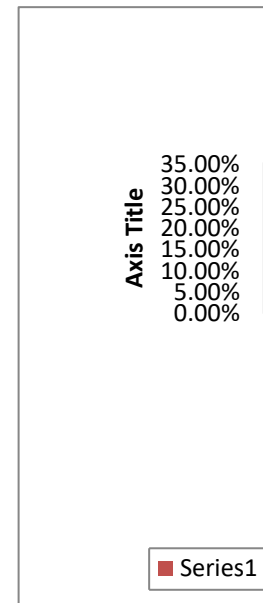


Section A

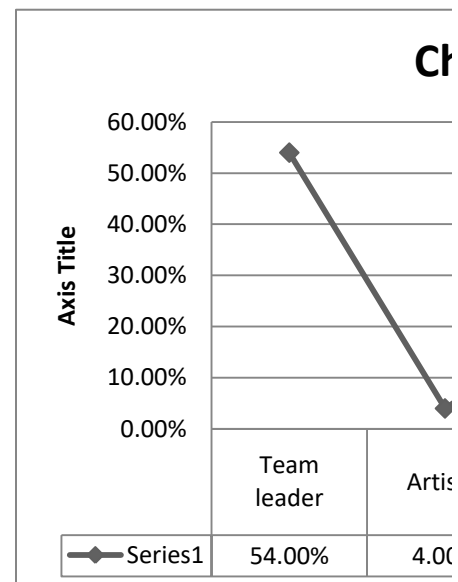
1. How old are you this year, please use table to indicate your age range

18 – 25 yrs	26.00%
26 - 30 yrs	12.00%
31 - 40 yrs	33.00%
41 - above	29.00%



2. What is your position in the organisation?

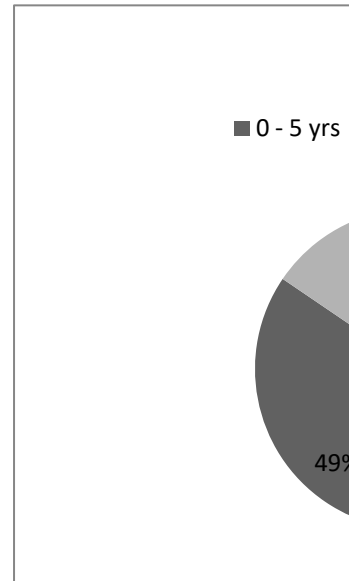
Team leader	54.00%
Artisan	4.00%
Project Adminis	24%
Contractor	5.00%
other	13.00%



- If other, please specify

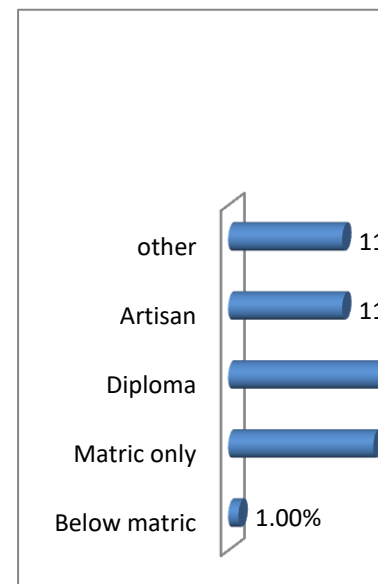
- **How long have you been involved in Projects?**

0 - 5 yrs	49.00%
6 - 10 yrs	30.00%
11 - 15 yrs	15.00%
16 - more	6.00%



- **What is your highest professional qualification?**

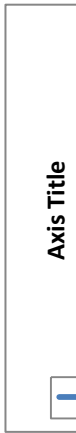
Below matric	1.00%
Matric only	14.00%
Diploma	63%
Artisan	11.00%
other	11.00%



- **If other please specify**

• **Have you ever had the privilege of working with people older than you?**

Always agree	6.00%
Always have so	39.00%
Most of the time	55.00%



• **Other – please specify**

• **Section B**
• **SELF-AWARENESS**

1. The supervisor knows his / her limitations and is cautious

Strongly disagree	6.00%
Disagree	4.00%
Neutral	22.00%
Agree	51.00%
Strongly Agree	17%



2. Always uses experience to show us how to do things well

Strongly disagree	2.00%
Disagree	4.00%
Neutral	19.00%
Agree	51.00%
Strongly Agree	24.00%

3. Shows great passion for life long work which motivates us

Strongly disagree	2.00%
Disagree	4.00%
Neutral	17.00%
Agree	54%
Strongly Agree	23.00%

4. With experience he / she knows where things can go wrong

Strongly disagree	3.00%
Disagree	3%
Neutral	22.00%
Agree	55.00%
Strongly Agree	17.00%

5. The older folk make you confident in doing difficult tasks

Strongly disagree	5.00%
Disagree	11.00%
Neutral	25.00%
Agree	50%
Strongly Agree	9.00%

• **SOCIAL AWARENESS**

1. They always worry about factors that affect us and the work

Strongly disagree	5.00%
Disagree	8.00%
Neutral	21.00%
Agree	54.00%
Strongly Agree	12.00%

2. They pre-empt likely constraints by warning you in advance

Strongly disagree	1.00%
Disagree	8.00%
Neutral	22.00%
Agree	55.00%
Strongly Agree	14%

3. They show true empathy when you are emotionally disturbed

Strongly disagree	3.00%
Disagree	7.00%
Neutral	17.00%
Agree	53%
Strongly Agree	20.00%

4. They believe by supporting you they bring you to a normal state

Strongly disagree	5.00%
Disagree	3%
Neutral	20.00%
Agree	56.00%
Strongly Agree	16.00%

5. Strongly motivate for team unity as a family at work, regardless

Strongly disagree	6.00%
Disagree	1%
Neutral	15.00%
Agree	50.00%
Strongly Agree	28.00%

OTHERS AWARENESS

1. Shows emotional social support which motivates you to perform

Strongly disagree	5.00%
Disagree	5.00%
Neutral	17.00%
Agree	50.00%
Strongly Agree	23.00%

5
Strong

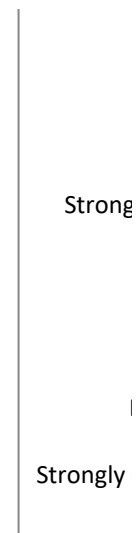
2. They are aware of your situation better than you may think

Strongly disagree	5.00%
Disagree	8.00%
Neutral	15.00%
Agree	56%
Strongly Agree	16.00%

3. Very particular about when to be hard or when to be soft to you

Strongly disagree	3.00%
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Disagree	3%
Neutral	21.00%
Agree	56.00%
Strongly Agree	17.00%



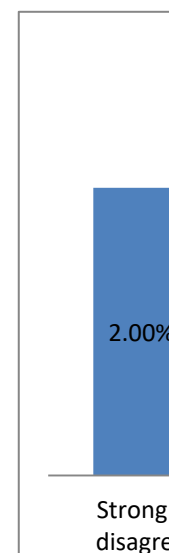
4. Very sensitive to one's change of attitude and emotional state

Strongly disagree	2.00%
Disagree	3.00%
Neutral	27.00%
Agree	53.00%
Strongly Agree	15.00%



5. They manage emotions and focus on tasks to be performed

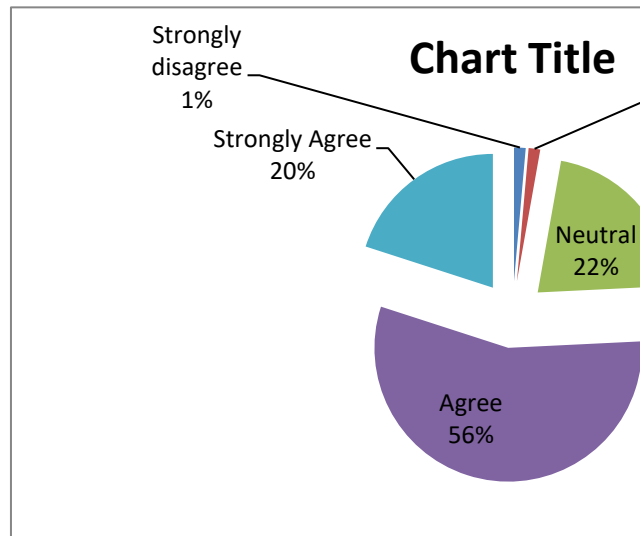
Strongly disagree	2.00%
Disagree	4.00%
Neutral	20.00%
Agree	55.00%
Strongly Agree	19.00%



PSYCHOLOGICAL AWARENESS

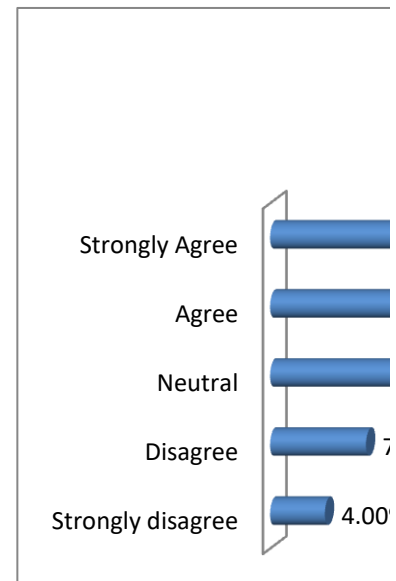
1. They have high levels of psychological wellbeing even in presence of problem

Strongly disagree	1.40%
Disagree	1%
Neutral	21.40%
Agree	55.70%
Strongly Agree	20.00%



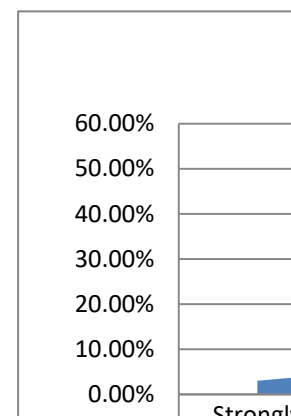
2. Don't show signs of emotional distress, this encourages teams

Strongly disagree	4.00%
Disagree	7.00%
Neutral	24.00%
Agree	49.00%
Strongly Agree	16.00%



3. Will always have alternative solutions to whatever problems

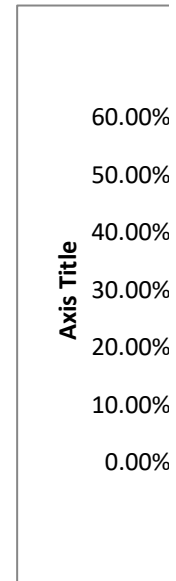
Strongly disagree	3.00%
Disagree	6.00%
Neutral	19.00%
Agree	56%
Strongly Agree	16.00%



	Strongly disagree
Series1	3.00%

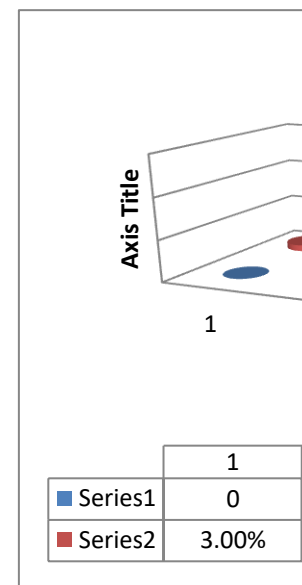
4. Always shows higher degree of life satisfaction even in distress

Strongly disagree	3.00%
Disagree	5.00%
Neutral	25.00%
Agree	52%
Strongly Agree	15.00%



5. Predictive and sensitive to changes in the emotions of members

Strongly disagree	3.00%
Disagree	6.00%
Neutral	24.00%
Agree	50.00%
Strongly Agree	17.00%



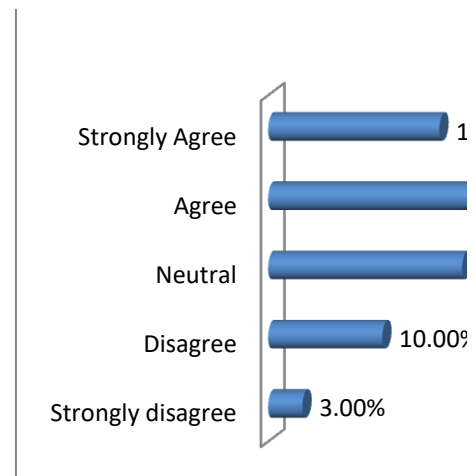
EXPERIENCE AND MEMORY IN LEADING

1. Are very open and insists on discussion to iron out differences

Strongly disagree	3.00%
Disagree	10.00%
Neutral	17.00%

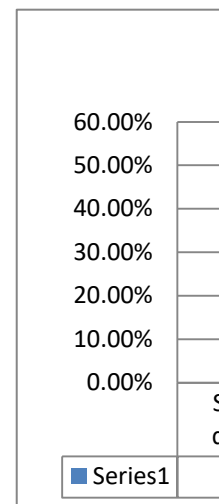
Ch

Agree	55.00%
Strongly Agree	15.00%



2. Extroverts and are easily accessible by individual /team mates

Strongly disagree	4.00%
Disagree	6.00%
Neutral	20.00%
Agree	55.00%
Strongly Agree	15.00%



3. Have patience to listen and correct / support without emotions

Strongly disagree	5.00%
Disagree	4.00%
Neutral	23.00%
Agree	50.00%
Strongly Agree	18.00%

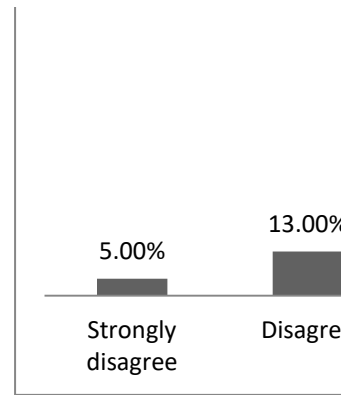


4. Willingly apologizes when they have committed a mistake(s)

Strongly disagree	5.00%
Disagree	13.00%

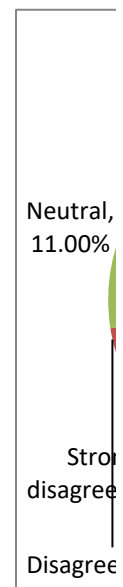


Neutral	23.00%
Agree	44.00%
Strongly Agree	15.00%



5. Relies heavily on memory and experience from lessons learnt

Strongly disagree	4.00%
Disagree	2%
Neutral	11.00%
Agree	68.00%
Strongly Agree	15.00%



CAUTION IN WORKING STYLE

1. Treats individual team members according to personality traits

Strongly disagree	4.00%
Disagree	7.00%
Neutral	19.00%
Agree	53%
Strongly Agree	17.00%



2. Respects people differences but insists on getting tasks done

Strongly disagree	2.00%
Disagree	5.00%
Neutral	12.00%
Agree	59.00%
Strongly Agree	22.00%

3. Understand individual's weaknesses and works to uplift them

Strongly disagree	2.00%
Disagree	3.00%
Neutral	23.00%
Agree	54.00%
Strongly Agree	18.00%

4. Allocates tasks according to identifiable individual abilities

Strongly disagree	4.00%
Disagree	4.00%
Neutral	18.00%
Agree	56.00%
Strongly Agree	18.00%

Stror

5. Knows when to be firm and or empathetic on team members

Strongly disagree	3.00%
Disagree	6.00%
Neutral	22.00%
Agree	50%
Strongly Agree	19.00%

OVERALL MOTIVATION

1. There is motivating consistency in the behaviour of aged people

Strongly disagree	4.00%
Disagree	7.00%
Neutral	19.00%
Agree	55.00%
Strongly Agree	15.00%

2. The approach to problems gives the impression on invincibility

Strongly disagree	2.00%
Disagree	5.00%
Neutral	25.00%
Agree	51%
Strongly Agree	17.00%

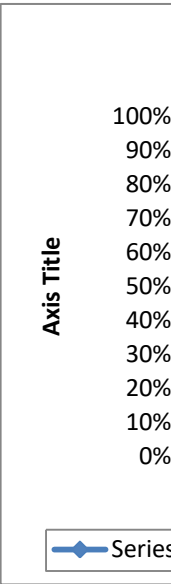
3. Takes pain to explain former problems & how they were solved

Strongly disagree	4.00%
Disagree	6.00%
Neutral	26.00%
Agree	46.00%
Strongly Agree	18.00%



4. Available to assist outside the tasks for which they are paid

Strongly disagree	3.00%
Disagree	5.00%
Neutral	23.00%
Agree	54%
Strongly Agree	15.00%



5. Aged employees give the “guaranteed presence” of a parent at home

Strongly disagree	2.00%
Disagree	6.00%
Neutral	22.00%
Agree	51.00%
Strongly Agree	19.00%



Section C

REQUEST 1;

Please

list /

provide

[in point
form]

maximum

five

[5]

personal

traits

/

behavior

patterns

you

think

distinguish

older

workers

from

young

workers.

REQUEST 2; Please indicate here, five [5] things you do not like about older people in the

REQUES

T 3;

Please
indicate
at most
five [5]
behavio
ural
patterns
by older
folk in
the
constru
ction
environ
ment
that
demotiv
ate
employe
es to
perform
/ make
employe
es not
perform
/ work
well

REQUES

T 4;

Please

indicate

at most

five [5]

behavio

ural

patterns

by older

folk in

the

constru

ction

environ

ment

that

motivate

employe

es to

perform

/ make

employe

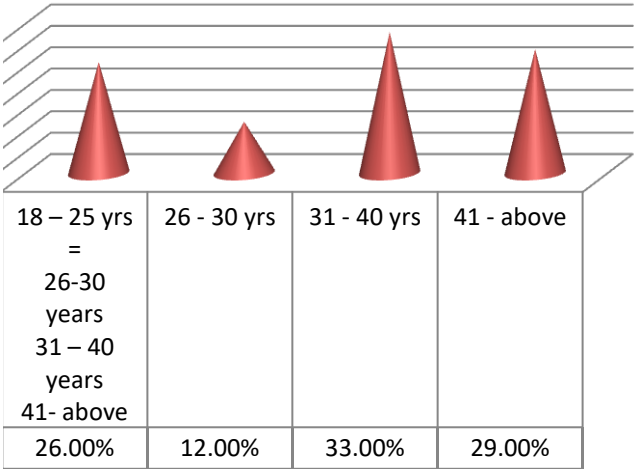
es want

perform

/ work

hard

art Title



art Title

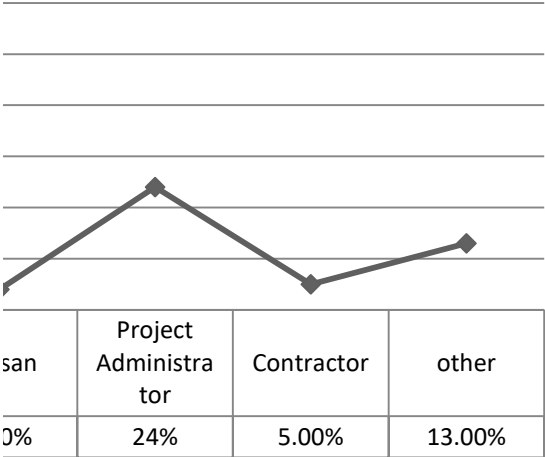


Chart Title

6 - 10 yrs 11 - 15 yrs 16 - more

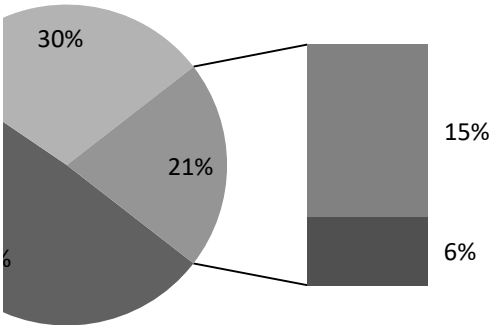
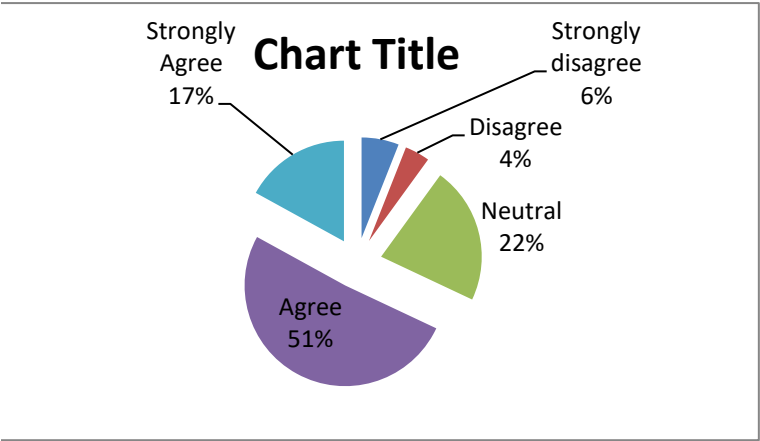
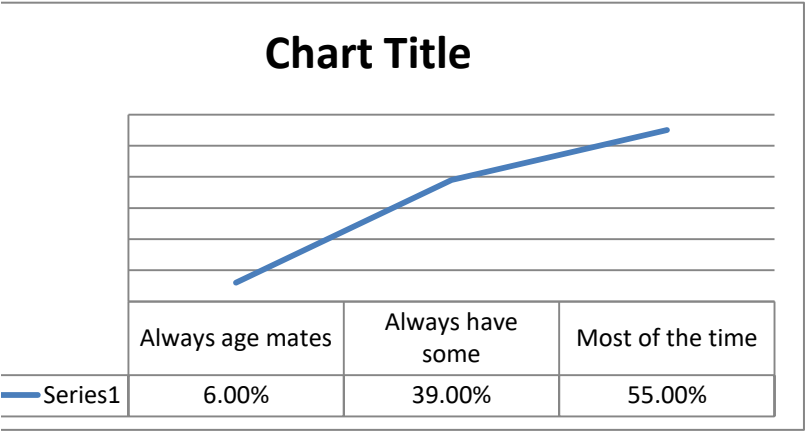


Chart Title

Series1





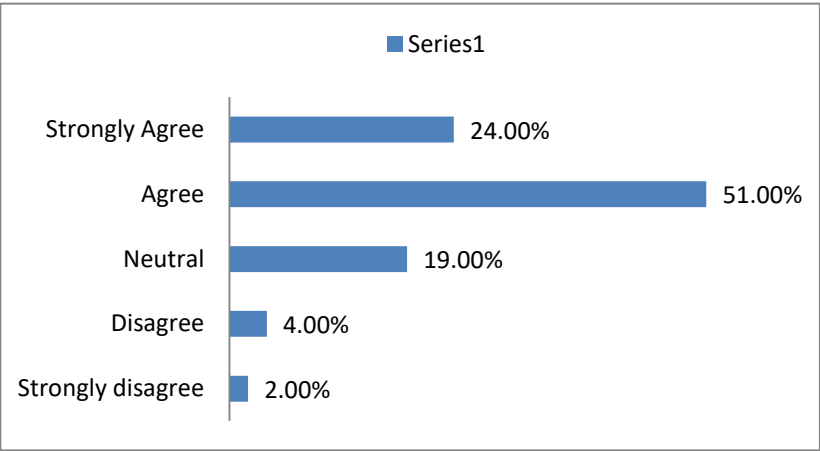


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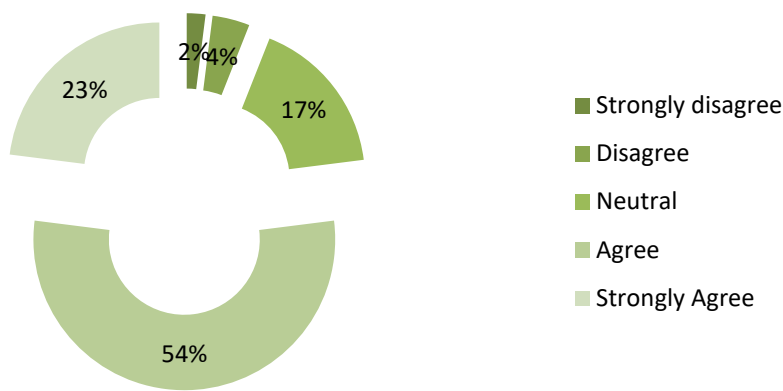


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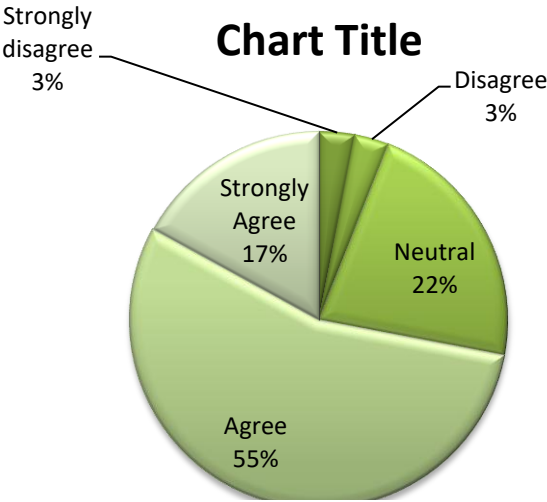


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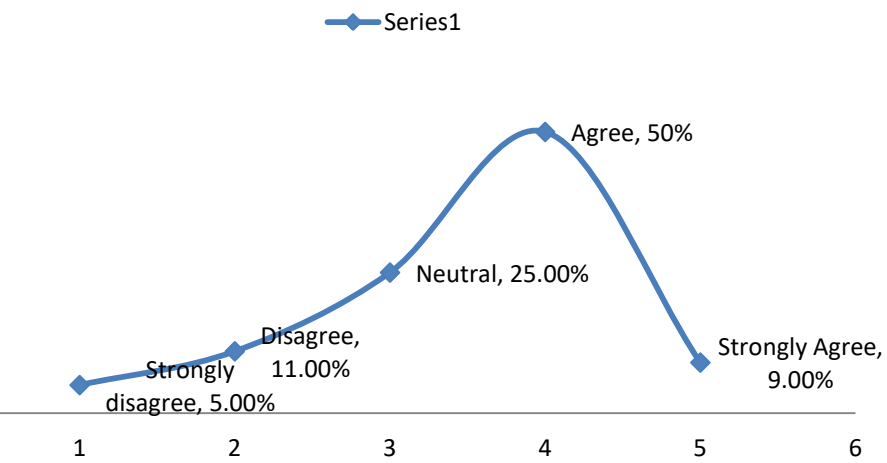
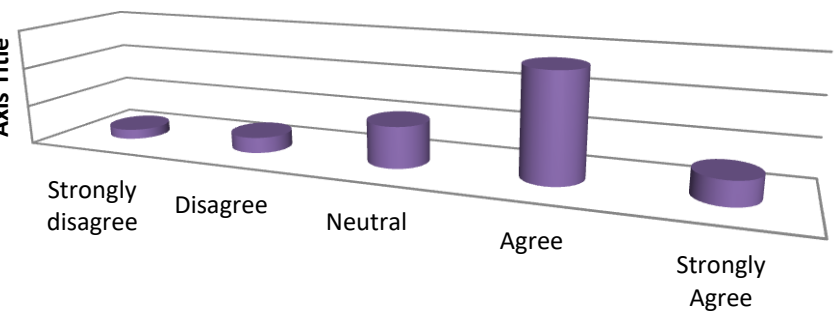


Chart Title



	Strongly disagree	Disagree	Neutral	Agree	Strongly Agree
ries1	5.00%	8.00%	21.00%	54.00%	12.00%

Chart Title

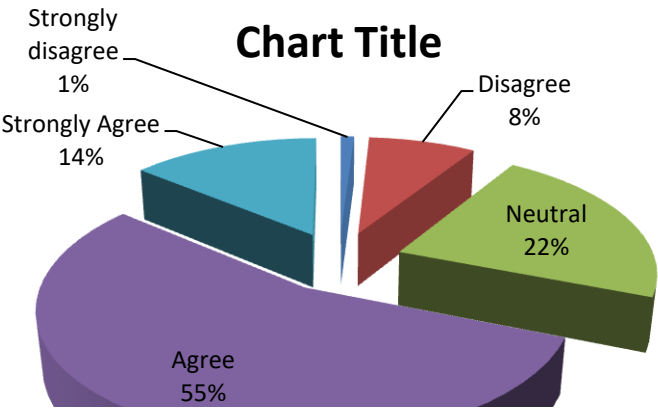
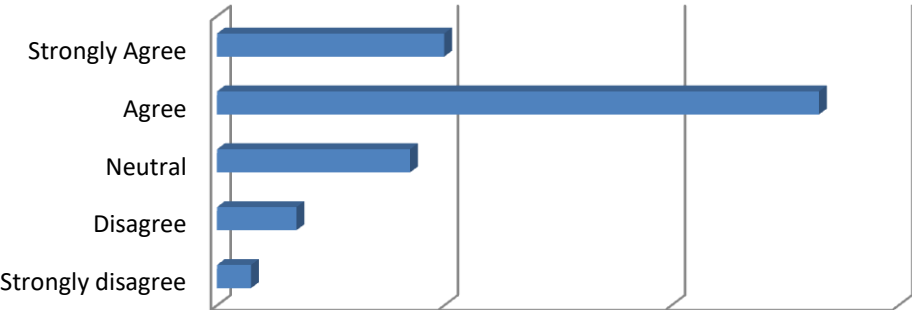




Chart Title



	Strongly disagree	Disagree	Neutral	Agree	Strongly Agree
Series1	3.00%	7.00%	17.00%	53%	20.00%

Chart Title

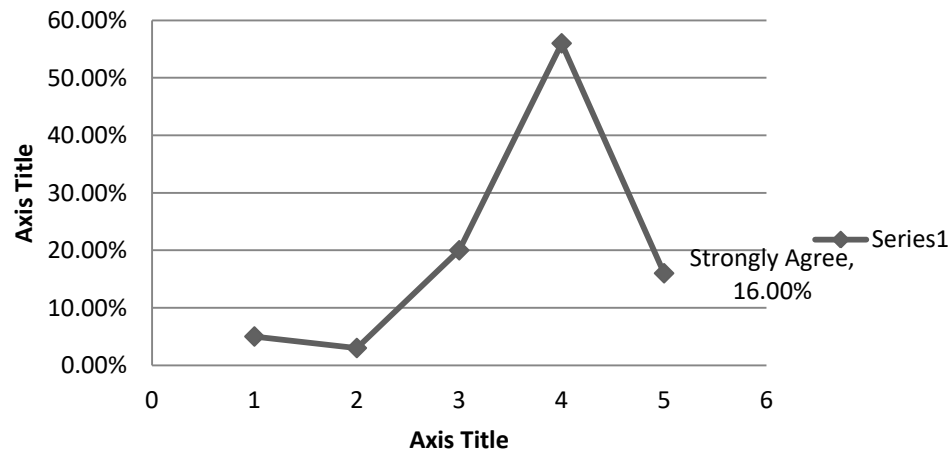
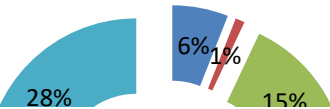


Chart Title



Strongly disagree



Chart Title

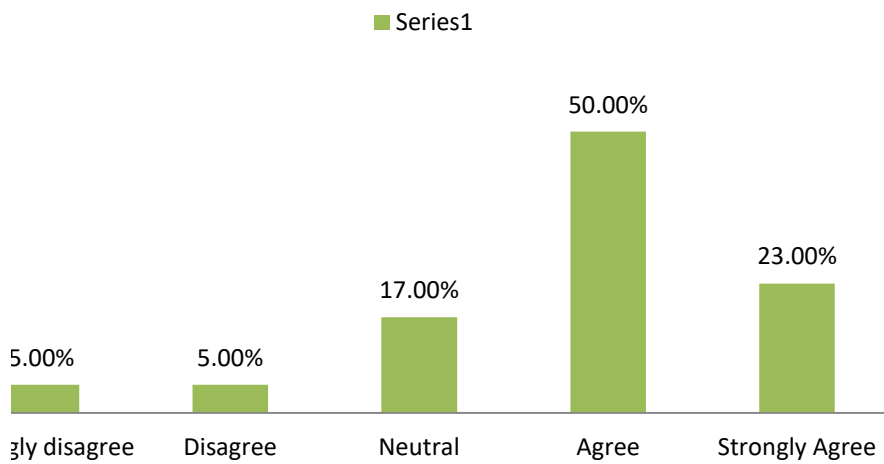


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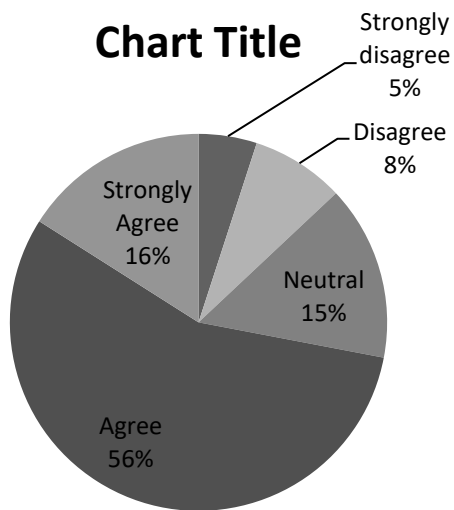


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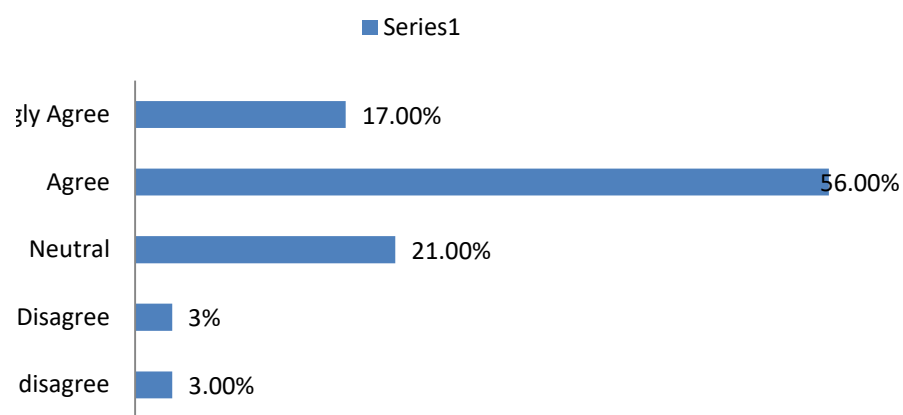


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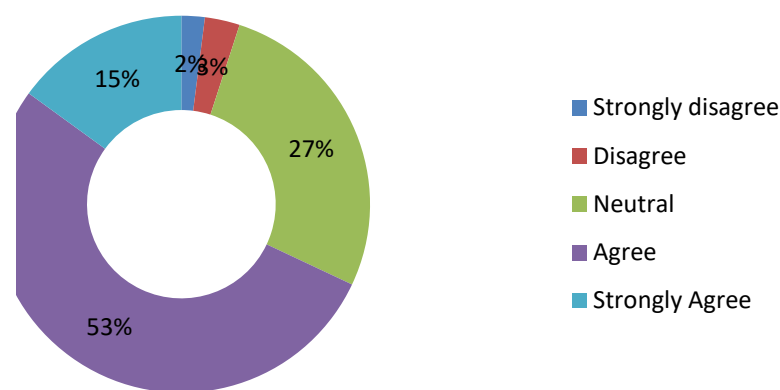
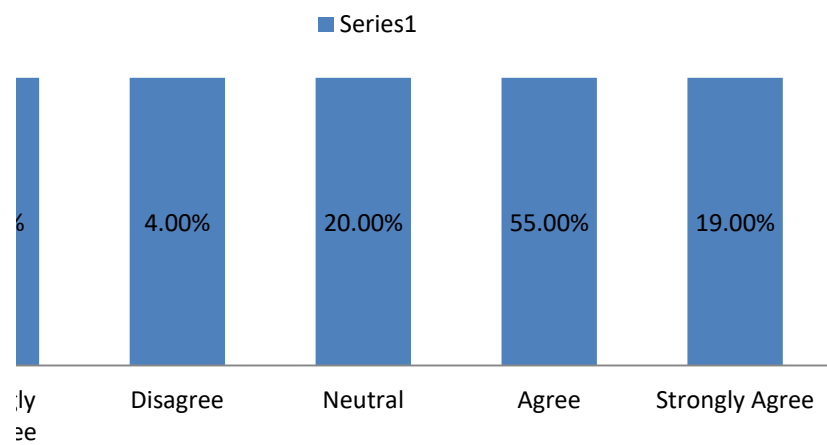
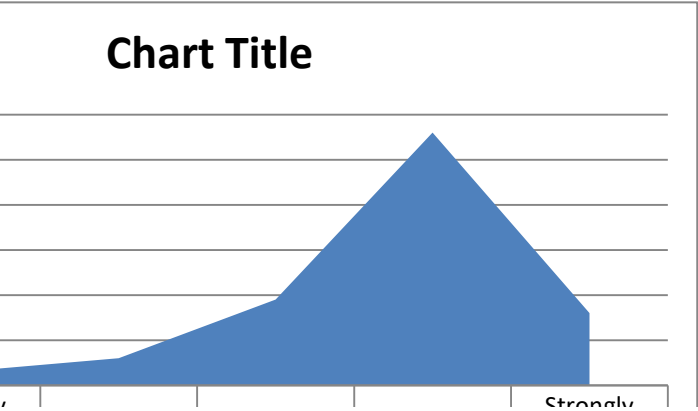
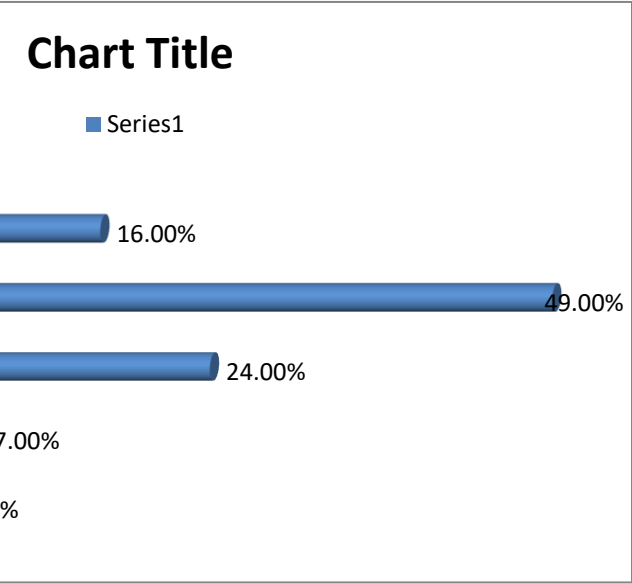


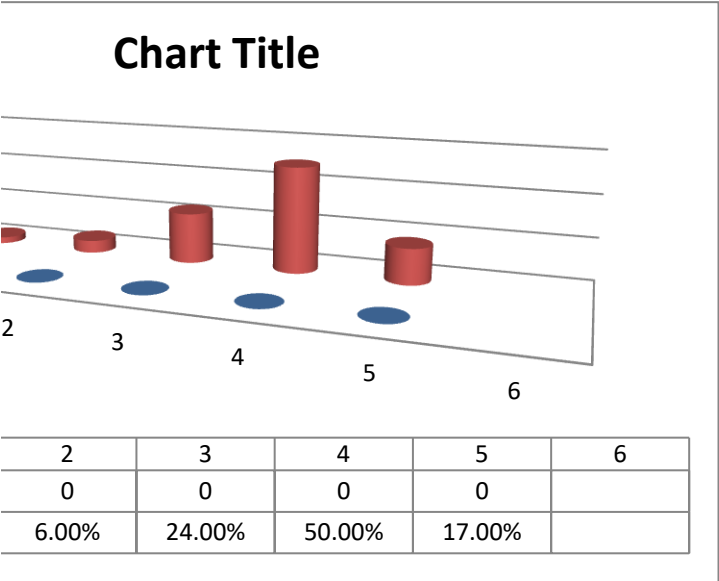
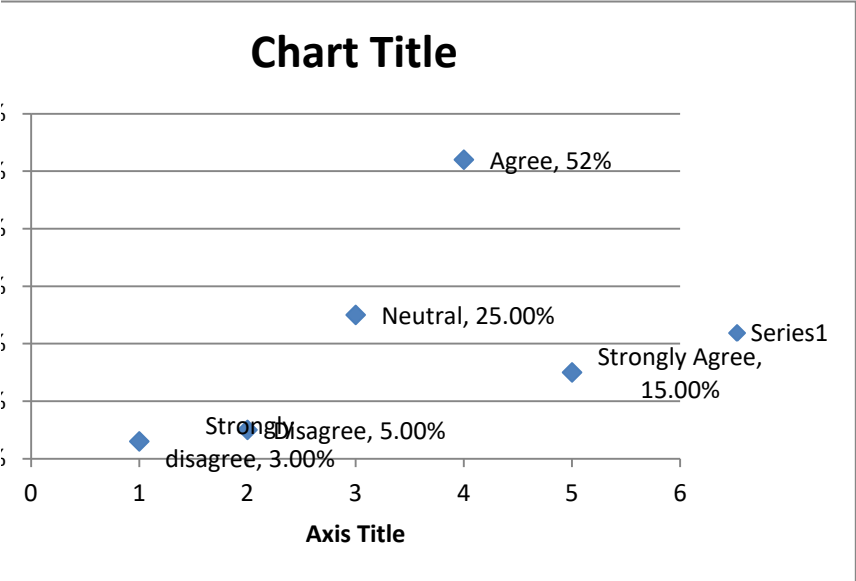
Chart Title



S



	Disagree	Neutral	Agree	Strongly Agree
	6.00%	19.00%	56%	16.00%



art Title

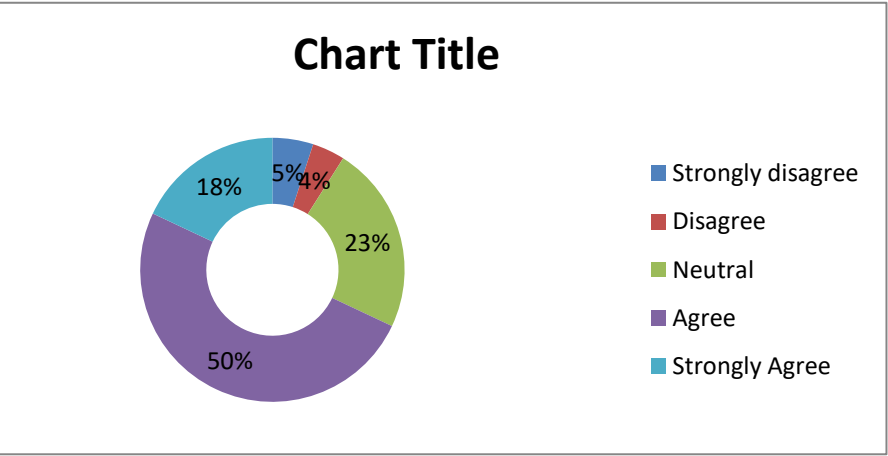
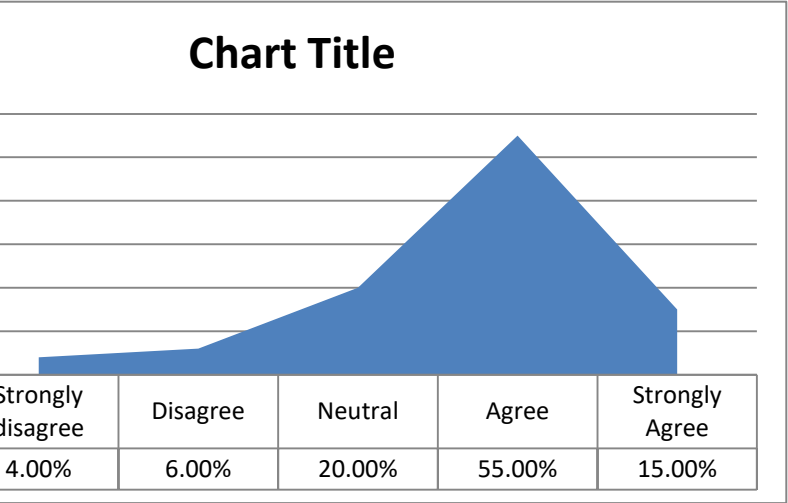
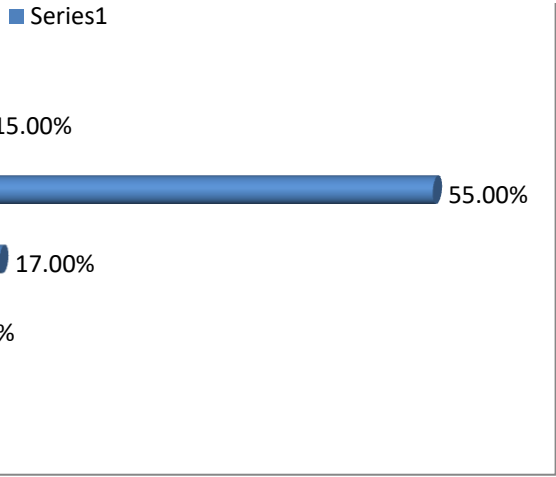


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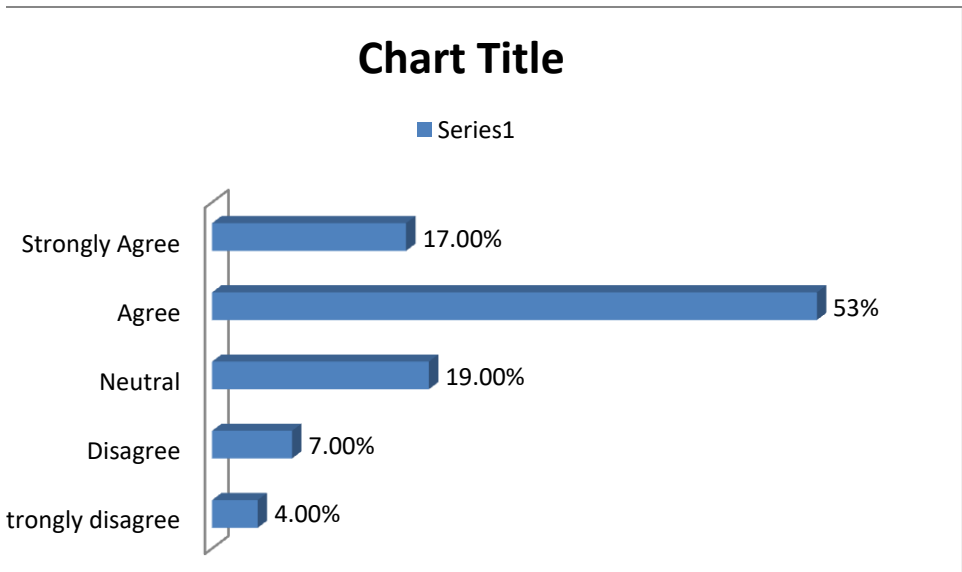
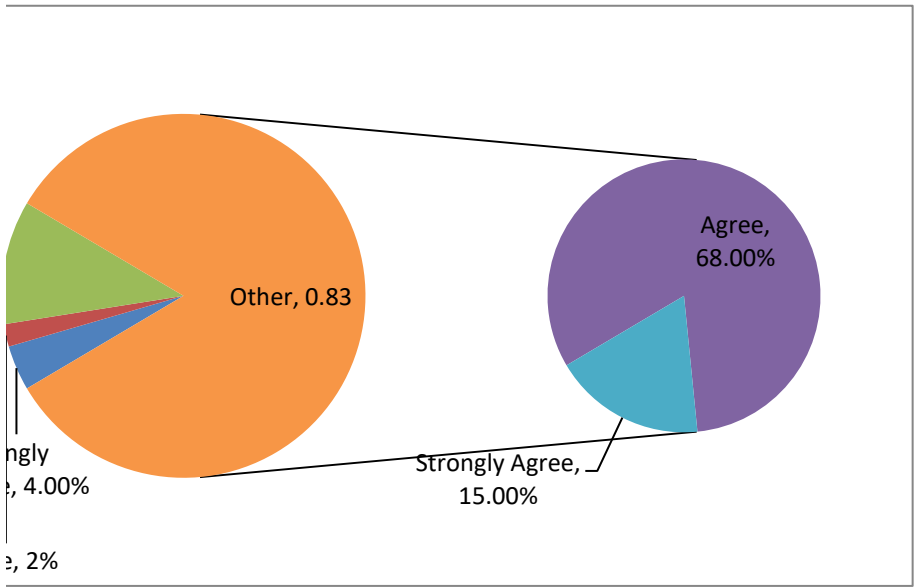
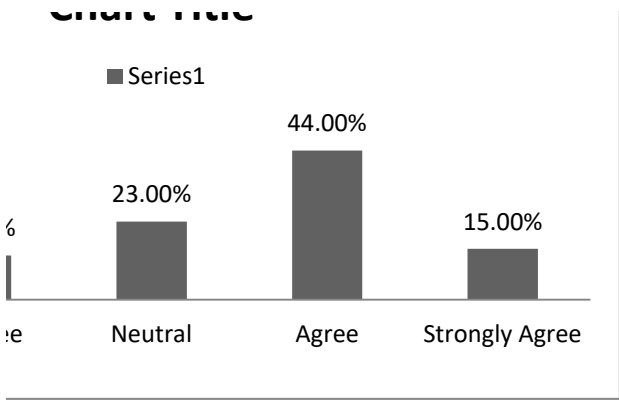


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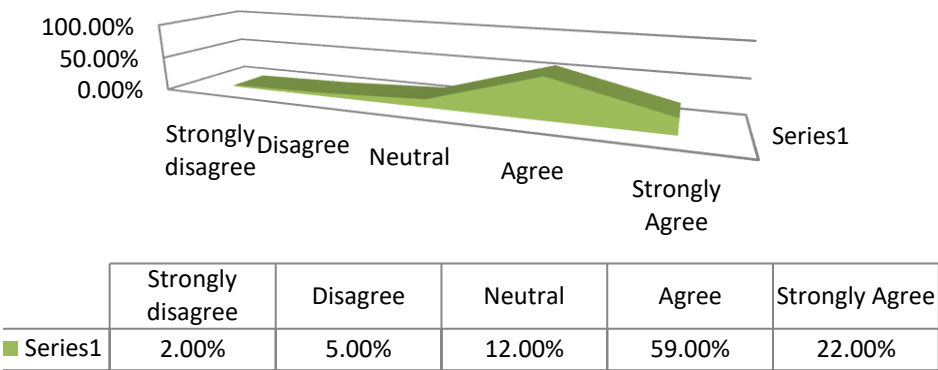


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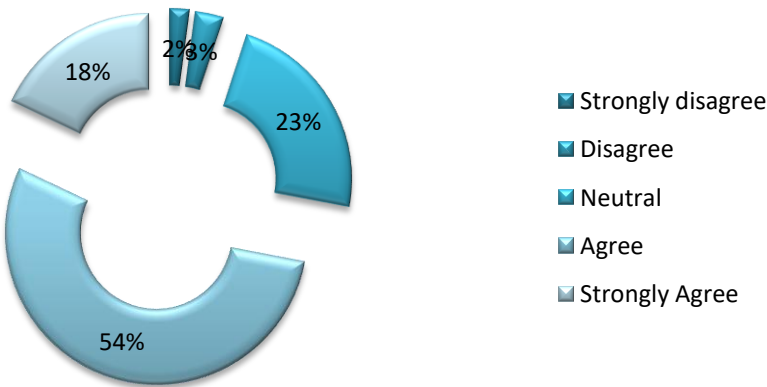
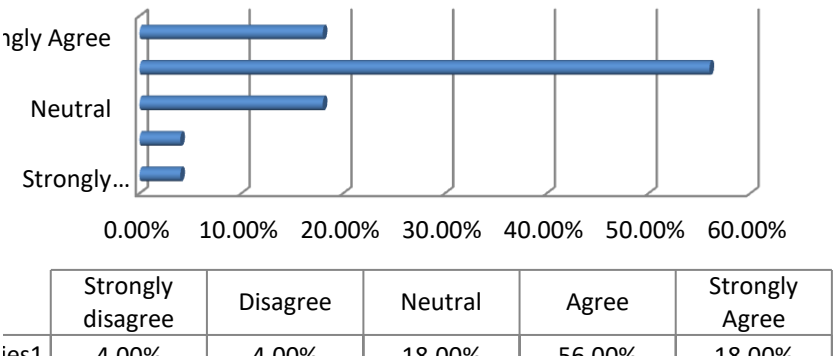
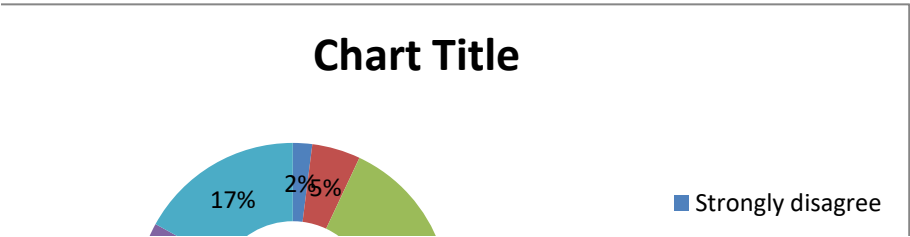
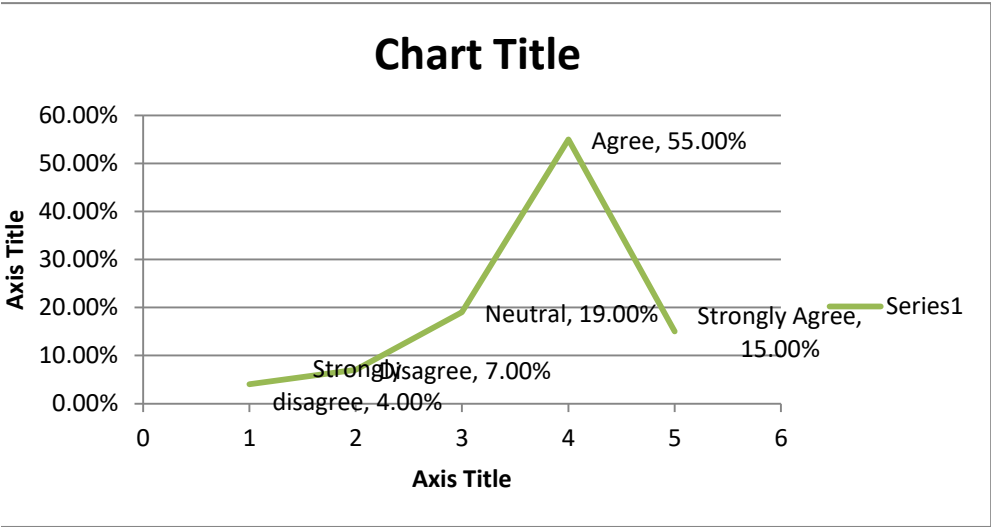
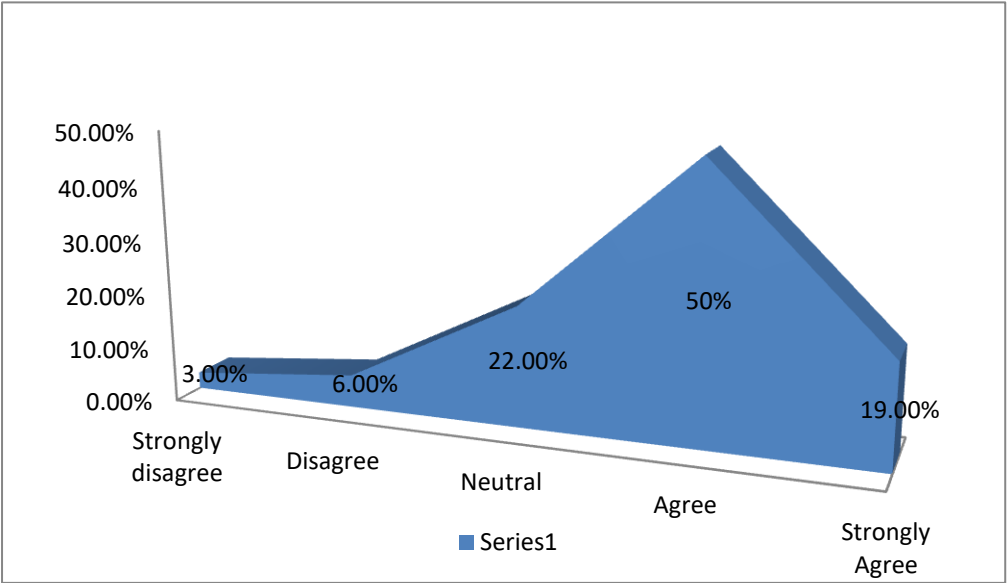
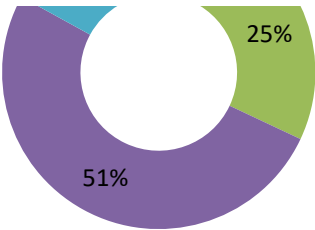


Chart Title



ies1	4.00%	4.00%	18.00%	56.00%	18.00%
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- Disagree
- Neutral
- Agree
- Strongly Agree

Chart Title

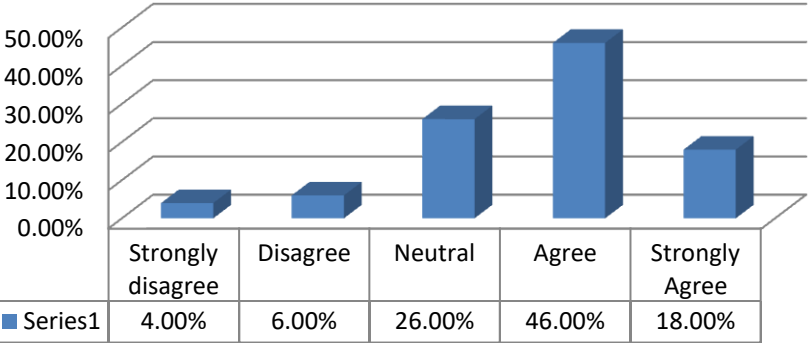


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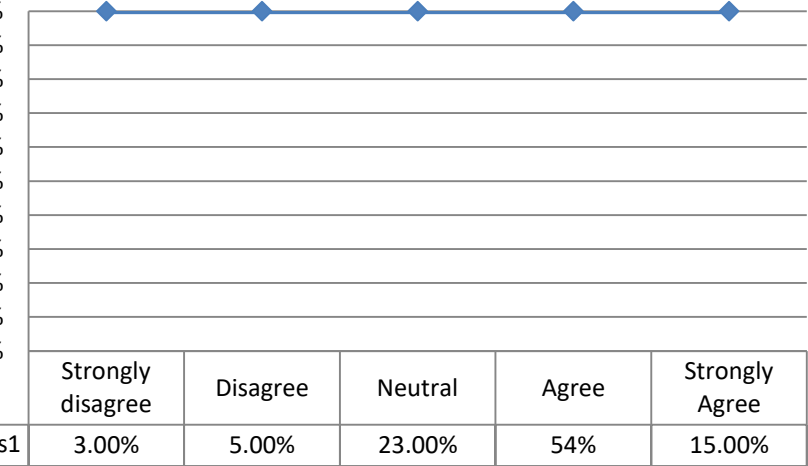
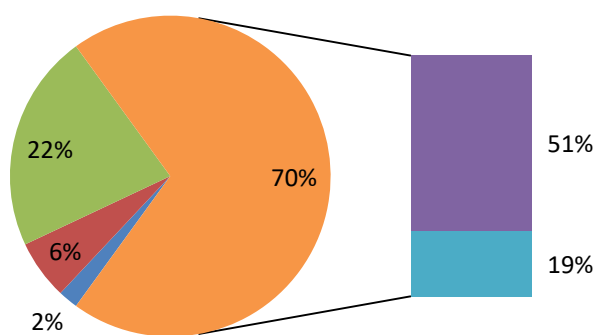


Chart Title

Legend: Disagree, Neutral, Agree, Strongly Agree

Strongly disagree Disagree Neutral Agree Strongly Agree



work environment in terms of their behaviour.