

TABULATE YOUR PROFILE

1. On the grid, put an X on the "O" scale that corresponds to your "o" total.
2. On the grid, put an X on the "E" scale that corresponds to your "E" total.
3. Draw a vertical line through the X marked on the "O" scale.
4. Draw a horizontal line through the number circled on the "E" scale.
5. Your Personal Style is indicated where the lines meet.

										"E" Scale (Task-Oriented)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													
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"O" Scale (Unstructured)	7	10	14	18	21	24	28	32	35																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														

Task/Unstructured people tend to prefer: general guidelines, versatility, to help wherever needed, and tangible results. Consider the kind of position that needs you to fulfill a wide variety of responsibilities.

Task/Structured people tend to prefer: getting the job done, are focused on results, to follow an agenda, and appreciate clear direction. Consider the kind of position that allows you to know clearly what the goals are and how the task is to be accomplished.

People/Unstructured people tend to prefer: spontaneous situations, are very conversational, relate well to others, and tend to be flexible. Consider the kind of position that gives you the freedom to respond to people spontaneously.

People/Structured people tend to prefer: defined relationships, familiar surroundings and relationships, and they project warmth. Consider the kind of position that will enable you to interact with people in more stable or defined settings.

PERSONAL STYLE ASSESSMENT

DIRECTIONS

1. For each item, check the word you think best describes what you would prefer to do or be in most situations.
2. Do not answer according to what you feel is expected by a spouse, family members, employer, etc.
3. Select the behavior or perspective that would come naturally to you if you knew there were no restrictions on or consequences for your personal expression.

HOW ARE YOU ORGANIZED?

While on vacation I prefer to	be spontaneous	1 2 3 4 5	follow a set plan.
I prefer to set guidelines that are	general	1 2 3 4 5	specific.
I prefer to	leave my options open	1 2 3 4 5	settle things down
I prefer projects that have	variety	1 2 3 4 5	routine.
I like to	play it by ear	1 2 3 4 5	stick to a plan.
I find routine	boring	1 2 3 4 5	restful.
I accomplish tasks best	by working it out as I go	1 2 3 4 5	by following a plan.

How are you organized? O = Total

HOW ARE YOU ENERGIZED?

I'm more comfortable	doing things for people	1 2 3 4 5	being with people.
When doing a task, I tend to	focus on the goal	1 2 3 4 5	focus on relationships.
I get more excited about	advancing a cause	1 2 3 4 5	creating a community
I feel I have accomplished something when I've	gotten a job done	1 2 3 4 5	built a relationship.
It is more important to start a meeting	on time	1 2 3 4 5	when everyone gets there.
I'm more concerned with	meeting a deadline	1 2 3 4 5	maintaining the team.
I place a higher value on	action	1 2 3 4 5	communication.

How are you energized? E = Total