Thoughtful attention to needs of people for satisfying relationships leads to a comfortable, friendly organization atmosphere and work tempo.

Work accomplishment is from committed people, interdependence through a "common stake" in organization purpose leads to relationships of trust and respect.

Adequate organization performance is possible through balancing the necessity to get out work with maintaining morale of people at a satisfactory level.

Exertion of minimum effort to get required work done is appropriate to sustain organization membership.

Efficiency in operations results from arranging conditions of work in such a way that human elements interfere to a minimum degree.

Exhibit 10-1
The Managerial Grid