

research in brief

Management Potential

A management researcher, John B. Miner, at Georgia State University, reports that his "motivation to manage" tests show: (1) minority males score significantly higher than white males and females and (2) white females match white males in their managerial motivation.

Scores on the test relate to authority figures, competitive situations, assertive roles, imposing wishes, standing out from the group, and routine functions.

The findings are noteworthy because a considerable body of evidence is a major component of managerial potential. According to Miner, at least 15 independent studies support the conclusion that individuals with a strong motivation to manage tend to move up faster and are more likely to perform effectively in managerial positions.

"Management Potential: More Clues to Who Wants To Be Boss." *Management Review*, LXVII (March, 1978), 51.

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