***What’s My Style and What’s Your Style?***

Place a checkmark in the column of one item on each line that BEST describes you.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | **A** |  | **B** |  | **C** |  | **D** |
| **My primary need is to** | have a position of influence |  | get recognition for my work |  | have my work appreciated |  | have predictability in my work |  |
| **I enjoy work that** | allows me independent decisions |  | has flexibility and variety |  | involves other colleagues |  | is technical and clearly defined |  |
| **I like to work with colleagues who are** | productive and decisive  |  | intense and enthusiastic  |  | committed and dependable |  | thorough and sensitive to details  |  |
| **I prefer work that involves** | pragmatic and efficient results |  | new approaches and different ideas |  | a friendly work environment |  | a search for the right solution |  |
| **If and when I can, I avoid** | long debates |  | detailed analysis of things |  | conflict with colleagues |  | disorganized environments |  |
| **My personal strengths are** | leading and decision making |  | motivating and communicating |  | listening and acknowledging |  | reasoning and debating the facts |  |
| **When time is of the essence** | make a tentative plan and move on it |  | push timeliness to the limit |  | am willing to work extra hours |  | set priorities and follow the plan |  |
| **In social settings, I** | initiate conversations |  | am gregarious and fun loving |  | am the listener in the group |  | appear to be serious and quiet |  |
| **The work I do allows me** | the power to change people |  | freedom and flexibility  |  | opportunities to work with people |  | to be accurate and comprehensive |  |
| **Colleagues describe me as** | self-confident and determined |  | energetic and entertaining |  | facilitating and supporting |  | disciplined, orderly, and pensive |  |
| **My decisions are generally** | realistic and decisive |  | creative and evolving |  | respectful of people’s needs |  | systematic and abstract |  |
| **I dislike** | losing control |  | boring work |  | frequent change |  | guesswork |  |
| **Total** |  |  |  |  |  |  |  |  |
| **Primary Style** |  |  |  |  |  |  |  |  |