APPENDIX - +



ASUFA INVENTORY-G

Name: Date:

Organisation: Role:

Many factors contribute to the success or lack of success of people. Some of these are given below in pairs. Please distribute FOUR points between each of the two terms of each pair (4,0; 3,1; 2,2; 1,3; 0,4) to indicate how much you believe they contribute to success or lack of success. There are no right or wrong answers; we are interested in your personal opinion.

A. In your opinion, how much each of the two factors in each pair contributes towards success of a person?

— 1a. Talent
— 1b. Hard work

— 2a. Family background
— 2b. Competent guides

— 3a. Market dynamics
— 3b. Motivation

— 4a. Competent colleagues
— 4b. Supportive colleagues

— 5a. Supportive family
— 5b. Fate

— 6a. Supportive boss
— 6b. Specific opportunity

— 7a. Support system
— 7b. General ability

— 8a. Cultural background
— 8b. Supportive family

— 9a. Supportive boss
— 9b. Basic ability

— 10a. Efficiency
— 10b. Supportive team

— 11a. Social conditions
— 11b. Competent colleagues

— 12a. Competent guide
— 12b. Fate

— 13a. Hard work
— 13b. Competent guide

— 14a. Talent
— 14b. Affluent family

— 15a. Fate
— 15b. Resources

— 16a. Supportive family
— 16b. Supportive colleagues

B. In your opinion how much each factor in each pair contributes more towards failure of a person.

— 17a. Lack of talent
— 17b. Laziness

— 18a. Family background
— 18b. Incompetent guides

— 19a. Bad market conditions
— 19b. Lack of motivation

— 20a. Incompetent colleagues
— 20b. Hostile colleagues

— 21a. Indifferent family
— 21b. Fate

— 22a. Bad boss
— 22b. Lack of opportunity

— 23a. Bad organisation
— 23b. Low ability

— 24a. Cultural background
— 24b. Uncooperative family

— 25a. Bad boss
— 25b. Lack of ability

— 26a. Inefficiency
— 26b. Hostile team

— 27a. Unfavourable conditions
— 27b. Incompetent colleagues

— 28a. Incompetent guide
— 28b. Fate

— 29a. Laziness
— 29b. Incompetent guide

— 30a. Lack of talent
— 39b. Poor family

— 31a. Fate
— 31b. Lack of resources

— 32a. Unsupportive family
— 32b. Unsupportive colleagues

Scoring

Scoring of Asufa Inventory is complicated and thus preferably softwares available for scoring and interpretation should be used. Follow the steps given below to score your responses to Asufa Inventory.

1. Transfer your responses (scores) to 32 items of Asufa Inventory to Exhibit 13.1.
2. Once you have transferred the responses, total them as indicated. For example, put the sum of 1a, 7b, 9b, 14a under Total (1) and so on.
3. You will see that all totals and totals of totals are printed bold. For example, the total of items no. 1 and 3 is 17. The total of no. 1 and 2 is 25. 37 is the total of no. 17, 19, 21 and 23. Similarly, 38 is the total of 18, 20, 22 and 24.
4. Read out your quotients of Self-directedness, Group-directedness, Compliance and Fatalism from Exhibit 13.2, and note these down below in the respective places. All quotients range from 0 to 100.
5. Read out your quotient of Optimism from Exhibit 13.3 and note it down below in the respective place.
6. Read out your quotients of Pessimism, Self-confidence and Hope from Exhibit 13.4, and note them down below in the respective places.

| *Asufa Dimensions* | | *Your* | *Norms* | |
|---|---|---|---|---|
| | Quotient | Level | Mean | SD |
| 1. Self-directedness | ------ | ------ | ------ | ------ |
| 2. Group-directedness | ------ | ------ | ------ | ------ |
| 3. Compliance | ------ | ------ | ------ | ------ |
| 4. Fatalism | ------ | ------ | ------ | ------ |
| 5. Optimism | ------ | ------ | ------ | ------ |
| 6. Pessimism | ------ | ------ | ------ | ------ |
| 7. Self-confidence | ------ | ------ | ------ | ------ |
| 8. Hope | ------ | ------ | ------ | ------ |

**Exhibit 13.1**

**Scoring Sheet**

Transfer below your ratings on the various items

| | | Stable | | | | Total | Variable | | | | Total | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Success | I(P) | 1a--- | 7b--- | 9b--- | 14a--- | ---(1) | 1b--- | 3b--- | 10a--- | 13a--- | ---(2) | ---(25) |
| | I(C) | 2a--- | 8a--- | 11b--- | 14b--- | ---(3) | 5a--- | 8b--- | 10b--- | 16a--- | ---(4) | ---(26) |
| | | | | | **Total** | ---(17) | | | | **Total** | ---(18) | ---(27) |
| | E(O) | 2b--- | 4a--- | 12a--- | 13b--- | ---(5) | 4b--- | 6a--- | 9a--- | 16b--- | ---(6) | ---(28) |
| | E(NP) | 5b--- | 7a--- | 12b--- | 15a--- | ---(7) | 3a--- | 6b--- | 11a--- | 15b--- | ---(8) | ---(29) |
| | | | | | **Total** | ---(19) | | | | **Total** | ---(20) | ---(30) |
| Lack of Success | I(P) | 17a--- | 23b--- | 25b--- | 30a--- | ---(9) | 17b--- | 19b--- | 26a--- | 29a--- | --- (10) | ---(31) |
| | I(C) | 18a--- | 24a--- | 27b--- | 30b--- | ---(11) | 21a--- | 24b--- | 26b--- | 32a--- | ---(12) | ---(32) |
| | | | | | **Total** | ---(21) | | | | **Total** | ---(22) | ---(33) |
| | E(O) | 18b--- | 20a--- | 28a--- | 29b--- | ---(13) | 20b--- | 22a--- | 25a--- | 32b--- | ---(14) | ---(34) |
| | E(NP) | 21b--- | 23a--- | 28b--- | 31a--- | ---(15) | 19a--- | 22b--- | 27a--- | 31b--- | ---(16) | ---(35) |
| | | | | | **Total** | ---(23) | Total | ---(24) | ---(36) | | ---(24) | ---(36) |
| | | | | **Total of 17, 19, 21, 23** | | ---(37) | | | **Total of 18, 20, 22, 24** | | ---(38) | |