

HUBBARD COMMUNICATIONS OFFICE  
Saint Hill Manor, East Grinstead, Sussex

Remimeo HCO POLICY LETTER OF 22 FEBRUARY 1969  
Exec Hats  
Dept 1 Hats

PERSONNEL PLACEMENT & PURPOSES

People basically want to work.

As has been long since expressed, an Executives sole resource is the willingness to work of his staff. And an individual's willingness to work increases or decreases depending directly upon the degree to which he can follow the line of his basic purposes.

People are different, they are not all the same, and they do have different purposes.

And Ethics' purpose of removing other-intentions from the environment does not somehow involve pressing everyone into some common mold.

True we all share common purpose in seeking to free our fellows - but one serves it better as an auditor, another as a Franchise holder, another in the Sea Org. Each according to his own abilities & individual purpose line.

Personnel Placement

Therefore personnel placement must give the highest attention possible to the purposes of the individuals placed. And when out of necessity placing someone in a job that he does not want, that person must have a concrete (& not at all vague) assurance that is real to him that the measure is not meant to be permanent and that as soon as he's made things go right in that area he will be shifted to a post more in keeping with what he seeks.

To do otherwise will only accomplish a gradient of degradation & suppression towards the end, if prolonged too long, of loss of the staff member.

The point is simple: someone who does not want a hat (however loyally he analytically attempts to make it go right for the good of the group) will eventually goof it up unless successful accomplishment of a result on it will CLEARLY lead to major progress on the line of his own highly particular purposes.

It's not particularly difficult to unearth by two-way comm why the individual came into Scientology, or joined the org, or what he hopes to be able to do as a result of gaining org. experience. Man, that's where he lives!

This obviously does not include the momentary whim of someone suffering a set-back to "be the janitor" for a while.

For the individual, no license is given here-with to fail in his assigned duties without full consequence: the right granted hereby to claim proper reward for successful accomplishment in the form of a more desired post. The caution made to the Executive is simply not to keep the pianist hanging pictures longer than he must.

Placing "Experts"

In general in a choice between 2 personnel, one person with little experience on a specific post yet with a purpose line running through his history that leads him to actively want to do that post and a second person classed as an expert in the wog

world on the detailed functions of that post yet with no desire at all to do it now (overts?), chose the first one every time.

He's the one that'll find a way to educate himself on all its duties inside 3 days. He's the one whose graph, even if starting low will look like

The second person's graph, while apparently starting high will dwindle down to nothing and his "expertise" eventually serve only to glibly convince the previously willing around him that "nothing can be done anyhow".

On occasion the 2nd individual can be used as a shock troop to handle an emergency where there is no time for the first person to spend his 3 days. But to then keep him on that job without a real, to him, hope of getting onto his purpose line will uniformly lead to disaster.

#### Executive Function

##### AN EXECUTIVE ENABLES HIS JUNIORS TO HAVE RISING STATS.

From one viewpoint, that's all an Executive does as an executive. ENABLES, you'll notice, not "forces". The Executive provides channels & co-ordination so that his juniors can get on with the job.

People basically want to work. And our purpose is so identical to the most basic purposes of a thetan (common purposes exist too), that an Executive should expect the highest enthusiasm on the part of his staff.

And he can get this so long as he makes it increasingly easier for staff to do their jobs and realizes that someone who has stopped producing has fallen (or been pushed) off his basic purpose line.

(1) Therefore persons should be asked before placement if they want that particular job. And given it only if they do.

And in accordance with HCO Pol Ltr 24 Feb 69 (2) The Executive should protect his staff from false reports, false conditions and unreasonable transfers.

(3) The Executive should disinturbulate his area by finding and exposing the false reports.

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