

SELF-PERCEPTION INVENTORY

DIRECTIONS: For each section distribute a total of ten points among the sentences which you think best describe your behaviour. These points may be distributed among several sentences: in extreme cases they might be spread among all the sentences or ten points may be given to a single sentence. Enter the points in the summary chart.

I. What I believe I can contribute to a team:

- (a) I think I can quickly see and take advantage of new opportunities.
- (b) I can work well with a very wide range of people.
- (c) Producing ideas is one of my natural assets.
- (d) My ability rests in being able to draw people out whenever I detect they have something of value to contribute to group objectives.
- (e) My capacity to follow through has much to do with my personal effectiveness.
- (f) I am ready to face temporary unpopularity if it leads to worthwhile results in the end.
- (g) I am quick to sense what is likely to work in a situation with which I am familiar.
- (h) I can offer a reasoned case for alternative courses of action without introducing bias or prejudice.

II. If I have a possible shortcoming in team-work, it could be that:

- (a) I am not at ease unless meetings are well structured and controlled and generally well conducted.
- (b) I am inclined to be too generous towards others who have a valid viewpoint that has not been given a proper airing.
- (c) I have a tendency to talk a lot once the group gets on to new ideas.
- (d) My objective outlook makes it difficult for me to join in readily and enthusiastically with colleagues.
- (e) I am, sometimes seen as forceful and authoritarian if there is a need to get something done.
- (f) I find it difficult to lead from the front, perhaps because I am overresponsive to group atmosphere.
- (g) I am apt to get too caught up in ideas that occur to me and so lose track of what is happening.
- (h) My colleagues tend to see me as worrying unnecessarily over detail and the possibility that things may go wrong.

III. When involved in a project with other people:

- (a) I have an aptitude for influencing people without pressurizing them.
- (b) My general vigilance prevents careless mistakes and omissions being made.
- (c) I am ready to press for action to make sure that the meeting does not waste time or lose sight of the main objective.
- (d) I can be counted on to contribute something original.
- (e) I am always ready to back a good suggestion in the common interest.
- (f) I am keen to look for the latest in new ideas and developments.
- (g) I believe my capacity for cool judgement is appreciated by others.
- (h) I can be relied upon to see that all essential work is organised.

IV. My characteristic approach to group work is that:

- (a) I have a quiet interest in getting to know colleagues better.
- (b) I am not reluctant to challenge the views of others or to hold a minority view myself.
- (c) I can usually find a line of argument to refute unsound propositions.
- (d) I think I have a talent for making things work once a plan has to be put into operation.
- (e) I have a tendency to avoid the obvious and to come out with the unexpected.

- (f) I bring a touch of perfectionism to any team job I undertake.
- (g) I am ready to make use of contacts outside the group itself.
- (h) While I am interested in all views I have no hesitation in making up my mind once a decision has to be made.

V. I gain satisfaction in a job because:

- (a) I enjoy analysing situations and weighing up all the possible choices.
- (b) I am interested in finding practical solutions to problems.
- (c) I like to feel I am fostering good working relationships.
- (d) I can have a strong influence, on decisions.
- (e) I can meet people who may have something new to offer.
- (f) I can get people to agree on a necessary course of action.
- (g) I feel in my element where I can give a task my full attention.
- (h) I like to find a field that stretches my imagination.

VI. If I am suddenly given a difficult task with limited time and unfamiliar people:

- (a) I would feel like retiring to a corner to devise a way out of the impasses before developing a line.
- (b) I would be ready to work with the person who showed the most positive approach, however difficult he might be.
- (c) I would find some way of reducing the size of the task by establishing what different individuals might best contribute.
- (d) My natural sense, of urgency would help to ensure that we did not fall behind schedule.
- (e) I believe I would keep cool and maintain my capacity to think straight.
- (f) I would retain a steadiness of purpose in spite of the pressures.
- (g) I would be prepared to take a positive lead if I felt the group was making no progress.
- (h) I would open up discussions with a view to stimulating new thoughts and getting something moving.

VII. With reference to the problems to which I am subject in working groups:

- (a) I am apt to show my impatience with those who are obstructing progress.
- (b) Others may criticise me for being too analytical and insufficiently intuitive.
- (c) My desire to ensure that work is properly done can hold up proceedings.
- (d) I tend to get bored rather easily and rely on one or two stimulating members to spark me off.
- (e) I find it difficult to get started unless the goals are clear.
- (f) I am sometimes poor at explaining and clarifying complex points that occur to me.
- (g) I am conscious of demanding from others the things I cannot do myself.
- (h) I hesitate to get my points across when I run up against real opposition.