

## Behavioural Style Identification

Answer the following questions by putting a circle around the response E, X, C, or L, that best describes yourself, or the person you are assessing.

Only one answer per question.

In some circumstances, your answer may fall somewhere between the two; in which case, you will have to make the decision on balance to ensure you answer all the questions.

If you/they behave in one way in some situations and differently in other situations, as is often the case, then decide what is the real you/them and what is tension-related. Answer with the "real" you/them in mind.

**Please, be honest!**

## **Behavioural Style identification:**

**1. This person is:**

- X Easy to get to know
- E More difficult to get to know

**2. In conversation or personal interaction they:**

- E Stay on the subject and focus on the issues at hand
- X Reflect on personal and life experiences sometimes straying from the subject.

**3. They are:**

- L Talkative
- C Quiet

**4. When it comes to standards or conventions they:**

- E Adhere to the letter of the law
- X Interpret the spirit of the law

**5. They tend to make decisions based on:**

- E Facts, evidence, goals
- X Feelings, relationships, experiences

**6. When putting their point of view, they tend to be:**

- L Emphatic and direct
- C ~~C~~ More qualified and indirect

**7. When emphasising points, their gestures are:**

- C Few
- L Frequent

**8. When speaking or listening their facial expression and body language is:**

- X Highly animated
- E More fixed

**9. When it comes to personal feelings they:**

- E Keep them private, sticking to business
- X Are more willing to share them

**10. Their level of enthusiasm is:**

- X Higher than average
- E Lower than average

**11. They tend to be:**

- L Forward and initiate
- C Reserved and wait for others to initiate

**12. They prefer to manage their time:**

- X Flexibly
- E In a disciplined and "tight" way

**13. In meetings they can appear:**

- L Impatient and keen to move on
- C Laid back and thoughtful

**14. Their behaviour tends to be:**

- L Assertive
- C Reserved

**15. When expressing their views they:**

- C Tend to be reserved
- L Express them readily

**16. Their decision making tends to be:**

- L Rapid and spontaneous
- C Slow and deliberate

**17. They prefer to work in an environment where they:**

- E Can be independent and determine their own decisions
- X Can work with others and include relationships

**18. When dealing with risk and change they tend to:**

- C Take a slow cautious approach
- L Embrace it quickly and spontaneously

To identify behavioural style, plot the position on the matrix by following these four steps:

1. Total no. of times E was circled =

Total no. of times X was circled =

(Check that  $E + X = 9$ )

2. Total no. of times L was circled =

Total no. of times C was circled =

(Check that  $L + C = 9$ )

3. Now calculate  $E - X$  and plot the result on the vertical axis

4. Now calculate  $L - C$  and plot the result on the horizontal axis.

