

# Behavioural Styles

(Acknowledgement to Dr Tony Alessandra for his concept)

Compare each set of statements in Column A and Column B. Circle the letter (S, O, I or D) to the left of Column A if the statement in that column best describes you most of the time. Circle the letter near Column B if that statement best describes you.

## Column A

1. **S** Prefers to deal with facts more than opinions.
2. **S** Punctual.
3. **O** Easy to get to know.
4. **S** Enjoys following an established schedule.
5. **O** Animated facial expressions during speaking and listening.
6. **S** Focuses conversation on issues and tasks at hand; stays on subject.
7. **O** Shows and shares feelings freely.
8. **O** Considerable hand and body movement during conversation.
9. **O** More enthusiastic than the average person.
10. **S** Makes decisions rationally.
11. **O** Mostly speaks in generalities and opinions.
12. **I** Risk avoider.
13. **I** Infrequent contributor to group conversation.
14. **D** Faster paced than average person.
15. **I** Little use of voice to emphasise points.
16. **I** Speaks softer than average.
17. **D** Speaks faster than average.
18. **D** Makes gestures to emphasise points.
19. **I** When not in agreement most likely to go along.
20. **D** More likely to introduce self to others in social gatherings.
21. **D** Communicates readily.
22. **D** Makes emphatic statements.

## Column B

1. **O** Tends to rely on opinions more than facts.
2. **O** Leisurely about time.
3. **S** Hard to get to know.
4. **O** Feels cramped by schedule.
5. **S** Few facial expressions during speaking and Listening.
6. **O** Conversation consists of many stories and anecdotes; gets off the subject.
7. **S** Keeps feelings hidden.
8. **S** Limited hand and body movement during conversation.
9. **S** Less enthusiastic than the average person.
10. **O** Makes decisions based on emotion.
11. **S** Mostly speaks in specifics, facts and logic.
12. **D** Risk taker.
13. **D** Frequent contributor to group conversation.
14. **I** Slower paced than average person.
15. **D** Uses voice intonations to emphasise points.
16. **D** Speaks louder than average.
17. **I** Speaks slower than average.
18. **I** Few gestures to emphasise points.
19. **D** Most likely to put up an argument when not
20. **I** More likely to wait for others to introduce themselves.
21. **I** Hesitant to communicate.
22. **I** Makes tentative statements. (shades of grey)

Next Step:

Total up the individual numbers for your S,O,I and Ds.

Take your S from your O or your O from your S (the lower from the higher figure eg  $5O - 2S = 3O$ ,  $4S - 1O = 3S$ )

Repeat for your Is and Ds (eg  $6D - 2I = 4D$ )

Plot your two figures on the graph to locate your style.

