INTERVENTION STYLES QUESTIONNAIRE Self-Assessment

This questionnaire has been designed to help you to assess your approach to working and communicating with other people. It lists a number of different ways in which you might act towards people that you work with, and asks you to think about how often you act in each of these ways.

None of these behaviours are good or bad in themselves. So there are no "right" or "wrong" answers. You will get the most value from this exercise by being completely honest with yourself. Don't spend too long considering your replies: your immediate spontaneous answer is likely to be the most appropriate.

If you find it difficult to give just one answer to a question (perhaps because you consider that you act differently towards different people), we suggest that you try to give an "average answer" on this form. You can then raise this issue for discussion at a later review.

When you have finished **ALL** the questions, please transfer your answers to the Score Sheet.

"When working with colleagues, I tend to do the following....."

O - Not at all (or 'not applicable')

1 - Rarely

2 - Sometimes, but not often

3 - Quite often
4 - Often
5 - Very Often

"When working with colleagues, I tend to do the following...."

1	 advise them of the appropriate action to take
2	 explain the purpose of a task
3	 raise their awareness of their own learning needs
4	 ask them to tell me about a negative incident which they have experienced
5	 encourage them to set their own goals
6	 show my respect for them as individuals
7	 give them feedback about the impact of their behaviour
8	 invite them to talk about a difficult experience of theirs
9	 help them to reflect on their experiences
10	 express willingness to offer support or help
11	 suggest that they choose a particular solution
12	 inform them about an opportunity to learn
13	 ask them what they have learnt from a particular incident or situation
14	 acknowledge the value of their ideas, beliefs, opinions
15	 persuade them to take a particular approach
16	 give my interpretation of their behaviour
17	 ask questions to uncover what they are hiding or avoiding
18	 encourage them to express their feelings and emotions
19	 apologise for anything I do which is unhelpful or unreasonable
20	 ask them how they can apply what they have learnt

"When working with colleagues, I tend to do the following...."

21	 help them to ecognize their own emotions and the impact of these on their work
22	 challenge them when they are being defensive or denying certain realities
23	 make them aware of the choices open to them
24	 ask them to change their behaviour
25	 ask them how they feel about a successful piece of work they have done
26	 make them aware of their mistakes
27	 offer them an explanation of what has happened after a meeting or a review
28	 inform them about the success criteria for a task, meeting or piece of work
29	 ask open questions to promote new insights
30	 praise them for a job well done
31	 encourage them to find their own solutions and answers
32	 ask them why they are upset or angry
33	 offer them support when they are in difficulties
34	 present facts which contradict their opinions
35	 demonstrate skills or actions which I want them to copy
36	 give them information that they need to achieve a task
37	 draw their attention to facts which they have missed
38	 describe what I see in their behaviour
39	 make them feel welcome when we meet
40	 recommend the best way to do something

"When working with colleagues, I tend to do the following...." challenge their assumptions 41 42 ask them to evaluate their own performance 43 give them feedback about their performance and achievement propose the best course of action for them to take 44 45 ask them to express feelings which are blocking their ability to work on the matter in hand show them the consequences of their actions 46 47 ask them to set their own work objectives and targets make myself accessible to them when needed 48 49 help them "with my hands in my pockets": i.e. without interfering or doing the work on their behalf ask them how they feel about a current difficulty 50 51 encourage them to feel good about themselves and their role tell them where to go to find information and help 52 show them how to correct their mistakes 53 confront issues of poor performance 54 55 tell them how to get started on a new task reveal information about my own experiences 56 57 affirm positive qualities or actions of theirs which they are denying help them to express their insights and learning after an experience 58 59 help them to map out their present understanding share information about my own failures and weaknesses 60

Score Sheet

For each question, please transfer your score to the appropriate box below. Please note that the question numbers in this table do NOT flow from left to right in their "correct" sequence!

Then please add up the totals for each column.

Question	Your Score										
1		2		3		4		5		6	
11		12		7		8		9		10	
15		16		17		18		13		14	
24		23		22		21		20		19	
28		27		26		25		29		30	
35		36		34		32		31		33	
40		37		41		38		42		39	
44		43		46		45		47		48	
53		52		54		50		49		51	
55		56		57		58		59		60	

TOTALS FOR EACH COLUMN:

PR	IN	CO	СТ	CL	SU	

Adapted from Heron