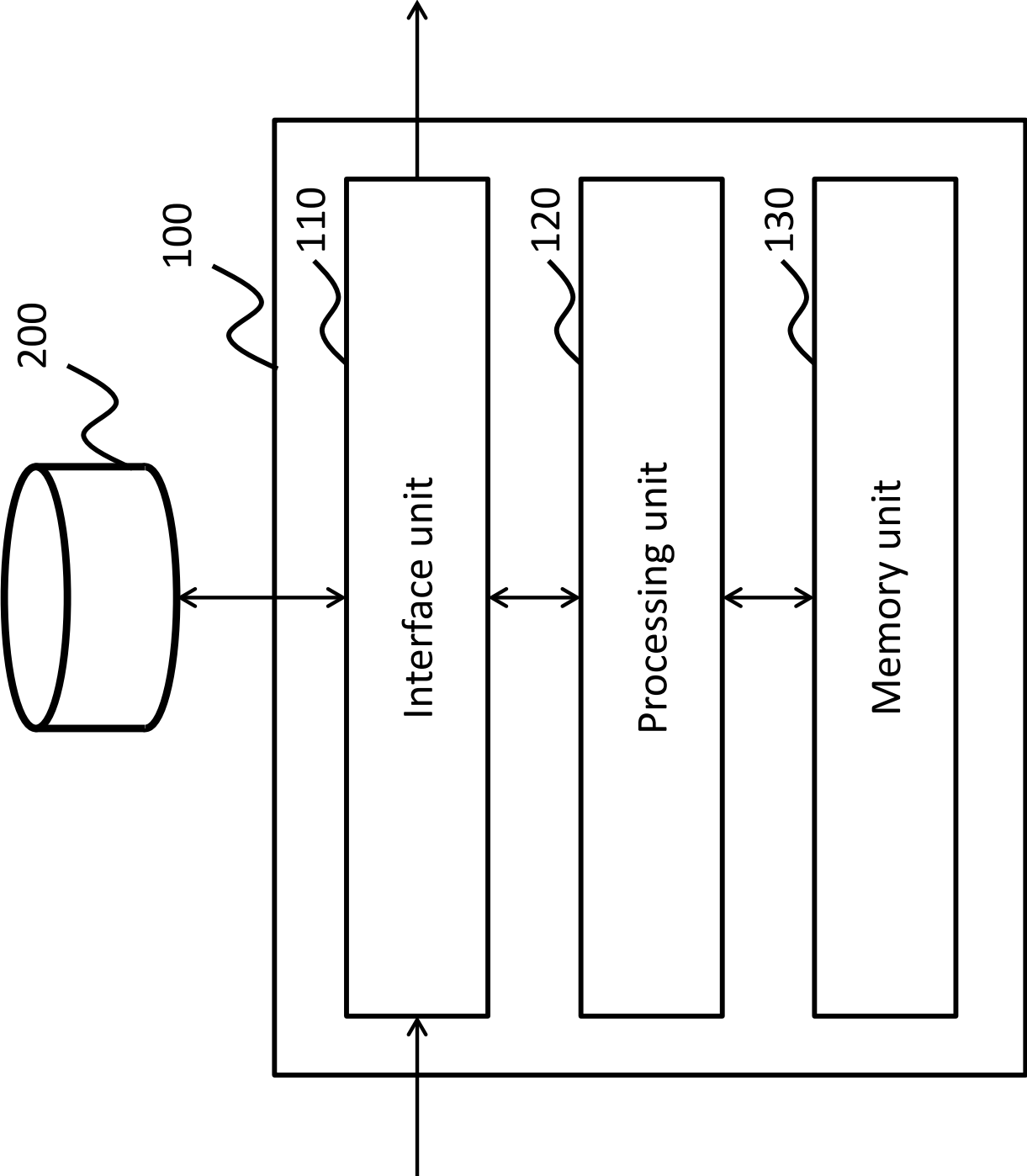


FIG.3B

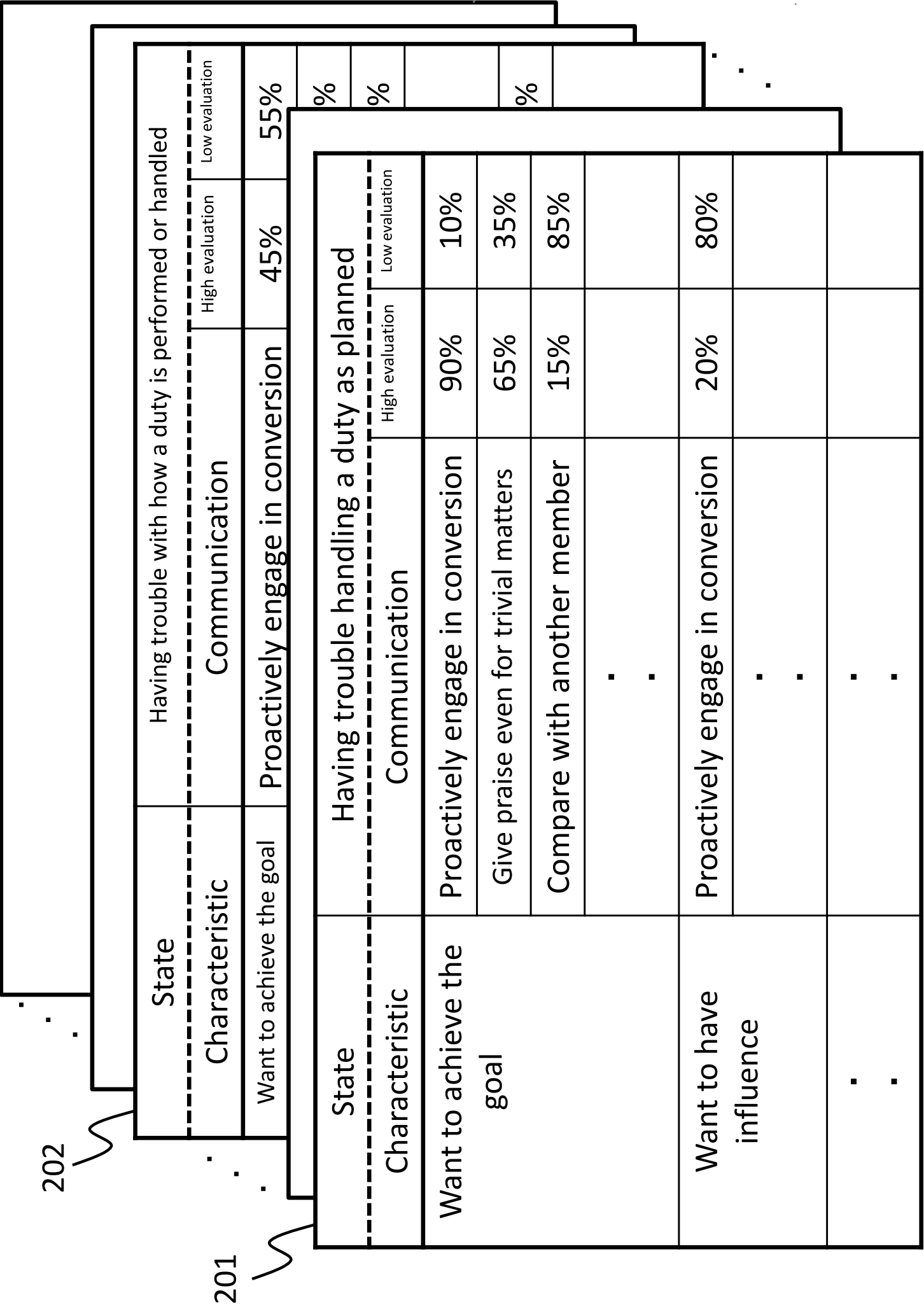


FIG.3C

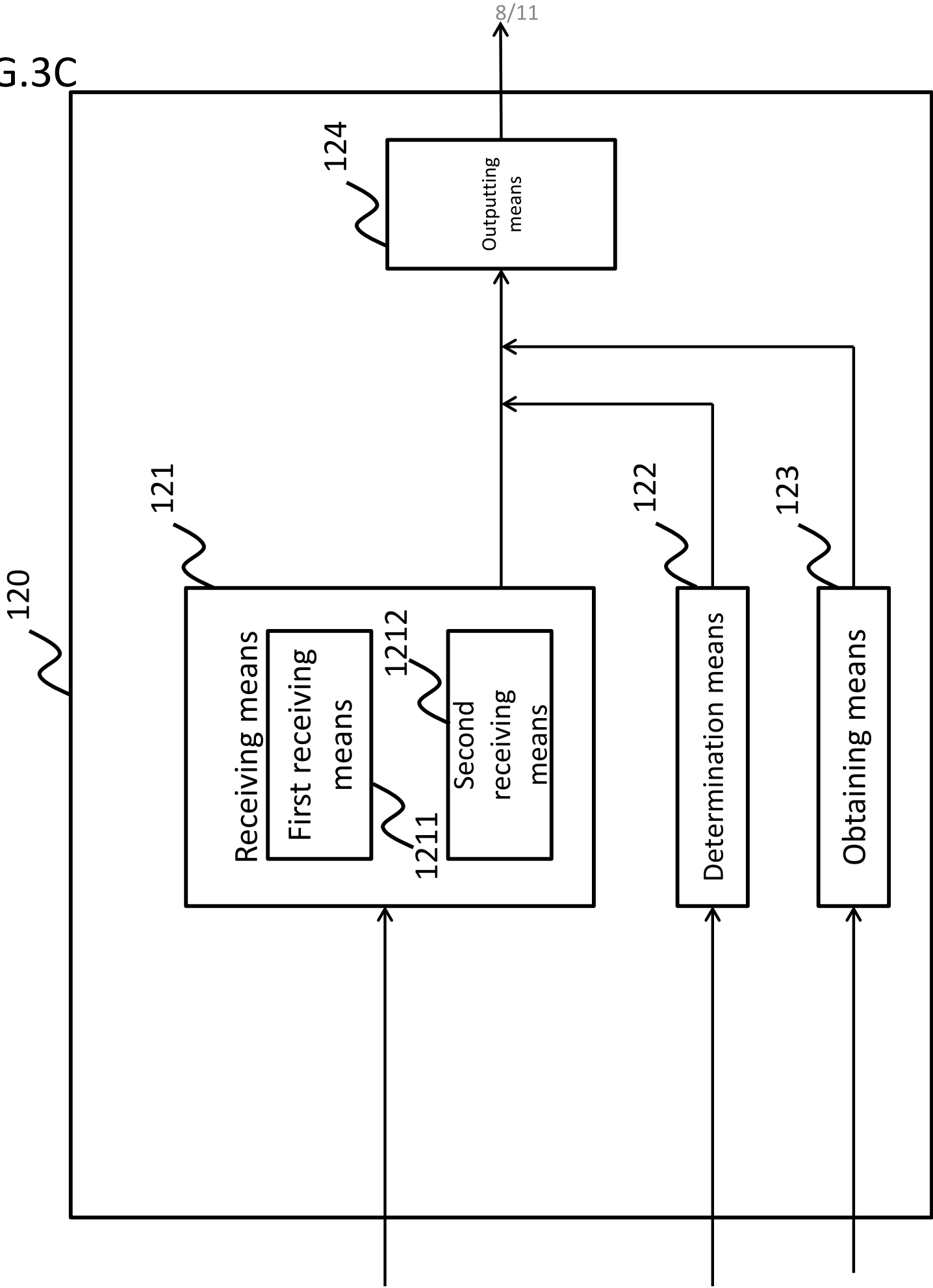


FIG.4

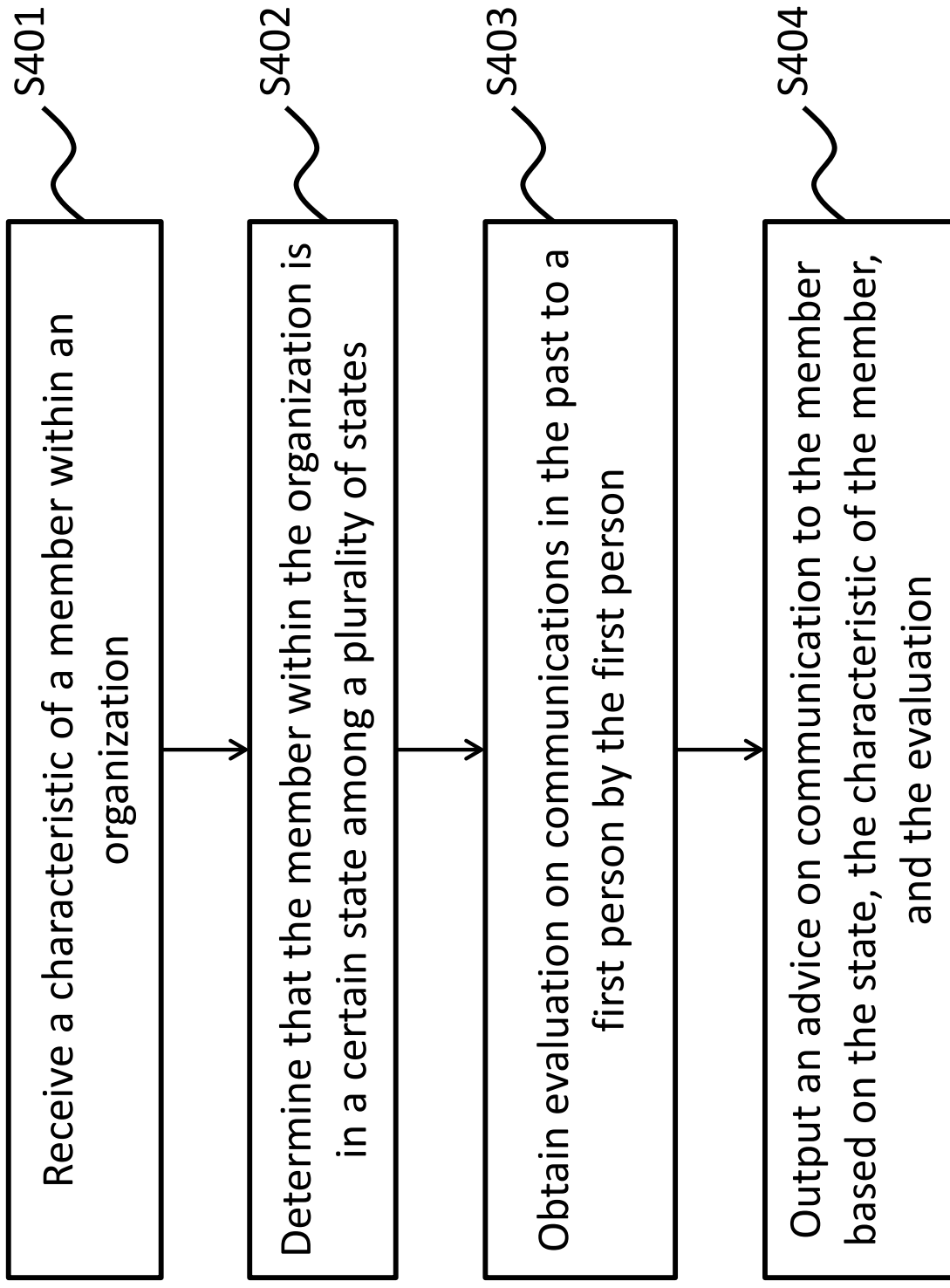


FIG.5

[illegible]

FIG. 6

