

# Behavioural Styles Questionnaire

**Please read these instructions carefully**

1. Relax and be objective about yourself - there are no right or wrong answers and your response will be confidential.
2. Answer the questions as you know you are, not as you would like to be.
3. Determine which of the four comments MOST accurately describes you and place a number 4 on that line.
4. Decide which of the remaining three comments NEXT MOST is like you then place a number 3 on that line.
5. Rank the remaining two comments by placing a number 2 and then 1 on the appropriate line, so that number 1 is LEAST like you of all four comments.
6. Answer all sections in a like manner.
7. Check your paper upon completion to be sure that all statements have the four comments rated from 1 to 4 using each number only once.

Remember:	4 is MOST like you
	1 is LEAST like you

**When I am at work I am:**

- Correct and accurate
- Outgoing and enthusiastic
- Dependable and reliable
- Efficient and quick to get on with the job

**I work best with people who are:**

- Self controlled, able to sort out the facts to get the job done.
- Fun to be with and are motivating
- Supportive of other people, considerate of personal objectives
- Independent, able to get on with their work with minimum supervision

**I feel of most value when I can:**

- Work out the details of a new concept or idea at my own pace
- Motivated others towards goals that I consider important
- Show others how to practically apply a new idea or concept
- Get others to expand themselves

**When people upset me I feel like:**

- Avoiding them and getting on with other things that are important to me
- Telling them how I feel about the situation in no uncertain manner
- Agreeing with them to avoid the personal conflict
- Confronting them and telling them what is wrong

**I lead people by:**

- Consulting with them to ensure that they stay on track
- Creating open, active discussions to build personal motivation
- Sharing how I feel about the situation to gain their support
- Directing them toward the achievement of the job at hand

**I am a person who:**

- Is disciplined and thorough at everything I do
- Enjoys social interaction and companionship
- Understand other people well enough not to cause personal conflicts
- Is tough and demanding, but always fair

**When I have an important decision to make, I consider:**

- The facts that I personally have found to be correct
- Recommendations made by people I respect
- The opinions and feelings of the people closest to me
- The various options available, to arrive at the best alternative

**When I am asked to help another person, I:**

- Take my time to observe the situation, and then discuss what can be done
- Confront them as quickly as possible to help them get back on track
- Be supportive of their situation, so that I can understand how they feel
- Discover what their problem is and then tell them what they need to do

**Close friends would most likely describe me as:**

- Reliable, dependable and well organised
- A fun loving person who has a good personality
- Trustworthy and a good friend to have when in need
- Opinionated and headstrong, but often right!

**When I am under emotional stress:**

- Withdraw to avoid the people causing me the stress
- Sometimes do hurtful things that I later regret
- I become personally hurt by the thoughtless actions of other people
- I am easy to anger

**When I meet people for the first time, I am:**

- Careful to project a favourable appearance
- Sociable and friendly to relax them and get to know them quickly
- Friendly, but take time to establish a relationship
- Myself, whether they like me or not

**When working with other people, I am:**

- Accurate and well organised
- Creative and involved in a variety of activities
- Friendly and part of the team
- In charge (and/or) actively involved in getting the job done

**When socialising, I usually:**

- Have a quiet formal dinner party with close acquaintances
- Enjoy a fast paced party with a variety of people
- Have a relaxed, informal, casual get together
- Be private, sharing best with only one other

**When in close relationship with another person, I:**

- Am discreet and proper, not openly demonstrating my feelings to others
- Show my affection openly, enjoying close contact
- Enjoy a close, gentle association demonstrating warmth
- Take it or leave it, as I consider it is not necessary to continually give or receive affection to prove it exists.

**When communicating with other people, I:**

- Take my time, asking them what they think about the matter
- Am open, prepared to negotiate to achieve my objectives
- Am tactful and sensitive to their feelings about the situation
- Get to the point and tell them how I see the situation

Now that you have completed the project, please total the numbers in the squares as follows:

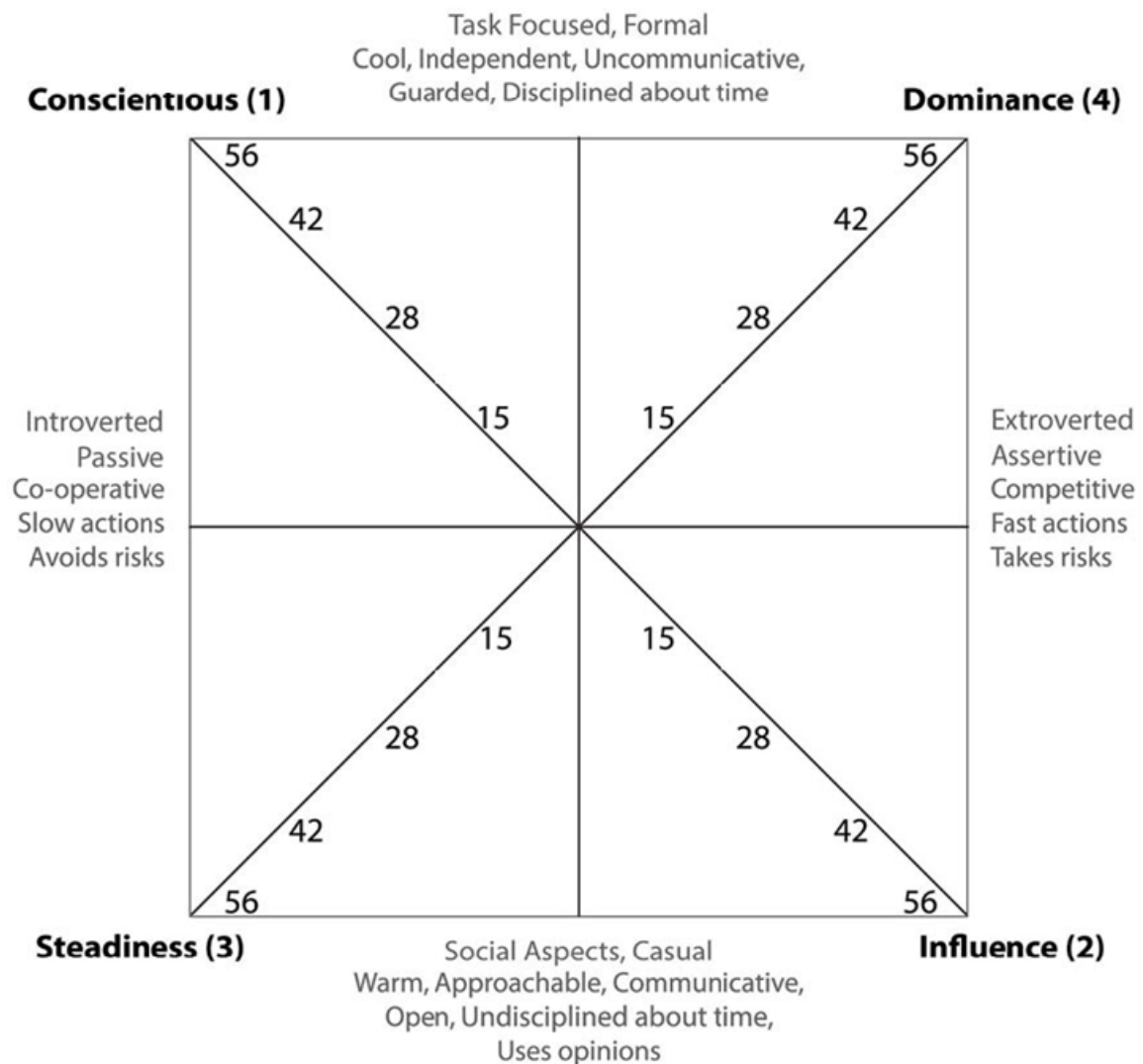
Total of first squares

Total of second squares

Total of third squares

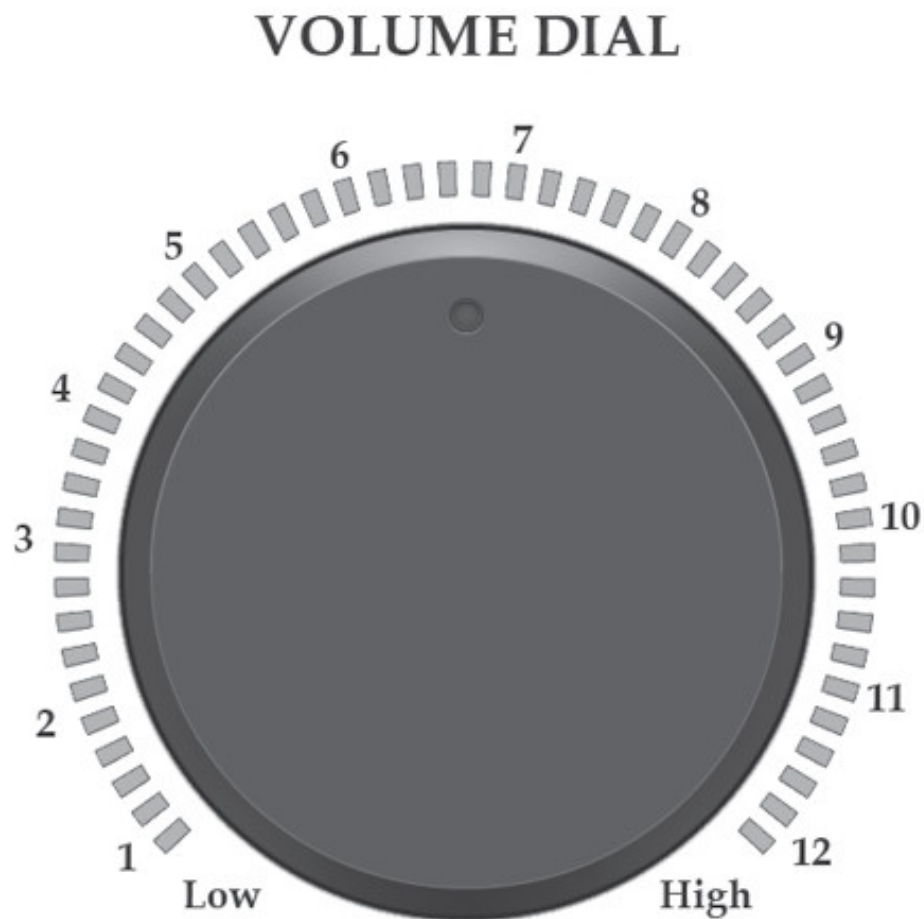
Total of fourth squares

Total



## Full Breadth of Behaviour

The aim of full breadth of behaviour is to avoid being a one trick pony or have limited access to different approaches. Ideally aim to gauge and apply the appropriate volume level to get the best result from your behaviour.



Go through the following description and highlight the behaviours you are currently very comfortable with and have good access to at any time.

Then go through the list with another colour and highlight those that you have access to if called upon as appropriate at the time.

Then finally, go through with a third colour and highlight the behaviour you could do but don't do often, but could use if absolutely necessary.

## **Dominance**

People who score highly are very active in dealing with problems and challenges and are described as demanding, forceful, egocentric, strong-willed, driven, determined, ambitious, aggressive and pioneering. Low scorers are people who prefer to do more research before committing to a decision. They are described as conservative, low key people, cooperative, calculating, undemanding, cautious, mild, agreeable, modest and peaceful.

## **Influence**

High scorers are influencers of others. They like to do this through talking and activity and tend to be emotional. They are described as convincing, magnetic, political, enthusiastic, persuasive, warm, demonstrative, trusting, and optimistic. Low scorers prefer to influence using data and facts rather than feelings. They are described as reflective, factual, calculating, skeptical, logical, suspicious, matter of fact, pessimistic, and critical.

## **Steadiness**

High scorers want a steady pace, security and do not like sudden change. They are calm, relaxed, patient, possessive, predictable, deliberate, stable, consistent, and tend to be unemotional and poker faced. Low scorers are those who like change and variety and are described as restless, demonstrative, impatient, eager, or even impulsive.

## **Conscientiousness**

High scorers adhere to rules, regulations, and structure. They like to do quality work and do it right the first time. They are careful, cautious, exacting, neat, systematic, diplomatic, accurate, and tactful. Low scorers like to challenge rules and be independent. They are self-willed, stubborn, opinionated, unsystematic, arbitrary, and careless with details.

The aim of this exercise is to highlight that you need to have an understanding of the full breath of behaviour. It allows you to adapt to any circumstance and create a great outcome for both parties' every time.