Behavioural-style Evaluation

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

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| 1. | **S** | More open to getting to know people better and establishing new relationships. |
| OR | | |
|  | **C** | Exerts more control over who he/she gets involved with, including how well you get to know them. |
| 2. | **C** | Focuses conversations on tasks, issues, business or subject on hand |
| OR | | |
|  | **S** | Allows conversation to take the direction of interest of the parties involved, even though this may stray from the business or subject at hand. |
| 3. | **I** | A less frequent contributor to group conversations. |
| OR | | |
|  | **D** | A more frequent contributor to group conversations. |
| 4. | **I** | Tends to keep personal 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. |
| 5. | **C** | Tends to make decisions on objectives, facts or evidence. |
| OR | | |
|  | **S** | Tends to make decisions based on feelings, experiences or relationships. |
| 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. |
| 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…” |
| 8. | **C** | More likely to expect and respond to conflicts |
| OR | | |
|  | **S** | Less likely to expect conflict and more motivated to deal with conflicts when they arise. |
| 9. | **S** | More likely to accept others’ point of view (ideas, feelings an concerns) |
| OR | | |
|  | **C** | Less likely to accept others’ point of view (ideas, feelings and concerns) |
| 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 |
| 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 |

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| 12. | **S** | More open about own time involvement with others |
| OR | | |
|  | **C** | Less open about own time involvement with others |
| 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 or concerns while minimizing any conflict or disagreement |
| 14 | **I** | Tends to remain involved with known situations, conditions, and relationships |
| OR | | |
|  | **D** | Tends to seek new experiences, situations, and opportunities |
| 15. | **D** | Likely to express own views more readily |
| OR | | |
|  | **I** | Likely to reserve the expression of own views |
| 16. | **I** | Tends to react more slowly and deliberately |
| OR | | |
|  | **D** | Tends to react more quickly and spontaneously |

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| 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. |
| 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 \_\_\_\_\_\_\_**