

# tools of the trade

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## **Search for Achievement**

*Search for Achievement. J. Hall. The Woodlands, Texas: Teleometrics Int'l., 1976. Film (color) 30 minutes. \$75 rental. \$475 purchase. Action Supplement, Personal Achievement Formula \$3.00.*

Check your ideas about why managers achieve with the data in this excellent film. Results of research on over 16,000 male managers and their subordinates is clearly and effectively presented. The data reinforce behavioral science theory that self-actualization, shared participation in management, and interpersonal competence are characteristic of high achievers. Their behavior sets examples that help motivate subordinates and create the climate for subordinate participation in management. Their managerial style is both highly relationship and highly task-oriented, which leads to high subordinate achievement. This film can be accompanied by a supplementary exercise to assess your personal management strategies. It's suitable for all levels of Extension managers. One hesitation: how well does it apply to women managers?