

Personal Style Instrument

Instructions:

For each of the following 18 pairs of statements distribute 3 points between the alternatives. A and B based on how you usually interact with others in everyday situations. The points can be distributed as 0-3; 1-2; 2-1; or 3-0:

Be sure the total adds up to 3 for each statement

Although some pairs of statements may seem equally true, assign more points to the alternative that seems more representative of your behaviour most of the time.

1. A___ I am usually open to getting to know people personally and establish relationships with them
B___ I am usually not open to getting to know people personally and establishing relationship with them.
2. A___ I usually react slowly and deliberately
B___ I usually react quickly and spontaneously
3. A___ I am usually guarded about other people's use of my time
B___ I am usually open to other people's use of my time
4. A___ I usually introduce myself at social gatherings
B___ I usually wait for others to introduce themselves to me at social gatherings
5. A___ I usually focus my conversations on the interest of the parties involved even if this means the conversations strays from the subject or business at hand
B___ I usually focus my conversations on the tasks, issues or business at hand.
6. A___ I am usually not aggressive and can be patient with a slow pace.
B___ I am usually aggressive and at times I can be impatient with a slow pace
7. A___ I usually take decisions based on facts and evidence
B___ I usually take decisions based on feelings, experiences or relationships
8. A___ I usually contribute to group conversations
B___ I usually contribute infrequently to group conversations

9. A___ I usually prefer to work with and through others, providing support when possible
B___ I usually prefer to work independently or dictate the conditions and terms of how others are involved
10. A___ I usually ask questions and speak more tentatively and indirectly
B___ I usually make emphatic statements or directly express opinions.
11. A___ I usually focus on the ideas, concept or result
B___ I usually focus on the person, interaction and feelings
12. A___ I usually use gestures facial expressions and voice intonations to emphasize points
B___ I usually do not use gestures, facial expressions and voice intonations to emphasize points
13. A___ I usually accept others point of view
B___ I usually do not accept others point of view.
14. A___ I usually respond to risk and change in a cautious manner
B___ I usually respond to risk and change in a dynamic or unpredictable manner
15. A___ I usually prefer to keep my personal feelings and thoughts to myself sharing only when I wish to do so
B___ I usually find it natural and easy to share my feelings with others
16. A___ I usually seek out new and different experiences and situations
B___ I usually choose known or similar situations and relationships
17. A___ I usually am responsive to others agendas, interests and concerns
B___ I usually am directed towards my agendas, interests and concerns
18. A___ I usually respond to conflict slowly and indirectly
B___ I usually respond to conflict quickly and directly.
