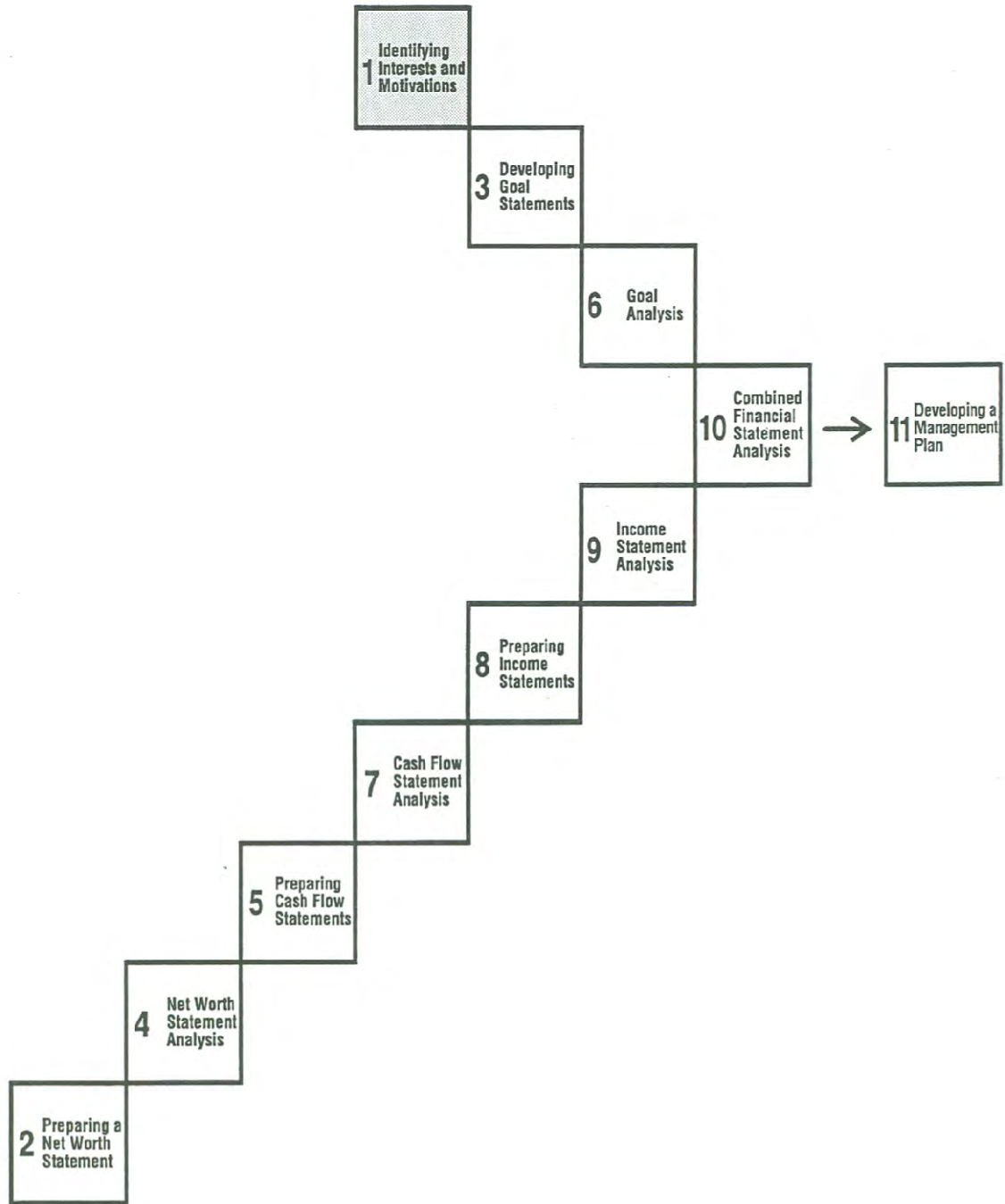




# COMPREHENSIVE GUIDE TO FARM FINANCIAL MANAGEMENT

## **Module 1: Identifying Interests and Motivations**

# Course Map



# **Identifying Interests and Motivations**

## **Introduction**

Potential goal setting areas - farm and family - are identified by the interests and motivations of individual team members. When they have been clearly identified the team can begin the process of developing goal statements.

## **Performance Objectives**

Upon completing the material in this module you will be able to:

- identify your interests and motivations in farming and family life;
- identify the management team's interests and motivations in farming and family life, and
- identify potential goal setting areas for the management team.

## Why Identify Interests and Motivations?

People are most willing to invest themselves and their available resources toward goals they find interesting and motivating. An understanding of the interests and motivations of all team members provides a framework for goal development.

There is no purpose in setting goals if team members have no desire to work toward them. People work effectively only toward goals that are interesting, motivating and satisfying.

For example, you may enjoy working with livestock and are interested in the activities necessary to pursue a goal to establish a 100 head cow-calf operation.

It is important to know if your partner has the same enthusiasm as you do. Suppose that your partner is not the least bit interested in having cattle on the farm. This reality should reflect on your goal setting.



To identify potential goal setting areas the team will:

- Respond to an Individual Interest and Motivation Questionnaire. This is completed in isolation from other team members to ensure that the responses are not influenced by others and that they honestly reflect your own motivations and interests.
- Use a Management Team Questionnaire to collect and combine the responses from the Individual Questionnaires.
- Discuss responses to the Individual Questionnaire. This allows open and honest communication of the similarities and differences in personal interests and sources of motivation and satisfaction of team members.
- Decide if any of the responses to the Questionnaire indicate potential goal setting areas for the team to use when developing goal statements.

## **Individual Interests and Motivations**

Individuals are most willing to invest themselves and their resources toward attaining goals they find interesting and motivating. Therefore, it makes good goal sense to consider the interests and motivations of individual team members when identifying goal setting areas.

Team members will individually respond to a questionnaire. The questionnaire provides each person an opportunity to identify his/her own unique and distinctive interests and motivations.

Later in this module, the individual responses by team members will be combined and examined to identify potential goal setting areas.

## **Activity**

Team members will individually and in isolation of one another respond to the Individual Interest and Motivation Questionnaire.

Two copies of the Individual Questionnaire - one for each team member (pages 21 to 28) are found at the end of this module.

## **Instructions for completion of the Individual Interest and Motivation Questionnaire**

1. Work alone, in isolation of other team members.
2. Focus on one statement at a time.
3. Respond to the statements without agonizing over responses - most often the first response is the most accurate.
4. Be honest with yourself. Respond to the statements in terms of yourself - not as you think or as you want others to see you.
5. Circle the answer that most closely describes your response to each statement.

## **Identifying Goal Setting Areas**

Awareness of the interests and motivations of individual team members provides an opportunity to identify goal setting areas for developing goal statements.

The Management Team Questionnaire is used to record all the individual responses to the 52 Questionnaire statements. This allows the team to identify the similarities or differences in personal interests and sources of motivation and satisfaction among members.

Discussion questions encourage team members to explain their responses and to be aware of the responses of other members. Such mutual sharing is valuable because individuals can learn more about their interests and the interests of other team members. Often people do not communicate their interests and motivations and assumptions and misconceptions develop. This happens even among people who think they communicate well!

After discussing responses to a Questionnaire statement, the team can conclude if a goal setting area can be identified.



This discussion requires use of the 4 C's and the Communication "Do" List:



### **The 4 C's**

Co-operation -	with each member of the team
Commitment -	to the development of the team goals and to the management team
Caring -	about the task of goal development and for the team members
Communication -	with the members in a positive manner

### **Communication "Do" List**

- Take time to communicate
- Foster a relaxed atmosphere to communicate
- Walk in another's shoes. Try to understand the other person's point of view as if you are that person
- Listen with full attention
- Be clear when giving a message and ask for clarification if a message is unclear
- Avoid interrupting the speaker
- Keep to the topic
- Respect the individuality of the other person, and
- Speak with the pronoun "I" whenever possible.

Let's see how some teams have completed the Management Team Questionnaire.

RESPONSE KEY	
SYMBOL	NAME
	<u>Rita</u>
	<u>Dave</u>

5. I think that farming is the best occupation for me.

 SA A U  SD

The interaction between Rita and Dave following the Discussion Questions is:

Rita: *"I disagree with this statement, because I enjoyed nursing and would like to nurse again."*

Dave: *"I agree with the statement. I enjoy the independence and challenges of my career."*

Dave (to Rita): *"I'm surprised. I thought you considered yourself a farmer. You've always been so involved in the farm since we got married."*



Rita (to Dave): *"I am involved and I like it that way. It's just that farming is your best occupation. I was a nurse before we got married and I really enjoyed that work too. I would like to go back to school someday."*

Their responses to the Conclusion Statements are:

This suggests a goal setting area to be considered.

 YES NO

The goal setting area to be considered is: *Rita would like to update her nursing and re-enter the work force.*

RESPONSE KEY	
SYMBOL	NAME
	<u>George</u>
	<u>Hazel</u>

10. During busy seasons, farm work comes before family responsibilities.

(SA) A U  D SD

The interaction between Hazel and George following the Discussion Questions is:

George: *"This is just the way it is - when farm work is pressing, family responsibilities take a back seat."*

Hazel: *"For me, I disagree with this statement. The family responsibilities do not get forgotten during busy times."*

George (to Hazel): *"I know you get the extra burden of more family responsibilities when the workload is heavy."*



Hazel (to George): *"At least you appreciate the fact. It works out well for all of us - neither the work or the family responsibilities get neglected."*

Their responses to the Conclusion Statements are:



This suggests a goal setting area to be considered.

YES  NO

The goal setting area to be considered is: *Not applicable*

RESPONSE KEY	
SYMBOL	NAME
	<u>Diane</u>
	<u>John</u>

15. I like to work with machinery and equipment.

  U D SD

The interaction between Diane and John following the Discussion Questions is:

Diane: *"I would like to work with the machinery when I have the chance. I used to help grandpa in his shop and really enjoyed helping out and being involved."*

John: *"I've always enjoyed working with the equipment and machinery."*

John (to Diane): *"I never realized you wanted to work with the machinery - you're always so busy. All this time I was afraid to ask you to help me in the shop when I needed a hand because I thought you were too busy and didn't want to get near the place."*



Diane (to John): *"I know, but it's something I'd like to get back into. It won't be easy now with the children being so young, but I can help some."*

Their responses to the Conclusion Statements are:



This suggests a goal setting area to be considered.

 NO

The goal setting area to be considered is: *More involvement by Diane with the machinery and equipment.*

RESPONSE KEY	
SYMBOL	NAME
	<u>Judy</u>
	<u>Ken</u>

34. Before making decisions, I discuss farm financial management issues with family members and for business associates.

  U D SD

The interaction between Judy and Ken following the Discussion Questions is:

Judy: *"I circled SA because I do feel it's very important to discuss decisions before they are made."*

Ken: *"So do I."*

Judy (to Ken): *"I'm surprised you'd say that. When you bought the new tractor last year it was hardly mentioned to me until it was in the yard."*

Ken (to Judy): *"Seems like a lot of the time we're so busy and don't take the time to talk."*

Judy (to Ken): *"I'd like to be a part of the decision making process. Let's talk about how we can make the time to discuss management issues."*

Their responses to the Conclusion Statements are:

This suggests a goal setting area to be considered.

 NO

The goal setting area to be considered is: *Regular business meetings would better involve the entire management team in farm management decisions.*

RESPONSE KEY	
<b>SYMBOL</b>	<b>NAME</b>
○	<u>Rita</u>
△	<u>Dave</u>

39. I'm satisfied with the educational opportunities that are available for the persons in our household.

△ SA A U ○ D SD

The interaction between Rita and Dave following the Discussion Questions is:

Rita: *"I circled disagree, because I would like to re-certify my nursing training but the course is two hours away and it's so far to commute."*

Dave: *"I've always been satisfied with the education opportunities for us. The kids have a good school and the community college is an active one."*

Rita (to Dave): *"I'd like to get my re-certification. Maybe we could look at a way I could do this."*

Their responses to the Conclusion Statements are:

This suggests a goal setting area to be considered.

○ YES NO

The goal setting area to be considered is: *Options need to be looked into regarding Rita re-certifying her nursing training.*

RESPONSE KEY	
SYMBOL	NAME
○	<u>Judy</u>
△	<u>Ken</u>

51. Farm work is so important that I don't mind changing my day to day activities to ensure that the work is done when it is needed.

△ SA ○ A U D SD

The interaction between Judy and Ken following the Discussion Questions is:

Judy: *"I agree - farm work has to be done when it is needed and it won't wait."*

Ken: *"I second that - timeliness is very important."*



Judy (to Ken): *"I feel that you are not always timely when I need help. I've been trying to get the income tax done but you haven't got the receipts together. This happens every year."*

Their responses to the Conclusion Statements are:

This suggests a goal setting area to be considered.

YES NO

The goal setting area to be considered is: *Forward planning would help get the jobs done when needed.*

RESPONSE KEY	
SYMBOL	NAME
	<u>Diane</u>
	<u>John</u>

52. I enjoy being the farm “gofer” during busy seasons as it is important to the smooth operation of our farm.

SA A U D SD

The interaction between Diane and John following the Discussion Questions is:

John: *“I don’t like being the “gofer” - it’s time consuming and takes me away during peak work times.”*

Diane: *“I’m undecided - being the “gofer” is time consuming but on the other hand it has to be done and I’ve learned to accept that.”*

John (to Diane): *“I know how you feel. I really appreciate all the running around you do for this farm. It’s a big help.”*

Their responses to the Conclusion Statements are:

This suggests a goal setting area to be considered.

YES NO

The goal setting area to be considered is: *The entire family will work together in farm activities.*



## Activity

Now it's your turn. Your team will complete the Management Team Interest and Motivation Questionnaire (pages 29 to 42) found at the end of this module.

### Instructions for completion of the Management Team Interest and Motivation Questionnaire

To complete this activity you require:

- the completed Individual Interest and Motivation Questionnaire for each team member.

Let's use Diane and John as an example to illustrate the instructions.

1. Work as a team.
2. Use symbols to differentiate team members on the Questionnaire. In the Response Key place the name of each team member opposite a symbol.

The Response Key for Diane and John is:

RESPONSE KEY	
SYMBOL	NAME
○	<u>Diane</u>
△	<u>John</u>

3. Deal with one statement at a time.
4. Transfer the responses from the Individual Questionnaire for each team member to the Management Team Questionnaire. Use the symbols from the Response Key to identify individual members.

Diane and John's responses to Statement 8 are:

It's important to me that the entire family work together in the farming activities.

SA A U D SD

5. Respond to the Discussion Questions:

Why did Partner O respond in the way he/she did?

This is an opportunity for Partner O to state why the statement was responded to as it was.

Why did Partner Δ respond in the way he/she did?

This is an opportunity for Partner Δ to state why the statement was responded to as it was.

What are the team's reactions to the responses?

Now is an excellent opportunity to discuss reactions to the responses. Use the 4 C's and the Communication "Do" List as the individual similarities and differences to responses are discussed.

The discussion resulting from Diane and John's responses to the Discussion Questions is:

Why did Diane (O) respond the way she did?

Diane: *"I like being on the farm because it's an opportunity for the family to work together."*

Why did John (Δ) respond the way he did?

John: *"Yes - it means a lot to me too."*

What are the team's reactions to the responses?

Diane (to John): *"I know the kids are young but it's really important to me that we all work together. There's a lot they can learn."*

John (to Diane): *"They sure like the cattle and driving around in the truck. That's how I got started - I was always with my Mom and Dad."*

6. Respond to the Conclusion Statements.

a) This suggests a goal setting area to be considered.    YES   NO

Your team's response to this statement results from the communication generated by the discussion statements.

If at least one team member decides there is a goal setting area to be considered then circle 'YES' and respond to the second conclusion statement.

If none of the team members identify a potential goal setting area then circle "NO". Your team can then disregard the second Conclusion Statement.

b) The goal setting area to be considered is:

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John and Diane's responses to the Conclusion Statements are:

This suggests a goal setting area to be considered.     YES    NO

The goal setting area to be considered is: *The entire family will work together in farm activities.*

## **Summary**

When the Management Team Questionnaire is completed, the team will have an awareness of the similarities and differences in personal interests and sources of motivation and satisfaction.

Some of the responses to and discussion of the Questionnaire indicate potential goal setting areas. These will be used by the team in Module 3 to develop goal statements.

## Individual Interest and Motivation Questionnaire

Name: \_\_\_\_\_

Circle the answer that most closely describes your response to each statement as follows:

SA = strongly agree  
A = agree  
U = undecided  
D = disagree  
SD = strongly disagree

- |   |    |   |   |   |    |
|---|----|---|---|---|----|
| 1. I'm glad to be living and working on a farm.   | SA | A | U | D | SD |
| 2. On most days I look forward to doing whatever farm work needs to be done.  | SA | A | U | D | SD |
| 3. I'm satisfied with farming as my occupation.   | SA | A | U | D | SD |
| 4. I enjoy farming for the variety of challenges that it presents.  | SA | A | U | D | SD |
| 5. I think that farming is the best occupation for me.  | SA | A | U | D | SD |
| 6. I think that being on a farm is the best situation we could have even if our income may be less than it would be elsewhere.            | SA | A | U | D | SD |
| 7. I like our home and our style of living.   | SA | A | U | D | SD |
| 8. It's important to me that the entire family work together in the farming activities.   | SA | A | U | D | SD |
| 9. It's important to me that the family members share in the household responsibilities.  | SA | A | U | D | SD |
| 10. During busy seasons, farm work comes before family responsibilities.  | SA | A | U | D | SD |
| 11. It's not uncommon for me to delay work that really needs to be done so family members can be taken to their high priority activities. | SA | A | U | D | SD |

12. Whenever money is short, basic family needs for food, clothing, shelter and health care should be met first. Then farm operations must have first claim on any remaining funds.	SA	A	U	D	SD
13. I place a higher priority on spending for farm expenses and machinery than on spending for higher education for family members.	SA	A	U	D	SD
14. I like to raise and care for livestock.	SA	A	U	D	SD
15. I like to work with machinery and equipment.	SA	A	U	D	SD
16. I like to raise and harvest grain and hay crops.	SA	A	U	D	SD
17. I like to keep the machinery, equipment and vehicles in good, well maintained condition.	SA	A	U	D	SD
18. I like to keep the buildings and farmstead neat and well maintained.	SA	A	U	D	SD
19. I enjoy the office work (keeping records, paying bills, etc.) that's required in farming.	SA	A	U	D	SD
20. I like to buy and sell livestock.	SA	A	U	D	SD
21. I like to buy and sell grains and hay.	SA	A	U	D	SD
22. I enjoy trying to keep costs down when purchasing supplies, small equipment and other inputs.	SA	A	U	D	SD
23. I enjoy the business dealings required when purchasing or selling vehicles and equipment or negotiating with lenders and dealers.	SA	A	U	D	SD
24. I enjoy looking ahead and planning for Long - range management decisions.	SA	A	U	D	SD
25. I'm satisfied with our crop yields and/or our level of livestock production.	SA	A	U	D	SD
26. I'm satisfied with our net farm income.	SA	A	U	D	SD
27. I'm comfortable with the present debt level on our farm.	SA	A	U	D	SD

28. I'm able to recruit and retain capable employees.	SA	A	U	D	SD
29. I could enjoy working in an occupation other than farming.	SA	A	U	D	SD
30. I could enjoy working on a farm operated by someone other than ourselves.	SA	A	U	D	SD
31. Having at least one member of the family working off the farm would be a good situation for my family.	SA	A	U	D	SD
32. I would encourage my partner to be employed off the farm if he/she wanted to do so.	SA	A	U	D	SD
33. I would encourage my partner to be employed off the farm only if we badly needed additional income.	SA	A	U	D	SD
34. Before making decisions, I discuss farm financial management issues with family members and/or business associates.	SA	A	U	D	SD
35. Before making decisions, I discuss family financial management issues with family members.	SA	A	U	D	SD
36. I enjoy developing a step by step plan for responding to the financial management needs of our farm and home.	SA	A	U	D	SD
37. I'm involved with my partner and/or other family members in planning for retirement.	SA	A	U	D	SD
38. When financial management decisions have been made, I find it relatively easy to stay within the intended pattern of spending, borrowing and repayment.	SA	A	U	D	SD
39. I'm satisfied with the educational opportunities that are available for the persons in our household.	SA	A	U	D	SD
40. I'm satisfied with my level of involvement in community activities and organizations.	SA	A	U	D	SD



41. I'm satisfied with my level of contact and interaction with friends and family members who do not live with me.	SA	A	U	D	SD
42. I'm satisfied with my opportunities for work, recreation, self-improvement and service to others.	SA	A	U	D	SD
43. I'm satisfied with our family's opportunities for recreation.	SA	A	U	D	SD
44. I'm satisfied with the vacation opportunities available to our family.	SA	A	U	D	SD
45. I'm satisfied with the amount of time devoted to family activities.	SA	A	U	D	SD
46. I'm satisfied with our family's opportunities for individual interests.	SA	A	U	D	SD
47. I'm satisfied with the level of claims on my time and energy that I've experienced in recent years.	SA	A	U	D	SD
48. I enjoy the office work needed (keeping records, paying bills, etc.) to keep the household operating in good shape throughout the year.	SA	A	U	D	SD
49. I enjoy managing to keep costs down when purchasing groceries, clothing, supplies, appliances and all other things needed to keep the household operating.	SA	A	U	D	SD
50. I find it satisfying to do the cooking, cleaning, organizing and managing of time and effort required to run a household.	SA	A	U	D	SD
51. Farm work is so important that I don't mind changing my day to day activities to ensure that the work is done when it is needed.	SA	A	U	D	SD
52. I enjoy being the farm "gofer" during busy seasons as it is important to the smooth operation of our farm.	SA	A	U	D	SD

## Individual Interest and Motivation Questionnaire

Name: \_\_\_\_\_

Circle the answer that most closely describes your response to each statement as follows:

SA = strongly agree  
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- |   |    |   |   |   |    |
|---|----|---|---|---|----|
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| 2. On most days I look forward to doing whatever farm work needs to be done.  | SA | A | U | D | SD |
| 3. I'm satisfied with farming as my occupation.   | SA | A | U | D | SD |
| 4. I enjoy farming for the variety of challenges that it presents.  | SA | A | U | D | SD |
| 5. I think that farming is the best occupation for me.  | SA | A | U | D | SD |
| 6. I think that being on a farm is the best situation we could have even if our income may be less than it would be elsewhere.            | SA | A | U | D | SD |
| 7. I like our home and our style of living.   | SA | A | U | D | SD |
| 8. It's important to me that the entire family work together in the farming activities.   | SA | A | U | D | SD |
| 9. It's important to me that the family members share in the household responsibilities.  | SA | A | U | D | SD |
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41. I'm satisfied with my level of contact and interaction with friends and family members who do not live with me.	SA	A	U	D	SD
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52. I enjoy being the farm "gofer" during busy seasons as it is important to the smooth operation of our farm.	SA	A	U	D	SD



# Management Team Interest and Motivation Questionnaire

Management Team: \_\_\_\_\_

## INSTRUCTIONS FOR COMPLETION

1. Work as a team.
2. Complete the Response Key.
3. Deal with one statement at a time.
4. Transfer the responses from the Individual Interest and Motivation Questionnaire to the Team Questionnaire.
5. Verbally respond to the Discussion Questions.
6. Respond to the Conclusion Statements.

RESPONSE KEY	
SYMBOL	NAME
	_____
	_____

DISCUSSION QUESTIONS
Why did partner  respond the way he/she did?
Why did Partner  respond the way he/she did?
What are the team's reactions to the responses?

1. I'm glad to be living and working on a farm.      SA    A    U    D    SD

This suggests a goal setting area to be considered.      YES    NO

The goal setting area to be considered is: \_\_\_\_\_

\_\_\_\_\_

2. On most days I look forward to doing whatever farm work needs to be done. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

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3. I'm satisfied with farming as my occupation. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

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4. I enjoy farming for the variety of challenges that it presents. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

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5. I think that farming is the best occupation for me. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

---

6. I think that being on a farm is the best situation we could have even if our income may be less than it would be elsewhere.

SA    A    U    D    SD

This suggests a goal setting area to be considered.                    YES        NO

The goal setting area to be considered is: \_\_\_\_\_

\_\_\_\_\_

7. I like our home and our style of living.

SA    A    U    D    SD

This suggests a goal setting area to be considered.                    YES        NO

The goal setting area to be considered is: \_\_\_\_\_

\_\_\_\_\_

8. It's important to me that the entire family work together in the farming activities.

SA    A    U    D    SD

This suggests a goal setting area to be considered.                    YES        NO

The goal setting area to be considered is: \_\_\_\_\_

\_\_\_\_\_

9. It's important to me that the family members share in the household responsibilities.

SA    A    U    D    SD

This suggests a goal setting area to be considered.                    YES        NO

The goal setting area to be considered is: \_\_\_\_\_

\_\_\_\_\_



10. During busy seasons, farm work comes before family responsibilities. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

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11. It's not uncommon for me to delay work that really needs to be done so family members can be taken to their high priority activities. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

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12. Whenever money is short, basic family needs for food, clothing, shelter and health care should be met first. Then farm operations must have first claim on any remaining funds. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

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13. I place a higher priority on spending for farm expenses and machinery than on spending for higher education for family members. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

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14. I like to raise and care for livestock. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

15. I like to work with machinery and equipment. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

16. I like to raise and harvest grain and hay crops. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

17. I like to keep the machinery, equipment and vehicles in good, well maintained condition. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

18. I like to keep the buildings and farmstead neat and well maintained. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

\_\_\_\_\_

19. I enjoy the office work (keeping records, paying bills, etc.) that's required in farming. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

\_\_\_\_\_

20. I like to buy and sell livestock. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

\_\_\_\_\_

21. I like to buy and sell grains and hay. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

\_\_\_\_\_

22. I enjoy trying to keep costs down when purchasing supplies, small equipment and other inputs.

SA    A    U    D    SD

This suggests a goal setting area to be considered.                      YES        NO

The goal setting area to be considered is: \_\_\_\_\_

\_\_\_\_\_

23. I enjoy the business dealings required when purchasing or selling vehicles and equipment or negotiating with lenders and dealers.

SA    A    U    D    SD

This suggests a goal setting area to be considered.                      YES        NO

The goal setting area to be considered is: \_\_\_\_\_

\_\_\_\_\_

24. I enjoy looking ahead and planning for long-range management decisions.

SA    A    U    D    SD

This suggests a goal setting area to be considered.                      YES        NO

The goal setting area to be considered is: \_\_\_\_\_

\_\_\_\_\_

25. I'm satisfied with our crop yields and/or our level of livestock production.

SA    A    U    D    SD

This suggests a goal setting area to be considered.                      YES        NO

The goal setting area to be considered is: \_\_\_\_\_

\_\_\_\_\_

26. I'm satisfied with our net farm income. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

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27. I'm comfortable with the present debt level on our farm. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

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28. I'm able to recruit and retain capable employees. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

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29. I could enjoy working in an occupation other than farming. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

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30. I could enjoy working on a farm operated by someone other than ourselves. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

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31. Having at least one member of the family working off the farm would be a good situation for my family. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

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32. I would encourage my partner to be employed off the farm if he/she wanted to do so. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

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33. I would encourage my partner to be employed off the farm only if we badly needed additional income. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

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34. Before making decisions, I discuss farm financial management issues with family members and/or business associates. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

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35. Before making decisions, I discuss family financial management issues with family members. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

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36. I enjoy developing a step by step plan for responding to the financial management needs of our farm and home. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

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37. I'm involved with my partner and/or other family members in planning for retirement. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

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38. When financial management decisions have been made, I find it relatively easy to stay within the intended pattern of spending, borrowing and repayment.

SA    A    U    D    SD

This suggests a goal setting area to be considered.                      YES        NO

The goal setting area to be considered is: \_\_\_\_\_  
\_\_\_\_\_

39. I'm satisfied with the educational opportunities that are available for the persons in our household.

SA    A    U    D    SD

This suggests a goal setting area to be considered.                      YES        NO

The goal setting area to be considered is: \_\_\_\_\_  
\_\_\_\_\_

40. I'm satisfied with my level of involvement in community activities and organizations.

SA    A    U    D    SD

This suggests a goal setting area to be considered.                      YES        NO

The goal setting area to be considered is: \_\_\_\_\_  
\_\_\_\_\_

41. I'm satisfied with my level of contact and interaction with friends and family members who do not live with me.

SA    A    U    D    SD

This suggests a goal setting area to be considered.                      YES        NO

The goal setting area to be considered is: \_\_\_\_\_  
\_\_\_\_\_



42. I'm satisfied with my opportunities for work, recreation, self-improvement and service to others.

SA    A    U    D    SD

This suggests a goal setting area to be considered.            YES    NO

The goal setting area to be considered is: \_\_\_\_\_

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43. I'm satisfied with our family's opportunities for recreation.

SA    A    U    D    SD

This suggests a goal setting area to be considered.            YES    NO

The goal setting area to be considered is: \_\_\_\_\_

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44. I'm satisfied with the vacation opportunities available to our family.

SA    A    U    D    SD

This suggests a goal setting area to be considered.            YES    NO

The goal setting area to be considered is: \_\_\_\_\_

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45. I'm satisfied with the amount of time devoted to family activities.

SA    A    U    D    SD

This suggests a goal setting area to be considered.            YES    NO

The goal setting area to be considered is: \_\_\_\_\_

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46. I'm satisfied with our family's opportunities for individual interests. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

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47. I'm satisfied with the level of claims on my time and energy that I've experienced in recent years. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

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48. I enjoy the office work needed (keeping records, paying bills, etc.) to keep the household operating in good shape throughout the year. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

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49. I enjoy managing to keep costs down when purchasing groceries, clothing, supplies, appliances and all other things needed to keep the household operating. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

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50. I find it satisfying to do the cooking, cleaning, organizing and managing of time and effort required to run a household. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

\_\_\_\_\_

51. Farm work is so important that I don't mind changing my day to day activities to ensure that the work is done when it is needed. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

\_\_\_\_\_

52. I enjoy being the farm "gofer" during busy seasons as it is important to the smooth operation of our farm. SA A U D SD

This suggests a goal setting area to be considered. YES NO

The goal setting area to be considered is: \_\_\_\_\_

\_\_\_\_\_