

Your preferred interpersonal style

This is not a test with right or wrong answers. It is a survey which asks you to describe your interpersonal style.

Indicate the order in which you feel each statement applies to you by filling in the blank spaces to the right of each statement with the numbers 1, 2, 3 and 4, according to which is most like you: 1= least like you, 4 = most like you.

For each block of four statements there maybe two or more statements that seem equally like you (or equally not like you), but please rank them 1- 4 even though it may be difficult as this is a forced-choice exercise. Each statement in the block must be assigned 1-4 and no number can be used twice

I feel most pleased with myself when I:

Act idealistically and with optimism
See an opportunity for leadership and go after it
Look after my own interests and let others look after theirs
Adjust myself to fit in with the group I am with

A	B	C	D
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I am most likely to treat others in:

A respectful, polite and admiring manner
An active energetic and self-confident manner
A clear, straightforward and professional manner
A congenial, social and friendly manner

I make others feel:

They are in safe hands
Excited to be working with me
Free to speak their mind and take action
Cared for and understood

I feel I can best win people over by being:

Modest and idealistic
Persuasive and enthusiastic
Proactive and practical
Warm and generous

In working with others I am most likely to be:

Careful and keen to uphold quality
Creative and quick to develop new ideas
Practical and eager to get going
Keen to form close relationships



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I find it most satisfying when others see me as:

Credible and trusted
Creative and inspiring
Practical and proactive
Kind and thoughtful

I feel the best way to get ahead in the world is to:

Consistently produce top quality work
Make a big splash
Be resilient and overcome challenges
Form great relationships

In solving the problem of working with a difficult person I:

Find out from others how they have solved the problem and follow their advice
Charm the person and get around them as best I can
Decide for myself what is right and then stand by my own convictions
Change myself to fit in and make the relationship more harmonious

I impress others with:

My focus and attention to detail
My confidence and eloquence
My tenacity and drive
My interpersonal skills and network

Now add up the total scores in each column

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Transfer the column scores to these boxes and check that the sum of the four boxes equals 90

A	B	C	D	TOTAL = 90



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