The data and analysis supported the two hypotheses. It was hypothesized that individuals would be able to discriminate among the questions based on their POLC functions and that all those functions are related to a higher order factor of management. Moreover, where those questions are grouped according to their original functions, they will form a scale of management that is best described as a multi-dimensional rather than uni-dimensional. This research has piloted a brief scale for POLC. Future research will be carried out on construct development, scale validity and the antecedents, correlates and consequences of the functional dimensions of management.