

**Styles**

**Personal Style Discussion Stimulator**

**Name: Training Date:**

The purpose of this exercise is to help you describe your personal style of interaction at work. Since this is a description, the following statements do not have right or wrong answers. The example statement (see below,) “I like eggs for breakfast,” clearly has no universally correct response. An individual’s response simply describes his or her preference.

The 40 statements on the next page are of the same nature. They should be responded to in the context of the workplace. Remember, the purpose of this exercise is to help you define your personal style at work.

Do not “think carefully” about how you want to respond to the statement. Go with your first instinct. Remember too, your responses are ***Mostly True*** or ***Mostly False***, so respond with your usual mode of operation. We know that every situation described by the statement will have exceptions.

You will be scoring your own responses. The instructor will explain this process after you have completed the survey on the following page. *Please do so now*.

**Example**

1. I like eggs for breakfast. (*Mostly True* Response)

2. I like sandwiches for lunch. (*Mostly False* Response)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ***Mostly True***  1 2 3 4 | | | | ***Mostly False***  5 6 7 8 | | | |
|  |  |  |  |  |  |  |  |

**Scoring Instructions**

Notice the numbers 1, 2, 3, 4, 5, 6, 7, 8, which appear above and below the response column on your *Personal Styles Discussion Stimulator*. Count your responses in each column, then enter the number of responses below the appropriate number in the “Totals” box at the bottom of page 3.

After counting your responses and entering them in the “Totals” box on page 3, transfer the information to the boxes below. Add 30 to each number on the top line and add 10 to each number on the second line.

Column 1 =

**A** Column 5 =

+30 =

+10 = **C**

Column 3 =

Column 7 =

+30 =

+10 =

Subtract the total of Column 5

from the total of Column 1 =

Subtract the total of Column 7

from the total of Column 3 =

Column 2 =

**B** Column 6 =

+30 =

+10 = **D**

Column 4 =

Column 8 =

+30 =

+10 =

Subtract the total of Column 6

from the total of Column 2 =

Subtract the total of Column 8

from the total of Column 4 =

*Turn to page 4 to determine your personal style.*

Please respond to the following 40 statements as being ***Mostly True*** or ***Mostly False*** by darkening

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| ***Mostly***  ***True***  1 2 3 4 | | | | ***Mostly***  ***False***  5 6 7 8 | | | |
|  |  |  |  |  |  |  |  |

the appropriate circle next to each statement. (See example on page 2.)

|  |  |  |
| --- | --- | --- |
|  | 1. | “Go with the flow” is a pretty good plan. |
| 2. | I make a plan and follow through without changes. |
| 3. | I think I’m a careful thinker. |
| 4. | It’s easy for me to say how I am feeling. |
| 5. | Sometimes “put up and shut up” works best. |
| 6. | I like jobs that “nobody else has been able to fix.” |
| 7. | I know I’m good at the details. |
| 8. | I’m the one who usually has a story to tell. |
| 9. | A lot of times it seems like changes are just for the sake of change rather than for improvement. |
| 10. | I “speak my mind” and let others deal with it. |
| 11. | I follow through with things I start. |
| 12. | It’s easy for me to keep conversations going. |
| 13. | Complicated decisions take a long time to make. |
| 14. | Most people need “a boss” on the job. |
| 15. | I pay attention to specifications and take time to check them. |
| 16. | In general, I enjoy people. |
| 17. | Others say I’m a good listener. |
| 18. | I stick to it even when the going is tough. |
| 19. | I would rather think about things than talk about them. |
| 20. | If I’m at a party, you will remember I was there. |
| 21. | If things are working, “steady as she goes” is a good policy. |
| 22. | I’m usually the one in the group who makes plans. |
| 23. | It’s easy for me to work alone, and, in fact, I prefer it. |
| 24. | In general, I have a pretty good time in life. |
| 25. | It’s a good idea to see what others think before changing things. |
| 26. | It’s easier to count only on yourself. |
| 27. | I’m more likely to think a job all the way through before I start. |
| 28. | I’d rather be part of a team than just work alone. |
| 29. | Others describe me as “pretty laid back.” |
| 30. | I make decisions easily and quickly. |
| 31. | The orderliness of my workspace is important to me. |
| 32. | Others look to me to liven things up. |
| 33. | Let me know what’s to be done. I’ll be a good team member. |
| 34. | I like to get right at things that need to be done. |
| 35. | I like short projects that can be finished by me rather than doing part of something that others will complete. |
| 36. | If somebody said I was shy, those who know me would laugh. |
| 37. | I’m uncomfortable when I can’t predict what’s going to happen. |
| 38. | At times others probably think I’m outspoken. |
| 39. | I find detailed projects fun rather than frustrating. |
| 40. | If I’m really “for something,” I let others know about it. |
| 1 2 3 4 5 6 7 8 |  | *When finished, go to “Scoring Instructions” on page 2.* |

**Totals**

Your final score should range somewhere between 10 and 30. The larger your score associated with a particular style, the more likely you are to express this style in your daily living. Of course, all of us are some of every style. The relative “spread” of your score may reflect the intensity of each style in your life. A brief description of each style follows.

The Determined person is always “on task.” Even if he/she is watching TV, it is because “that’s a show I want to see.” Determined people think in terms of action plans. They have clearly defined goals and want to know only what will help or hinder them in accomplishing their daily plan. Decisions are calculated, but quickly made.

**A =**

The Predictable person feels most comfortable with structure and tradition. He/she establishes a routine which is “sensible” and then sticks to it. Major changes in life are often greeted with anxiety or frustration. Predictable people think in terms of keeping things on track while avoiding upheaval and conflict.

**B =**

The Detailed person needs lots of information. He/she makes careful decisions regarding behavior and will want to maintain “standards.” Things not “in order” can be a source of discomfort. Detailed people think in terms of what steps need to be taken and what they need to know to take them.

**C =**

The Social person consults and trusts his/her feeling domain. This sense of comfort or discomfort gives direction. He/she is very aware of how interactions are going with other people. Social people think in terms of how others will react and what the roles of others will be in the course of their own daily life.

**D =**

**Notes**

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