



PEOPLE
EXPERTS

Work Styles Questionnaire







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OCCUPATIONAL PERSONALITY AND PROFESSIONAL POTENTIAL											
MOTIVATIONAL STYLE	0	1	2	3	4	5	6	7	8	9	10
High- level activity may be a burden to them. They prefer to have less tasks and more time available. Don't usually ask for new tasks.	9 Occupation and Activity										Like to be always occupied, feeling uncomfortable with little activity or work; therefore will seek complementary activities to be active.
Complete the work they are requested to do without setting new goals. Are satisfied with what they have. Do not need to be continuously achieving new goals.	7 Challenging goals										Enjoy difficult objectives and goals. Set goals for themselves or by comparing themselves with others (companions, the competition, colleagues, etc.). Need to make continuous progress.
Find it difficult to make decisions within short timelines. The extreme scores may indicate doubt or slowness when it comes to making decisions.	6 Decision and action										Are unwavering people. Normally act and make decisions fast. Prefer to act fast and conclusively. May sometimes appear to be daring, bold or somewhat impulsive.
Depend on others to carry out their job functions. Prefer to consult before taking action. Enjoy situations where they are provided guidance or instructions from others.	8 Autonomy and independence										Enjoy acting without depending on others. Prefer not to have to render an account of their actions. Seek to carry out their tasks with autonomy and vast expression and action freedom.
RELATING STYLE	0	1	2	3	4	5	6	7	8	9	10
Prefer to stand in the background. Do not enjoy commanding others. Are uncomfortable or avoid having to give orders and assuming a leading position.	5 Command and lead										Enjoy organizing, be responsible for and establishing project and/ or work guidelines. Prefer to guide instead of being guided. Enjoy giving instruction or orders.
Do not seek to influence others. Their opinions rarely affect the rest of the group. Avoid situations where they have to convince others.	6 Influence and persuade										Enjoy influencing others with his/ her opinions and ideas. Like to create an impact. When they decide to do something they feel confident and try to convince others about it.
Feel uncomfortable in situations where they have to relate to people they don't know or big groups. Prefer to go unnoticed. Feel insecure if they have to speak in public.	2 Relating socially										They feel safe when relating with others or in social events. Enjoy activities that involve relating to people or speaking in public.
Feel comfortable working alone. Like to work without depending on a group. Do not need the company of others.	1 Form groups and cooperate										Need to work surrounded by people. Enjoy feeling integrated in a group. Seek being associated with others when carrying out projects.
COGNITIVE STYLE	0	1	2	3	4	5	6	7	8	9	10
Often resist change. Others may see them as somewhat rigid or intransigent. They find it difficult to adapt to changes in already implemented procedures and regulations or unforeseen circumstances.	8 Adapting and being flexible										Are flexible and adapt easily to different circumstances. Are open to change and innovation. Normally react with agility to unforeseen circumstances, and mould themselves accordingly.
When it comes to making decisions they tend to be led by intuition. Find it difficult to base their actions on data and figures or simply ignore them. Do not analyze the possible risks of their decisions.	5 Objectivity and analysis										Analyze their surroundings objectively before making a decision. Prefer to base their decisions and actions on facts. Centre their attention on objective and measurable objectives.
Feel comfortable in controlled and predictable environments. Find it difficult to consider ideas that are not typical. Are not very creative.	6 Innovation and solutions										Enjoy novelty. Feel comfortable in environments where they have to find new solutions. Generate alternatives or ideas in groups. Are attracted by creative activities.
WORKING STYLE	0	1	2	3	4	5	6	7	8	9	10
Are often spontaneous and react to situations. Prefer to work as they go along. Do not take into account the future, therefore are not able to anticipate possible obstacles.	5 Planning and forecast										Prefer to have time when preparing or planning activities and project phases. Are able to forecast possible difficulties or problems. Prefer to have a clear idea of all the phases on the medium and long term.
Carry out their tasks as is convenient for them at each moment. Don't usually structure the information: therefore they are prone to making mistakes or omissions.	5 Organisation and method										They are characterised for their systematic, organised, methodical and orderly manner of working. Enjoy clear procedures and guidelines.
EMOTIONAL STYLE	0	1	2	3	4	5	6	7	8	9	10
Normally see the negative side of things, anticipating possible difficulties and obstacles. Concentrate on the possible risks and problems of the situations. Adopt a pessimistic viewpoint.	7 Positive thinking										Normally see the positive side of things, situations or contexts they are involved with. When faced with challenges or difficulties they concentrate on the positive side of things. Adopt an optimistic viewpoint.
Are not very tense or anxious people; normally feel comfortable and relaxed even in tense situations. In extreme situations they may seem excessively calm or with little reaction capability.	5 Internal tension										Tackle their daily work with a level of tension that is above the normal. Normally get nervous when faced with difficulties or obstacles, taking long to calm down. Are more prone to stress.
Always show their feelings in all circumstances. Are usually very expressive people that, in all situations, show how their feelings.	5 Outer control and self- control										Are not prone to showing their feelings; therefore they try to control and hide them. Do not show their feelings (positive or negative) to others.
CONSISTENCY LEVEL	0	1	2	3	4	5	6	7	8	9	10
Extremely low scores (1) show total incongruence or mere luck. Excellent levels (4 to 7).	6										Extremely high scores (10) show an excessive congruence or rigidity in the answers.

LEARNING STYLES												
OPERATING	0	1	2	3	4	5	6	7	8	9	10	Learn better when
Practical - Action											<ul style="list-style-type: none">- They can see the applicability of the ideas.- The activities combine theory and practice.- What they learn is feasible and of immediate application.- The concepts are related to the practical reality.- They have to make decisions.- They are able to solve problems and provide solutions.- The problems are a challenge or require new ways of dealing with things.- They can aim at the core of the problem.- The objectives that need to be achieved are clear.	
IMPELLER	0	1	2	3	4	5	6	7	8	9	10	Learn better when
Innovate - Risk											<ul style="list-style-type: none">- The activity they have to carry out is a challenge.- The activities or projects allow them to obtain immediate results.- The activities are dynamic and short- term.- When they can work surrounded by people or frequently relate to others to achieve their objectives.- Do not have to analyze or decipher too much data.- They are able to start or develop new projects themselves.- When the experience involves variety and novel situations instead of repetition or consolidated projects.- Have to take on risks and challenges to avoid losing opportunities.- Are able to act spontaneously, without too much rigidity in the planning.- Have a wide variety of activity so that, after having attained an object, they will be able to go on to another one.	
THEORETICAL	0	1	2	3	4	5	6	7	8	9	10	Learn better when
Theorize - Systematize											<ul style="list-style-type: none">- Are allowed to work systematically, going step by step.- Are able to use logic and reason.- There are solid theories or grounds for the cases, examples or events.- The activities do not involve ambiguity or uncertainty.- Have models, theories or systems on which they can base themselves.- Have the opportunity to probe, query and investigate.- Are able to work by analyzing and synthesizing information or studying theoretical basis.- Are able to prepare their presentations or arguments in depth and with time.- Are able to use bibliography, written information, or consult with experts or specialists regarding an issue they have to work on.	
ANALYTICAL	0	1	2	3	4	5	6	7	8	9	10	Learn better when
Analysar – Observer											<ul style="list-style-type: none">- Are able to gather sufficient data and information.- Are able to carefully analyze information before making decisions.- Are allowed sufficient time to work on their decisions, without being pressured or rushed.- Are able to listen without the need to be the centre of attention.- Are provided data they are able to study in detail before coming to any conclusions.- Are able to analyze all the implications of any situation before taking action.- Are able to think and plan before acting.- Have data, ratios, tables, studies or/ and multiple information on which to base their conclusions.	



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