PERSONALITY STYLES

D.A.R.E self evaluation

Consider each of the following questions separately and circle the one letter (a, b, c, or d) that corresponds to the description that most fits you. If you have trouble selecting only one answer, ask yourself which response would be the most natural or likely for you to take. There are no right answers to these questions.

Try to follow your instincts and base your responses on what your natural actions would be today, not how you think you should act.Reflecting on how kind you are capable of being toward others can remind you that you are also capable of being kind toward yourself, and that you deserve compassion, too.

1. When talking to a customer or co-worker...
    a. I maintain eye contact the whole time.
    b. I alternate between looking at the person and looking down.
    c. I look around the room a good deal of the time.
    d. I try to maintain eye contact but look away time to time.

2. If I have an important decision to make...
    a. I think it through completely before deciding.
    b. I go with my gut instincts.
    c. I consider the impact it will have on other people before deciding.
    d. I run it by someone whose opinion I respect before deciding.

3. My office or work area mostly has...
    a. Family photos or sentimental items displayed.
    b. Inspirational posters, awards and art displayed.
    c. Graphs and charts displayed.
    d. Calendars and project outlines displayed.

4. If I am having a conflict with a co-worker or customer...
    a. I try to help the situation along by focusing on the positive.
    b. I stay calm and try to understand the cause of the conflict.
    c. I try to avoid discussing the issue causing the conflict.
    d. I confront it right away so that it can get resolved as soon as possible.

5. When I talk on the phone at work...
    a. I keep the conversation focused on the purpose of the call.
    b. I will spend a few minutes chatting before getting down to business.
    c. I am in no hurry to get off the phone and don't mind chatting about personal things, the weather and so on.
    d. I try to keep the conversation as brief as possible.

6. If a co-worker is upset...
    a. I ask if I can do anything to help.
    b. I leave them alone because I don't want to intrude on their privacy.
    c. I try to cheer them up and get them to see the bright side.
    d. I feel uncomfortable and hope they get over it soon.

7. When I attend meetings at work...
    a. I sit back and think about what is being said before offering my opinion.
    b. I put all of my cards on the table so my opinion is well known.
    c. I express my opinion enthusiastically, but listen to other's ideas as well.
    d. I try to support the ideas of other people in the meeting.

8. When I make a presentation in front of a group...
    a. I am entertaining and often humorous.
    b. I am clear and concise.
    c. I speak relatively quietly.
    d. I am direct, specific and sometimes loud.

9. When a customer is explaining a problem to me...
    a. I try to understand and empathise with how they are feeling.
    b. I look for specific facts pertaining to the situation.
    c. I listen carefully for the main issue so that I can find a solution.
    d. I use my body language and tone of voice to show I understand.

10. When I attend training programs or presentations...
    a. I get bored if the speaker moves too slowly.
    b. I try to be supportive of the speaker, knowing how hard the job is.
    c. I want it to be entertaining as well as informative.
    d. I look for the logic behind what the speaker is saying.

11. When I try to get my point across to customers or coworkers...
    a. I listen to their point of view first and then express my ideas gently.
    b. I strongly state my opinion so that they know where I stand.
    c. I try to persuade them without being too forceful.
    d. I explain the thinking and logic behind what I am saying.

12. When I am late for a meeting or appointment...
    a. I don't panic but call ahead to say I'm going to be a few minutes late.
    b. I feel bad about keeping the other person waiting.
    c. I get very upset and rush to get there as soon as possible.
    d. I apologise profusely once I arrive.

13. I set goals and objectives at work...
    a. I think I can realistically attain.
    b. I feel are challenging and would be exciting to achieve.
    c. I need to achieve as part of a bigger objective.
    d. Will make me feel good when I achieve them.

14. When explaining a problem to a co-worker whom I need help from...
    a. I explain the problem in as much detail as possible.
    b. I sometimes exaggerate to make my point.
    c. I try to explain how the problem makes me feel.
    d. I explain how I would like the problem to be resolved.

15. If customers or co-workers are late for a meeting with me...
    a. I keep myself busy by making phone calls or working before they arrive.
    b. I assume they were delayed a bit and don't get upset.
    c. I call to make sure I have the correct date and time.
    d. I get upset that the person is wasting my time.

16. When I am behind on a project and feel pressure to get it done..
    a. I make a list of everything I need to do, in what order, by when.
    b. I block out everything else and focus 100% on what I need to do.
    c. I become anxious and have a hard time focusing on my work.
    d. I set a date to get the project done and go for it!

17. When I feel verbally attacked by a customer or co-worker...
    a. I tell them to stop it.
    b. I feel hurt but usually don't say anything.
    c. I ignore their anger and try to focus on the facts of the situation.
    d. I let them know in strong terms that I don't like their behaviour.

18. When I see a person I like, and haven't seen in a while, my natural instinct is to...
    a. Give them a friendly hug.
    b. Greet them but don't shake their hand.
    c. Give them a firm but quick handshake.
    d. Give them an enthusiastic handshake that lasts a few moments.

PERSONALITY STYLES

D.A.R.E scoring

Match your answers to the table below, each answer = 1 point. In the totals below, add up your points for your final score. Your preferred communication style is the one with the highest score.

QUESTION 1
a. Driver
b. Relator
c. Analytical
d. Expressive

QUESTION 2
a. Analytical
b. Driver
c. Relator
d. Expressive

QUESTION 3
a. Relator
b. Expressive
c. Analytical
d. Driver

QUESTION 4
a. Expressive
b. Relator
c. Analytical
d. Driver

QUESTION 5
a. Driver
b. Expressive
c. Relator
d. Analytical

QUESTION 6
a. Relator
b. Analytical
c. Expressive
d. Driver

QUESTION 7
a. Analytical
b. Driver
c. Expressive
d. Relator

QUESTION 8
a. Expressive
b. Analytical
c. Relator
d. Driver

QUESTION 9
a. Relator
b. Analytical
c. Driver
d. Expressive

QUESTION 10
a. Driver
b. Relator
c. Expressive
d. Analytical

QUESTION 11
a. Relator
b. Driver
c. Expressive
d. Analytical

QUESTION 12
a. Analytical
b. Relator
c. Driver
d. Expressive

QUESTION 13
a. Analytical
b. Expressive
c. Driver
d. Relator

QUESTION 14
a. Analytical
b. Expressive
c. Relator
d. Driver

QUESTION 15
a. Expressive
b. Relator
c. Analytical
d. Driver

QUESTION 16
a. Analytical
b. Driver
c. Relator
d. Expressive

QUESTION 17
a. Driver
b. Relator
c. Analytical
d. Expressive

QUESTION 18
a. Relator
b. Analytical
c. Driver
d. Expressive

Total **DRIVER** score =

Total **ANALYTICAL** score =

Total **RELATOR** score =

Total **EXPRESSIVE** score =