

Treading on Sacred Ground

Behavioral-Style Evaluation

Compare each set of statements. Then circle the letter **S** (Supporting), **C** (Controlling), **I** (Indirect), or **D** (Direct) that best describes you in most situations and with most people.

	1. I am...
S	more open to getting to know people better and establishing new relationships, OR
C	more likely to control who I get involved with and how well I get to know them
	2. I usually...
C	focus conversations on tasks, issues, business, or subject at hand OR
S	allow conversations to take the direction of interest of the parties involved, even though this may stray from the business or subject at hand
	3. I am...
I	a less frequent contributor to group conversations OR
D	a more frequent contributor to group conversations
	4. I tend to...
I	keep personal thoughts or feelings private, sharing only when asked and necessary, OR
D	express personal thoughts or feelings about things, whether asked to or not
	5. I tend to...
C	make decisions based on objectives, facts, or evidence, OR
S	make decisions based on feelings, experiences, or relationships
	6. I generally...
D	use gestures, facial expressions, and voice intonation to emphasize points, OR
I	don't use gestures, facial expressions, and voice intonation to emphasize points
	7. I am...
D	more likely to make statements: "That's the way it is!" or, "We need to do xyz", "I feel we should abc...", OR
I	more likely to ask questions: "How does this fit?" or, "As I understand it..." or, "Can you confirm..."
	8. I am...
C	more likely to expect and plan for conflicts, OR
S	less likely to expect conflicts and more motivated to personally deal with conflicts when they arise

	9. I am...
S	more likely to accept others' points of view (ideas, feelings, and concerns) OR
C	less likely to accept other people's points of view (ideas, feelings, and concerns)
	10. I tend to...
C	focus mostly on an idea, concept or outcome OR
S	focus primarily on the interest level, the person involved, and the process of getting to an outcome
	11. I am...
I	more likely to wait for others to introduce themselves to me at social gatherings, OR
D	more likely to introduce myself at social gatherings
	12. I am...
S	more open about my own time involvement with others, OR
C	less open about my own time involvement with others
	13. I am...
C	likely to stick with my own agendas and concerns while tuning in to the power motives of others, OR
S	likely to tune into others' agendas and concerns while minimizing any conflict or disagreement
	14. I tend to...
I	remain involved with known situations, conditions, and relationships that leverage my strengths OR
D	seek new experiences, situations, and opportunities
	15. I am...
D	likely to express my own views readily, OR
I	likely to reserve the expression of my own views until I'm confident in what I want to say
	16. I tend to...
I	react more slowly and deliberately, OR
D	react more quickly and spontaneously
	17. I prefer to...
C	work independently or dictate the conditions when I need to involve others, OR
S	work with and through others, providing support when possible
	18. I am...
I	likely to respond to risk and change in a more cautious or predictable manner, OR
D	likely to respond to risk and change in a more dynamic or unpredictable manner