There are 18 pairs of statements that you will choose from during this assessment. In each pair of statements, you are to choose the statement that best fits who you are today in your work.

Example:

4. I   Tends to adhere to Letter of the Law
   D   Tends to interpret the Spirit of the Law

If you are like me and tend to interpret the spirit of the policy or procedure, you would circle the letter D. For each of the 18 pairs of statements, you will circle the letter beside the statement you have chosen.

Scoring:

Now you will add up the total amount of answers for each letter; O, S, D and I, and put that number in the appropriate box. You then subtract the number of S answers from the O's and subtract the number of I answers from the D's to get a total for each area. (OS and DI) See example above.

Then you graph ONLY your total number score on the appropriate axis, OS and ID by placing a dot on the line of the axis based on your total number score, either plus or minus.

Once you have placed the dots, connect the dots with a line. Your line will go through one of the 4 quadrants (Relater, Socializer, Thinker or Director) and will indicate that this quadrant is your dominant style.

Enhancing Your

Daily Interactions

II

▲ THE BEHAVIORAL STYLE EVALUATION ▲

1. O Easy to get to know personally in business or unfamiliar social environments.
   S More difficult to get to know personally in business or unfamiliar social environments.

2. S Focuses conversation on issues and tasks at hand; stays on subject.
   O Conversation reflects personal life experiences; may stray from "business at hand".

3. I Infrequent contributor to group conversations.
   D Frequent contributor to group conversations.

4. I Tends to adhere to Letter of the Law
   D Tends to interpret the Spirit of the Law

5. S Makes most decisions based on goals, facts, or evidence.
   O Makes most decisions based on feelings, experiences, or relationships.

6. I Infrequent use of gestures and voice intonation to emphasize points.
   D Frequently uses gestures and voice intonation to emphasize points.

7. D More likely to make emphatic statements like "This is so[**]I feel".
   I More likely to make qualified statements like "According to my sources…".

8. O Greater natural tendency toward animated facial expressions or observable body responses during speaking and listening.
   S More limited facial expressions or observable body responses during speaking and listening.

9. S Tends to keep important personal feelings private; tends to share only when necessary.
   O Tends to be more willing to show or share personal feelings; more freely.

10. S Shows less enthusiasm than the average person.
    O Shows more enthusiasm than the average person.

11. D More likely to introduce self to others at social gatherings.
    I More likely to wait for others for others to introduce themselves at social gatherings.

12. O Flexible about how own time is used by others.
    S Disciplined about how own time is used by others.

13. S Goes with own agenda.
    O Goes with the flow.

14. D More naturally assertive behavior.
    I More naturally reserved behavior.

15. D Tends to express own views more readily.
    I Tends to reserve the expression of own opinions.

16. D Tends to naturally decide more quickly or spontaneously.
    I Tends to naturally decide more slowly or deliberately.

17. S Prefers to work independent / or dictate the relationship conditions.
    O Prefers to work with others or be included in relationships.

18. I Naturally approaches risk or change more slowly or cautiously.
    D Naturally approaches risk or change more quickly or spontaneously.

▲ SCORING▲

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O's [ ]   D's [ ]

-- S's [ ]   -- I's [ ]

TOTAL = [ ]   TOTAL = [ ]

(Open & Emotional
People Oriented)

O

9
8
7
6
5
4
3
2
1

INDIRECT   **I** ── **D** DIRECT
-9 -8 -7 -6 -5 -4 -3 -2 -1   -1 1 2 3 4 5 6 7 8 9

-2
-3
-4
-5
-6
-7
-8
-9

S

(Self Contained
Task Oriented)