

FALSE MODESTY <sup>DO BE TOO</sup>  
SELF CRITICAL — SUPPORT GENERALLY  
IS DOING A GOOD JOB —  
MET IS CONSCIOUS OF THE  
TEAM EFFORT NEEDED — WHICH MEANS  
SHARING IDEAS & PROBLEMS —  
NO FALSE STANDARDS OR "NEED  
TO KNOW" (SEE OYR MEMO)  
RE SUPPORT

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Pick up some or   
WORDS — # 2 & 3 & 4

NOTE 5 — EXEMPLIFIES  
AN ATTITUDE —

(1) OWE HIM A RESPONSE  
TO # (1)

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1 LINE TIETJON'S # 10  
NOTE ALSO 1ST # of 3

SEE D/PERS' SECOND #

FILE Q & M

# I DIRECTOR - YOUTH FORUM

COMMUNICATION -

DEPUTIES - PAPER TO F/DIA

TO BE PASSED TO DCI

WHAT SHOULD WE SAY TO DIRECTOR?

CONSIDER POSSIBILITY - STATE OF THE AGENCY

FRI -

## II WHAT ARE WE DOING?

WHAT ARE WE NOT DOING?

WHAT ARE WE TALKING ABOUT - ? -

WHAT IS COMMUNICATION?

WHAT SHOULD BE COMMUNICATED?

FACTS, PLANS, POLICIES, EXPLANATIONS,  
PHILOSOPHY, ATTITUDES?

DO ACTIONS SPEAK LOUDER THAN WORDS?

IS THE FORM AS IMPORTANT AS THE SUBSTANCE?

DOES THE FACT OF A DIALOGUE JUSTIFY ITSELF?

## III BLOCKS -

WE MUST WANT TO COMMUNICATE - WHICH

MEANS LISTENING AS WELL

INVOLVES RESPECT FOR THE INDIVIDUAL AND HIS

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RIGHT TO HAVE BELIEFS

IT TAKES TIME AND HONEST ATTENTION  
SELFISHNESS OR PERSONAL (JOB) INSECURITY  
HIDING UNDER THE CLOAK OF EFFICIENCY  
OR NEED-TO-KNOW

GENERATION PROBLEM - MAYBE WE ARE THE  
ONES WHO ARE OUT OF TOUCH

IV IS THE SOLUTION IN MECHANISMS OR ATTITUDES?  
WHAT?

NOT CONFINED TO JUST THE YOUNG - THOSE IN  
THE MIDDLE COMPLAIN (MID CAREER EXPERIENCE)

IS IT A DIFFERENT PROBLEM?

## COMMUNICATION

1. MUST WANT TO COMMUNICATE
2. SELFISHNESS OR INSECURITY  
UNDER THE CLOAK OF  
SECURITY, EFFICIENCY, OR  
NEED TO KNOW
3. TAKES TIME
4. RESPECT FOR INDIVIDUAL

Support chiefs meetings - C.S. + other  
Information sources instead of cuty.

Support Bulletin

50c Monday sessions  
Staff and Division Chief Briefings on their  
ground.

Trends and Highlights  
Problem Solving Seminars  
Weekly Staff meetings  
Daily Noon meetings  
CMB

ILLE

Communication laterally impeded -  
need-to-know, computerization.

Products of the Agency not available to  
most employees - Estimates;  
Intelligence Bulletins - etc.

In some kind of in-house Bulletin -  
Estimate possible semi; bi; or  
monthly e.g.

In. Officer training - need for old hands  
to keep professionally current academically -  
to be able to speak modern language.

Plans & Programs - Objectives goals of the Office - Directorate that know to most employees - Most don't know where they fit in the overall scheme of things this 74 - or during the 5-yr. planning period.

Young people want to participate - make their presence be felt and make a contribution - not just sit and listen. They need problems to solve and the time to solve them.

Many of the problems - gripes - they identify have been talked with for years by present managers - Youth needs to know that present problems exist not because managers have done - or are willing to do nothing; but present managers have done best they can, or best they know how to do; we don't need youth to identify problems - we need them to provide solutions starting where present managers leave off - re-inventing the wheel and what's been avoided

Perhaps management could list some of the long term nagging problems, describe briefly their history, and solicit new ideas -  
e.g. Fitness Reports; career service;  
cafeteria management; parking; NDC;  
lack of headroom; promotion;

Identifying problems is relatively easy -  
doing something about them is  
an entirely different matter.

~~Jack~~

DCI COMMENT RE HIS AND OTHERS OPEN DOORS -  
IT AIN'T SO! -

COMMUNICATION PRODUCES UNDERSTANDING