

ANDROS

ANDROS CONSULTANTS LIMITED

• • • • •

Box 205 Morriston Ontario N0B 2C0
Tel: (519) 766 1178 Fax (519) 766 0379
www.andros.org info@andros.org

... *Style Evaluation*

• • • • • • • •

Style Evaluation

OBJECTIVE: To help you identify your dominant and subordinate relating styles

How to Proceed:

Complete each of the following sentences by choosing the ONE optional ending that most closely applies to how you act or feel. Choose **only** one ending for each sentence. Your first impression is usually the most accurate choice. Circle the letter against the option that fits for you.

1. When I'm describing an event to someone, I...

- a. make it short, sweet and direct to the point
- b. try to convey the energy and excitement I feel
- c. relax and just let it unfold as it happens
- d. stick to the facts, all the facts and nothing but the facts.

2. In general conversations, when there's no particular topic, ...

- a. I like to get people talking about activities or achievements
- b. it's useful to discuss our personal aspirations and dreams
- c. the focus could be on how people feel or experience things
- d. it is still important to relate to facts and realities.

3. Compared to most others, when I'm presenting my point of view, I ...

- a. can get my point across very efficiently
- b. am more enthusiastic about my subject material
- c. manage to keep people relaxed and receptive
- d. keep it balanced, factual and well considered.

4. Whenever I find myself becoming angry or frustrated, I...

- a. try to resolve it directly and as quickly as possible
- b. will let it all "hang out" and tell others how I feel
- c. keep it low key and gentle so no one is hurt
- d. make every attempt to keep it well under control.



5. What really makes all my efforts worthwhile is...

- a. achieving my goals, and getting the results needed
- b. knowing that others really appreciate what I'm doing
- c. knowing that I've done everything expected of me
- d. seeing everything fall into place the way it should.

6. People I work with, who know me well, describe me as being...

- a. someone who makes things happen - a "mover and shaker"
- b. a person who can always add value to any situation
- c. someone who is helpful, pleasant and fun to be with
- d. one who knows where (s)he is going and how to get there.

7. The thing that really motivates me is...

- a. making it, being successful in all I attempt, being No. 1
- b. being recognised as outstanding, successful or special
- c. when others appreciate me and feel good being with me
- d. being free to do things the way they should be done.

8. When there's something important to be done, I...

- a. first define the goal, then "knuckle down" and go for it
- b. find the necessary talent and energy in others to make it happen
- c. get my best results by working within the team, and doing my part
- d. approach it methodically, purposefully and persistently.

9. My preference, when I'm working with others, is to...

- a. take charge, assume the responsibility for getting the job done
- b. coordinate the efforts of all around me to create success
- c. contribute everything I can, and help others to do the same
- d. ensure that we're together, all "reading from the same score"

10. The one thing about working with a group that "bugs" me is...

- a. having to slow down to accommodate slower paced members
- b. the necessity to return repeatedly to matters already resolved
- c. unnecessary confrontation, conflict or aggravating behaviours
- d. when people persist in accepting incorrect facts or conclusions.



11. If there's a vitally important thing to be done, I like to...

- a. get on with it, keeping my eye on the ball and scoring the goal
- b. look at it from every aspect before committing to action/result
- c. ensure everyone is comfortable and "on-side" before starting
- d. ensure I have all the information I need as well as a clear goal

12. My home and work environments would best be described as...

- a. well organized, reflecting both my tastes and my priorities
- b. really interesting, demonstrating my preferences and style
- c. special to me, with all my souvenirs and memorabilia
- d. effective and efficient, convenient and practical.

13. I usually prefer to dress and groom myself so that I am...

- a. seen to be "in style", impeccable and stand out in a crowd
- b. making a bold statement about who I am and how I feel
- c. really comfortable, and also so that others are too
- d. appropriate to the occasion, classical and conservative.

14. When attending a function where I don't know any of the people present I...

- a. quickly identify the leaders or the important people present
- b. try to position myself so that I can get to meet others quickly
- c. circulate to find those people that I would like to know
- d. find a program or agenda so that I know what is happening

15. If I've made a significant contribution to a team or an organization, I...

- a. would like to be given appropriate authority, status or other reward
- b. expect that it should be quickly and appropriately recognized
- c. would be happy if everyone involved recognized and appreciated me.
- d. am content to be recognized with more opportunities / responsibilities

16. The *first* words that others, who know me well, would use to describe me ...

- a. an achiever, dynamic, focused and ambitious
- b. a leader and visionary, who is well connected
- c. their friend, fun to be with but also sensitive
- d. well informed, objective, thorough and pragmatic.



17. Most of all - in the final reckoning - I'd like to be seen as someone who...

- a. achieved something that made a real difference to this world
- b. made this a better world for others to enjoy and benefit from
- c. could always be counted on, a person of real value
- d. was one who "played the game" and did it well.

Finished?

Now, tally the number of times you have selected **a**, **b**, **c**, or **d**, options. You should have four subtotals that add up to 17. Enter the totals for each letter in the spaces below. Your "dominant" style is indicated by the highest number, and your "back-up" styles by the second and third highest numbers. Should you have a tie, you may want to review your answers to see if this is a true representation of your preferences, and if so, consider aspects of both relating styles indicated.

<input type="text"/>	a	-	EAGLE	Direct Communication / Deliberate Control
<input type="text"/>	b	-	PEACOCK	Direct Communication / Spontaneous Control
<input type="text"/>	c	-	SWALLOW	Indirect Communication / Spontaneous Control
<input type="text"/>	d	-	OWL	Indirect Communication / Deliberate Control

For a more detailed description of each of these "styles", email us at info@andros.org with "Styles Descriptors" in the subject line.

Please note that no one is likely to think or act totally within the confines of any one "style", but rather will choose many or most of their behaviours from that category or "style". If you consider every statement given and select the one that describes your actions **most** of the time, you should arrive at the same conclusions regarding dominant and back-up "styles" indicated by the questionnaire results.

