

University Business

Name: _____ Score: _____

1. Of 40 staff, 25 say personality. The share, in %?
_____ %
2. $E \rightarrow P$ 0.7, $P \rightarrow O$ 0.5, valence 0.8. The force, to two decimals?

3. 18 active links of 28 possible. The density, to two decimals?

4. The founder is diagnosed (9,3). The engagement driver says "development is noticed". The target dot is:
 - ☐ (3,9) - abandon production for people
 - ☐ (9,7) - keep the task concern, add the people concern
 - ☐ no move needed
 - ☐ (5,5) - split the difference
5. Of 40 applicants, 3 are hired. The yield, in % (one decimal)?
_____ %
6. Drivers +3+2+2; restrainers -4-3-2. The net force?

7. The knock-out listed "fine-dining experience". The right fix?
 - ☐ trial-day work samples for all; the CV reduced to legal essentials
 - ☐ hire to a quota
 - ☐ ignore the audit
 - ☐ lower the bar for one group only
8. Consistency HIGH, distinctiveness LOW, consensus LOW. The cube points to:
 - ☐ both equally
 - ☐ a person attribution
 - ☐ cannot tell
 - ☐ a situation attribution
9. The 0.5 link is diluted because tips split evenly. The design fix?

- ☐ split tips by table served - performance connects to outcome per person
- ☐ a speech about teamwork
- ☐ raise the total tip pool
- ☐ cut the weakest worker

10. The bridge person takes a festival off; nine orders mis-route. The fix is:

- ☐ ask the bridge to never take Saturdays off
- ☐ write a sterner rota
- ☐ accept the chaos
- ☐ a second bridge: cross-train one waiter and one cook - redundancy

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1. **62.5 %**

$25/40 = 62.5\%$ - a majority person-verdict on one clip, before the printer fact.

2. **0.28**

$0.7 \times 0.5 \times 0.8 = 0.28$ - multiplication means the weakest link caps the drive.

3. **0.64**

$18/28 = 0.643$ - and after cross-training adds two links: $20/28 = 0.71$.

4. **(9,7) - keep the task concern, add the people concern**

The grid evidence favours high-high: the task mastery stays, the development conversations are added - diarised, because what gets scheduled gets led.

5. **7.5 %**

$3/40 = 7.5\%$ - and every intermediate arrow is a rate with a named criterion.

6. **-2**

$7 - 9 = -2$: the move stalls as planned. Force-field arithmetic is the honesty check before any announcement.

7. **trial-day work samples for all; the CV reduced to legal essentials**

Fix the criterion: make the gate job-relevant and the gap closes (52 vs 46). Quotas treat the symptom and leave the gate biased.

8. **a person attribution**

The pattern says: this person, everywhere, alone - person. Adding the printer-jam fact restores the situation; the verdict is only as good as its evidence list.

9. **split tips by table served - performance connects to outcome per person**

P->O is a design variable: who gets what when performance happens. Tighten the mapping, the force rises without touching the person.

10. **a second bridge: cross-train one waiter and one cook - redundancy**

Networks are infrastructure: single points of failure need redundancy, not heroics. Two links more and the rush survives an absence.