



Understanding Styles

How to understand your personal style and the styles of those around you.

"Mapping" your difficult person can help you gain insight into what makes him or her tick.

This tool will help you analyze both your behavior with other people and their behavior with you.

Understanding your behavior and the behavior of others assists in developing and enhancing how you interact.

Directions

1. Think about a specific situation with someone you consider challenging.
2. Read each pair of behavior characteristics below and put your initial on the line after the word in each pair that best describes your behavior in that situation. Then add up the number of times you placed your initial after a word in Column A.

A		B	
More animated	_____	More passive	_____
More "take charge"	_____	More "go along"	_____
More assertive	_____	More hesitant	_____
More demanding	_____	More accepting	_____
More demonstrative	_____	More thoughtful	_____
More confronting	_____	More supportive	_____
More talkative	_____	More quiet	_____
More bold	_____	More timid	_____
More intense	_____	More subdued	_____
More direct	_____	More indirect	_____
YOUR Total in Column A : _____		(Do not total Column B)	
HIS/HER Total: _____			

3. Next, go through the pairs of characteristics again, thinking about the other person's behavior. Put his or her initial on the line following the word that best describes his or her behavior in the situation. Notice that both you and the other person might have been, for example, more "animated" than "passive" during the interaction, so the first line in Column A could have both initials.
4. Now add up the number of times you put the other person's initial in Column A. Again, ignore the total times you put the other person's initial in Column B.
5. Circle the number on the horizontal line in the graph on the next page that corresponds with your total in Column A, and draw a square around the number corresponding to the other person's total in Column A.

6. Now look at the pairs of characteristics on the next page. Once again, read each pair and place your initial on the line after the word that best describes your behavior in the same situation as before. Add the total number of times you put your initial in Column D, as indicated.

C		D	
More flamboyant	_____	More restrained	_____
More spontaneous	_____	More deliberate	_____
More responsive	_____	More detached	_____
More impulsive	_____	More methodical	_____
More sociable	_____	More aloof	_____
More sentimental	_____	More analytical	_____
More people-oriented	_____	More task-oriented	_____
More outgoing	_____	More reserved	_____
More dramatic	_____	More self-controlled	_____
More friendly	_____	More unfriendly	_____

(Do not total Column C) YOUR Total in Column D: _____
 HIS/HER Total: _____

7. Again, go through the pairs thinking about the behavior of your other person, and put his or her initial on the line in either Column C or Column D.
8. On the graph, circle the number on the vertical line corresponding to your Column D total, and draw a square around the number corresponding to his/her Column D total.
9. Locate the quadrant describing your behavior by finding the intersection point for a line drawn up or down from the circled number on the graph's horizontal axis and across from the circled number on the vertical axis. Do the same thing with the numbers with squares drawn around them to locate the quadrant describing the other person's behavior.



