

Working Styles Questionnaire*

INSTRUCTIONS

Please mark in rank order of your preference for each question, where “1” notes what matters most to me and “4” notes what matters least to you.

1. When performing a job, it is most important to me to

- a. _____ do it correctly, regardless of the time involved.
- b. _____ set deadlines and get it done.
- c. _____ work as a team, cooperatively with others.
- d. _____ demonstrate my talents and enthusiasm.

2. The most enjoyable part of working on a job is

- a. _____ the information you need to do it.
- b. _____ the results you achieve when it's done.
- c. _____ the people you meet or work with.
- d. _____ seeing how the job contributes to progress.

3. When I have several ways to get a job done, I usually

- a. _____ review the pros and cons of each way and choose.
- b. _____ choose a way that I can begin to work immediately.
- c. _____ discuss ways with others and choose the one most favored.
- d. _____ review the ways and follow my “gut” sense about what will work the best.

4. In working on a long-term job, it is most important to me to

- a. _____ understand and complete each step before going to the next step.
- b. _____ seek a fast, efficient way to complete it.
- c. _____ work on it with others in a team.
- d. _____ keep the job stimulating and exciting.

5. I am willing to take a risky action if

- a. _____ there are facts to support my action.
- b. _____ it gets the job done.
- c. _____ it will not hurt others' feelings.
- d. _____ it feels right for the situation.

**Source: People Styles at Work and Beyond – Making Bad Relationships Good and Good Relationships Better/ Rober Bolton and Dorothy Grover Bolton, 2nd ed 2009.*

Working Styles Score Sheet*

Transfer the answers from the Working Styles Questionnaire onto the scoring grid below by entering the number you chose for each letter. Next, total the columns and record the answers in the space provided.

1. A. _____ B. _____ C. _____ D. _____

2. A. _____ B. _____ C. _____ D. _____

3. A. _____ B. _____ C. _____ D. _____

4. A. _____ B. _____ C. _____ D. _____

5. A. _____ B. _____ C. _____ D. _____

TOTALS: A. _____ B. _____ C. _____ D. _____

Your **LOWEST** score is your preferred or dominant working style.

In the case of a tied score, you should pick the working style you feel is most like you.

A= ANALYTICAL

B=DRIVER

C=AMIABLE

D=EXPRESSIVE

My preferred working style is _____.