



SURVEYING THE 2ND

S T A T E

OF THE

I L S S A



UNION



2020



When 1 2 3 contemplating your answers to the questions on the facing page, please consider the dichotomy of the satisfied worker & the alienated worker as outlined below by Randy Hodson & Teresa A. Sullivan:



SATISFIED, SELF-ACTUALIZED WORKERS experience:

Autonomy: ability to set own schedule, to determine the order of tasks to be done, to have control over relations with others

Challenge: through complexity & diversity of tasks

Belongingness: meaningful interactions with others

Recognition: acknowledgement of good work, possibility of advancement

Opportunity: development of new skills

Commitment: personal goals, needs, & values are compatible with the goals & values of the work

\$ Freedom: no pressure to increase output for financial gain

ALIENATED WORKERS experience:

Lack of freedom in choosing tasks & activities.

Mindless, repetitive tasks.

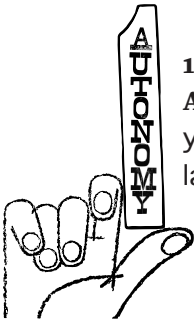
Limited, controlled, or restricted social interaction.

Lack of recognition or advancement.

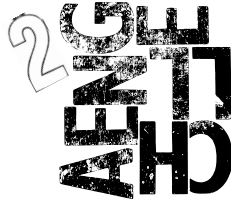
Centralized control, with few opportunities to make decisions or choices about work.

Goals & values of work are not compatible with personally held goals & values.

Pressure toward economic growth: always expected to do more, faster to raise the bottom line.



1. Do you experience **AUTONOMY** through your impractical labor? How?



2. How, and how well, are you **CHALLENGED** by your impractical labor?



3. Do you experience **BELONGINGNESS** through your impractical labor? How and with whom?



4. Are you adequately **RECOGNIZED** for your work? In what ways? If inadequately, how do you wish to be recognized?

5 OPPORTUNITY

5. Do you experience the **OPPORTUNITY** to develop new skills? How, & which skills? If not, which skills would you like to develop?



6. Do you experience **FREEDOM** from pressure to grow financially? How does this affect your work?



7. Are you **COMMITTED** to your impractical labor because it is compatible with your personal goals, needs, & values? What are your goals, needs, & values?

To submit your response for inclusion in the
2nd State of the ILSSA Union Report:

1) email your answers to
operator@impractical-labor.org

or

2) reply by mail to
ILSSA HQ South
3200 11th Ave N.
St. Petersburg, FL 33713



by **July 1, 2021.**

Individual answers will be anonymous,
but please include your name if
you'd like to be credited in the list
of participants.



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