



Yes! Matrix

Working as a co-worker at any of the Mendel Concentus entities

Make use of an (Excel-) matrix; we can provide you with a pre-formatted one if you like.

First, make a list (1st column) of all possible tasks and/or activities that define your happiness, working with the Mendel organization, like:

- Time spent directly with Members (consider separating different types of tasks per category / type of activity)
- Indirect time spent for- or about Members (consider separating those, too)
- Professional / additional training
- Opportunities for further experience, better positions
- Make contributions (to the Mendel Foundation)
- All activities that make you happy, that make you want to come and work early, (to-)
- Id. Those that make you feel resistance, that make you wish that you wouldn't have to come to work
- Those that make you feel appreciated by colleagues or Members
- Id., by "the management"
- Etc.!

2nd column, per item:

How many hours do you dedicate to each task or activity listed?

3rd column, "Weighing":

For each item, give a weight: how important is that item for you or your performance with the Mendel Foundation:

- 10: indispensable: decisive factor
- 9: if not possible to do, considerable damage
- 8: of importance, cannot be done (well) by a colleague
- 7: won't be missed if it cannot be done
- 6: could be done rather well by somebody else
- 5: can *better* be done by somebody else



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4th column, per item:

Your, subjective “costs/benefits (emotions)”:

- +3: “Fat Grin, wouldn’t miss it for anything”
- +2: “Good reason to come to work early”
- 1: Neutral
- 2: “Bothers me; reason the be a little late for work”
- 3: “would be pleased if I didn’t have to do this task / activity”

5th column, per item:

Your, subjective, “weighed value”:

Multiply the values in the previous columns; sort as you like.

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