SURVEY SAYS INTEGRITY by Ms. Marlene Legasi-Munar

"Survey says." Hindi iyan ang familiar na word sa Family Feud kapag iyong host ay magtatanong sa mga pamilyang naglalaban sa contest pagkatapos ay ikukumpara ang mga sagot nila doon sa naging resulta ng survey na kinonduct din ng game na iyon. Ano naman ang lumbas kaya sa survey o sa pag-aaral na sinagawa nina James Kouzes at Barry Posner ng isurvey nila ang mahigit kumulang 1500 managers sa Amerika bilang bahagi ng pag-aaral ng American Management Association. Let me share with you the survey results which were published in the book The Next Generation Leader by Andy Stanley. Authors James Kouzes and Barry Posner surveyed nearly 1500 managers from around the country (referring to America) as part of a study sponsored by the American Management Association. Ano ang naging tanong? Ang mga open-ended questions na ito ay bahagi ng survey. What values, personal traits or characteristics do you look for and admire in your superiors? In other words, what makes a leader worth following? More than 225 values, traits and characteristics were identified at dahil mahirap isa-isahin ang 225 values na ito, we will reduce them to 15 categories. What these managers said they wanted most from their leaders was integrity. The categories that scored the highest marks were integrity, truthfulness, being trustworthy, having character and having convictions. Iyan iyong limang kategorya na napakataas ng naging marka – integrity, truthfulness, trustworthiness, being a manner woman of character and being a leader with convictions. Hindi lang ito ang naisagawang pag-aaral patungkol sa mga katangian na hinahanap ng mga empleyado sa kanilang leaders. In a subsequent study, they elaborated on several categories and added a few new characteristics not included in the previous study and in a two-year series of executive seminars conducted at Sta. Clara University and other corporate locations, merong 2000 mahigit na top level managers ang kumumpleto din ng survey and they completed a checklist of superior leadership characteristics. Alam niyo ba kung ano ang no. 1 na katangian na hinahanap ng mga top level managers na ito. Kung kanina ay integrity, ngayon ang number 1 characteristic na hinahanap nila sa isang leader ay honesty. Meron pa ring kinalaman sa integrity. Honesty ranked ahead of competency, intelligence and being inspiring. Now these findings are supported by a study conducted jointly by Corn Fairy International and Columbia Graduate School of Business. Ang sinurvey naman nila ay 1500 top executives in 20 countries. The study looked into strategies for growth, areas of expertise and personal characteristics of the ideal CEO. Alam niyo ba kung ano muli ang mataas na marka. Anong characteristic ang nakakuha ng mataas na marka na sinasabi nila'y na kinakailangan ng isang CEO. They were looking for ethics. In short, they expected their leaders to be above reproach. In the three studies conducted, ano-ano ang mga lumalabas na katangian na hinahanap ng mga empleyado sa kanilang leaders. They want leaders who have integrity, they want leaders who are honest and they want leaders who practice ethics. Those who choose to follow you want you to be a leader worth following. You will be judged not so much for where you lead your people, you will be judged on the basis of how you lead them. Let us check our own leadership practice. Are we men or women of integrity, can we honesty say that we are leading people with honesty and do we practice ethics in our business and in our work. Ano nga ulit ang hinahanap ng mga empleyado sa kanilang leaders? Survey says integrity, honesty and ethics.

Be a blessing in the workplace today.