

WHAT'S YOUR STYLE?

Step One

In each of the five boxes below, examine the four descriptive adjectives as they may or may not describe you. In each box, rank the adjective that best describes you a "7", the next closest adjective a "5", the next closest adjective a "3" and the word that *least* closely describes you a "1". Each box should have four adjectives ranked 7,5,3 & 1 (no ties).

1	a. stubborn
	b. persuasive
	c. gentle
	d. humble
2	a. competitive
	b. playful
	c. obliging
	d. obedient
3	a. adventurous
	b. life-of-the-party
	c. moderate
	d. precise
4	a. determined
	b. convincing
	c. good-natured
	d. cautious
5	a. assertive
	b. optimistic
	c. lenient
	d. accurate

Step Two

Transfer your responses to this answer sheet, & then total column a, b, c and d.

	a	b	c	d
1				
2				
3				
4				
5				
Totals :				

Step Three

Transfer the totals for each column to the score areas marked: a, b, c and d.

Score for a:	Score for b:
a: HIGH "D"	b. HIGH "I"
Score for c:	Score for d:
c. HIGH "S"	d. HIGH "C"

BLENDING LEADERSHIP STRENGTHS

	DOMINANCE	INFLUENCER	STEADINESS	COMPLIANCE
LEADERSHIP STRENGTH	Initiating	Influencing	Implementing	Inspecting
LEADERSHIP STYLE	Persistence	Verbal skills	Relationship	Structure
LEADERSHIP SITUATIONS	Challenge Freedom Authority Varied activities	Prestige Freedom from control & detail Help others Verbalize ideas Cordiality	Specialization Group identification Consistent familiar environment Clear goals & guidelines to reach them	Clearly defined tasks Precision & planning Methodology, structure & detail
PERSONAL MOTIVATION	Results	Recognition	Appreciation	Quality
UNDER PRESSURE	Autocratic	Persuades	Acquiesces	Avoids
WOULD BENEFIT FROM	Listening	Planning	Initiating	Declaring
GREATEST FEAR	Losing Control Being Taken Advantage	Social Disapproval	Loss of Security	Criticism

Four Behavioral Styles

HIGH "D"

High Ego Strengths
Strong Willed
Decisive
Efficient
Desires Change
Competitive
Independent
Practical

Pushy
Impatient
Domineering
Attacks First
Tough
Harsh

HIGH "I"

Emotional
Enthusiastic
Optimistic
Ambitious
Friendly
Talkative
People-Oriented
Stimulating

Disorganized
Undisciplined
Manipulative
Excitable
Reactive
Vain

Unsure
Pliable
Awkward
Possessive
Conforming
Insecure

Stuffy
Fears Criticism
Indecisive
Moralistic
Picky
Critical

Dependable
Agreeable
Supportive
Accepts Change Slowly
Contented
Calm
Amiable
Respectful

Perfectionistic
Sensitive
Accurate
Persistent
Serious
Needs Many Explanations
Orderly
Cautious

HIGH "S"

HIGH "C"

DOMINANCE

<u>ADJECTIVES</u>	<u>HOT BUTTONS</u>
Hard Driver	Bottom Line
Commanding	"Z" (Not A thru Z)
Fearless	Get to the point
Cynical	No full presentation
Brazen	Like a challenge
Courageous	Results
Authoritative	Prestige & status more than security
Bold	Fast to decide
Competitive	Freedom from control
Decisive	
Venturesome	
Organizer	
Risk Taker	

INFLUENCING

<u>ADJECTIVES</u>	<u>HOT BUTTONS</u>
Expressive	Emotion
Overflowing	Like to get excited
Talkative	Social relationships important
Promoter	Like a challenge
Dreamers	Prestige & status more than security
Gregarious	Not into detail
Hospitable	Fast to decide
Trusting	Prefer others to do detail
Eager	Fast pace
Fun Loving	
Optimistic	
Enthusiastic	
Friendly	
Risk Taker	
Usually late	
Messy desk and disorderly homes	

STEADINESS

<u>ADJECTIVES</u>	<u>HOT BUTTONS</u>
Amiable	Be their friend
Passive	Show support
Unhurried	Help them decide
Sensitive	Security more than prestige & status
Kind	Avoid conflict
Cooperative	Slow to decide and often change their minds
Warm	Protection and peace
Patient	Direction
Mild	
Steady	
Dependable	
Non-judgmental	
Non-risk taker	
Usually on time for fear of others' judgment	
Have a hard time making decisions	

COMPLIANCE

<u>ADJECTIVES</u>	<u>HOT BUTTONS</u>
Analytical	Detail
Dependent	A thru Z
Perfectionist	Numbers
Judgmental	Full Presentation
Exacting	Order
Detailed	No mistakes
Realist	Security more than prestige & status
Concerned	Don't like over-excitement
Conscientious	Take time to decide
Methodical	Slow pace
Systems oriented	
Trustworthy	
Dutiful	
Non-risk Taker	
Always on time	
Neat desks & Orderly home	