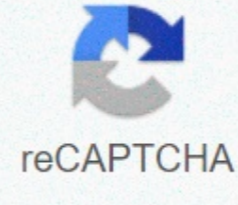




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No More Iron Rice Bowl Before reform and opening-up everyone got a job arrangement. Once in that job, one became a member of the institution. You no longer have to worry about income, medical care, housing, kindergarten for children or even life in retirement. By 1990, however, people had found that they had more and more freedom in finding a job. A Beijing Morning Post report on December 15, 2000 showed that 100,000 students without Hukou Beijing (residence registration requirement) were employed by high-tech companies in the northwest suburb of the capital Zhongguancun, called China Silicon Valley. There are four main areas of change for today's young people facing a career choice. First, they pay more attention in the search for opportunities to develop their potential and thus realize their true value. In other words, people want a job not only to make a living, but also as a milestone for future development. Second, as the bowl of iron rice disappears from view, people become more aware of the risk. Job security, which has been given such a high priority in the past, is witnessing a declining importance in modern society. Third, in choosing where to work, people are now much less attracted to different government institutions. The market economy system, together with high self-awareness, leads modern young people to foster occupations with more freedom and autonomy. Fourthly, in these modern times, people are free to change jobs, thus promoting new levels of job mobility. These trends reflect the diversity of occupations resulting from the division of labour into the social structure and represent the inevitable result of new values. The value of money In ancient times, when the superior man was concerned with what was right and the bad man with the gain, even talking about money was seen as possibly rather shabby or at least a hint of a weakness in character. Now we are in the market economy, as people become more and more practical, it no longer prevents them from talking about money. This indicates a changing set of values and attitudes towards society. A survey showed that about 18 percent thought money was very important, 56 percent thought it was relatively important, 24 percent thought it was not so important and 2 percent thought it very unimportant. So most thought money was important. On the subject Money will do nothing, some 25 percent said they don't agree very much and 24 percent disagree at all. Another 28 percent neutral on this issue while 8 percent total agree and 15 percent comparative agreement. This shows that most people, while recognising the important role of money, do not overestimate its importance. Although different groups have different attitudes towards money, the general attitude of society as a whole remains healthy. Love and marriage love and marriage what really matters? Are it money, car, home or deep feelings? Along with social development came more open, tolerant and rational attitudes. About 10,000 high school students were interviewed in 2000. About 16 percent said they would either agree or compare to sexual activity before marriage. Support has been stronger among urban students than in rural areas. It was also stronger among boys than girls. Overall, 23 percent reported having love problems in high school and the rate here was also higher among boys than girls. In another youth survey in Beijing, also in 2000, only 30 percent opposed the idea that both sides to a love relationship could have sexual relations, even if they didn't go on to get married. Young people were more tolerant of such relationships with under-20 years of reporting support, which was 16 percent higher than that of their older 30 plus. Moreover, it has been shown that young people support more the idea of intimacy even between husband and wife. Over 80 percent responded with agreed or comparative agreement, compared to only 8 percent who were actually opposed. Notaria of property before marriage is also favored by young people. Over 70 percent thought it was beneficial for both parties and 90 percent of young people would accept divorce when love became lost. Women's thoughts on fertility are also changing. A survey was conducted in 2000 in Beijing, Shanghai, Guangzhou and Chengdu. Almost 20 percent didn't want a baby, even though they were to get married. In this regard, younger women were less inclined towards parents, as were those with higher education. In addition, traditional views of raising children as a hedge against old age and more sons, more blessings are abandoned. A 2001 survey showed that Chinese farmers are now likely to have fewer children. Only about 12 percent of farmers agreed that more children bring more prosperity, while 85 percent were against with neither 4 percent for nor against. All in all, a new, more rational approach to fatherhood can be seen developing. Decline or moral consolidation? There is an ongoing debate about morality in the academic world. Some see morality in decline, while others think it goes on. But can we tell? An investigation was carried out in rural areas in 2001. It showed about 25 percent of farmers agreeing with the view that morality is no longer of any use, but 63 percent disagreed and 12 percent simply wouldn't say. This supports the view that most people would still seem to attach real importance to morality in life. Did he ask another question Would you have the courage to break the law? 28 percent said yes, 58 percent said no and the others stood on the fence. So it seems that most people still seem to appreciate the special social significance and regulatory role of the Basic Education Department of the Ministry of Education, together with the Normal University of Beijing, conducted a survey of 10,000 high school students in 2000. They ask the question of who do you admire most (idealize)? It was an open question without choices given and some 24 percent answered Zhou Enlai. No more than 20 percent selected singing or movie stars as their idols. This shows that today's young people put value on moral qualities in selecting their idols. Some traditional moral values are still held by today's young people. A 1999 study showed that 43 percent thought they did very well and another 41 percent did well in their treatment of their parents. Another 14% thought their treatment was average. Almost none admitted to treating their parents badly or very badly. Also, frugality is still valued by most young people today. A survey in 1997 showed that 19 percent agreed completely and 63 percent agreed with the claim that one must live an economic life, even if rich. It seems that these young people have successfully carried this traditional virtue into their modern world. No pessimistic moral decline, no optimistic moral progress view represents an entirely satisfactory statement of the current status of morality. Having a polarized vision and especially to do so to the extreme would risk campaigning against any valuable efforts to advance moral standards. A rational approach based on employing the new morality so it actually today would seem like the best way forward. The third part of this review will be published here tomorrow. (China.org.cn by Li Jinhui, 29 September 2002) Page 2 Amid China's worst snow disaster in decades, Chinese leaders have shown the public a hands-on approach by visiting people working on the front lines of the weather crisis. Page 3 Page 4 Pakistan political parties Pakistan People's Party (PPP) and Pakistan Muslim League-Nawaz (PML-N) will form coalition governments at the central and provincial level, the leaders of the two parties said in Islamabad on Thursday evening. Page 5 Values are about how we learned to think about how things should be, or people should behave, especially in terms of qualities, would be honesty, integrity, openness, etc. It can be defined as a desirable concept, and internalized criterion or standard assessment a person possesses. Such concepts and standards are relatively few and determine or guide a person's assessments of the many objects encountered in everyday life. Attitudes are the established ways of responding to people and situations that we have learned based on the beliefs, values and assumptions we hold. The way respond to situations and our behaviour may reflect our attitude. However, we can control our behaviour a way that does not reflect our beliefs and values, that embraces a diverse culture and behaviors as a successful manager; we need to adapt our positive behavior. There are some similarities and differences in values and attitudes. These are; The similarities between values and attitudes Values and attitudes are two important variables that influence cognitive process and behavior. They are learned and acquired essentially from the same sources. They endure and are resistant to change. They have a mutual influence and are used alternately. Differences between values and attitudes Value help guide our behavior. Attitudes are the answer that is the result of our values. Values decide what we think for right, wrong, good or wrong. Attitudes are our likes and dislikes of things, people, and objects. Values are more or less permanent in nature. Attitudes can be exchanged with favourable experiences. They represent a single belief that guides actions and judgment on objects and situations. They represent several beliefs focused on a particular object or situation. They derive from social and cultural mores. These are personal experiences. Mohan is a family doctor and a postgraduate associate dean working in the UK. He has a particular interest in self-regulated learning. Attitudes are a construction of internal beliefs and value systems. The greatest discovery of my generation is that human beings can alter their lives by changing their attitudes of mind. - William James What are your beliefs, values and attitudes? In our different roles, our beliefs, values and attitudes constantly interact with those of our colleagues, friends, family or teachers. It seems instinctively like people who share our core values and beliefs. Harmonizing our value systems is what makes a successful relationship, be it personal, educational or professional. Adult learning advocates say that in order to achieve competence and excellence, we need to be able to teach and evaluate not only knowledge and skills, but also attitudes. In order to achieve excellence, we must be able to identify the fundamental values and belief systems underlying attitudes. 2. Performance improvement can only come from learning the right knowledge and skills. Possession of the right of value and belief systems can influence our motivation, intent and commitment with a specific task. We can meet people who apparently possess the knowledge and skills to do a task, but only with a positive attitude towards the task will there be motivation, commitment and intention to complete the task. The iceberg chart below shows the relationship between our hidden belief systems and our outer behaviours. However, there are two factors that directly influence behaviours – one is the underlying attitude of the behaviour, the other is the ability to express Behavior. Iceberg demonstrating implicit and explicit bias. The power of knowledge to organize, select, learn and judge comes from values and beliefs as much as, and perhaps more than, from information and logic - Thomas Davenport and Laurence Prusak (2000) Working Knowledge Attitude: Description and meaning Almost all educational theories include teaching and evaluation of knowledge, skills and attitudes. While it is easier for us to define knowledge and skills, the definitions of attitudes vary. Attitudes have been described as hypothetical constructions that represent a person's likeness or dislike to everything. Attitude is a judgment made about the object of the attitude (a person, place, task, event, skill, etc.). Judgments in attitude can range from positive, negative or neutral. Attitudes arise from an inner framework of values and beliefs, developed over time. Carl Jung, in his essay on psychological types, defines attitude as the psychic's willingness to act or react in a certain way. 1. Convictions, Values and Attitudes The Three Components of Attitudes are composed of three components: emotions, behaviors and thoughts. These three components can also be described as the ABC model: affective, behavioral and cognitive. Affective response is someone's emotional response to a task or entity. Behavioural response is the verbal or behavioral tendency displayed in a task or entity, while cognitive response is the cognitive assessment of the entity based on an internal belief system. There is considerable overlap in the semantics of beliefs, values and attitudes, however, they are also distinct constructions (as illustrated above). Attitude: Based on the behaviors of ourselves and others One of the key lessons to be learned is that we are at the mercy of the behaviors expressed. In ourselves and in others, we assume attitudes based on observed behavior. For example, a person who regularly arrives late may be considered not very punctual or organized. However, the same person can spend time caring for someone who is very ill, and their personal time providing this care can interfere with their prompt arrival at work or lessons. With this new information, they can be viewed from a different perspective. Our attitudes towards observed behaviour will also be our judgments. For example, if a person ends up dressed shoddily for an interview, we may feel that they haven't taken the time to prepare. However, if the person said believes their talent and skills are what should be recognized and not their appearance-this influences their attitude towards smart dressing and thus influences their behaviour. Behaviour can also be false. A person may display false obeisance and ritualistic behavior when they need a favorable review, or feel they are respected for performance. This may indicate a certain amount of but the observer must delineate the difference between a true attitude and false behaviour involving an attitude. A person who is constantly stuttering and agrees with everything their superior says may not necessarily be in agreement, but can fawn in order to carry the favor. In assessing behavior, you need to be aware of the ability. There have been situations where a particular person can be considered rude because of a high voice or a lack of clear expressions and phraseology, would be to say thank you and please. However, if the person or persons observed have not received any training to modulate their speech pattern or learn expressions and phraseology of the language they communicate in, they may not have the ability to express the right behavior for the situation. This, in turn, can be perceived as a bad attitude by those who have the ability to express more appropriate behavior. It is our attitude at the beginning of a difficult task that, more than anything else, will affect its successful outcome. - William James Provide feedback on behaviors, not Positive Attitudes are needed in an individual for them to be motivated and engaged in a task. Attitudes arise

from the core values and beliefs we hold internally. Beliefs are assumptions and beliefs that we believe to be true based on past experiences. Values are ideas that are based on things, concepts and people. Behaviours are how these internalised systems (attitudes, beliefs and values) are expressed. These factors strongly influence the ability to learn and organize knowledge and skills. To influence performance in a learning context or an organization (or even at home!), you need to be aware of the key differences between these builds. Feedback on attitudes will always be perceived as a judge because it is about the behavior of others filtered through our value systems. Therefore, it is better to provide feedback on behaviors. It is even better to determine the ideal behaviors for an organization, situation or learning environment and to establish the scene before the behaviors are evaluated. In this way, feedback can be contextualized about the behavior that is observed and factually. This reduces the potential for conflict and low morale. Attitudes are not the same as behaviors. Attitudes are a construction of internal beliefs and value systems. Attitudes, ability or circumstances influence observed behaviour. Be careful when assessing attitudes and using behaviours as examples. Feedback and behaviour management can change Changing attitudes can also change values and beliefs and vice versa. An understanding of these constructions helps with personal and organizational management. Ability is what you're able to do. Motivation determines what you do. Attitude determines how well you do it. — Lou Holtz ReferencesJung, C.G. [1921] (1971). (1971). Types , Collected Works, Volume 6, Princeton, NJ: Princeton University Press. ISBN 0-691-01813-8 Knowles, M. (1975). Self-Directed Learning.New York: Press Association. CommentsBarry on April 1, 2020:Mohan, I read research on beliefs, values, and attitudes. Could you give me the full citation of the diagram you used because I would like to give credit to the author for a study I'm doing on this topic.angelina mendoza on September 3, 2019: I like both of very nice you knowAshenafi on May 29, 2019:Thinku very much excellent operaMohan Kumar (author) in the UK on February 20, 2019:Thank you very much for the feedback of this kind. Mercy on February 19, 2019:Great thing you have hereBHenry-B on December 18, 2018:Well articulated and efficient. I like the focus on feedback on behavior, not attitude. That resonates well! Mohan Kumar (author) from the UK on November 18, 2016:Thank you rozina, mimimeche, Zipperconstantine and Mel-glad you found this useful and some fruit for thought. appreciate your comments. Mel Carriere from San Diego California on September 2, 2016:We're definitely bandy about a lot of neat words that we can't really define - he has a bad attitude, she has a great attitude, we use her as a label, but do we really know what it means? Attitudes are definitely subject to change, I think. I had a colleague who I assumed had a bad attitude towards work because he is frequently hurt. Then a few weeks ago I was hurt, and now my attitude towards him has changed. I'm more tolerant and less critical. We have to be careful with our attitude. That's good work. Pat from the United States on July 19, 2015:This article is very thought provoking! Thank you!mimimeche on July 7, 2015: I am most grateful for this hub author. I'm looking into researching the impact of value education on behavior. this article has really broken down some aspects I want to look at regarding behavior. thank you very muthrozina nomali on June 5, 2015:very nice and fruitful article.it is a source of socail awareness, also thank you! Mohan Kumar (author) from the UK on April 23, 2015:Thank you Dr. Gaikwad, I greatly appreciate your visit and comment.years on August 20, 2014:Its very educational. thump up Dr. Shshi Gaikwad on August 4, 2014:Hi Docmo,Hub is a wonderful discovery for me. I ran into her by accident, but some accidents are fruitful. (positive thinking)! Very good article, very useful, very clearly explained thoughts. The iceberg is a representation of an individual mind. (We learn that in Psychology) Would like to be a regular reader.Dr. GaikwadJohnk831 on July 17, 2014:You have completed a series of fine points I did a search on the topic and found most people will agree with the blog. ccbkcdfeedJohne18 on July 17, 2014:I think this is a real great blog post. Thank you again. fdgdfafkdkdeAllyM2014 on January 23, 2014:Hi Docmo, great article. Article. for you. iceberg image question, have you created that or do you have a source for it? Amanda Littlejohn on March 1, 2013: That opened my deal a great deal. You have presented here a very detailed, thoughtful and informative piece that clearly shows the difference and interactions between attitudes, beliefs and actions. You have a very deep understanding of psychology and do a good job of communicating your ideas clearly. Not only in words, because the images you have chosen to explain some of the more complex concepts really help to visualize what you mean. I think this kind of thing should be more widely appreciated in order to develop greater understanding and self and social awareness. Thank you, delruth on February 5, 2013: thanx for this sir... my mind really crumpled the thinking of distinguishing between faith and attitude. My student is planning to conduct a research on Faith and Attitudes and Their Effects on Performance in Its Mathematics More on the Student PerceptionAl Study. I don't know what statements describe attitude or belief, so students can rate it much, moderately or not at all. Thanx looking forward to your help and bright ideas.rex on December 10, 2012: what a brilliant article ... its so nice to read your article... well done.. Mujdei on November 23, 2012:Excellent work, well done. Tillsontitan on November 1, 2012: beliefs, values and attitudes, often considered to be one and the same, however, you have more than explained it, so it is easy to understand. Unfortunately, I only had to install Firefox as my Chrome wasn't working, but now I can't get any votes even after logging in. Will try to get back to this hub to make sure I vote it and awesome! Rich from Kentucky on October 31, 2012:Mohan -I can see why this hub is so heavily marked. You've got many of the items taught in secondary institutions and lined it up nicely for everyone to understand. Really an extraordinary job accomplished! Daisy Mariposa of Orange County (Southern California) on October 31, 2012:Mohan (Docmo), I returned to read and share this brilliant article the second time. Very good, polymath! Abdidiahi Abdirezack Ali on October 15, 2012: This web bage is knowlage searchebale and beter learn education thank you for writingGary R. Smith from head to heart on September 27, 2012: the iceberg illustration especially caught my attention. I remember participating in the 70th century-00 in a workshop called Adventures in Attitudes founded by Bob Conklin. After that I wrote an article for the organization's magazine and titled it Everything in Attitude. However, the editor was not as enthusiastic about my as I was and it wasn't published. I was upset for a while. It seems that my head ideas still needed to be integrated into my response to life. It's all a wonderful development, isn't it? Can I invite you to visit my visit emanatepresence.com with symbolic art and a blog post on Authenticity and the Art of Life, with an illustration of Maslow's Hierarchy of Needs described not as the usual triangle, but in a golden spiral. do you generally feel about collaboration? Thank you also for your presence, Docmo.Mohan Kumar (author) from the UK on September 4, 2012:Nyamache-appreciate your visit and comments. Glad you found this useful. Mohan Kumar (author) from the UK on September 4, 2012:Keith-thats very nice of you-Thank you friend. The Iceberg reference is something I use a lot in my teaching and lectures. Mohan Kumar (author) of the UK on September 4, 2012:Nell you're right – we are at the mercy of the behavior displayed and once we see the past that we would be able to make a more accurate assessment of the individual. Some - in fact, many - people do and they do the end of stereotypes! Thank! Mohan Kumar (author) from the UK on September 4, 2012:Cyndi - thank you, I'm glad this was thought provocatively and usefully. Joshua Nyamache from Kenya on August 19, 2012: This is a well researched hub. I particularly liked your quotes and explanation using pictures and diagrams. KDuBarry03 on August 19, 2012:Docmo, again your intelligence bursts through your words. The Iceberg reference is certainly something unique, easy to remember and extremely creative. Great job! Nell Rose from England on August 19, 2012:Fascinating Mohan stuff, this actually brought to mind the behavior that I noticed when I was working in my last office. If someone started friendly, happy and a good laugh, even if they can go down the hill afterwards and even start to be ugly, people seemed to veer towards the fact that this was a good, beautiful, hilarious person and so on, and worked in another way too, whether someone was ugly, late, or downright rude to start with even if they changed or were having a bad day, everyone remembered their first meeting with the person and were always disliked, strange things happen. the only thing I noticed in the where I was concerned was that they saw me right from the beginning as someone who as a laugh, it was a bit of a flirtation and so on, and even now, when I visit the office, they automatically assume that it's me, so without realizing I change the cue! Alecia Murphy from Wilmington, North Carolina on August 19, 2012:People are like anything with well-developed, complicated, and mysterious layers. For a defect, we see surface behavior and we judge a person who, so you said, is more than meets the eye. This hub definitely helps clear up misconceptions people seem to have about the difference between attitudes and behaviors and what it could really mean. Great hub! Cynthia Calhoun of Western NC on July 11, 2012: You're right - it's not so much more fulfilling-the-eye with people. It's so often hard to understand actions and motivations without knowing someone. Even Even our perceptions and values colour our perspective. Add to that all our different experiences and personality types - whew! Your story here sums it up so well. Mohan Kumar (author) from the UK on June 12, 2012: Thank you, Mad Novelist-much appreciated. I'm glad you found this useful. AE Williams from Atlanta, GA on June 12, 2012: Very good use of data and I like the chart. You've worked this, and I have to say, it's paid off. Good job, sir, voted! Mohan Kumar (author) from the UK on June 12, 2012:Nithya - much appreciated! Rahul thank you very much for your visit. I really need to catch both of your hubs. Mohan Kumar (author) from the UK on June 12, 2012:Daisy, this was based on a discussion I gave at a national conference– I had to really think this through to make it understandable- first for me and then to an audience of senior educators. IT was a tough decision, but it worked well. I'm thrilled that if you search for attitudes, beliefs and values this hub usually comes in the top 5 on Google. Thank you very much. Mohan Kumar (author) from the UK on June 12, 2012:Ruchira- Thank you very much- glad you found this useful. Jessee R from Gurgaon, India on June 12, 2012:Wonderful writing and useful! Our attitude certainly reflects the result of any work we doGreat hubNithya Venkat in Dubai on June 12, 2012:Deep thoughts analyzed and brilliantly explained. Interesting and makes me wonder about these three components in our daily lives. He voted. Daisy Mariposa of Orange County (Southern California) on June 11, 2012:Mohan (Docmo), Your Genius shines, once again, in your explanation of the three concepts. Using the Venn diagram crystallizes everything in someone's mind. Another brilliant article, my friend. Ruchira from the United States on June 11, 2012:Hub nicely explaining these 3 adjectives that are always around us. however, our beliefs and values make our attitude so we must learn to change them so that we can try to keep our lives in balance with our attitude.voted as useful hub and sharing it overMohan Kumar (author) in the UK on February 2, 2011: Are surrounded by highly educated and experienced people who are also completely aware of the prejudice that led me to visit this topic. My discussion about changing attitudes through feedback on behaviour is mostly around education and training relationships where there is the implied requirement to give and take feedback. On a personal level, this needs to be handled carefully and cannot always be welcome- that's what you said for good we need to choose our battles carefully. Thanks Amy! Amy Becherer of St. Louis, MO on February 1, 2011: Mohan, I found your information on assertive attitudes based on observed personal validation behavior. I worked with someone who had no qualms about passing the judgment and rolling her eyes every time I suggested that things are are are always cookie cutter clichés, especially regarding the homeless who walked past my window everyday. I finally stifled myself as I had no interest in changing her opinion, knowing it was a losing battle (a guess on my part). I was pleased to believe what I believed with no other conflict from this individual. I learned to choose my battles carefully. It is good to know that attitudes can be changed through feedback and behavioral management. My assumption on this note is I think it would be a difficult task as some of the most stubborn attitudes are oppositional to change and the only changes that can occur must be desired and with the realization/acceptance by the individual that change must occur. Inspired, thought provoking and interesting write, Docmo. Thank! Mohan Kumar (author) from the UK on January 27, 2011: Thank you LisaMarie, glad it makes sense ... I appreciate you coming by! Lisa Stover from Pittsburgh PA on January 27, 2011:I didn't give this much thought, but the hub is right on the money. It makes sense for your attitude to come from all these things. Good hub! Mohan Kumar (author) from the UK on December 31, 2010: Will make sure, BaileyBear. I teach medical and budding professors on this subject.Baileybear on December 31, 2010: That would be great if you could do that. Docmo. It's something I know a little bit about, but have many other things to write about first. I would like to link how beliefs are formed at my hubs about religious indoctrination. Mohan Kumar (author) from the UK on December 31, 2010:Thanks. Beliefs and values are received and responded to the subconscious in the formative years. It can be a very powerful osmosis - kinda like brainwashing - I'm going to write a hub in detail about how beliefs and attitudes are formed and implanted. I'm glad you're interested. Baileybear on December 31, 2010: good job. Beliefs, thinking and emotions are interconnected too, aren't they? (Base for cognitive behavioural therapy). Many of our early beliefs come from our parents. Have you written anything about these related topics? I'm curious people can have very strong, irrational religious beliefs. Mohan Kumar (author) from the UK on December 20, 2010: Thank you my friend. You're always welcome. I am honored to have such readers.richtwf on December 20, 2010: As always an excellent hub written and presented – Top drawer stuff! The content was very good and I enjoyed reading it well and quotes that you shared as well. Great thing my friend and God bless you! Mohan Kumar (author) from the UK on December 20, 2010: Thank you, I agree. It is important share core values and beliefs in order to express and expect common attitudes.cookingdiva on December 20, 2010:Mohan, Our attitude is based on our beliefs and value. I both agree with this wonderful writing hub. I recently wrote about what is important to with finding our basic personal values in mind. Sometimes we have to find out what our values are. Are.

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