

BSL INTERPRETERS ENTERPRISING TENDENCY

PAUL MICHAELS, OCTOBER 2020 (UPDATED JANUARY
2022)



ABOUT THE RESEARCH

The General Measure of Enterprising (GET) Test was first developed by Dr Sally Caird and Mr Cliff Johnson at Durham University Business School between 1987 and 1988 after a literature review which sought to identify the key psychological characteristics of entrepreneurs to establish if these characteristics were also found in other enterprising people. As a result, a bank of statements based on the descriptions of entrepreneurial characteristics were created and form the basis of the GET2 test. This report sets out the GET2 test results from a group of 140 British Sign Languages Translators and Interpreters (SLTI) who volunteered to take the test between 24th June 2020 and 24th July 2020. This number represented approximately 10% of the total number of registered SLTI in the UK at the time of the test. Therefore, this can be described as a pilot study and is not representative of the profession as a whole. After completing the test, each SLTI who requested it, was given a copy of their individual results.

A report into the enterprising tendency of a selection of British Sign Language Translators and Interpreters.

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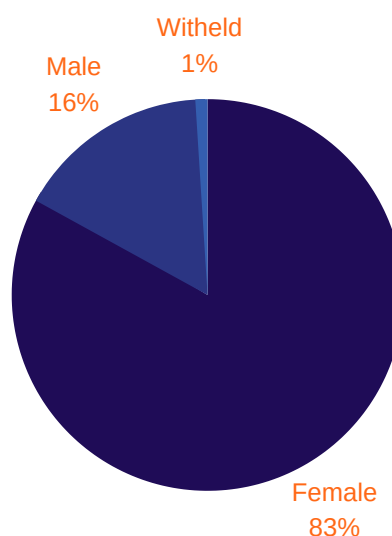
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THE FIGURES

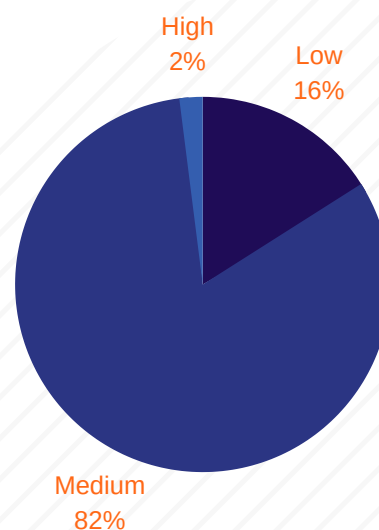


PARTICIPANTS

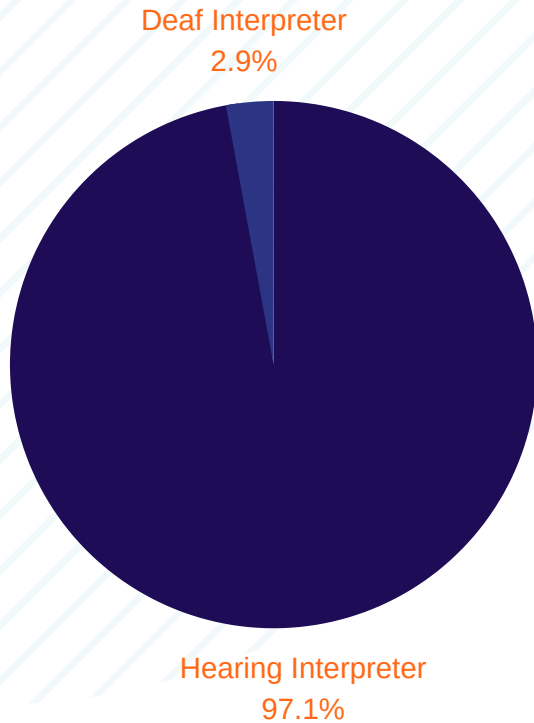
GENDER SPLIT %



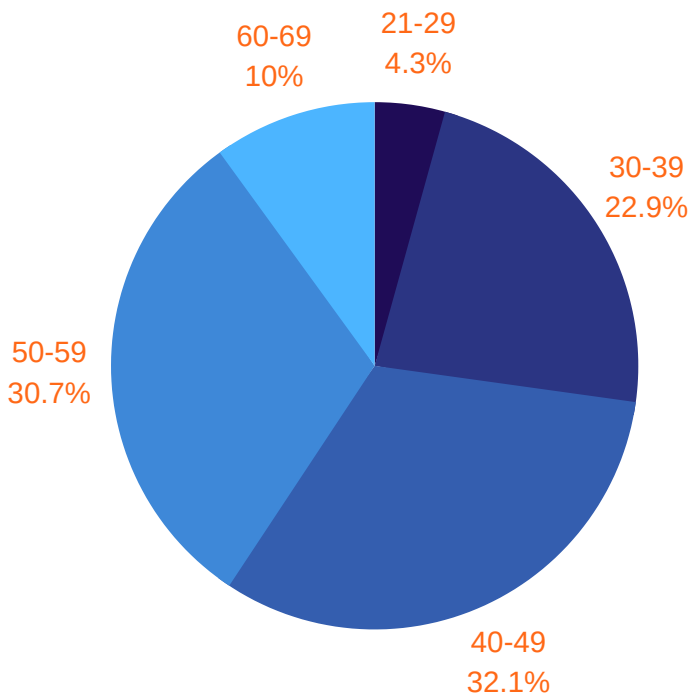
ENTERPRISING TENDENCY OVERALL (%)



DEMOGRAPHICS

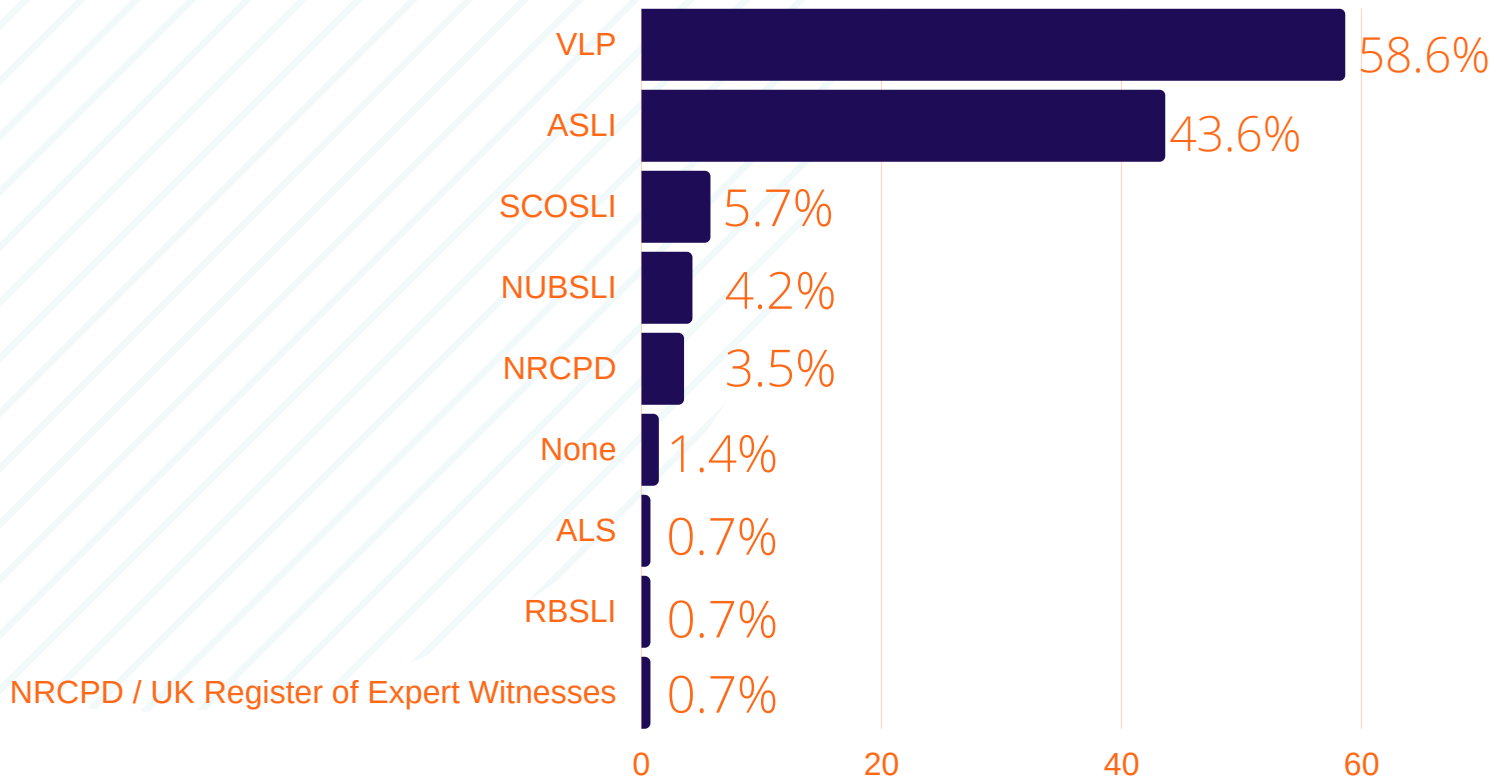


There was an unsurprisingly larger number of hearing research participants (n.136) than that of deaf participants. The number of deaf RSLT & RSLI registered with the NRCPD is very small and therefore, this research is under-representative of this group.



Almost 3/4 (n.102) of the research participants were over the age of 40. In September 2020, the Association of Sign Language interpreters commissioned an independent census survey study on the profession and it found the mean age of SLTIs was 44 years old. For more information see: <https://asli.org.uk/uk-census-survey>

MEMBERSHIP BODIES



Research participants were asked to declare if they were a member of the following membership associations:

Association of Sign Language Interpreters (www.asli.org.uk)

Visual Language Professionals (www.vlp.org.uk)

Scottish Collaborative of Sign Language Interpreters (see: www.thescottishregister.co.uk)

The option of declaring not being a member of an association was included. In addition, the category of 'Other' was offered and participants included the following organisations:

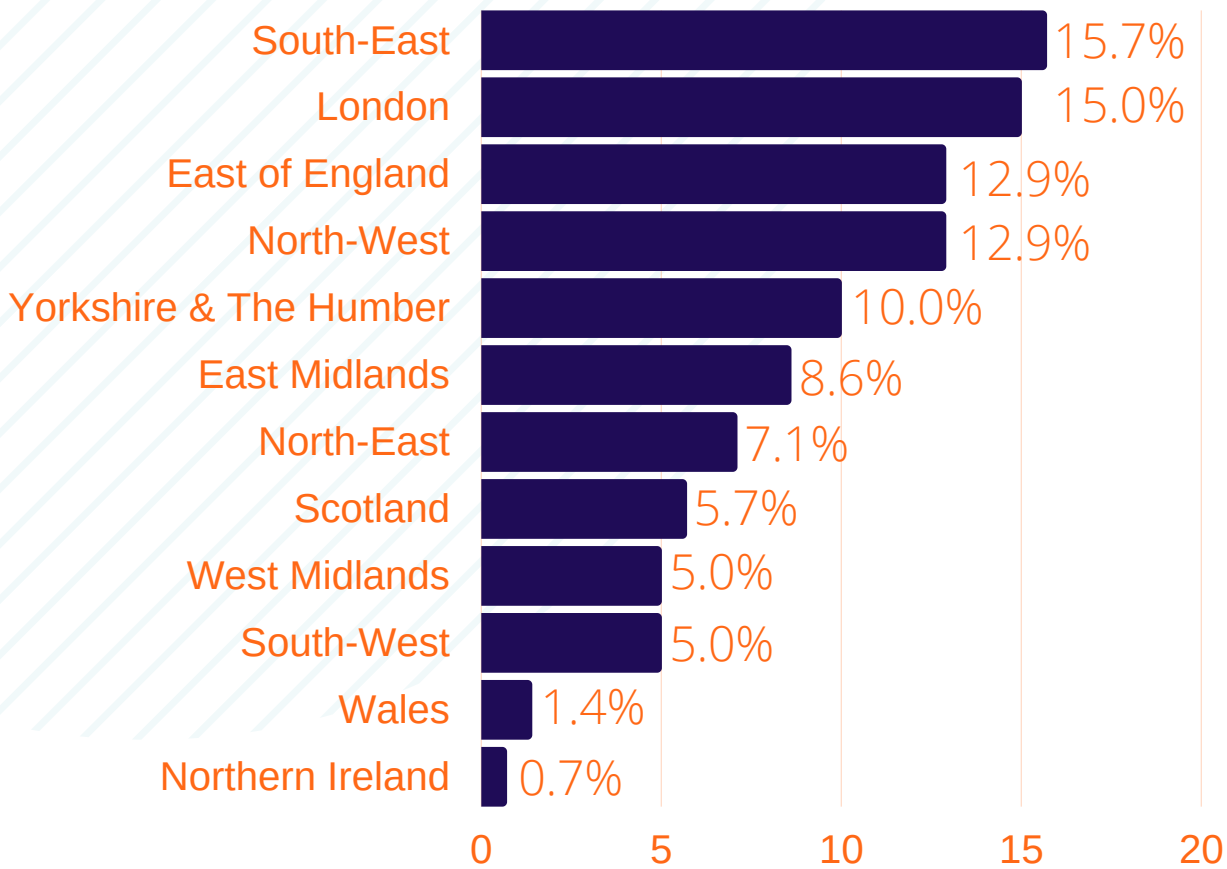
National Union of British Sign Language Interpreters (www.nubsli.com)

Association of Lipspeakers (www.lipspeaking.co.uk)

Regulatory Body of Sign Language Interpreters (www.rbsli.org)

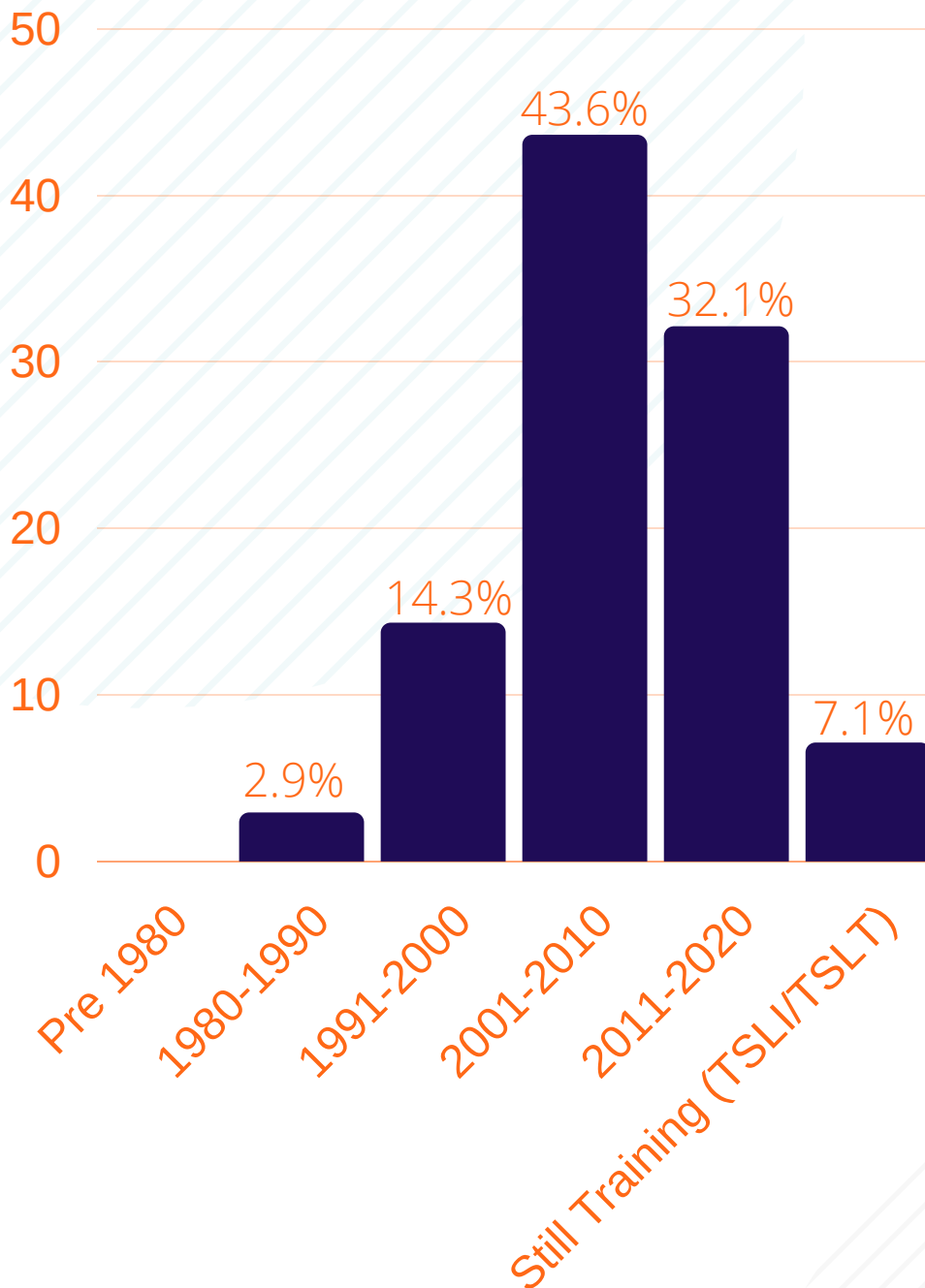
UK Register of Expert Witnesses (www.jspubs.com)

WHAT LOCATION?



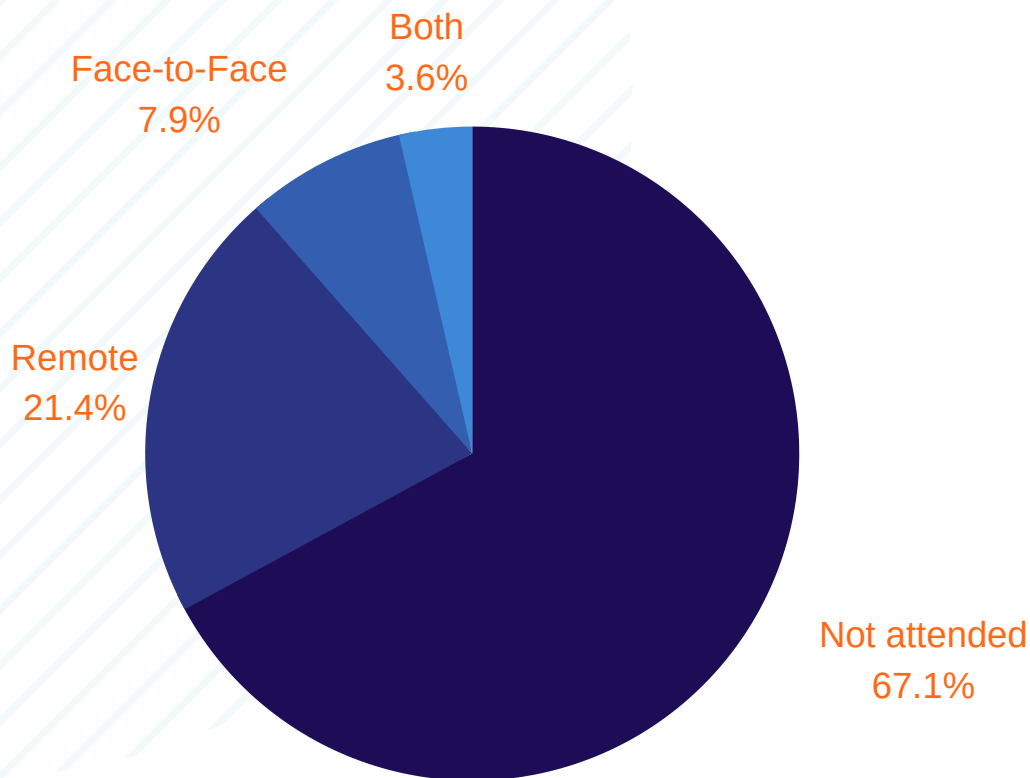
Almost 2/3 of the respondents were from the midlands and below. The ASLI Census found that most respondents were from Greater London, South East and Scotland. Birmingham, Bristol and Edinburgh were the most populated single postcode regions.

WHEN QUALIFIED?



Most respondents have qualified in the past 20 years which is reflective of how young the British Sign Language interpreting profession is in the UK. The surge in numbers was to meet the growing demand for BSL Interpreters in the UK as supply was said not to be meeting such demand. (Department for Work and Pensions, 2017)

WHAT ARE YOU WORTH?



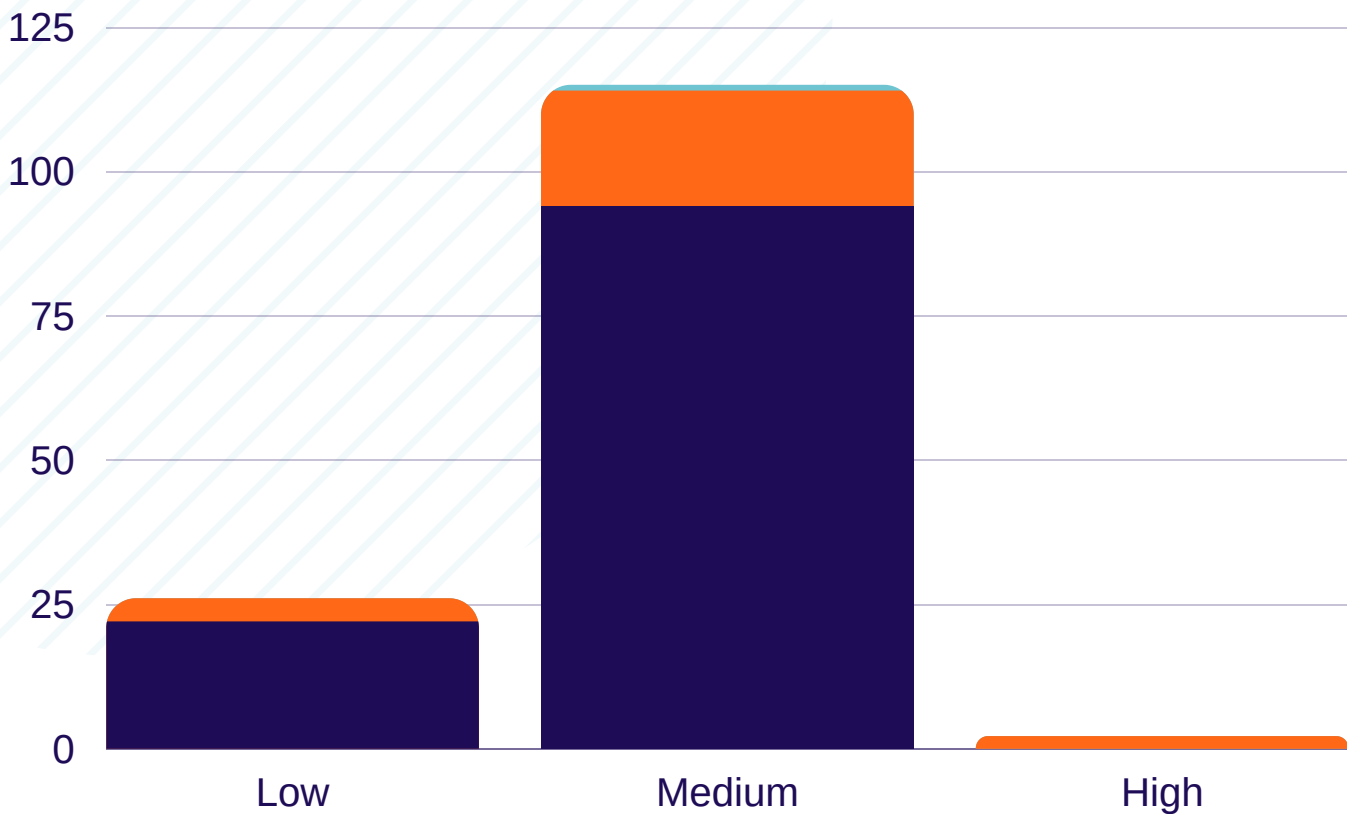
This research was conducted after the author attended a training course titled "What Are You Worth? - Special Edition" which was an online version of the face-to-face training delivered by Ben Philips and Darren Townsend-Handscomb, who are both qualified interpreters with a number of years experience in the profession. This special edition focused on 'our worth, and the challenges of working as interpreters pre, during, and post COVID-19 and the lockdown.' (Townsend-Handscomb, 2020)

The training covers:

- The psychology of negotiation & collective action.
- Understanding 'our business'.
- Political, Economic, Social and other drivers which may affect the business of interpreting.
- Developing a model that works for me and us.
- Proactive planning as a profession and as an individual

Approximately 1/3 of the research participants have undertaken the training. This represents 46 individuals.

ENTERPRISING TENDENCY

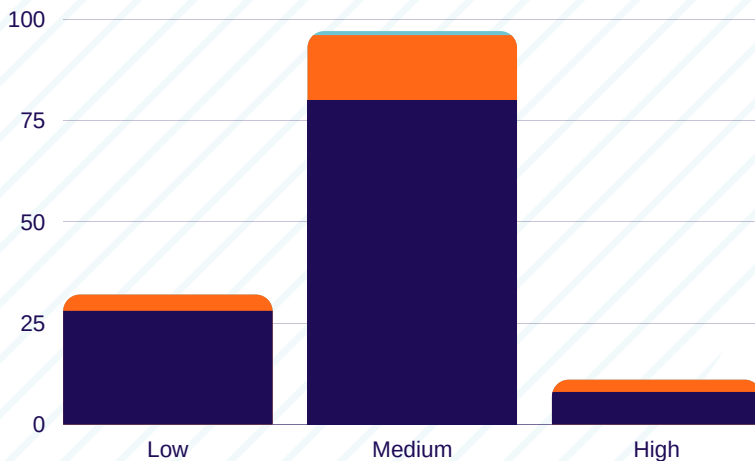


Overall enterprising tendency

The overall enterprising tendency of most of the participants came out as 'medium', which represents 82% of the total research participants (n115).

The overall enterprising tendency is further split into the three categories of 'Low', 'Medium' and 'High'. The 'low' group represent 16% of the total research participants (n.23) and this was made up of 96% female (n.22) and 4% male (n.1). The medium group was made up of 82% women (n.94), 17% men (n.20) and 1 person who's gender was not declared (1%). Finally, there were only 2 research participants (2%) who scored 'high' on the test overall and these were both male.

ENTREPRENEURIAL QUALITIES - NEED FOR ACHIEVEMENT



Someone who has a need for achievement will likely possess the following qualities:

*An orientation towards the future.
Reliance on your own ability.
An optimistic rather than a pessimistic outlook.
Restlessness, driven and energetic.
Opinionated in defence of their ideas and views.
Willingness to work long and hard when necessary to complete tasks.*

*A strong task orientation.
Effective time management.
Results-oriented with themselves and others.
Responsible and persistent in pursuit of their aims.
Determination to ensure their objectives are met even when difficulties arise.
Oriented towards challenging but realistic goals.*

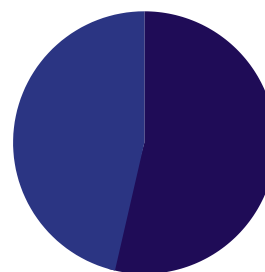
The 'medium' category was the one where 69% of the overall participants were placed (n.97) and this is made up of 82.5% women, (n.80) 16.5% men (n16) and 1 person (1%) who did not declare their gender. This group would most likely wish to consider 'tried and tested' enterprising ideas that fit in with their lifestyle. The next category was 'low' and this represents 23% of the research participants. (n.32) and this is made up of 87.5% women (n.28) and 12.5% men (n.4). For these individuals, achievement may not be one of their high priorities. Perhaps setting up and running an enterprise would be too much hard work and commitment for them and perhaps they prefer to take life at a more even pace. The percentage of participants who scored 'high' was 8% (n.11) and is made up of 73% women (n.8) and 27% men (n.3). These individuals may need to be careful about maintaining a work life balance and in particular taking care of their health and important relationships in their life.

ENTREPRENEURIAL QUALITIES - NEED FOR ACHIEVEMENT

The following charts indicate the answers to the individual questions that assess the individuals need for achievement.

I would not mind routine unchallenging work if the pay and pension prospects were good.

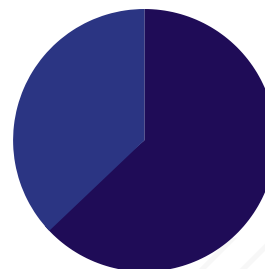
Tend to disagree
46.4%



Tend to agree
53.6%

I find it difficult to switch off from work completely.

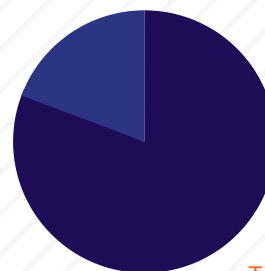
Tend to disagree
37.1%



Tend to agree
62.9%

I like challenges that stretch my abilities and get bored with things I can do quite easily.

Tend to disagree
19.3%

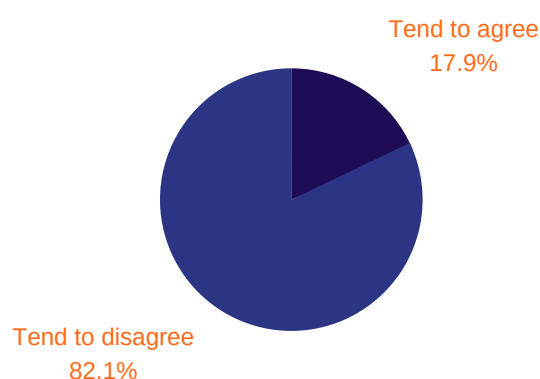


Tend to agree
80.7%

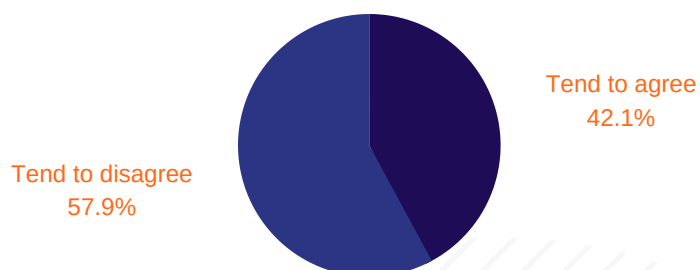
ENTREPRENEURIAL QUALITIES - NEED FOR ACHIEVEMENT

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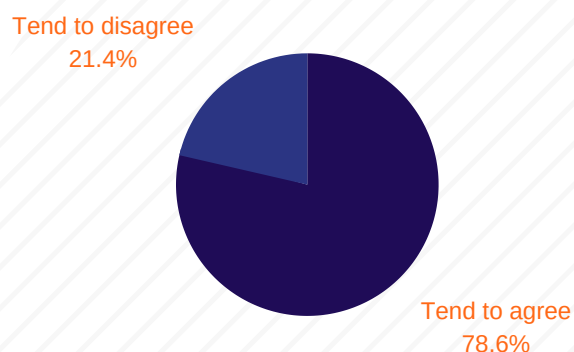
If I am having problems with a task I leave it, forget it and move on to something else.



I think more of the present and past than of the future.



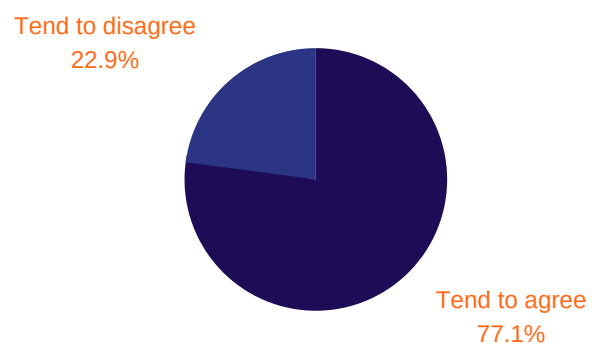
It is more important to do a job well than try to please people.



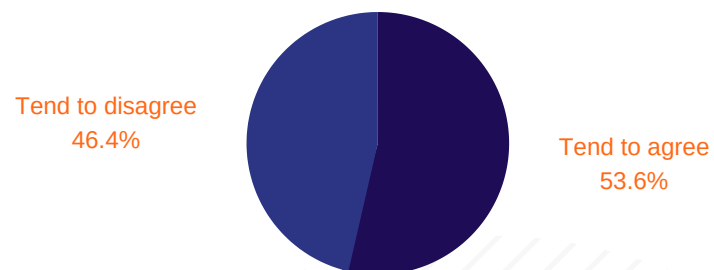
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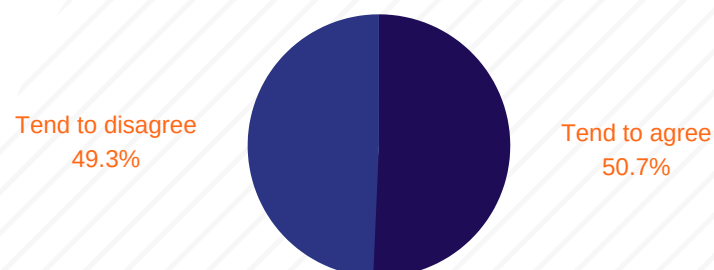
I get annoyed if people are not on time for meetings.



I would rather work with a person I liked who was not good at the job, rather than work with someone I did not like even if they were good at the job.



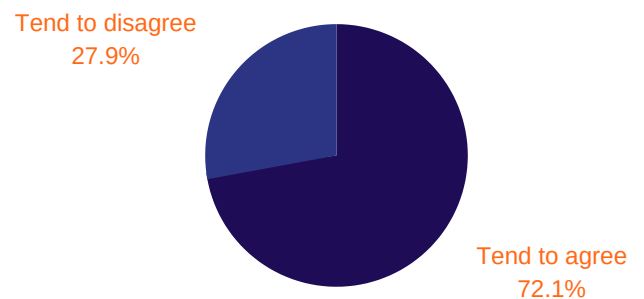
I would rather work on a task as part of a team rather than take responsibility for it myself.



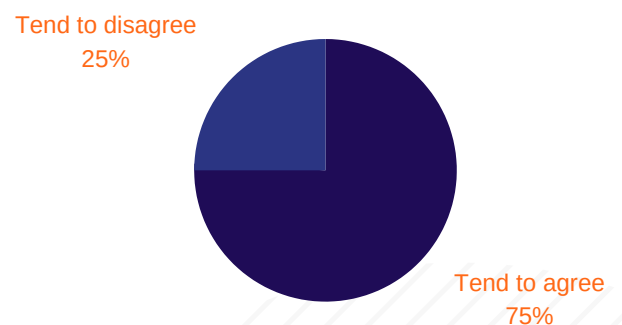
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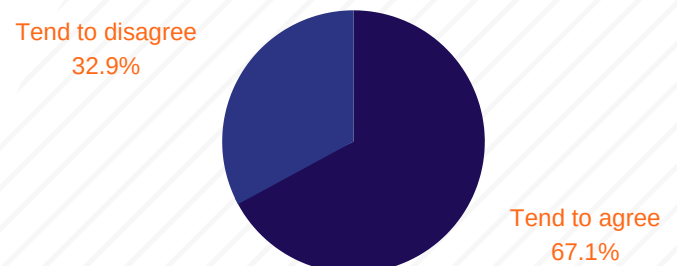
When I am faced with a challenge I think more about the results of succeeding than the effects of failing.



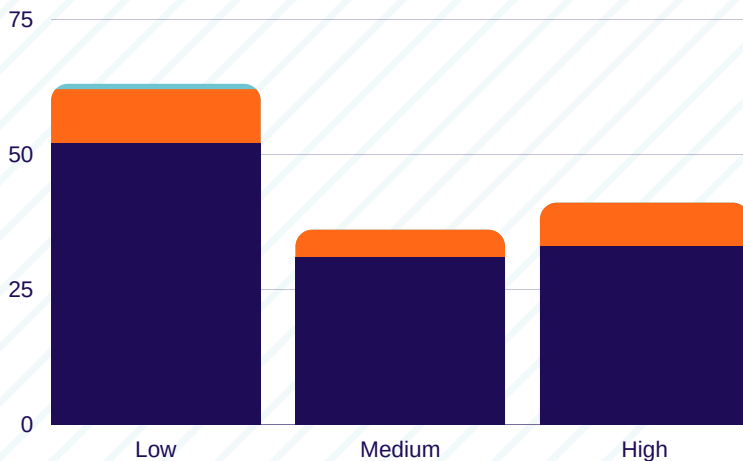
I get up early, stay late or skip meals if I have a deadline for some work that needs to be done.



I find it easy to relax on holiday and forget about work.



ENTREPRENEURIAL QUALITIES - NEED FOR AUTONOMY



Someone who has a need for autonomy will likely possess the following qualities:

Independence, preferring to work alone especially if you cannot be top dog.
Leadership, preferring to be in charge and disliking taking orders.
Unconventional, and prepared to stand out as being different to others.
Determination, strong willed and stubborn about your interests.

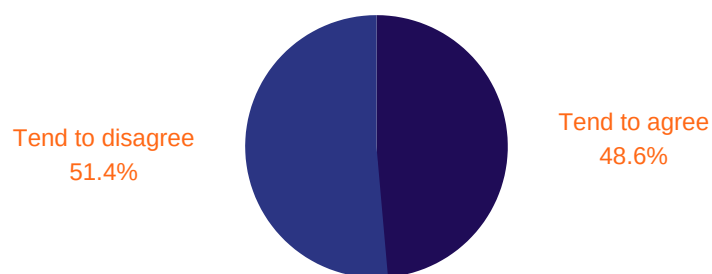
Self-expressive, feeling a strong need to do your own thing your way, rather than work on other people's projects.
Individualistic and unresponsive to group pressure.
Opinionated, having to say what you think and make up their own mind about issues.

The 'low' category was the one where 45% participants were placed (n.63) and this was made up of 83% women, (n.52) 16% men (n.16) and 1 person (1%) who did not declare their gender. This group would prefer to be advised about managing their work and would not enjoy the responsibility of taking charge of an enterprise. 29% of the research participants scored 'high' (n.41) and this was made up of 80% women (n.28) and 20% men (n.8). This score suggests that they like to take charge of projects that they are involved with, and they may not like working for other people. They may need to work at developing good relationship skills with clients, employees, suppliers and authorities since this is important even in very small business or enterprises. 26% of the research participants scored 'medium' (n.36) and this is made up of 86% women (n.31) and 14% men (n.5). These individuals may be happy to work as an intrapreneur as a valuable member of an organisational team. If they start their own enterprise, they may need to cultivate stronger independent leadership qualities. Starting a business is not the only option for them. They would be probably equally happy to work as an employee as part of an organisational team or on their own projects.

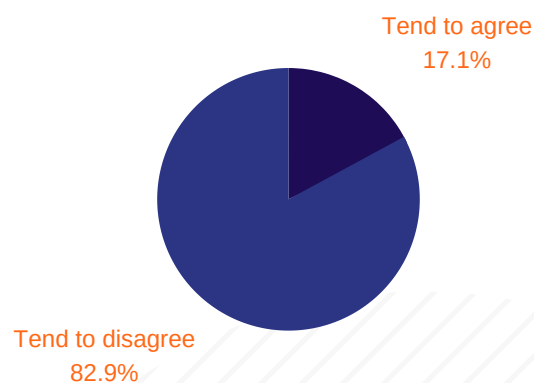
ENTREPRENEURIAL QUALITIES - NEED FOR AUTONOMY

The following charts indicate the answers to the individual questions that assess the individuals need for autonomy.

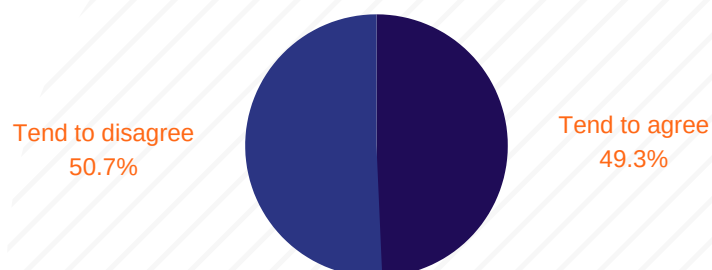
I tend not to like to stand out or be unconventional



At work, I often take over projects and steer them my way without worrying about what other people think.



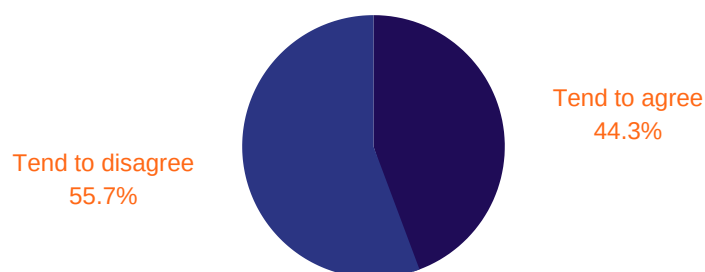
I like a lot of guidance to be really clear about what to do in work.



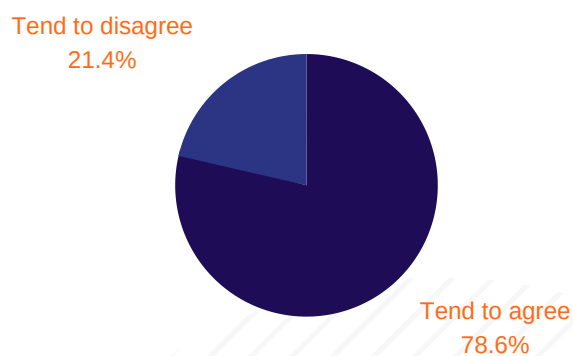
ENTREPRENEURIAL QUALITIES - NEED FOR AUTONOMY

The following charts indicate the answers to the individual questions that assess the individuals need for autonomy.

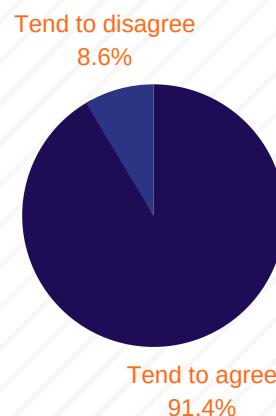
I rarely need or want any assistance and like to put my own stamp on work that I do.



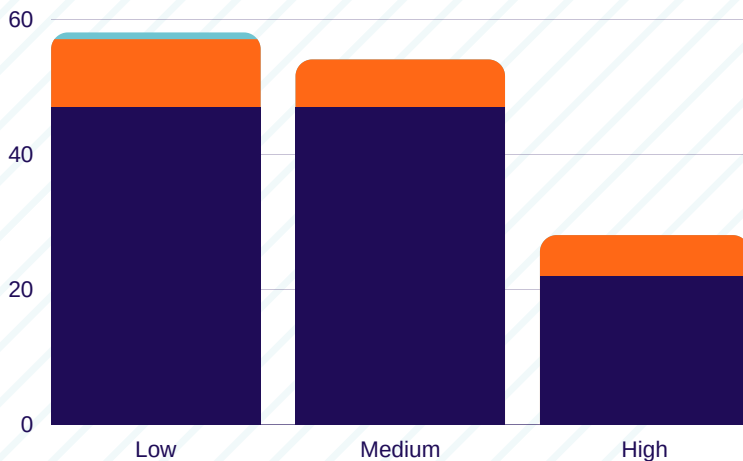
I usually do what is expected of me and follow instructions carefully.



I get annoyed if superiors or colleagues take credit for my work.



ENTREPRENEURIAL QUALITIES - CREATIVE TENDENCY



Someone who tends to be creative will likely possess the following qualities:

*Imaginative, inventive or innovative tendency to come up with new ideas.
Intuitive being able to synthesis ideas and knowledge and make good guesses when necessary.
Curious and interested in new ideas.*

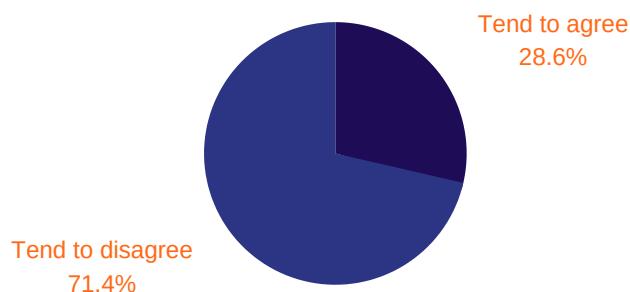
*Change-orientated, preferring novelty, change and challenges with a dislike of being locked into routines.
Versatile and able to draw on personal resources for projects or problem solving.*

Again, in this category, 'low' was the one where most participants were placed (n.58) and this represents 47 women (81%), 10 men (17%) and 1 person who did not declare their gender (2%). These people would probably look to others for entrepreneurial ideas but are probably content with proven, traditional approaches to business or enterprise. The next group was 'medium' (n.54) and this represents 47 women (87%) and 7 men (13%). For these individuals, this score suggests that they probably wish to consider tried and tested enterprising ideas that are more straightforward to implement and fit in with their lifestyle. The number of participants who scored 'high' in this category was 28 and represents 22 women (79%) and 6 men (21%). This score suggests they are a person with strong creative tendencies that they may be able to express through artistic, innovative or inventive activities. While not all creative people have to be enterprising, it is nonetheless a characteristic of the most enterprising.

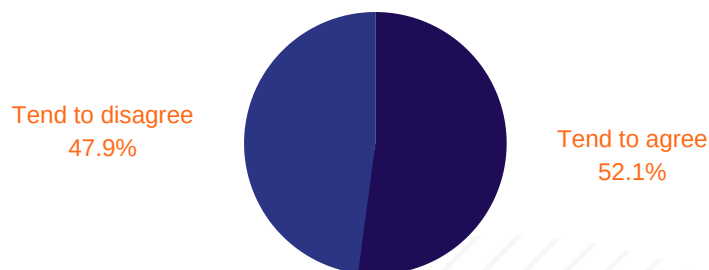
ENTREPRENEURIAL QUALITIES - CREATIVE TENDENCY

The following charts indicate the answers to the individual questions that assess the individuals creative tendency.

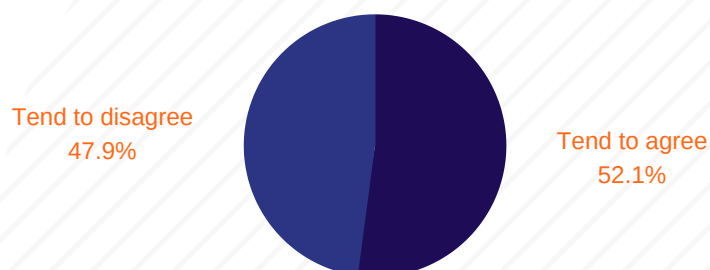
I rarely daydream.



Sometimes people find my ideas unusual.



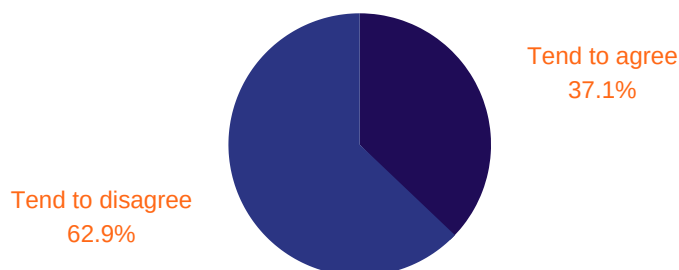
Sometimes I think about information almost obsessively until I come up with new ideas and solutions.



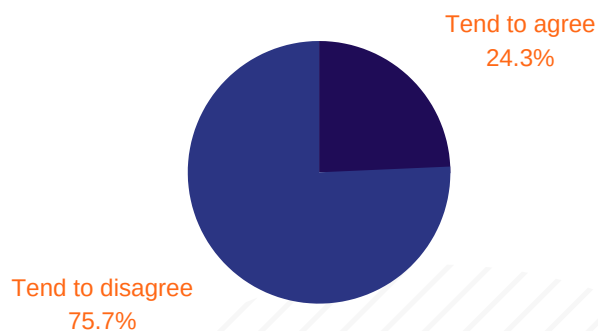
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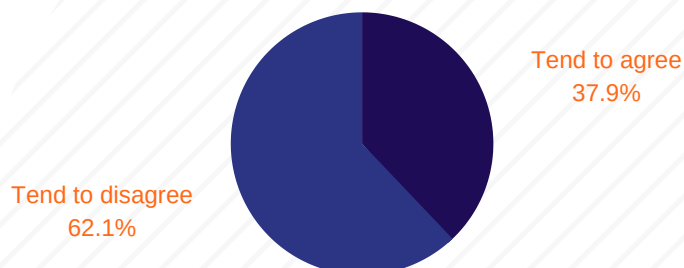
I do not like unexpected changes to my weekly routines.



I am wary of new ideas, gadgets and technologies.



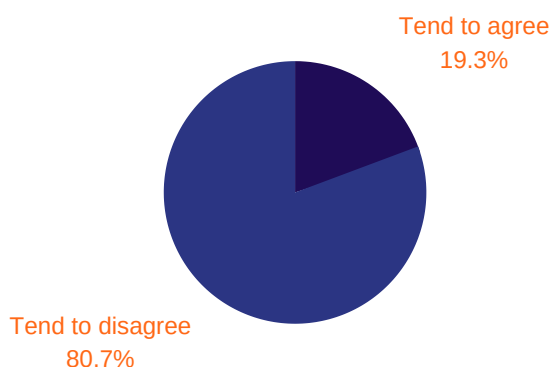
Other people think that I'm always making changes and trying out new ideas.



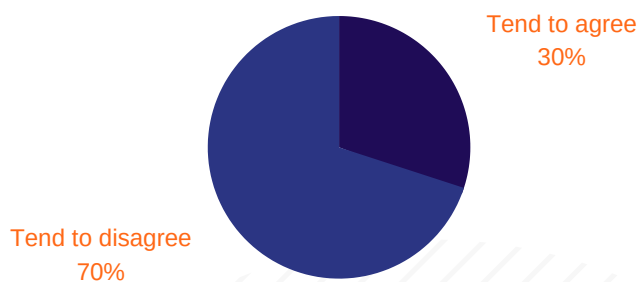
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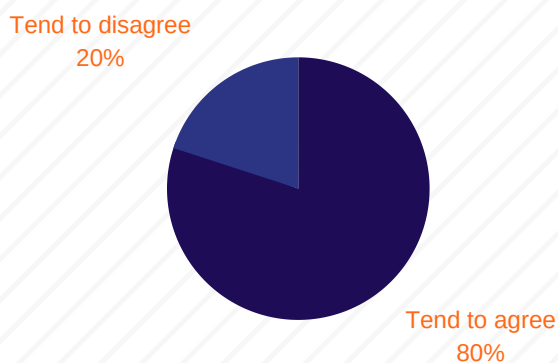
I prefer to be quite good at several things rather than very good at one thing.



I prefer doing things in the usual way rather than trying out new methods.



I like to have my life organised so that it runs smoothly and to plan.

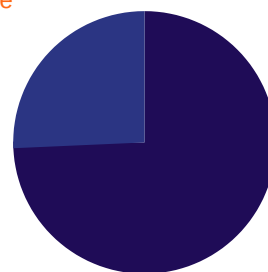


ENTREPRENEURIAL QUALITIES - CREATIVE TENDENCY

The following charts indicate the answers to the individual questions that assess the individuals creative tendency.

I like to spend time with people who have different ways of thinking.

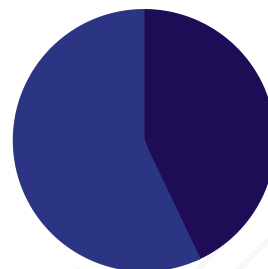
Tend to disagree
25.7%



Tend to agree
74.3%

Sometimes I have so many ideas I feel pressurised.

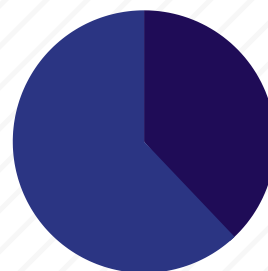
Tend to disagree
57.1%



Tend to agree
42.9%

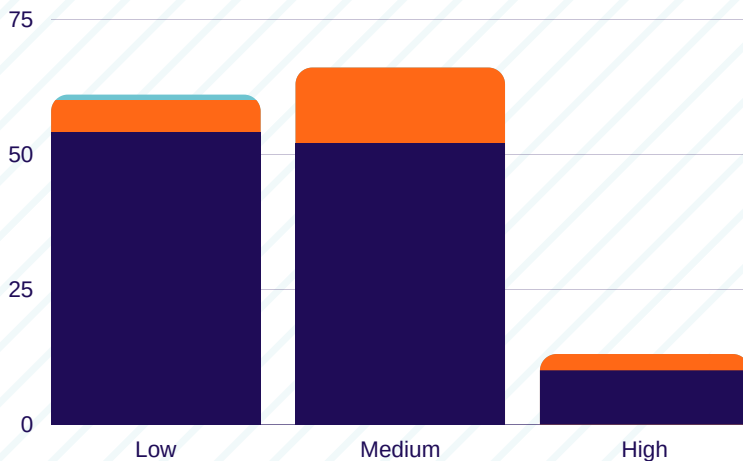
It is harder for me to adapt to change than keep to a routine.

Tend to disagree
62.1%



Tend to agree
37.9%

ENTREPRENEURIAL QUALITIES - CALCULATED RISK-TAKING



Someone who tends to calculate risk will likely possess the following qualities:

Decisive, being able to act on incomplete information and good at judging when incomplete information is sufficient for action.

Effective information management using information to calculate the probability that their actions will be successful.

Self-awareness with the ability to accurately assessing their capabilities.

Analytical, being good at evaluating the likely benefits against the likely costs of actions.

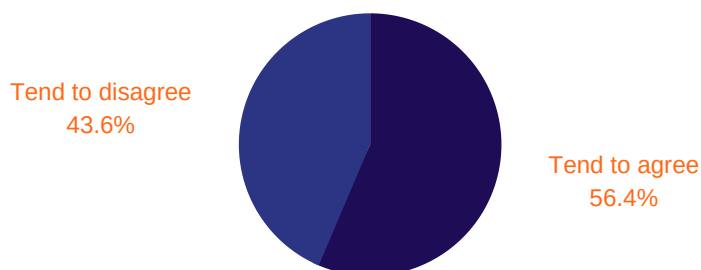
Goal-oriented, setting themselves challenging but attainable goals.

In this category, 'medium' was the one where most participants were placed (n.66) and this represents 52 women (79%) and 14 men (21%). These people would probably be happiest with tried and tested enterprise ideas, less risky enterprising ideas, or business ideas where a partner takes the risks (even if that might include sacrificing some of the potential rewards). The next group was 'low' (n.61) and this represents 54 women (88%), 6 men (10%) and 1 person who chose not to declare their gender (2%). For these individuals, this score suggests that they are not happy about taking on any risk and perhaps they have too many responsibilities or too few personal resources to allow them to feel comfortable about taking financial or business risks. The number of participants who scored 'high' in this category was 13 and represents 10 women (77%) and 3 men (23%). This score suggests that they are very good at sizing up opportunities and filtering information to help them take calculated risks.

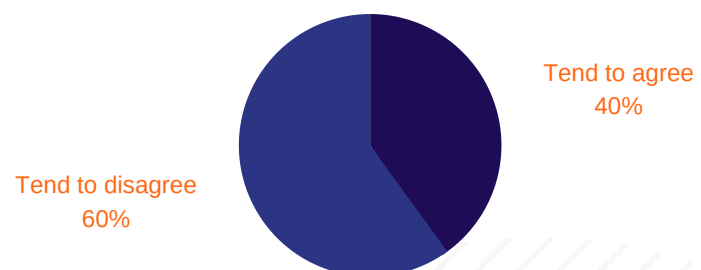
ENTREPRENEURIAL QUALITIES - CALCULATED RISK-TAKING

The following charts indicate the answers to the individual questions that assess the individuals tendency of calculated risk-taking.

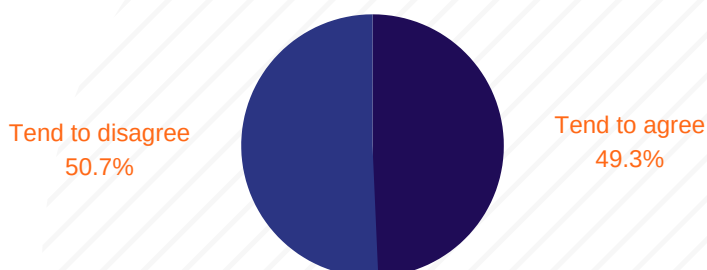
I like to test boundaries and get into areas where few have worked before.



I would rather buy a lottery ticket than enter a competition.



I would prefer to have a moderate income in a secure job rather than a high income in a job that depended on my performance.

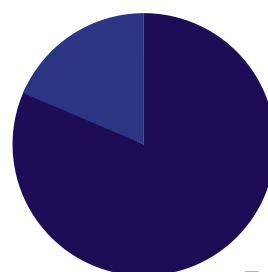


ENTREPRENEURIAL QUALITIES - CALCULATED RISK-TAKING

The following charts indicate the answers to the individual questions that assess the individuals tendency of calculated risk-taking.

If I wanted to achieve something and the chances of success were 50/50 I would take the risk.

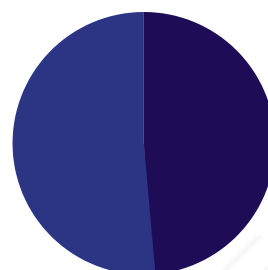
Tend to disagree
18.6%



Tend to agree
81.4%

If I had a good idea for making money, I would be willing to invest my time and borrow money to enable me to do it.

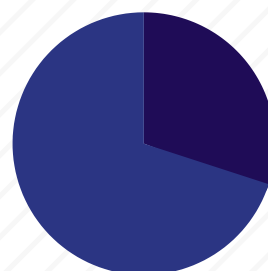
Tend to disagree
51.4%



Tend to agree
48.6%

If there is a chance of failure I would rather not do it.

Tend to disagree
70%

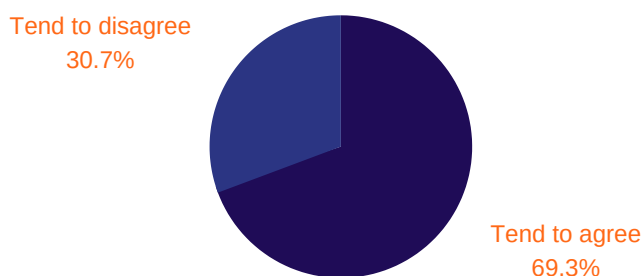


Tend to agree
30%

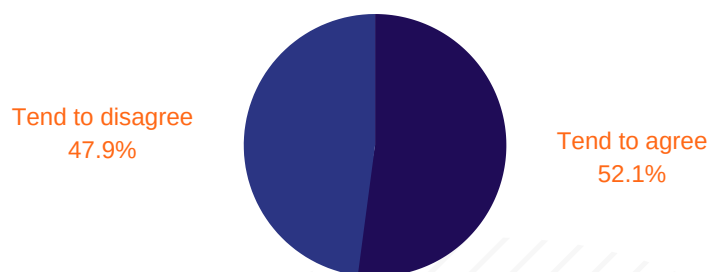
ENTREPRENEURIAL QUALITIES - CALCULATED RISK-TAKING

The following charts indicate the answers to the individual questions that assess the individuals tendency of calculated risk-taking.

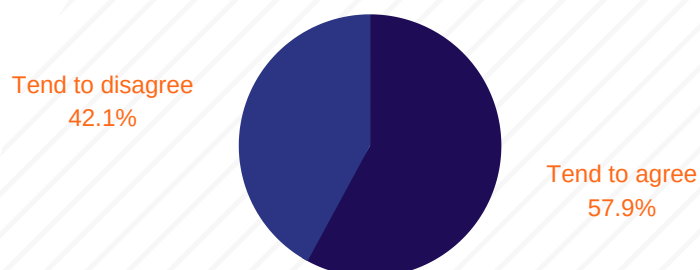
Before I make a decision I like to have all the facts no matter how long it takes.



Before making an important decision I prefer to weigh up the pro's and con's fairly quickly rather than spending a long time thinking about it.



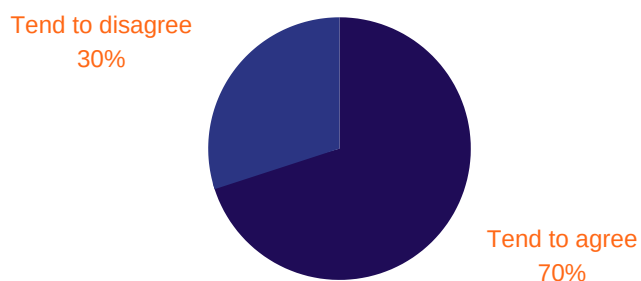
I would rather take an opportunity that might lead to even better things than have an experience that I am sure to enjoy.



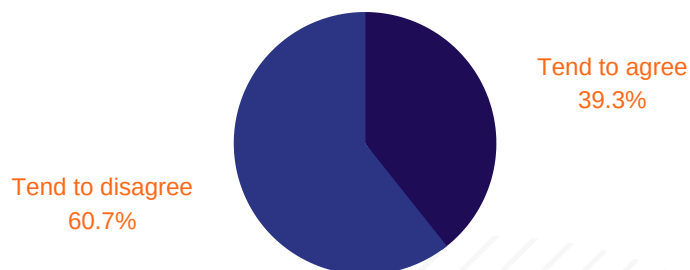
ENTREPRENEURIAL QUALITIES - CALCULATED RISK-TAKING

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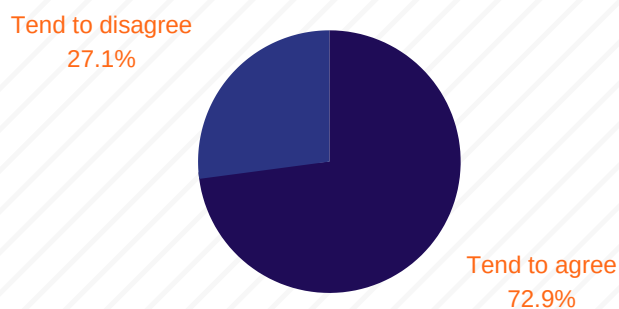
I find it difficult to ask for favours from other people.



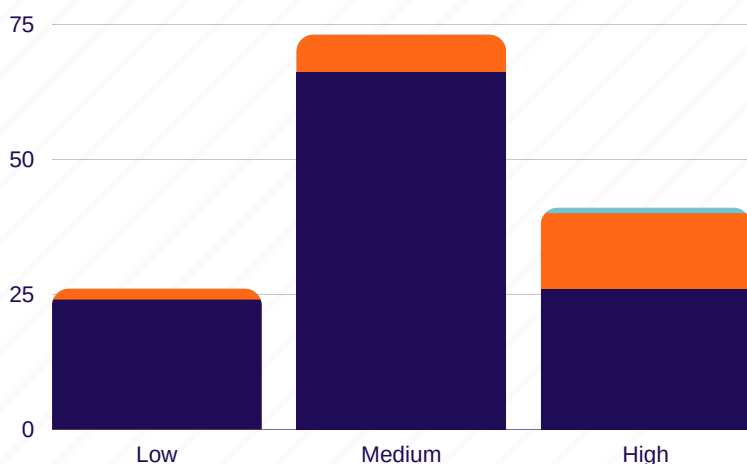
What we are used to is usually better than what is unfamiliar.



I like to start interesting projects even if there is no guaranteed payback for the money or time I have put in.



ENTREPRENEURIAL QUALITIES - INTERNAL LOCUS OF CONTROL



Someone who tends to have an internal locus of control will likely possess the following qualities:

Opportunistic, seeking and taking advantage of opportunities.
Proactive, taking personal responsibility to navigate problems that arise to achieve success on their terms.
Determination and express a strong-willed control over life.

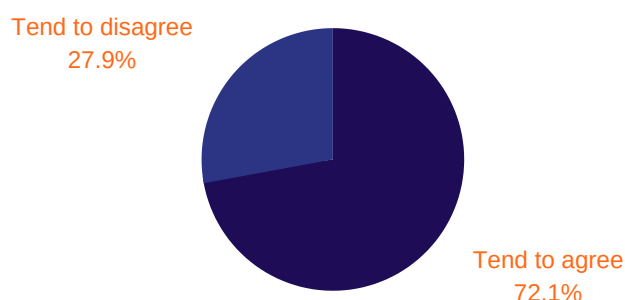
Self-confidence with the belief that you have control over their destiny and they make their own luck, rather than being controlled by fate.
Self-belief, equating the results achieved with the effort they make.

In this category, 'medium' was the one where most participants were placed (n.73) and this was made up of 66 women (90%) and 7 men (10%). Although you have some entrepreneurial qualities, if you wish to start a business you may need to develop their self-confidence and enterprising skills to make a success of the venture. They may need to exert greater control over the development of their ideas. Self-confidence could be strengthened by developing specific business or project management skills in areas that they feel could be improved. Without greater self-confidence they may over-rely on others, such as partners or clients, and this could engender greater business risk. The next group scored 'high' (n.41) and this represents 26 women (63%), 14 men (34%) and 1 person who chose not to declare their gender (3%). These individuals confidently seek to exert control over their life, drawing on their inner resources rather than depending on others. They strongly believe that their personal qualities and efforts will determine their success in life. The number of participants who scored 'low' in this category was 26 and represents 24 women (92%) and 2 men (8%). This score suggests they may have experienced some knocks to their self-confidence which led them to doubt that their personal qualities and efforts will help them to achieve their aims in life. They believe that luck and fate will determine what happens to them in life, and determination and hard work will not make much difference.

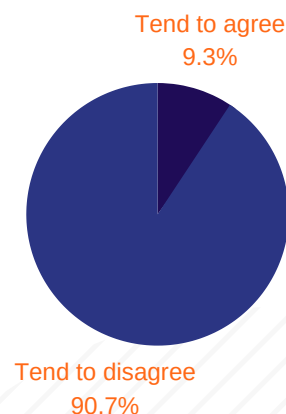
ENTREPRENEURIAL QUALITIES - INTERNAL LOCUS OF CONTROL

The following charts indicate the answers to the individual questions that assess the individuals thoughts on their internal locus of control.

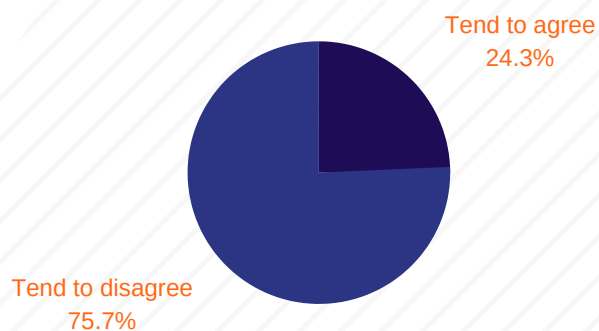
Capable people who fail to become successful have not usually taken chances when they have occurred.



You are either naturally good at something or you are not, effort makes no difference.



Many of the bad times that people experience are due to bad luck.

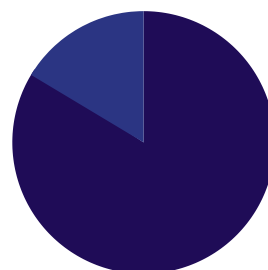


ENTREPRENEURIAL QUALITIES - INTERNAL LOCUS OF CONTROL

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When I make plans I nearly always achieve them.

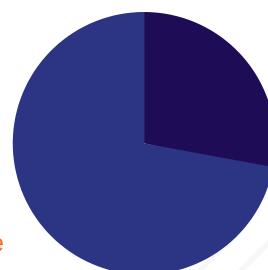
Tend to disagree
16.4%



Tend to agree
83.6%

People generally get what they deserve.

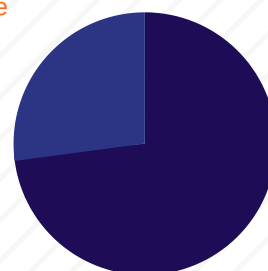
Tend to agree
27.9%



Tend to disagree
72.1%

I try to accept that things happen to me in life for a reason.

Tend to disagree
27.1%

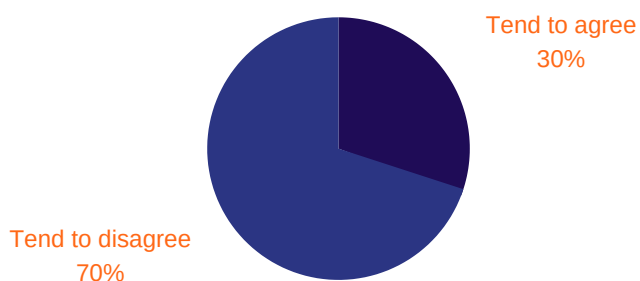


Tend to agree
72.9%

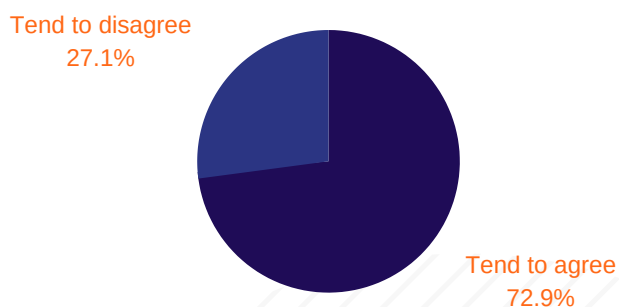
ENTREPRENEURIAL QUALITIES - INTERNAL LOCUS OF CONTROL

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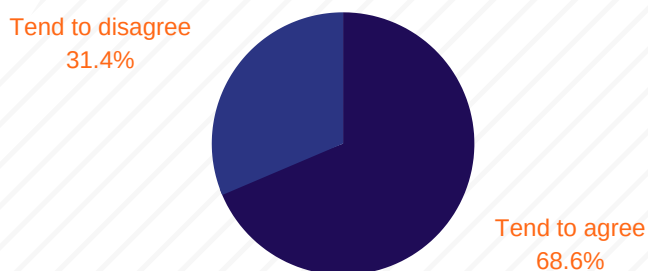
You are not likely to be successful unless you are in the right place at the right time.



Being successful is as a result of working hard, luck has little to do with it.



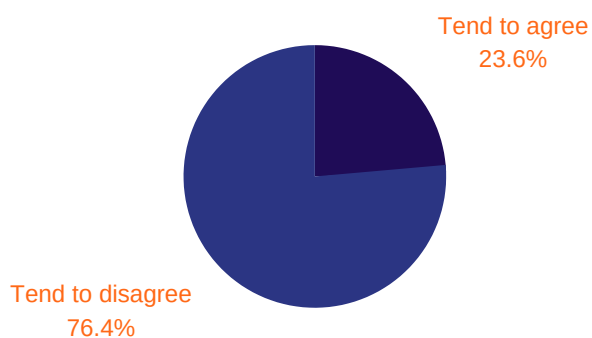
For me, getting what I want is a just reward for my efforts.



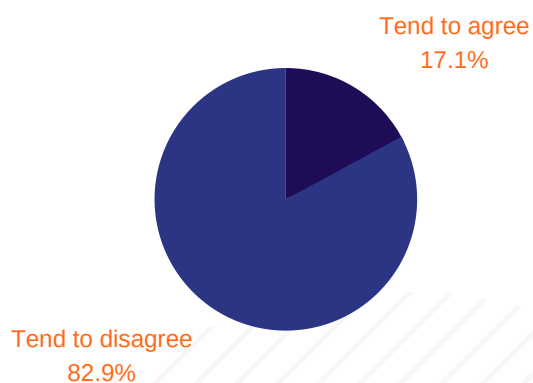
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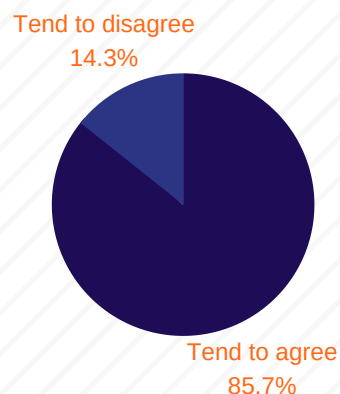
I believe that destiny determines what happens to me in life.



People's failures are rarely the result of their poor judgement.

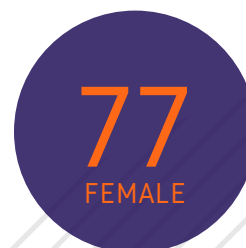
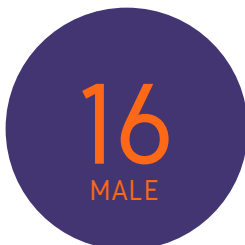
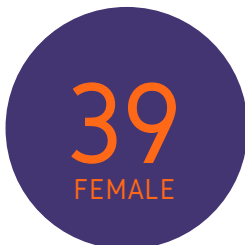


I get what I want from life because I work hard to make it happen.



RESULTS WANTED?

The research participants were given the option to receive the results of their test. 84 of the participants did want their results (60%) and this was split between 77 females (92%) and 7 males (8%). There were 56 participants who did not want to see their results (40%) and this was split between 39 females (70%), 16 males (28%) and 1 person who chose not to declare their gender (2%).



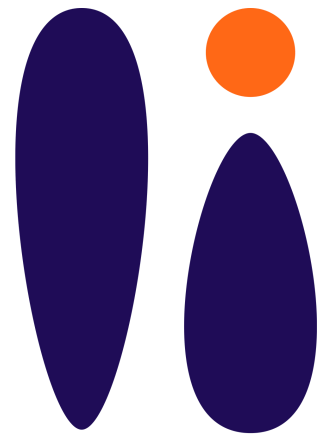
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