APPENDIX A

PART II

Strictly Confidential
Listed below are a number of duties connected with the work life of a priest. Please indicate with a check mark (√) in the appropriate set of column 1, the amount of each activity you perform, and column 2, how important it is to you that you perform the activity.

In the third set of columns, if you are a Vicar, please indicate how important it is to your Assistants that this activity be performed. If you are an Assistant, please indicate how important you think it is to your Vicar, that this activity be performed.

Please indicate under "other" those activities you perform which are not included in this list.

<table>
<thead>
<tr>
<th>Amount performed by you</th>
<th>Importance to you to perform</th>
<th>Importance to Vicar or Assistant (circle title you are indicating)</th>
</tr>
</thead>
<tbody>
<tr>
<td>A great deal</td>
<td>To some degree</td>
<td>Not at all</td>
</tr>
<tr>
<td>A great deal</td>
<td>To some degree</td>
<td>Not at all</td>
</tr>
<tr>
<td>A great deal</td>
<td>To some degree</td>
<td>Not at all</td>
</tr>
</tbody>
</table>

1. Preaching
2. Hearing Confessions
3. Parish Administration
4. Being on duty in the Parochial House
5. Baptisms
6. Marriages
7. Funerals
8. Parish Organisation meetings
9. Giving religious instructions
10. School Administration
11. Teaching religion in schools
12. Teaching other courses in school
<table>
<thead>
<tr>
<th></th>
<th>Amount performed by you</th>
<th>Importance to you to perform</th>
<th>Importance to Vicar or Assistant (circle title you are indicating)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>A great deal</td>
<td>To some degree</td>
<td>Not at all</td>
</tr>
<tr>
<td>13.</td>
<td>Raising funds for Church/school</td>
<td></td>
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<tr>
<td>14.</td>
<td>Home Visitation</td>
<td></td>
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<tr>
<td>15.</td>
<td>Retreat Work</td>
<td></td>
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<tr>
<td>16.</td>
<td>Visiting the sick</td>
<td></td>
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<tr>
<td>17.</td>
<td>Motivating the laity to become more active Catholics</td>
<td></td>
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<tr>
<td>18.</td>
<td>Marriage Instruction</td>
<td></td>
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<tr>
<td>19.</td>
<td>Marriage Counselling</td>
<td></td>
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<tr>
<td>20.</td>
<td>Supervising priests and/or Sisters</td>
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<tr>
<td>21.</td>
<td>Other Counselling</td>
<td></td>
<td></td>
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<tr>
<td>22.</td>
<td>Ecumenical work</td>
<td></td>
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<tr>
<td>23.</td>
<td>Other (please list below)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
18. CHARACTERISTICS OF FIRST PASTORAL EXPERIENCE

It is felt that a priest's first assignment/experience/first two or three years in the Ministry/first superior is more important to his development than are subsequent assignments.

To what extent do you agree or disagree with this idea. (Circle the number on the scale most closely reflects your opinion).

<table>
<thead>
<tr>
<th>5</th>
<th>4</th>
<th>3</th>
<th>2</th>
<th>1</th>
</tr>
</thead>
<tbody>
<tr>
<td>a great deal</td>
<td>Fairly much</td>
<td>To some degree</td>
<td>Comparatively little</td>
<td>Not at all</td>
</tr>
</tbody>
</table>

Please look back on your own first assignment. How would you describe the following. (Please indicate your choice by placing a check mark (✓) in the appropriate column.)

<table>
<thead>
<tr>
<th>Amount of responsibility in your work</th>
<th>A great deal</th>
<th>Fairly much</th>
<th>To some degree</th>
<th>Comparatively little</th>
<th>Not at all</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amount of challenge in your duties</td>
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<tr>
<td>The opportunity to express ideas to your Vicar or other immediate superior</td>
<td></td>
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<tr>
<td>Willingness of your Vicar or other immediate superior to accept your ideas</td>
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<tr>
<td>The feeling of contributing to decision making</td>
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<tr>
<td>The administrative effectiveness of your Vicar or other immediate superior.</td>
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<tr>
<td>The pastoral effectiveness of your Vicar or immediate superior.</td>
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<tr>
<td>The amount of discussion of your work with your Vicar or immediate superior</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>The amount of friendship between you and your Vicar or immediate superior</td>
<td></td>
<td></td>
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<tr>
<td>The amount of friendship between you and your fellow assistants</td>
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<tr>
<td>Your respect for your Vicar or immediate superior as a person</td>
<td></td>
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<tr>
<td>Your respect for your fellow assistants in the house</td>
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<tr>
<td>The congeniality of life in the Parochial house</td>
<td></td>
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<tr>
<td></td>
<td>A great deal</td>
<td>Fairly much</td>
<td>To some degree</td>
<td>Comparatively little</td>
<td>Not at all</td>
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<tr>
<td>----------------------------------------------------------------</td>
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<tr>
<td>The feeling of team-spirit in the Parochial house</td>
<td></td>
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<tr>
<td>The amount of authoritarian control exercised over you by your Vicar or immediate superior</td>
<td></td>
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<tr>
<td>The amount of personal interest in you, shown by your Vicar or immediate superior</td>
<td></td>
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<tr>
<td>The amount of constructive criticism provided by your Vicar or immediate superior</td>
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<tr>
<td>The feeling of being treated as an equal by your Vicar or immediate superior</td>
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<tr>
<td>The feeling of being treated as an equal by your fellow assistants</td>
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<tr>
<td>The amount of priestly meaning in your work</td>
<td></td>
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<tr>
<td>The amount of discussion between you and your Vicar or immediate superior on issues of importance aside from your work</td>
<td></td>
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<tr>
<td>The opportunity to exercise initiative</td>
<td></td>
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<tr>
<td>The amount of initiative actually exercised by you</td>
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<tr>
<td>Opportunity to get to know the people in your parish</td>
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<tr>
<td>Recognition to your accomplishments by your Vicar or immediate superior</td>
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<tr>
<td>Recognition to your accomplishments by your fellow assistants</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>The amount of direction provided by your Vicar or immediate superior</td>
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<tr>
<td>Feeling of contentment in your work</td>
<td></td>
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<tr>
<td>The amount of guidance provided by your Vicar or immediate superior</td>
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<tr>
<td>Feeling of confidence in your work</td>
<td></td>
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<tr>
<td>Feeling of being accepted by other priests in the Parish house</td>
<td></td>
<td></td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>
A great deal | Fairly much | To some degree | Comparatively little | Not at all
---|---|---|---|---
The amount of *constructive leadership* provided by your Vicar or immediate superior
Feeling of being *accepted by the laity as a priest*
Feeling of being *accepted by the laity as a person*
The amount of *assistance given to you by fellow assistants* in the parish
The amount of *task structure, clarity of responsibilities, division of labour, provided by the Vicar or immediate superior*
Other (Please specify)

19. PRESENT ASSIGNMENT

Now please think about your present assignment. Please go back and rate the characteristics on the preceding pages again. Indicate your choice by placing a PA (Present Assignment) in the appropriate column for each characteristic. The “PA” may appear in the same box as the check mark. Examples:

<table>
<thead>
<tr>
<th>A great deal</th>
<th>Fairly much</th>
<th>To some degree</th>
<th>Comparatively little</th>
<th>Not at all</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amount of responsibility in your work</td>
<td>√ “PA”</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Amount of challenge in your duties</td>
<td>“PA” √</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

To what extent do you feel you are utilising your important skills and abilities in your present assignment? (Circle the number on the scale which most clearly reflects your opinion).

<table>
<thead>
<tr>
<th>5</th>
<th>4</th>
<th>3</th>
<th>2</th>
<th>1</th>
</tr>
</thead>
<tbody>
<tr>
<td>a great deal</td>
<td>fairly much</td>
<td>to some degree</td>
<td>comparatively little</td>
<td>not at all</td>
</tr>
</tbody>
</table>

To the degree that you consider your response to be at the negative end of the scale, what changes could be made in your present assignment to increase the utilization of your important skills and abilities? Use extra sheets if necessary—making a reference to this page.

ENVIRONMENTAL CHARACTERISTICS OF PRESENT ASSIGNMENT

In this section of the questionnaire, we are interested in your describing (1) some of the characteristics of your assignment as it is *NOW*; and (2) characteristics of your assignment you would *PREFER*. For each category, place a check mark (√) in the NOW column if the item describes your present assignment. If the item describes how you would *PREFER* your assignment to be, place a check mark (√) in the PREFER column. You may check one or both of the columns.
DESCRIPTION OF PRESENT ASSIGNMENT

Think of your present work. What is it like most of the time? In the blank beside each word given below, write

y for “Yes” if it describes your work
n for “No” if it does NOT describe it
? if you cannot decide

Large parish
Medium parish
Small parish
Urban assignment
Suburban assignment
Rural assignment
Special assignment
Parish assignment
Predominantly lower class laity
Predominantly middle class laity
Predominantly upper class laity
Generally younger parishioners
Generally older parishioners
Educational Assignment
Missions
Think of the pay you get now. How well does each of the following words describe your present pay? In the blank beside each word, put

1. y if it describes your pay
2. n if it does NOT describe it
3. ? if you cannot decide

PRESENT PAY/STIPENDS/CONGRUA
(Income) adequate for normal expenses
Barely live on (income)
Bad

17
Income provides luxuries
Less than I deserve
Highly paid (More than I deserve)
Underpaid

Think of the opportunities for promotion / advancement that you have now. How well does each of the following words describe these? In the blank beside each word, put 
y for “Yes” if it describes your opportunities for promotion
n for “No” if it does NOT describe them
? if you cannot decide

**OPPORTUNITIES FOR PROMOTION/ADVANCEMENT**

Good opportunity for advancement
Opportunity somewhat limited
Promotion on ability
Dead end assignment
Good chance for promotion
Unfair promotion policy
Infrequent promotions
Regular promotions
Fairly good chance for promotion

Think of the kind of supervision that you get on your job/task. How well does each of the following words describe this supervision? In the blank beside each word below, put 
y if it describes the supervision you get on your job
n if it does NOT describe it
? if you cannot decide
SUPERVISION ON PRESENT ASSIGNMENT

Asks my advice                     ____________

Hard to please                    ____________

Impolite                          ____________

Praises good work                  ____________

Tactful                           ____________

Influential                       ____________

Up-to-date                        ____________

Doesn’t supervise enough          ____________

Quick-tempered                    ____________

Tells me where I stand            ____________

Annoying                          ____________

Stubborn                          ____________

Knows job well                    ____________

Bad                               ____________

Intelligent                       ____________

Leaves me on my own               ____________

Around when needed                ____________

Lazy                              ____________

---:oOo:---

Think of the majority of the people that you work with now or the people you meet in connection with your work. How well does each of the following words describe these people? In the blank beside each word below, put

y  if it describes the people you work with

n  if it does NOT describe them

?  if you cannot decide
PEOPLE ON PRESENT ASSIGNMENT

Stimulating
Boring
Slow
Ambitious
Stupid
Responsible
Fast
Intelligent
Easy to make enemies
Talk too much
Smart
Lazy
Unpleasant
No privacy
Active
Narrow Interests
Loyal
Hard to meet

---:oOo:---

OPINIONS ON THE WAY ASSIGNMENTS SHOULD BE MADE

In this Section of the questionnaire we are interested in how you would like to see assignments made for work or special training. We would like to know the extent to which you agree with the statement as a policy for making assignments.

Please use the five-point scale below as a frame of reference for your responses. Thus, if you definitely agree with the statement, you would put the number "5" on the column to the left of the statement; on the other hand, if you definitely disagree with the statement, you would put a "1" on the line to the left of the statement.

<table>
<thead>
<tr>
<th>5</th>
<th>4</th>
<th>3</th>
<th>2</th>
<th>1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Definitely Agree</td>
<td>Agree</td>
<td>Uncertain</td>
<td>Disagree</td>
<td>Definitely Disagree</td>
</tr>
</tbody>
</table>

20
You may find it useful to preface each of the following statements with the words "Assignments should be made...":

- [ ] with consultation of priest involved.
- [ ] with consideration of (taking into account) interests and abilities of the priest involved.
- [ ] by a new committee of priests whose main function is the development and assignment of priests.
- [ ] based on the needs of the Archdiocese.
- [ ] based on the needs of particular parishes or other Archdiocesan functions.
- [ ] with routine periodic evaluation of each priest's performance.
- [ ] with routine periodic evaluation of each priest's suitability for his assignment.
- [ ] with evaluation of a priest's suitability for an assignment only at the priest's request.
- [ ] based on the interests and personal characteristics of the vicar in the new assignment.
- [ ] based on the interests and personal characteristics of the other assistant(s) in the new assignment.
- [ ] with the opportunity for special training for further education where necessary.
- [ ] with the assurance that reasons for not granting requests for a certain assignment or special training would be discussed with the priest involved.
- [ ] taking into account the specialised training (and/or lack thereof) of the priest involved.
- [ ] with a maximum time allowed in the assignment. (If you indicated Agree or Definitely Agree, please specify time desired:________years).
- [ ] with minimum time allowed in the assignment. (If you indicated Definitely Agree or Agree, please specify time desired:________years).
- [ ] with the opportunity to refuse reassignment without prejudice.
- [ ] with the opportunity to express a desire for a particular assignment.
- [ ] based partially on seniority.
- [ ] based solely on seniority.
- [ ] based partially on merit.
- [ ] based solely on merit.

Definitely Agree  Agree  Uncertain  Disagree  Definitely Disagree

Assignments should be made: 

- [ ] based on the interests and personal characteristics of the other assistant(s) in the new assignment.
- [ ] with the opportunity for special training for further education where necessary.
- [ ] with the assurance that reasons for not granting requests for a certain assignment or special training would be discussed with the priest involved.
- [ ] taking into account the specialised training (and/or lack thereof) of the priest involved.
- [ ] with a maximum time allowed in the assignment. (If you indicated Agree or Definitely Agree, please specify time desired:________years).
- [ ] with minimum time allowed in the assignment. (If you indicated Definitely Agree or Agree, please specify time desired:________years).
- [ ] with the opportunity to refuse reassignment without prejudice.
- [ ] with the opportunity to express a desire for a particular assignment.
- [ ] based partially on seniority.
- [ ] based solely on seniority.
- [ ] based partially on merit.
- [ ] based solely on merit.
How and by whom should merit be judged? Please indicate criteria in order of importance.

- (other; please specify)
- (other; please specify)
- (other; please specify)
- (other; please specify)

How do you evaluate the following as contributing to your spiritual and personal fulfilment? Circle one code in each line. If you don’t engage in a particular activity, CIRCLE THE “I do not do this” CODE.

<table>
<thead>
<tr>
<th>Activity</th>
<th>I do not do this</th>
<th>No value</th>
<th>Doubtful value</th>
<th>Some-what valuable</th>
<th>Very valuable</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Visiting the sick</td>
<td>5 6 7 8 9</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>B. Helping people who are poor</td>
<td>1 2 3 4 5</td>
<td></td>
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<tr>
<td>C. Participating in some significant social action.</td>
<td>5 6 7 8 9</td>
<td></td>
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<tr>
<td>D. Private devotion to Mary, e.g., rosary.</td>
<td>1 2 3 4 5</td>
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<tr>
<td>E. Small group discussions of spiritual concerns.</td>
<td>5 6 7 8 9</td>
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<tr>
<td>F. Supporting the causes of minority peoples.</td>
<td>1 2 3 4 5</td>
<td></td>
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<tr>
<td>G. Preparing sermons.</td>
<td>5 6 7 8 9</td>
<td></td>
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<tr>
<td>H. Active concern for mentally ill or retarded.</td>
<td>1 2 3 4 5</td>
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<tr>
<td>I. Regular confession (at least monthly).</td>
<td>5 6 7 8 9</td>
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<tr>
<td>J. Working for better political leadership.</td>
<td>1 2 3 4 5</td>
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<tr>
<td>K. Spiritual reading.</td>
<td>5 6 7 8 9</td>
<td></td>
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<tr>
<td>L. Providing recreational facilities for the young or the deprived.</td>
<td>1 2 3 4 5</td>
<td></td>
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</tr>
<tr>
<td>M. Charismatic Meetings</td>
<td>5 6 7 8 9</td>
<td></td>
<td></td>
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<tr>
<td>N. Having a good time at a social gathering.</td>
<td>1 2 3 4 5</td>
<td></td>
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<tr>
<td>O. Personal donations of money to worthy causes.</td>
<td>5 6 7 8 9</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>P. Literature, drama, art.</td>
<td>1 2 3 4 5</td>
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</tbody>
</table>
There are many sources of satisfaction in the life and work of the priest. Would you indicate how important each of the following is as a source of satisfaction to you? CIRCLE ONE CODE ON EACH LINE.

<table>
<thead>
<tr>
<th>Source of Satisfaction</th>
<th>Great importance</th>
<th>Some importance</th>
<th>Little importance</th>
<th>No importance</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>A.</strong> Joy of administering the sacraments and presiding over the liturgy.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td><strong>B.</strong> Respect that comes to the priestly office</td>
<td>5</td>
<td>6</td>
<td>7</td>
<td>8</td>
</tr>
<tr>
<td><strong>C.</strong> Satisfaction in organizing and administering work of the church.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td><strong>D.</strong> Opportunity to exercise intellectual and creative abilities.</td>
<td>5</td>
<td>6</td>
<td>7</td>
<td>8</td>
</tr>
<tr>
<td><strong>E.</strong> Spiritual security that results from responding to the divine call.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td><strong>F.</strong> Challenge of being the leader of the Christian community.</td>
<td>5</td>
<td>6</td>
<td>7</td>
<td>8</td>
</tr>
<tr>
<td><strong>G.</strong> Engaging in efforts at social reform.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td><strong>H.</strong> Being part of a community of Christians who are working together to share the good news of the gospel.</td>
<td>5</td>
<td>6</td>
<td>7</td>
<td>8</td>
</tr>
<tr>
<td><strong>I.</strong> Opportunity to work with many people and be a part of their lives.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td><strong>J.</strong> The well-being that comes from living the common life with like-minded confreres.</td>
<td>5</td>
<td>6</td>
<td>7</td>
<td>8</td>
</tr>
<tr>
<td><strong>K.</strong> Other (SPECIFY)</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>

**SELF-PERCEPTIONS IN THREE KINDS OF RELATIONSHIPS**

Different situations or types of relationships bring out different aspects of an individual's personal characteristics. In this section, we are interested in learning how priests in the Diocese of Bombay perceive themselves in three kinds of relationships:

1. Your relationship with your immediate superior
2. Your relationship with close friends, and
3. Your relationship with your parishioners or with the laity (if you are in non-parish work).

We will be asking for perceptions of yourself in each of these different relationships.
The adjective pairs contained in the next few pages have been found to be used by many people in describing themselves. Probably not all persons use all of these characteristics to describe themselves in all relationships.

Each characteristic is represented graphically by a scale. Please indicate the location on the scale where you picture yourself in the given type of relationship by a check mark (√). Do not restrict yourself to a particular range on the scale; feel free to place your responses anywhere on the scale. The only requirement is that you be honest with yourself. Please do not be concerned with the way your answers would be judged by others; this is completely irrelevant here.

Please feel free to make any comments you like in the margins.

The scale runs continuously from one labelled extreme to the other with varying degrees being indicated by lines. Please place your check marks over the lines, not over the colons.

*Example:*

--- Formal---:------:------:------:------:------------:------:------:------:------: Informal

**A**

On this page, please describe yourself as you relate to your immediate superior (i.e. the way you perceive yourself to be as you are interacting with your immediate superior)

--- ENTHUSIASTIC ---:------:------:------:------: UNENTHUSIASTIC
--- INSINCERE ---:------:------:------:------: SINCERE
--- UNCREATIVE ---:------:------:------:------: CREATIVE
--- KIND ---:------:------:------:------: UNKIND
--- PASSIVE ---:------:------:------:------: ACTIVE
--- INFORMAL ---:------:------:------:------: FORMAL
--- NOT HELPFUL ---:------:------:------:------: HELPFUL
--- SENSITIVE ---:------:------:------:------: INSENSITIVE
--- UNAGGRESSIVE ---:------:------:------:------: AGGRESSIVE
--- TRUSTING ---:------:------:------:------: SUSPICIOUS
--- NOT OBEIDENT ---:------:------:------:------: OBEIDENT
--- INTELLECTUAL ---:------:------:------:------: NOT INTELLECTUAL
--- MUDDLED THINKING ---:------:------:------:------: CLEAR THINKING
--- FRIENDLY ---:------:------:------:------: UNFRIENDLY
--- BRIGHT ---:------:------:------:------: DULL
--- NOT WILLING TO CHANGE ---:------:------:------:------: WILLING TO CHANGE
--- WARM ---:------:------:------:------: COLD
--- NOT CONCERNED ABOUT PEOPLE ---:------:------:------:------: CONCERNED ABOUT PEOPLE
--- KNOWLEDGEABLE ---:------:------:------:------: UNINFORMED
--- CO-OPERATIVE ---:------:------:------:------: UNCO-OPERATIVE
--- PRIESTLY ---:------:------:------:------: UNPRIESTLY
--- INDUSTRIOUS ---:------:------:------:------: LAZY
--- APPROACHABLE ---:------:------:------:------: UNAPPROACHABLE
--- CONSIDERATE ---:------:------:------:------: INCONSIDERATE
--- AVAILABLE ---:------:------:------:------: UNAVAILABLE
--- COMMITTED ---:------:------:------:------: UNCOMMMITTED
--- DEDICATED ---:------:------:------:------: NOT DEDICATED
--- INVOLVED ---:------:------:------:------: UNINVOLVED
--- EXPRESS EMOTIONS ---:------:------:------:------: DO NOT EXPRESS EMOTIONS
On this page please describe yourself as you relate to your peers (colleagues).

- ENTHUSIASTIC
- INSINCERE
- UNCREATIVE
- KIND
- PASSIVE
- INFORMAL
- NOT HELPFUL
- SENSITIVE
- UNAGGRESSIVE
- TRUSTING
- NOT OBEIDENT
- INTELLECTUAL
- MUDDLED THINKING
- FRIENDLY
- NOT WILLING TO CHANGE
- WARM
- NOT CONCERNED ABOUT PEOPLE
- KNOWLEDGEABLE
- CO-OPERATIVE
- PRIESTLY
- INDUSTRIOUS
- APPROACHABLE
- CONSIDERATE
- AVAILABLE
- COMMITTED
- DEDICATED
- INVOLVED
- EXPRESS EMOTIONS

On this page please describe yourself as you relate to your parishioners in general (or, if you are not in a parish, yourself as you relate to the Catholic laity with whom you work).

- ENTHUSIASTIC
- INSINCERE
- UNCREATIVE
- KIND
- PASSIVE
- INFORMAL
- NOT HELPFUL
- SENSITIVE
- UNAGGRESSIVE
- TRUSTING
- NOT OBEIDENT
- INTELLECTUAL
- MUDDLED THINKING
- FRIENDLY
- NOT WILLING TO CHANGE
- WARM
- NOT CONCERNED ABOUT PEOPLE
- KNOWLEDGEABLE
- CO-OPERATIVE
- PRIESTLY
- INDUSTRIOUS
- APPROACHABLE
- CONSIDERATE
- AVAILABLE
- COMMITTED
- DEDICATED
- INVOLVED
- EXPRESS EMOTIONS
On this page, we are interested in the way you perceive yourself most generally—not in any particular type of relationship. This, then, would be your description of yourself as a total person.

| Enthusiastic | Unenthusiastic | Insincere | Sincere | Uncreative | Creative | Kind | Unkind | Passive | Active | Formal | Unformal | Helpful | Unhelpful | Sensitive | Unsensitive | Aggressive | Unaggressive | Trusting | Untrusting | Not obedient | Obedient | Intellectual | Unintellectual | Muddled thinking | Unmuddled thinking | Friendly | Unfriendly | Bright | Dull | Not willing to change | Willing to change | Warm | Cold | Not concerned about people | Concerned about people | Knowledgeable | Unknowledgeable | Co-operative | Unco-operative | Priestly | Unpriestly | Industrious | Lazy | Approachable | Unapproachable | Considerate | Inconsiderate | Available | Unavailable | Committed | Uncommitted | Dedicated | Not dedicated | Involved | Uninvolved | Express emotions | Do not express emotions |
Please look back over the above and circle the five (5) characteristics you feel are most important in your conception of the ideal priest.

CHURCH GOALS

(Please read both questions on this page first before answering either one. The first question asks what exists now, and the second asks what should exist.)

What would you say is (are) the most important goal(s) of the Bombay Diocese today? (If listing more than one goal, please list them in order of importance.)

What would you say should be the most important goal(s) of the Bombay Diocese today? (If listing more than one goal, please list them in order of importance.)

Picture yourself in a decision making meeting conducting, in your opinion, important business. Please complete the following sentences, keeping the type of meeting in mind:

(1) In a decision making meeting an effective leader is one who ............... 

(2) The most effective members tend to ............... 

(3) When disagreement erupts into personal antagonisms and hostile feelings, the best thing for a leader to do is ............... 

(4) How much members trust each other is usually shown by ............... 

(5) In your experience the most serious blocks to group progress in a meeting are ............... 

OTHER ISSUES OF IMPORTANCE

Are there any other important issues which we have not covered? If so, would you describe them here.

What are your views on these issues?
OPINION ABOUT THIS SURVEY

(Please circle the appropriate number below each question.)

1. How valuable do you feel this survey will be?

<table>
<thead>
<tr>
<th>5</th>
<th>4</th>
<th>3</th>
<th>2</th>
<th>1</th>
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</thead>
<tbody>
<tr>
<td>Extremely valuable</td>
<td>Not at all valuable</td>
<td></td>
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</table>

2. Does the survey deal with topics that are interesting to you?

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<tbody>
<tr>
<td>Very much</td>
<td>Definitely not</td>
<td></td>
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3. Do you think the study is worth doing?

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<th>1</th>
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<tbody>
<tr>
<td>Definitely</td>
<td>Definitely not</td>
<td></td>
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4. How likely do you think it is that improvements will come as a result of this survey?

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<tbody>
<tr>
<td>Definitely</td>
<td>Not a chance</td>
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5. Do you feel as though you may learn something worthwhile from the survey?

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<tbody>
<tr>
<td>Definitely</td>
<td>Definitely not</td>
<td></td>
<td></td>
<td></td>
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</tbody>
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Any Additional comments that would help the Research Team.
ADDITIONAL COMMENTS