SOCIAL STYLE SELF-PROFILE

Self-Examination of Social Style

SOCIAL STYLE SELF-PROFILE: Read the following scenarios. For each scenario, circle the number for the answer that is most like you (left hand column) and the answer that is least like you (right hand column).

1. You are listening to a speaker you like. His/her message is about a value that you believe you have and you wished others had:

someone tel	ls of a situation when you did
something v	vrong. You feel:
Most	Least

Fearful

6. You are at a party with people from work and

Most		Least
1.	Respectful	3.
2.	Pioneering	4.
3.	Optimistic	1.
4.	Supportive	2.

2. Aggressive 3. Angry 4. Betrayed

2. You are baby-sitting for a friend. You really like the child because you most admire his or her:

7. You are listening to a salesperson give a sales presentation. You are beginning to believe he/she is a credible problem solver because he/she is:

4.

1.

2.

Most		Least
1.	Neatness	3.
2.	Obedience	4.
3.	Spontaneity	1.
4.	Playfulness	2.

Most		Least
1.	Intelligent	3.
2.	Original	4.
3.	Persuasive	1.
4.	Honest	2

3. An associate is describing you to an acquaintance. You are most flattered when he or she describes you as:

8. You are in line with friends at an amusement park ride. You hear someone tell the person in front of you that this is a scary ride. You feel:

Most		Least
1.	Accurate	3.
2.	A Go-Getter	4.
3.	Attractive	1.
4.	Kind	2.

Most		Least	.
	1.	Cautious	3.
	2.	Brave	4.
	3.	Excited	1.
	4.	Trapped	2.

4. You are giving advice to friend. You believe the advice is sound, but suddenly he/she verbally attacks you. You:

9. You have been given an itinerary of a trip with a friend. He/she suddenly changes the plans without consulting you. You feel:

Most		Least
1.	Leave	3.
2.	Bluntly continue	4.
3.	Get Sarcastic	1.
4.	Apologize	2.

Most		Least	
	1.	Nonchalant 3	3.
	2.	Argumentative 4	4.
	3.	Adventurous	1.
	4.	Adaptable 2	2.

5. You are standing in a long line at a theater 10. You are waiting at an airport where weather has when a friend leads you past these people to a delayed all flights. People are mulling, some sitting shorter line that has just opened. You feel: near you. Your reaction to the delay is being:

Most		Least	Most	Least	
1.	Rude	3.	1	Patient	3.
2.	Bold	4.	2.	Self-reliant	4.
3.	Lucky	1.	3.	Sociable	1.
4.	Easily Led	2.	4.	Soft-spoken	2.

11. Your instructor says that he/she needs your help in getting a presentation together for a customer. You feel:

16. You are on vacation with a si	gnificant other.
You are walking on a beach	with him/her.
You feel:	

Most		Least	Most	Least
1.	Knowledgeable	3.	1.	Content
2.	Capable	4.	2.	Positive
3.	Enthused	1.	3.	Peaceful
4.	Agreeable	2.	4.	Trusting

12. You have just learned that the people at your new job are glad you have been hired. You believe the reason for your acceptance is your:

17. You are told that there are going to be some
major changes in the routine of your work unit.
Your reaction would be:

3. 4. 1. 2.

Most		Least	Most	Least	
1	Rationality	3.	1	Reserved	3.
2.	Will Power	4.	2.	Confrontive	4.
3.	Humor	1.	3.	Cordial	1.
4.	Cheerfulness	2.	4.	Receptive	2.

13. A friend confides in you that he/she has lost his/her job. You give him/her advice. He/she would probably say that your response was:

18. You hosted an open house for your company.
Many of the customers have written letters to
your instructor to tell him/her that you are:

Most		Least	Most	Least	
1.	Common Sense	3.	1.	Cultured	3.
2.	Challenging	4.	2.	Vigorous	4.
3.	Encouraging	1.	3.	A Good Mixer	1.
4.	Sympathetic	2.	4.	Empathetic	2.

14. You present an idea to the executive committee. 19. You are assigned to a committee to improve of your organization. Afterwards, many of the comments from them would say that you are:

employee/management relations. The committee sees your strength as being:

Most		Least	Most	Least	
1.	Precise	3.	1	Detailed	3.
2.	Nervy	4.	2.	Decisive	4.
3.	Inspirational	1.	3.	Talkative	1.
4.	Cooperative	2.	4.	Caring	2.

	ing a brand new reasons for your one is:		perf	orman	stening to a instructo ce of last year. He/s ontribution came from	he says that your
Most		Least	Most Least			
1.	Safety	3.		1.	Logic	3.
2.	Top of the Lin	e 4.		2.	Persistence	4.
3. App	earance/Comfor	t 1.		3.	Creativity	1.
4.	Cost	2.		4.	Helping others	2.
21. You find that you best work in a work environment that would be considered to be:		23. You have done a good job for your instructor. He/she would best let you know that you have done a good job by giving you:				
Most		Least	Most		Least	
1.	Harmonious	3.		1	Respect	3.
2.	Competitive	4.		2.	More Control	4.
3.	Informal	1.		3.	Variety	1.
4.	Considerate	2.		4.	Praise	2.
bringing togethe	elped the organizer some people w What helped was	ho in the past	con	nmunit	nning for the school ty. One of the greate telp your win is that	est strengths
Most		Least	Most		Least	
1.	Diplomatic	3.		1.	Devout	3.
2.	Daring	4.		2.	Productive	4.
3.	Intuitive	1.		3.	Popular	1.
4.	Calming	2.		4.	Neighborly	2.
Count the "Most" and	number of	f times you	circled	the	following nu	mbers under

1.	2.	3.	4.
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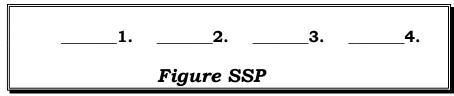
Count the number of times you circled the following numbers under "Least" and write that number in the appropriate blank.

1.	2.	3.	4

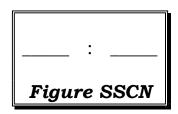
SCORING YOUR PROFILE

Circling the "Most" is not a very accurate determiner of your social style. The answers you gave reflect what social style you would like to be, and may or may not reflect how you actually feel and think. However, when you circled the "Least" answers, you subconsciously let yourself know which social style you seem to think, feel, and act the most like. The only time you will be using the "Most" answers is if there is a tie in any of the numbers in the "Least" section.

Step One: Record you answers to the "Least" section on the previous page:



Step Two: In the left blank of Figure SSCN, write the number that you circled the most in figure SSP. In the right blank, write the number that you circled the second most in Figure SSP. Then, move on to Step Three.



Exceptions: There can be three exceptions to this step. **A.** There may be a tie for the most circled number in Figure SSP. **B.** There may be a tie for the second most circled number in Figure SSP. **C.** The number that you circled the most is circled twelve or more times.

Exception A:

If there is a tie for most circled number, look at the "Most" on the previous page to see which of those two numbers in the tie is more dominant in the "Most" section. Whichever of the tie is more dominant in the "Most" section, put that number in the left blank of Figure SSCN, and the other number in the tie in the right blank.

Example: Let's say the numbers that you circled the most and second most in Figure SSP tied. You circled No. 3 five times and No. 4 five times. Then, you looked at the "Most" section on the previous page and found that you had circled No. 3 only three times, but No. 4 you have circled eleven times. That would mean of the two numbers, No. 4 is more dominant than No. 3. So, you would put No. 4 in the left blank of Figure SCCN and No. 3 in the right blank of Figure SCCN and move to Step Three.

Exception B:

If there is a tie for second most circled number, look at the "Most" on the previous page to see which of those two numbers in the tie is more dominant in the "Most" section. Whichever of the tie is more dominant in the "Most" section, put that number in the right blank of Figure SSCN, and disregard the other number.

Example: Let's say the number that you circled the most in Figure SSP was No. 2. You circled it seven times, and you have written that in the left blank of Figure SSCN. But, now there is a tie for the second most circled number in Figure SSP. You circled No. 3 five times and No. 4 five times. Then, you looked at the "Most" section on the previous page and found that you had circled No. 4 six times and No. 3 only four times. That would mean of the two numbers, No. 4 is more dominant than No. 3. So, you would put No. 4 in the right blank of Figure SSCN and disregard No. 3. You would then move on to Step Three.

Exception C:

If the most circled number in Figure SSP was circled twelve or more times, the left and right blanks of Figure SSCN should both be this number. Your Social Style Code Number (Figure SSCN) is 1:1 (Analytical/Analytical), or 2:2 (Driver/Driver), or 3:3 (Expressive/Expressive), or 4:4 (Amiable/Amiable). Then move to Step Three. Write it above in Figure SSCN.

Step Three: Rewrite your Social Style Code Number (Figure SSCN) here:

:
Figure SSCN

Find your Social Style Code Number in the upper right hand corner of one of the 16 social styles within the following grid, and that will determine what your social style is.

THE SIXTEEN SOCIAL STYLES

D1	C1	B1	A1
1	~ =		
1:1	1:2	2:1	2:2
Analytical Analytical	Driving Analytical	Analytical Driver	Driving Driver
D2	C2	B2	A2
1:4	1:3	2:4	2:3
1:4	19	4 :4	∡.s
Amiable Analytical	Expressive Analytical	Amiable Driver	Expressive Driver
D3	C3	В3	A3
4:1	4:2	3:1	3:2
Analytical Amiable	Driving Amiable	Analytical Expressive	Driving Expressive
D4	C4	B4	A4
4:4	4:3	3:4	3:3
Amiable Amiable	Expressive Amiable	Amiable Expressive	Expressive Expressive