

Leadership Communication & Behavior Style Assessment

Circle one letter in each group

“If I did not have to be concerned about the feelings or opinions of others, I would . . . “

Almost always go along	D
Usually go along, sometimes take charge	C
Usually take charge, sometimes go along	B
Almost always take charge	A
Almost always be quiet	D
Usually be quiet, sometimes be talkative	C
Usually be talkative, sometimes be quiet	B
Almost always be talkative	A
Almost always be supportive	D
Usually be supportive, sometimes be challenging	C
Usually be challenging, sometimes be supportive	B
Almost always be challenging	A
Almost always be compliant	D
Usually be compliant, sometimes be dominant	C
Usually be dominant, sometimes be compliant	B
Almost always be dominant	A
Almost always ask questions	D
Usually ask questions, sometimes make statements	C
Usually make statements, sometimes ask questions	B
Almost always make statements	A
Almost always be cooperative	D
Usually be cooperative, sometimes be competitive	C
Usually be competitive, sometimes be cooperative	B
Almost always be competitive	A
Almost always recharge alone	D
Usually recharge alone, sometimes recharge with others	C
Usually recharge with others, sometimes recharge alone	B
Almost always recharge with others	A
Almost always be slow and studied	D
Usually be slow and studied, sometimes be fast-paced	C
Usually be fast-paced, sometimes be slow and studied	B
Almost always be fast-paced	A
Almost always be passive	D
Usually be passive, sometimes be aggressive	C
Usually be aggressive, sometimes be passive	B
Almost always be aggressive	A
Almost always be constrained	D
Usually be constrained, sometimes be open	C
Usually be open, sometimes be constrained	B
Almost always be open	A

Circle one number in each group

“If I did not have to be concerned about the feelings or opinions of others, I would . . . “

Almost always be aloof	1
Usually be aloof, sometimes be welcoming	2
Usually be welcoming, sometimes be aloof	3
Almost always be welcoming	4
Almost always be calm	1
Usually be calm, sometimes be excitable	2
Usually be excitable, sometimes be calm	3
Almost always be excitable	4
Almost always be reserved	1
Usually be reserved, sometimes be animated	2
Usually be animated, sometimes be reserved	3
Almost always be animated	4
Almost always be task-oriented	1
Usually be task-oriented, sometimes be people-oriented	2
Usually be people-oriented, sometimes be task-oriented	3
Almost always be people-oriented	4
Almost always be serious	1
Usually be serious, sometimes be playful and attentive	2
Usually be playful and attentive, sometimes be serious	3
Almost always be playful and attentive	4
Almost always talk about the issues	1
Usually talk about the issues, sometimes share personal feelings	2
Usually share personal feelings, sometimes talk about the issues	3
Almost always share personal feelings	4
Almost always be reserved	1
Usually be reserved, sometimes be outgoing	2
Usually be outgoing, sometimes be reserved	3
Almost always be outgoing	4
Almost always want facts	1
Usually want facts, sometimes want opinions	2
Usually want opinions, sometimes want facts	3
Almost always want opinions	4
Almost always be non-emotional	1
Usually be non-emotional, sometimes be emotional	2
Usually be emotional, sometimes be non-emotional	3
Almost always be emotional	4
Almost always be non-responsive	1
Usually be non-responsive, sometimes be responsive	2
Usually be responsive, sometimes be non-responsive	3
Almost always be responsive	4

Based on the work of P. Case; Teaching for the Cross-Cultural Mind Washington, DC Society for Intercultural Education, Training and Research, 1981.