

Professor Jean Francois Manzoni
Careers in Economics

1. What subject areas does Professor Jean Francois Manzoni specialize in?

- A) Mathematics and Physics
- B) Leadership, Organizational Development, and Corporate Governance
- C) History and Sociology
- D) Political Science

Answer: _____

2. Where is the International Institute for Management Development (IMD), where Professor Manzoni works, based?

- A) France
- B) Switzerland
- C) Canada
- D) Singapore

Answer: _____

3. Which of the following describes the "Setup to Fail Syndrome" discussed by Professor Manzoni?

- A) Encouraging employees to work harder
- B) Bosses unintentionally discouraging underperforming employees by over-monitoring them
- C) A deliberate effort to fire employees
- D) Giving underperforming employees more autonomy

Answer: _____

4. What was one of the challenges Professor Manzoni faced during his doctoral studies at Harvard?

- A) Financial difficulties
- B) Feeling less competent compared to his peers
- C) Lack of resources
- D) Personal health issues

Answer: _____

5. Which trait does Professor Manzoni consider most important for being a great professor?

- A) Strict discipline
- B) Hard work
- C) Curiosity and a passion for learning
- D) Public speaking skills

Answer: _____

6. What advice does Professor Manzoni give about career selection?

- A) Choose what you love the most
- B) Select a job based on high salary potential
- C) Find something you enjoy, can excel at, and that people will pay you for
- D) Follow the career path your parents recommend

Answer: _____

7. What is Professor Manzoni's nationality?

- A) French and Canadian
- B) Swiss and Italian
- C) Canadian and American
- D) French and Swiss

Answer: _____

****Written Response Questions****

8. Describe the steps managers can take to avoid or interrupt the "Setup to Fail Syndrome" as explained by Professor Manzoni.

9. Professor Manzoni emphasized the importance of persistence and hard work. Share an example from his life that highlights this and explain what lesson it teaches.

10. Reflect on Professor Manzoni's advice about career choices. How can you apply his three-part framework (enjoyment, skill, and demand) to your own future career goals?
