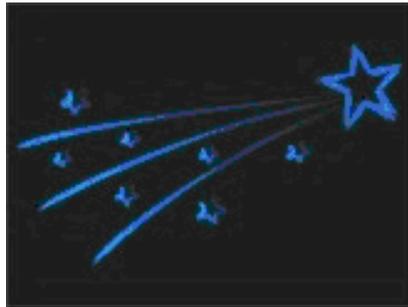
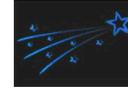


General measure of Enterprising Tendency (GET) www.get2test.net





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Get2 Logo: The 'shooting star' logo is intended to represent an individual's enterprising spirit shining brightly creating a trail of benefits. The test aims to stimulate individuals to reflect on their qualities and aspirations.



About the GET test

The General measure of Enterprising Tendency (GET) test was first developed in 1987-1988 by Sally Caird and Mr Cliff Johnson at Durham University Business School with funding from the University Grants Council. The basic premise of the test is that the enterprising person shares entrepreneurial characteristics, and that these characteristics may be nurtured via educational and training, and assessed. The test was developed as a paper-based tool for research and educational use in the classroom.

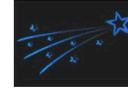
The academic literature has different views on the entrepreneurial characteristics that are most important. The approach to developing the measure of enterprising tendency involved identifying key characteristics of entrepreneurial people which are associated with entrepreneurial behaviour, and the entrepreneurial act itself. The key entrepreneurial characteristics identified include: strong motivation, characterised by a high need for achievement and for autonomy; creative tendency; calculated risk-taking; and an internal locus of control (belief you have control over own destiny and make your own 'luck'). People set up an enterprise because they are highly motivated (to achieve something themselves) by a good idea and will manage risks, information and uncertainties because they believe they can succeed.

The test was developed from an analysis of psychological tests and a bank of entrepreneurial descriptions followed by pilot testing with entrepreneurs and other occupational groups which established construct validity and reliability. The GET test provides an indicative, although not definitive, measure of enterprising potential.

Over the past 20 years there has been considerable worldwide interest in the test of General Enterprising Tendency (GET test) which has applications in education, research, development and training in higher education, further education, and school contexts. Due to this interest Dr Sally Caird significantly developed the original work, creating the get2test.net website in 2005 to provide online educational resources to support enterprise, with the educational web development by Dr Stephen Hallett.

Dr Sally Caird now works as a Research Fellow at the Department of Engineering and Innovation, The Open University. Her interests span multi-disciplinary fields including: enterprise and innovation in small and medium-sized enterprises (SMEs); low carbon technologies in the built environment; and sustainability in higher education.

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Introduction to testing enterprising potential

Enterprise may be expressed by starting your own business, operating as an intrapreneur within an organisation or setting up community ventures.

The GET2test offers a self-assessment test that takes about ten minutes to complete and will give you an idea of your enterprising potential, defined as the tendency to start up and manage projects.

The basic premise of the test is that the enterprising person shares the following key entrepreneurial characteristics:

Motivation: The enterprising person is highly motivated, energetic, and has a capacity for hard work. They are busy, driven, dynamic and highly committed to getting things done. Their high motivation levels are characterised by a high need for achievement and for autonomy, manifesting as the desire to lead, shape and complete projects.

Creative tendency: The enterprising person is restless with ideas, has an imaginative approach to solving problems, and tends to see life in a different way to others. Their innovative tendency and need for achievement helps them to develop ideas to create new products and processes, for example new technologies, businesses, projects, organisations, comedy and artistic outputs.

Calculated risk-taking: The enterprising person is opportunistic and seeks information and expertise to evaluate if it is worth pursuing the opportunity which will usually involve some risk.

Locus of control: The enterprising person has an internal rather than external locus of control which means that they believe they have control over their own destiny and make their own 'luck'. This means that they confidently seek to exert control over life, draw on inner resources and believe that it is down to them if they succeed through their own efforts and hard work.

Enterprising characteristics

The enterprising person has entrepreneurial characteristics

The description of the enterprising person is drawn from what is known about entrepreneurs; the idea being that the enterprising person shares entrepreneurial characteristics. GETv2 assumes that enterprise is a wider concept that includes more than business owner-managers and entrepreneurs, recognising that there are different types of entrepreneurs, distinguished by their growth orientation, motivation, type of business, involvement with new technology, association with business owner management, and so on. The enterprising person may be an entrepreneur, or an 'intrapreneur', working within organisations, or the person who sets up and leads voluntary projects in the community. An enterprising tendency is defined as the tendency to start up and manage projects.



What is an enterprising person? The description of the enterprising person is drawn from what is known about entrepreneurs; the idea being that the enterprising person shares entrepreneurial characteristics. Just as there are different types of entrepreneurs, distinguished by their growth orientation, motivation, type of business, involvement with new technology, association with business owner management, and so on, there are different enterprising people. An enterprising tendency is defined as the tendency to start up and manage projects. *The most enterprising people set up projects more frequently, set up more innovative projects and are more growth-oriented which means that they have to be opportunistic and good at utilising resources, including human, technological, physical and organisational resources.*

If a person is highly **enterprising** they have the following qualities:

- Have a strong need for achievement;
- Like to be in charge;
- Seek opportunities and use resources to achieve plans;
- Believe that they possess or can gain the qualities to be successful;
- Are innovative and willing to take a calculated risk.

What is a high need for achievement? The enterprising person is highly motivated, energetic, and has a capacity for hard work. They are busy, driven, dynamic and highly committed to getting things done. Their high motivation levels are characterised by a high need for achievement, manifesting as the desire to lead, shape and complete projects.

If a person has a high **need for achievement** they have the following qualities:

- An orientation towards the future;
- Reliance on their own ability;
- An optimistic rather than a pessimistic outlook;
- A strong task orientation;
- Effective time management;
- Results-oriented with yourself and others;
- Restlessness, driven and energetic;
- Opinionated in defence of your ideas and views;
- Determination to ensure your objectives are met even when difficulties arise;
- Responsible and persistent in pursuit of aims;
- Oriented towards challenging but realistic goals;
- Willingness to work long and hard when necessary to complete tasks.

What is a high need for autonomy? The enterprising person is highly motivated, energetic, likes to lead, shape and do things their way. They are independent, driven, dynamic and may have to be number one or work solo.

If a person has a high **need for autonomy** they have the following qualities:



- Independence, preferring to work alone especially if they cannot be 'top dog';
- Self expressive, feeling a strongly need to do their own thing their way, rather than work on other people's projects;
- Individualistic and unresponsive to group pressure;
- Leadership, preferring to be in charge and disliking taking orders;
- Unconventional, and prepared to stand out as being different to others;
- Opinionated, having to say what they think and make up their own mind about issues;
- Determination, strong willed and stubborn about their interests.

What is creative tendency? The enterprising person is restless with ideas, has an imaginative approach to solving problems, and tends to see life in a different way to others. Their innovative tendency and need for achievement helps them to develop ideas to create new products and processes, for example new technologies, businesses, projects, organisations, comedy and artistic outputs.

If a person has a **creative tendency** they have the following qualities:

- Imaginative, inventive or innovative tendency to come up with new ideas;
- Intuition, being able to synthesis ideas and knowledge, and make good guesses when necessary;
- Change-orientation, preferring novelty, change and challenges with a dislike of being locked into routines;
- Versatile and able to draw on personal resources for projects or problem solving;
- Curious and interested in new ideas.

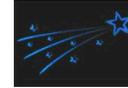
What is calculated risk-taking? The enterprising person is opportunistic and seeks information and expertise to evaluate if it is worth pursuing the opportunity which will usually involve some risk.

If you scored high as a calculated risk taker this means that you have the following qualities.

If a person is a **calculated risk-taker** they have the following qualities:

- Decisive, being able to act on incomplete information and good at judging when incomplete information is sufficient for action;
- Self-awareness with the ability to accurately assessing their own capability;
- Analytical, being good at evaluating the likely benefits against the likely costs of actions;
- Goal-oriented, setting themselves challenging but attainable goals;
- Effective information management, using information to calculate the probability of success

What is an internal locus of control? The enterprising person has an internal rather than external locus of control which means that they believe you have



control over own destiny and make their own 'luck'. This means that they confidently seek to exert control over life, draw on inner resources and believe that it is down to them if they succeed through their own efforts and hard work.

If a person has an internal **locus of control** they have the following qualities:

- Opportunistic, seeking and taking advantage of opportunities;
- Self-confidence with the belief that they have control over their destiny and make their own luck, rather than being controlled by fate;
- Proactive, taking personal responsibility to navigate the problems that arise to achieve success on their terms;
- Determination and express a strong willed control over life;
- Self belief, equating the results achieved with the effort made.

Taking the GET2 Test

How the test works

GET2 is a self-assessment test that asks you to decide if you tend to agree or disagree with statements that are designed to identify various aspects of your enterprising tendencies. These are indicated by testing whether you are highly motivated, whether you have a high need for achievement, whether you have a high need for autonomy, whether you have a creative tendency, whether you are able to take calculated risks and whether you have an internal locus of control.

Decide if you tend to agree or disagree with the statements

Many people dislike tests that require you to decide if *tend* to agree or disagree with statements, i.e. a forced choice, when you might think that you are somewhere in the middle. You usually know, however, what your tendency is and what you might usually do - and this is how you must answer. It is important to realise that there are no right or wrong answers in this test. Overall, it should take you about ten minutes to complete and the resulting report will give you an idea of your enterprising potential. For each statement click the answer which best expresses your views. Answer quickly and honestly since this gives the best picture of yourself as you are now. The test is not definitive and it should be used only as an educational aid for helping you develop your thinking about enterprise. GET2 provides an interpretation of your results. If you are not happy with your test results, personal transformation is an open door! If you want to be enterprising you are half-way there.

The GET2 Test

Instructions: For each of the 54 questions below, please select the answer that you most closely feel reflects yourself. There is no time limit, so consider each question carefully and respond with candour.

A for 'Tend to Agree', D for 'Tend to Disagree'



1. I would not mind routine unchallenging work if the pay and pension prospects were good.

A D

2. I like to test boundaries and get into areas where few have worked before.

A D

3. I tend not to like to stand out or be unconventional.

A D

4. Capable people who fail to become successful have not usually taken chances when they have occurred.

A D

5. I rarely day dream.

A D

6. I find it difficult to switch off from work completely.

A D

7. You are either naturally good at something or you are not, effort makes no difference.

A D

8. Sometimes people find my ideas unusual.

A D

9. I would rather buy a lottery ticket than enter a competition.

A D



10. I like challenges that stretch my abilities and get bored with things I can do quite easily.

A D

11. I would prefer to have a moderate income in a secure job rather than a high income in a job that depended on my performance.

A D

12. At work, I often take over projects and steer them my way without worrying about what other people think.

A D

13. Many of the bad times that people experience are due to bad luck.

A D

14. Sometimes I think about information almost obsessively until I come up with new ideas and solutions.

A D

15. If I am having problems with a task I leave it, forget it and move on to something else.

A D

16. When I make plans I nearly always achieve them.

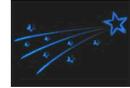
A D

17. I do not like unexpected changes to my weekly routines.

A D

18. If I wanted to achieve something and the chances of success were 50/50 I would take the risk.

A D



19. I think more of the present and past than of the future.

A D

20. If I had a good idea for making some money, I would be willing to invest my time and borrow money to enable me to do it.

A D

21. I like a lot of guidance to be really clear about what to do in work.

A D

22. People generally get what they deserve.

A D

23. I am wary of new ideas, gadgets and technologies.

A D

24. It is more important to do a job well than to try to please people.

A D

25. I try to accept that things happen to me in life for a reason.

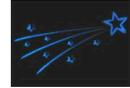
A D

26. Other people think that I'm always making changes and trying out new ideas.

A D

27. If there is a chance of failure I would rather not do it.

A D



28. I get annoyed if people are not on time for meetings.

A D

29. Before I make a decision I like to have all the facts no matter how long it takes.

A D

30. I rarely need or want any assistance and like to put my own stamp on work that I do.

A D

31. You are not likely to be successful unless you are in the right place at the right time.

A D

32. I prefer to be quite good at several things rather than very good at one thing.

A D

33. I would rather work with a person I liked who was not good at the job, rather than work with someone I did not like even if they were good at the job.

A D

34. Being successful is a result of working hard, luck has little to do with it.

A D

35. I prefer doing things in the usual way rather than trying out new methods.

A D

36. Before making an important decision I prefer to weigh up the pro's and con's fairly quickly rather than spending a long time thinking about it.

A D



37. I would rather work on a task as part of a team rather than take responsibility for it myself.

A D

38. I would rather take an opportunity that might lead to even better things than have an experience that I am sure to enjoy.

A D

39. I usually do what is expected of me and follow instructions carefully.

A D

40. For me, getting what I want is a just reward for my efforts.

A D

41. I like to have my life organised so that it runs smoothly and to plan.

A D

42. When I am faced with a challenge I think more about the results of succeeding than the effects of failing.

A D

43. I believe that destiny determines what happens to me in life.

A D

44. I like to spend time with people who have different ways of thinking.

A D

45. I find it difficult to ask for favours from other people.

A D



46. I get up early, stay late or skip meals if I have a deadline for some work that needs to be done.

A D

47. What we are used to is usually better than what is unfamiliar.

A D

48. I get annoyed if superiors or colleagues take credit for my work.

A D

49. People's failures are rarely the result of their poor judgement.

A D

50. Sometimes I have so many ideas that I feel pressurised.

A D

51. I find it easy to relax on holiday and forget about work.

A D

52. I get what I want from life because I work hard to make it happen.

A D

53. It is harder for me to adapt to change than keep to a routine.

A D

54. I like to start interesting projects even if there is no guaranteed payback for the money or time I have to put in.

A D



GET2test Answer and Scoring Sheet

Row 1	46 A D	37 A D	28 A D	19 A D	10 A D	1 A D
Row 2	47 A D	38 A D	29 A D	20 A D	11 A D	2 A D
Row 3	48 A D	39 A D	30 A D	21 A D	12 A D	3 A D
Row 4	49 A D	40 A D	31 A D	22 A D	13 A D	4 A D
Row 5	50 A D	41 A D	32 A D	23 A D	14 A D	5 A D
Row 6	51 A D	42 A D	33 A D	24 A D	15 A D	6 A D
Row 7	52 A D	43 A D	34 A D	25 A D	16 A D	7 A D
Row 8	53 A D	44 A D	35 A D	26 A D	17 A D	8 A D
Row 9	54 A D	45 A D	36 A D	27 A D	18 A D	9 A D



Scoring the GET2 Test

The Get2 test measures enterprising tendency by measuring five entrepreneurial attributes as follows:

1. Need for achievement – This is measured in rows 1 and row 6 of the scoring sheet, i.e. Questions 1,10,19,28,37,46, 6,15,24,33,42,51
2. Need for Autonomy – This is measured in row 3, i.e. Questions 3,12, 21,30,39,48
3. Creative Tendency – This is measured in rows 5 and 8, i.e. Questions 5, 14,23,32,41,50,8,17,26,35,44,53
4. Calculated Risk taking- This is measured in rows 2 and 9, i.e. Questions 2,11,20,29,38,47, 9,18,27,36,45,54
5. Locus of control – This is measured in rows 4 and 7, i.e. Questions 4,13,22,31,40,49,7,16,25,34,43,52

If a person agrees with a statement by circling A and the statement number is an even number they get one point. If a person disagrees with a statement by circling D and the statement number is an odd number they get one point. Other responses get zero points. Points gained are added together to give a score for each of the entrepreneurial attributes which are summed to give the score for entrepreneurial tendency.

The respondent gains one point when they agree with even numbered statements on the scoring sheet. Such statements represent positive entrepreneurial statements.

The respondent gains one point when they disagree with odd numbered statements on the scoring sheet. Such statements represent negative entrepreneurial statements.

Note down score for each entrepreneurial attribute as well as the total score. The following interpretation provide feedback.

Interpretation

General Enterprising Tendency (GET)

The maximum score (representing General Enterprising Tendency) is 54

44-54 - This score means that you are very enterprising (High)

27-43 - This score means that you have some enterprising qualities (Medium)

0-26 – This score means that you are probably happiest working with guidance from superiors (Low)



GET2 Scores

High GET2 score 44-54

Your GET2 score suggests that your enterprising tendency is high. This means that you have a tendency to start up and manage projects; this could be your own business venture, within your employing organisation or your community. You may recognise the following qualities in yourself:

- You like to be in charge;
- You will seek opportunities and use resources to achieve your plans;
- You believe that you possess or can gain the qualities to be successful;
- You are innovative and willing to take a calculated risk to achieve your goals successfully.

The most enterprising people set up projects more frequently, set up more innovative projects and are more growth-oriented which means that they are opportunistic and good at utilising resources, including human, technological, physical and organisational resources.

Medium GET2 score 27-43

You are likely to have strengths in some of the enterprising characteristics and may be enterprising in some contexts. At this time you probably are unlikely to set up an innovative growth-oriented global business, and may be able to express your enterprise either within employment as an intrapreneur, or in your leisure time through voluntary community projects.

Low GET2 score 0-26

The GET2 results suggest that you are not highly enterprising in your present activities. This suggests that you would probably prefer to work in employment. Perhaps you prefer to support enterprise rather than take a lead. Enterprises need people to support and work on the implementation of plans so that goals are met. This test does not assess personal strengths other than enterprising characteristics. The test, however, is not definitive and should be used as an educational aid for stimulating personal reflection. If you are not happy with your test results, personal transformation is an open door! If you want to be enterprising you are half-way there!

Entrepreneurial Characteristics

Entrepreneurial Qualities: Need for Achievement

(Maximum Score is 12, high score is 10-12, low is 0-6)

Your need for achievement is high. This means that you may have the following qualities:



- An orientation towards the future;
- Reliance on your own ability;
- An optimistic rather than a pessimistic outlook;
- A strong task orientation;
- Effective time management;
- Results-oriented with yourself and others;
- Restlessness, driven and energetic;
- Opinionated in defence of your ideas and views;
- Determination to ensure your objectives are met even when difficulties arise;
- Responsible and persistent in pursuit of aims;
- Oriented towards challenging but realistic goals;
- Willingness to work long and hard when necessary to complete tasks.

You may need to be careful about maintaining your work life balance and in particular taking care of your health and important relationships in your life.

If your **need for achievement is medium**:

Your score for your need for achievement was medium. You probably wish to consider 'tried and tested' enterprising ideas that fit in with your lifestyle.

If your **Need for achievement is low**

Achievement may not be one of your high priorities. Perhaps setting up and running an enterprise would be too much hard work and commitment. Perhaps you prefer to take life at a more even pace.

Entrepreneurial Qualities: Need for Autonomy/Independence

(Maximum Score is 6, high score is 4-6, low is 0-2)

Your need for autonomy (or independence) is high. This means that you may have the following qualities:

- Independence, preferring to work alone especially if you cannot be top dog
- Self expressive, feeling a strongly need to do your own thing your way, rather than work on other people's projects
- Individualistic and unresponsive to group pressure
- Leadership, preferring to be in charge and disliking taking orders
- Unconventional, and prepared to stand out as being different to others
- Opinionated, having to say what you think and make up their own mind about issues
- Determination, strong willed and stubborn about your interests

This score suggests that you like to take charge of projects that you are involved with, and you may not like working for other people. You may need to work at



developing good relationship skills with clients, employees, suppliers and authorities since this is important even in very small business or enterprises.

If your Need for Autonomy is medium

You may be happy to work as an intrapreneur as a valuable member of an organisational team. If you start your own enterprise, you may need to cultivate stronger independent leadership qualities. Starting a business is not the only option for you. You would be probably equally happy to work as an employee as part of an organisational team or on your own projects.

If your Need for Autonomy is low

You probably prefer to be advised about managing your work and would not enjoy the responsibility of taking charge of an enterprise.

Entrepreneurial Qualities: Creative Tendency

(Maximum Score is 12, high score is 10-12, low is 0-6)

Your creative tendency is high. This means that you may have the following qualities:

- Imaginative, inventive or innovative tendency to come up with new ideas
- Intuitive, being able to synthesis ideas and knowledge, and make good guesses when necessary
- Change-orientated, preferring novelty, change and challenges with a dislike of being locked into routines
- Versatile and able to draw on personal resources for projects or problem solving
- Curious and interested in new ideas

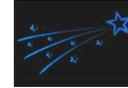
This score suggests that you are a person with strong creative tendencies that you may be able to express through artistic, innovative or inventive activities. While not all creative people have to be enterprising, it is nonetheless a characteristic of the most enterprising.

If your creative tendency is medium

You probably wish to consider tried and tested enterprising ideas that are more straightforward to implement and fit in with your lifestyle.

If your Creative Tendency is low

You would probably look to others for entrepreneurial ideas but are probably content with proven, traditional approaches to business or enterprise.



Calculated Risk taking

(Maximum Score is 12, high score is 10-12, low is 0-6)

You scored high for calculated risk-taking. This means that you may have the following qualities:

- Decisive, being able to act on incomplete information and good at judging when incomplete information is sufficient for action
- Self-awareness with the ability to accurately assessing your capabilities
- Analytical, being good at evaluating the likely benefits against the likely costs of actions
- Goal-oriented, setting yourself challenging but attainable goals
- Effective information management using information to calculate the probability that your actions will be successful

You are very good at sizing up opportunities and filtering information to help you take calculated risks.

If your **Calculated Risk taking** score is **medium**

You would probably be happiest with tried and tested enterprise ideas, less risky enterprising ideas, or business ideas where a partner takes the risks (even if that might include sacrificing some of the potential rewards).

If your **Calculated Risk taking** score is **low**

You are not happy about taking on any risk and perhaps you have too many responsibilities or too few personal resources to allow you to feel comfortable about taking financial or business risks.

Entrepreneurial Qualities: Internal Locus of Control

(Maximum Score is 12, high score is 10-12, low is 0-6)

You scored highly in having an internal locus of control. This means that you may have the following qualities:

- Opportunistic, seeking and taking advantage of opportunities
- Self-confidence with the belief that you have control over your destiny and you make your own luck, rather than being controlled by fate
- Proactive, taking personal responsibility to navigate problems that arise to achieve success on your terms
- Determination and express a strong willed control over life
- Self-belief, equating the results achieved with the effort you make.

Having an internal locus of control means that you confidently seek to exert control over your life, drawing on your inner resources rather than depending on



others. You strongly believe that your personal qualities and efforts will determine your success in life.

If your **Locus of control** score is **not strongly internal** then

Although you have some entrepreneurial qualities, if you wish to start a business you may need to develop your self-confidence and enterprising skills to make a success of the venture. You may need to exert greater control over the development of your ideas. Self-confidence could be strengthened by developing specific business or project management skills in areas that you feel could be improved. Without greater self-confidence you may over-rely on others, such as partners or clients, and this could engender greater business risk.

If your **Locus of control** score is **low (An External Locus of control)**

You may have experienced some knocks to your self-confidence which led you to doubt that your personal qualities and efforts will help you to achieve your aims in life. You believe that luck and fate will determine what happens to you in life, and determination and hard work will not make much difference.

Further Information

For further information regarding the GET2 test, its implementation and its interpretation, please contact:

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The GET2 Test may also be taken online at <http://www.get2test.net>.

Acknowledgement: The General measure of Enterprising Tendency (GET) test was developed in 1988 by Dr Sally Caird and Mr Cliff Johnson at Durham University Business School. Dr Sally Caird subsequently developed the get2test materials and website at <http://www.get2test.net>.