

Your 7 Forms of Respect™ Results

7 Forms of Respect™ Dimensions

The assessment analyzes how you prioritize different forms of respect through these three dimensions:

- 1) Direction (i.e., give or get)
- 2) Hierarchy (i.e., senior, peer, junior)
- 3) Frequency (i.e., Rarely to Almost Always)

DIRECTION

To "give" respect is about how you'd like to demonstrate respect to others. "Get" respect reflects what you prefer to receive from others. What you give does not necessarily mirror what you like to get.

HIERARCHY

There are three different types of hierarchical relationships: senior to someone, peer to someone, or junior to someone. Generally, people have different expectations of others depending on the power dynamics within an organization or team. Your assessment results show a combined score as well as a detailed score of your expectations around respect, depending on the power dynamics. If your results show differences across the different hierarchical relationships, this may reflect how hierarchy exists in your current workplace and as well as your past experiences. For example, there is a lot of variation in the results across different hierarchical relationships for those who work or have worked in the military, which values hierarchy.

FREQUENCY

In this version of the assessment, we ask you how frequently you demonstrate each form of respect and how frequently you expect respect from others. The options are rarely, sometimes and almost always. The frequencies are outlined below.

Almost Always (at least 80% of the time): For giving respect, it matters deeply to you that you show respect in this way no matter the cost and regardless if it matters to other people. For getting respect, you feel disrespected if others don't show you respect in this way and it is difficult for you to understand how others cannot value this form of respect.

Sometimes (20-80% of the time): Whether you give respect in this way depends on the context, you are not fully committed to it. You will try to when possible, but it may depend if you are currently prioritizing something else. For getting respect, you are sometimes bothered by the lack of this form of respect, but not enough to say something and you do not feel disrespected.

Rarely (less than 20% of the time): When giving respect, you do not prefer to do it in this way and will only do so when you can tell it is important. You may even see this as a form of disrespect. When others do not give respect in this way you are only bothered if you believe it is to be intentionally disrespectful, but more often do not see the lack of this form of respect as a negative.