

When you answer the questions on this page think about situations at work, at school, at home, and with friends, but always think about situations where things are going well for you and you feel good about yourself.

1. I enjoy things most when I am...

helping others do what they want to do

getting others to do what I want to do

doing what I want to do without having to rely on others

2. Most of the time I am apt to be...

a feeling person who is quick to respond to other people's needs

an energetic person who is quick to see opportunities and advantages

a practical person who is careful not to rush into things before I am ready

3. When I meet people for the first time I am most apt to be...

concerned with whether or not they find me a likeable person

actively curious about them to learn if there is something in it for me

politely cautious until I've learned what they might want from me

4. Most of the time I find myself being...

the nice one on whom others can generally count on to lend a helping hand

the strong one who supplies the direction for others

the thinking one who studies things carefully before acting.

5. I feel most satisfied when...

the major decisions have been made by others and how I can help is clear

others can count on me to make the major decisions and tell them what to do

I've had time to study a major decision and determine my own best course of action

6. People who know me best see me as a person who can be counted on...

to be trusting of them and loyal to them

to be full of ambition and initiative

to be unswerving in my convictions and my principles

7. It is most like me to...

do the best I can and trust in others to recognize my contribution

take the lead in developing opportunities and influencing decisions

Be patient, practical and sure of what I am doing.

8. I would describe myself as a person who most of the time is...

friendly, open and who sees some good in almost everyone

energetic, self-confident and one who sees opportunities others miss

cautious and fair and who stands by what I believe to be right

9. I find those relationships most gratifying in which I can be...

of support to a strong leader in whom I have faith

the one who provides the leadership others want to follow

neither a leader nor a follower but free to pursue my own independent way

10. When I am at my best, I most enjoy...

seeing others benefit from what I have been able to do for them

having others turn to me to lead and guide them a give them purpose

being my own boss and doing things for myself and by myself

TOTALS

When you answer the questions on this page, think about situations at work, at school, at home, and with friends, but always think about situations where things are going wrong for you and you are in conflict with others.

11. When I run into opposition to what I am doing, I am most apt to . . .

give up my position in order to avoid creating conflict

become forceful and exert my position and opinion

become extra cautious and check my position very carefully

12. If I decide to want to overcome someone's opposition, I will try to . . .

change what I am doing to show them that I see it their way

find holes in that person's argument and press for the strengths in mine

appeal to the person's sense of logic and fair play

13. In getting along with difficult people, I usually . . .

find it easier to go along with their wishes for the moment

consider them to be challenges to be overcome

respect their rights and insist that they respect mine

14. When someone disagrees with me, I tend to . . .

give in and do it their way unless it is very important to me

challenge them and try to win the argument

detach myself from the situation until I am certain of my position

15. When someone openly opposes me, I usually . . .

give in for the sake of harmony and rely on that person's sense of justice to treat me fairly

consider it a battle and set out to win

try to withdraw from the fray and focus on my own interests

16. If I'm not getting what I want from a relationship, I am most apt to . . .

Remain optimistic that things will work out

become more forceful and persuasive in my communication

abandon the relationship and look elsewhere for what it is that I want

17. When I feel that others are taking advantage of my goodwill, I usually . . .

turn to others and ask for advice and solutions

assert my position and fight for what I feel I am entitled to

state my position clearly and insist that it be respected

18. When another person insists on having their way, I tend to . . .

go along with them to avoid confrontation

propose counter arguments and try to get them to change

allow them that freedom unless it interferes with my interests

19. When others openly criticize me, I am most apt to . . .

deflect their anger and pacify them

vigorously challenge them to prove that I am right

become doubly cautious and analyze their accusations

20. When someone has plainly abused my trust or confidence, I tend to . . .

feel that the person has done more harm to themselves than to me

get angry with them and think of ways to even the score

analyze what when wrong and how to avoid any repetition in the future

TOTALS