

COMMUNICATION: A Self-Assessment Exercise

Instructions: Please select one from each pair of attributes (by circling the number of) – the one that you prefer most at this time. No pair is an either-or proposal. Hold “one” context in mind – either work or at home – and make your choice as spontaneously as possible (recognizing that at times you might have chosen either one). You must make a choice from each of the pairs; no pairs should be left unanswered. There is no wrong answer. NOTE: To arrange a debriefing session, see end of page 3.

1. I like action.
2. I deal with problems in a systematic way.
3. I believe that teams are more effective than individuals.
4. I enjoy motivation very much.
5. I am more interested in the future than in the past.
6. I enjoy working with people.
7. I like to attend well organized group meetings.
8. Deadlines are very important for me.
9. I cannot stand procrastination.
10. I believe that new ideas have to be tested before being used.
11. I enjoy the stimulation of interaction with others.
12. I am always looking for new possibilities.
13. I want to set up my own objectives.
14. When I start something, I go through until the end.
15. I basically try to understand other people's emotions.
16. I do challenge people around me.
17. I look forward to receiving feedback on my performance.
18. I find the step-by-step approach very effective.
19. I think I am good at reading people.
20. I like creative problem-solving.
21. I extrapolate and project all the time.
22. I am sensitive to others' needs.
23. Planning is the key to success.
24. I become impatient with long deliberations.
25. I am cool under pressure.
26. I value experience very much.
27. I listen to people.
28. People say that I am a fast thinker.
29. Cooperation is a key word for me.
30. I use logical methods to test alternatives.
31. I like to handle several projects at the same time.
32. I always question myself.
33. I learn by doing.
34. I believe that my head rules my heart.
35. I can predict how others may react to a certain action.
36. I do not like details.
37. Analysis should always precede action.
38. I am able to assess the climate of a group.

(continued on next page)

39. I have a tendency to start things and not finish them.
40. I perceive myself as decisive.
41. I search for challenging tasks.
42. I rely on observation and data.
43. I can express my feelings openly.
44. I like to design new projects.
45. I enjoy reading very much.
46. I perceive myself as a facilitator.
47. I like to focus on one issue at a time.
48. I like to achieve.
49. I enjoy learning about others.
50. I like variety.
51. Facts speak for themselves.
52. I use my imagination as much as possible.
53. I am impatient with long, slow assignments.
54. My mind never stops working.
55. Key decisions have to be made in a cautious way.
56. I strongly believe that people need each other to get work done.
57. I usually make decisions without thinking too much.
58. Emotions create problems.
59. I like to be liked by others.
60. I can put two and two together very quickly.
61. I try out my new ideas on people.
62. I believe in the scientific approach.
63. I like to get things done.
64. Good relationships are essential.
65. I am impulsive.
66. I accept differences in people.
67. Communicating with people is an end in itself.
68. I like to be intellectually stimulated
69. I like to organize.
70. I usually jump from one task to another.
71. Talking and working with people is a creative act.
72. Self-actualization is a key word for me.
73. I enjoy playing with ideas.
74. I dislike to waste time.
75. I enjoy doing what I am good at.
76. I learn by interacting with others.
77. I find abstractions interesting and enjoyable.
78. I am patient with details.
79. I like brief, to the point statements.
80. I feel confident in myself.

(continue on to the next page for scoring)

Scoring: In each of the previous 80 pairs, you circled the one response you most preferred. Now, circle the number below that corresponds to each of the answers you selected (from the previous 80 pairs) – that means that if you circled #2 on the survey form, you find where the #2 is located (in this case, it is in “STYLE 2”) and circle it. Continue doing the same with each of the numbers you circled on the form. Then add up the total number of items you circled in each of the four different STYLE categories and write it in the space provided at the right for each style.

NOTE: The maximum total number of circled items is "20" per style and your grand total for the four styles should add up to 40.

STYLE 1:

1 - 8 - 9 - 13 - 17 - 24 - 26 - 31 - 33 - 40 - 41 - 48 - 50 - 53 - 57 - 63 - 65 - 70 - 74 - 79

Total number of items circled for STYLE 1 (A) = _____
20

STYLE 2:

2 - 7 - 10 - 14 - 18 - 23 - 25 - 30 - 34 - 37 - 42 - 47 - 51 - 55 - 58 - 62 - 66 - 69 - 75 – 78

Total number of items circled for STYLE 2 (PR) = _____
20

STYLE 3:

3 - 6 - 11 - 15 - 19 - 22 - 27 - 29 - 35 - 38 - 43 - 46 - 49 - 56 - 59 - 64 - 67 - 71 - 76 - 80

Total number of items circled for STYLE 3 (PE) = _____
20

STYLE 4:

4 - 5 - 12 - 16 - 20 - 21 - 28 - 32 - 36 - 39 - 44 - 45 - 52 - 54 - 60 - 61 - 68 - 72 - 73 - 77

Total number of items circled for STYLE 4 (I) = _____
20

(Your totals should add up to "40" ...)

NOTE: Each person is unique in their profile, bringing their own “style” of communicating to the forefront in different situations and under varying circumstances...i.e. your predominant “style” at work may be different than your predominant “style” at home or with your family.

Taking this simple survey is intended to pique your curiosity only. If you are interested to receive further information explaining the distinctions between the different styles and what that might reflect in the way your own responses are distributed over the four style categories, please let us know so that we can arrange a debriefing session with you. You can use the Contact Us page on our web site -- www.ecologyofdesigninhumansystems.com -- to let us know.

SOURCE: Casse, Pierre “Training for the Cross-Cultural Mind,” Washington, DC:SIETAR International, 1979, pp. 125-132.