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SELF-STUDY of the Society of Jesus

Study of failures and successes of the order

The study of failures and successes in the order can be made at two different levels : the level of common works

the level of the persons.

The first level leads to a study in the organization of the order.

The second is more psycho-sociological .

It is suggested here that two different studies (different but inter-related) be designed, and the scope of these pages is to ask your collaboration in the design of the two studies.

Study of individual "failures and successes"

Here again two approaches are possible : either an "objective" or a "subjective" one. By objective study, we mean a study of the achievements of persons according to external judgment (using pre-determined criteria) independently of what the subject may think or say about it. By subjective study we mean the degree of satisfaction or of frustration felt by the subject, independently of the judgment that others may make about their achievements .

Because of the large amount of dissatisfaction which the members of the order are supposed to feel, we would start with a study of the "subjective" nature. This study would be extended to the whole society (the whole population or a sample).

A second step would be to undertake the study of the "objective" successes and failures of members, combined with a study of the failures and successes of

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common works. This second study would envisage only a sample of provinces and in each of these provinces a certain (similar for each) number of works.

A. Study of dissatisfaction and satisfaction of individual members

The study would be made by means of an anonymous mailed questionnaire

It supposes the establishment of an index or~~x~~ of a scale of satisfaction/ dissatisfaction in being a Jesuit or a Jesuit applied to a certain type of work or again working for a certain public or again in a given area.

Consequently we ask you : Should we have one or several indices of satisfaction / dissatisfaction ? There are two main answers : we take only one, expressing a general, unspecific feeling of happiness, that we later correlate with the attitudes towards various other objects and with various correlates of the individual's position and work. Or we judge that we should introduce right from the beginning our hypotheses about possible correlates of satisfaction into the very measurement of such a satisfaction. This last approach supposes in the subject a minimum ~~consciousness~~ awareness of the ~~various~~ areas of his satisfaction : he likes the work, but not the way it is organized, or he likes the place and the people but not the work, or he likes the organisation but not the work etc.

Whatever decision we have taken on this problem, we should then hypothetize about the possible correlates of satisfaction/dissatisfaction. I will only give a few possible lines of reflection.

Unsatisfaction may be ~~explained~~ explained at the level~~x~~ of adaptation to the needs of society : the subject makes a negative value judgment on the goals of the order in general, of the prevailing goals or of the goals of the work in

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to which he is assigned. Dissatisfaction is expressed in terms of values.

Dissatisfaction may come from the perceived inability of the order (or of some of its parts) to attain the goals that it pretend to reach: ex. "We pretend to be educators, but actually we do not deliver any true education". Dissatisfaction is expressed in terms of poor organization.

Dissatisfaction may come from the feeling of not being apt ~~or~~ or fit for a given job within a given common work, the utility and the organization of which are not criticized.

Dissatisfaction may come from the feeling of not being an integrative part of the common work, but just a number, pure functional in the interest of the common work.

Another series of factors could be related to satisfaction?dissatisfaction as :

- relation of achievements pretensions to perceived common work achievements
- relation of value-orientation to type of work in which involved
- relation of world view to type of work
- size of community
- prestige of other Jesuits in the community
- image of self in the community, or in other reference groupings

etc.

Eventually some correlates could be looked for in the environment :

- social structure of the country
- Church state relations
- social orientation of Church leaders
- degree of cultural (educational) development, economic development

Such variables could be directly related to satisfaction or through the intermediary of types of works.

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B. Study of "objective" success of individual members

Such a study would be combined with the study of successes and failures of common works.

Success would have to be measured through a set of independent ~~xxx~~ criteria. For each of them an index would have to be built.

three

Then ~~xxx~~ types of elaboration would be undertaken :

- a study of the correlation between those different ~~criteria~~ measurements
- a study of the correlates of success (various "objective" measurements
- a study of correlation between various measurements of ~~xxx~~ success and subjective satisfaction

Success of individuals may be measured according to such criteria as :

- judgments of other Jesuits (distinguish superiors and colleagues)
- judgments of public (distinguish between present and past)
- judgment of lay colleagues if any
- objective intellectual achievements (books, articles)
- objective financial achievements
- quantitative extension of public
- qualitative level of public
- geographical diffusion of activity
- "prophetic" value of actuation (by group of judges)

Correlates of success should be looked for : e.g. :

- training (various aspects)
- first assignment after priesthood (nature, public, demands)
- degree of specialization
- coherence of assignments
- degree of initiative allowed in choice of past assignments
- present work (nature, public in relation with)
- size of community (and correlates)
- relation of work to community life
- prestige of common work
- degree of participation of members in decision

etc.

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This study would be made on a sample basis .

2 . Study of common works' successes and failures

The study would be made as the previous one on a sample basis. It would select 3 or 4 types of common works (e.g. a high school, a university, a retreat house, a house for intellectual apostolate) in twelve cities located in six nations (two cities in each nation).

The general design would be similar to the previous study :

- correlation of various measures of success
- corelation of ~~the~~ various indices of success to various factors
- correlation of collective success to individual success and to individual satisfaction/dissatisfaction.

As above the preparatory work should determine :

- 1) criteria of success and their relative indicators (see above the criteria for individual success) in terms of values and in terms of achievement
- 2) correlates of success (according to ~~individual~~ separate indices)

Three

~~Two~~ main series should be distinguished :

a) a series of correlates should be taken from the environment (see study of individual satisfaction/dissatisfaction)

b) another series should be taken from the organization of the common works, of the province and of the order

c) a third series should be taken from the individuals's capacities (training) age) and value orientation.

The relative hypotheses should be made explicit. For instance that

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pre-Vatican value orientation (to make it short) would correlate with high satisfaction when achievement (personnel and common) is high, while post-Vatican value orientation would correlate with high satisfaction when prophetic ~~achievement is high~~ orientation of common work (goals) is high. etc.

It is here suggested that various seminars in the US and in other parts of the world work at elaborating the indices ~~and~~, indicators and hypotheses of the project.

A central office would be established, which would multiply any paper received from the various seminars and communicate a copy to all the other ones.

A workshop ~~would be~~ shall be organized somewhere on the East Coast in next August 68. A representant of each seminar would be invited as well as the various coordinators of the Society Self Study in the US. All the material both of the seminars and of the workshop would any ble the project' director (to be designated) to draw the final design.

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