

BEHAVIORAL-STYLE EVALUATION

By completing the Behavioral-Style Evaluation you will develop a behavioral "self-portrait". Remember you must understand your own behavior style before you can begin to adapt to others.

Compare each set of statements. Then circle the letter S (Supporting); C (Controlling); I (Indirect); or D (Direct); that best describes you in most situations and with most people.

1	S More open to getting to know people better establishing new relationships, OR C Exerts more control over who he/she gets involved with, including how well you get to know them	10	C Tends to focus mostly on the idea, concept, or Outcome OR S Tends to focus primarily on the interest level, person involved, and process
2	C Focuses conversations on tasks, issues, business, or subject at hand OR S Allows conversations to take the direction of interest of the parties involved, even though this may stray from the business or subject at hand	11	I More likely to wait for others to introduce him/her at social gatherings, OR D More likely to introduce self at social gatherings
3	I A less frequent contributor to group conversations OR D A more frequent contributor to group conversations	12	S More open about own time involvement with others, OR, C Less open about own time involvement with others
4	I Tends to keep thoughts or feelings private, Sharing only when asked and necessary, OR D Tends to express personal thoughts or feelings about things, whether asked or not	13	C Likely to stick with own agendas and concerns while tuning into the power motives of others, OR S Likely to tune into others' agendas and concerns while minimizing any conflict or disagreement
5	C Tends to make decisions based on objectives, facts, or evidence, OR S Tends to make decisions based on feelings, experience, or relationships	14	I Tends to remain involved with known situations, Conditions, and relationships, OR D Tends to seek new experiences, situations, and opportunities
6	D Frequently uses gestures, facial expressions, and voice intonation to emphasize points, OR I Less likely to use gestures, facial expressions, and voice intonation to emphasize points	15	D Likely to express own views more readily, OR I Likely to reserve the expression of own views
7	D More likely to make statements: "That's the way It is!" or, "I feel...", OR I More likely to ask questions or speak less assertively: "How does this fit?" or, "As I Understand it..."	16	I Tends to react more slowly and deliberately, OR D Tends to react more quickly and spontaneously
8.	C More likely to expect and respond to conflicts, Or S Less likely to expect conflict and more motivated to personally deal with conflicts when they arise	17	C Prefers to work independently or dictate the conditions as it involves others, OR S Prefers to work with and through others, providing support when possible
9	S More likely to accept others' points of view (ideas, feelings, and concerns) OR C Less likely to accept other people's points of view (ideas, feelings, and concerns)	18	I Likely to respond to risk and change in a more cautious or predictable manner, OR D Likely to respond to risk and change in a more dynamic or unpredictable manner

Total Number of

C's _____ S's _____ I's _____ D's _____

Plotting Your Behavioral Profile As You See Yourself

Instructions:

1. Count the number of "S" and "C" responses (together they should total 9). Do the same for the "D" and "I" responses.
2. Subtract the number of "C" responses from the number of "S" responses. Then subtract the number of "I" responses from the number of "D" responses.
3. On the Behavioral Grid, make an "X" on the vertical line at the number corresponding to the difference between your "S" and "C" totals. Then, darken that horizontal line.

(If your total is between +1 through +9, place your "X" on the "S" portion of the vertical line. If your total is between -1 through -9, place your "X" on the "C" portion of the vertical line.)

Example:

3S's	8D's
6C's	1I's

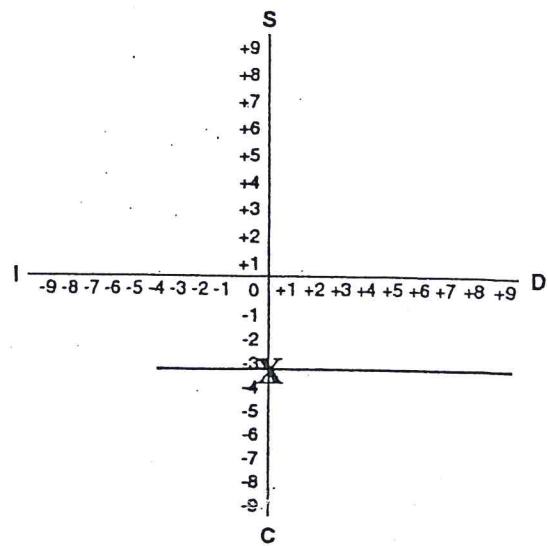
3S	8D
<u>-6C</u>	<u>-1I</u>
-3C	7D

4. On the same grid, make another "X" on the horizontal line at the number corresponding to the difference between the "I" and "D" totals. Then, darken that vertical line.

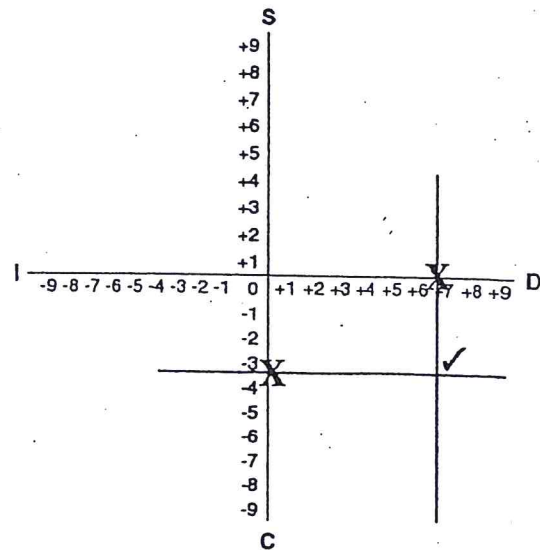
(If your total is between +1 through +9, place your "X" on the "D" side of the horizontal line. If your total is between -1 through -9, place your "X" on the "I" side of the horizontal line.)

5. Make a check mark at the intersection of the two darkened lines.

Graph 1



Graph 2



Behavioral Grid

Instructions: Plot all your behavioral-style assessments on this grid.

