



Says

What have we heard them say?  
What can we imagine them saying?



Thinks

What are their wants, needs, hopes, and dreams?  
What other thoughts might influence their behavior?

The finished output must be collectively analysed.

For us to effectively manage our work, detailed data analysis must be made at regular intervals.

Customer review and criticism must be noted.

The work done by the workers and the creative input from each worker should be tabulated.

Honesty and outcome quality are more important than profits.

The profit must be shared equally.

The office should be collectively owned.

The office should be collectively run.

Regular group meetings are conducted.

No decision is kept secret from workers.

No act is done in opposition to workers' consent and interest.

Collective workers' opinions and decisions mark the final say in all matters.

It is great to work in a worker cooperative.

Having job security means a lot.

It is true freedom to own and run your own worklife.

Having no illegitimate authority to govern you is your right.



Does

What behavior have we observed?  
What can we imagine them doing?



Feels

What are their fears, frustrations, and anxieties?  
What other feelings might influence their behavior?