The Guide-Chart Profile Method: Know-How

Table 1: Matrix Of Depth And Breadth Of Management Know-How

Human Relations	None or Minimal			II Homogeneous			III Heterogeneous			IV Broad			V		
	-1	2	3	1	2	3	24	2	3	10	2	3	-1	2	3
A Primary	50	57	66	76	87	100	115	132	152	175	200	230	264	304	350
	57	66	.76	87	100	115	132	152	175	200	230	264	304	350	400
	66	76	87	100	115	132	152	175	200	230	264	304	350	400	460
B Elementary Vocational	76	87	100	115	132	152	175	200	230	264	304	350	400	460	528
	87	100	115	132	152	175	200	230	264	304	350	400	460	528	608
	100	115	132	152	175	200	230	264	304	350	400	460	528	608	700
C Vocational	115	132	152	175	200	230	264	304	350	400	460	528	608	700	805
	132	152	175	200	230	264	304	350	400	460	528	608	700		11-11-1
	152	175	200	230	264	304	350	400	460	528	608	700			
D Advanced Vocational	175	200	230	264	304	350	400	460	528	608	700				
	200	230	264	304	350	400	460	528	608	700	- 3				
	230	264	304	350	400	460	528	608	700						
E Basic Professional, etc	264	304	350	400	460	528	608	700			- 1				
	304	350	400	460	528	608	700				- 1				
	350	400	460	528	608	700									
F Seasoned	400	460	528	608	700										
	460	528	608	700			9		0. 4	- 3					
Professional, etc.	528	608	700						8 9	- 5					
G Professional Mastery	608	700													
	700														
	805														
H Unique Authority															

Hay Management Guide Chart

Raymond J. Stone, Anne Cox, Mihajla Gavin, Joseph Carpini

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