

Self-scoring Leadership Behavioural Style Assessment

Instructions:

Circle the number and letter that best represents who you are and how you feel about the statement. Trust your answer of choice. Once you have answered all the questions, add up and total - the numbers for each number as well as total the numbers for each letter. Choose the letter and number with the highest score. Starting with one finger on your letter and the other finger on your number, find the connecting point on the matrix. Your personality style is the box on the matrix you land on. **Example:** If someone is to score highest with number "4" & Letter "B" they land on the bottom right box of the "Promoting Style"

Dominance Questions:

1. Easy Going? Or Bolder?
A B C D
2. Go Along? Or Take Charge?
A B C D
3. Hesitant? Or Assertive?
A B C D
4. Accepting? Or Challenging?
A B C D
5. Thinking More? Or Taking Action?
A B C D
6. Supporting? Or Confronting?
A B C D
7. Quiet? Or Talkative?
A B C D
8. Retiring? Or Dominant?
A B C D
9. Relaxed? Or Intense?
A B C D
10. Subtle? Or Forceful?
A B C D

Formality Questions:

1. Formal? Or Informal?
1 2 3 4
2. Disciplined? Or Spontaneous?
1 2 3 4
3. Self - Controlled? Or Responsive?
1 2 3 4
4. Methodical? Or Impulsive?
1 2 3 4
5. Distant? Or Close?
1 2 3 4
6. Thinking? Or Feeling?
1 2 3 4
7. Task-oriented? Or People-oriented?
1 2 3 4
8. Reserved? Or Outgoing?
1 2 3 4
9. More matter-of-fact? Or Dynamic?
1 2 3 4
10. More Cool? Or More Warm?
1 2 3 4

Total of A, B, C, & D?:

○ ○ ○ ○

Total of 1, 2, 3, & 4?:

○ ○ ○ ○

The Personality Matrix - Finding Your Personality Style

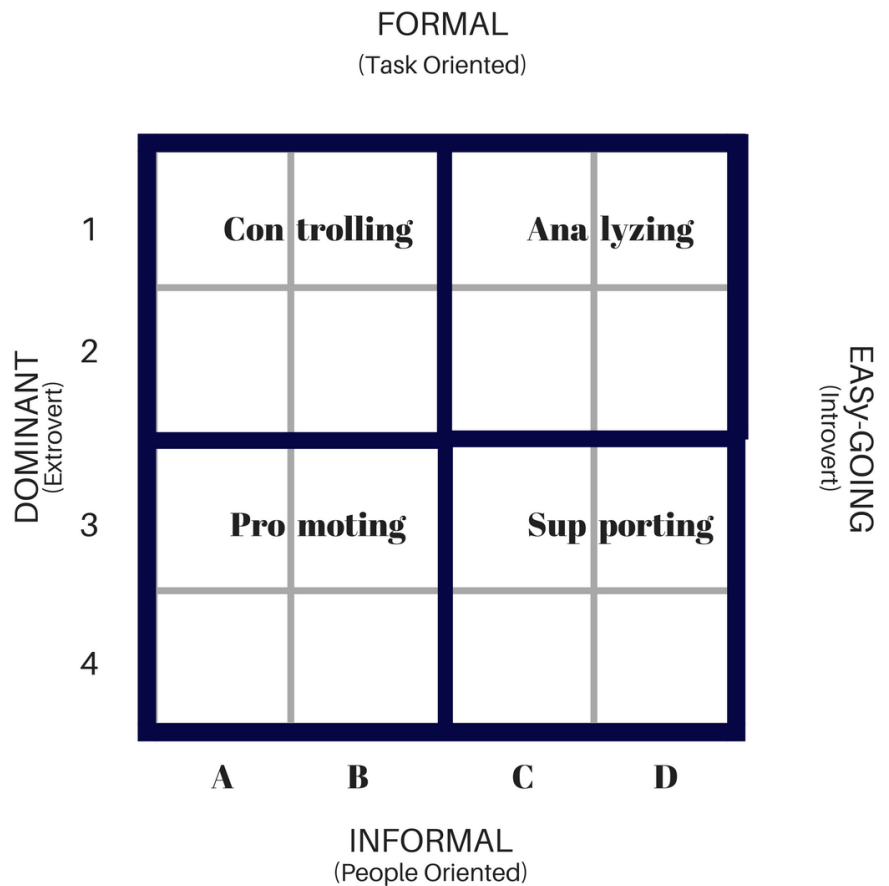
My TOP Number Is _____

My TOP Letter Is _____

My Personality Style Is:

My Strengths Are:

I Need To Work On:



Strengths and Area's That Need Improvement Of Personality Styles:

Each personality styles has areas of strength and areas that need improvement. A leader can master being good in each style even though they may have a style that's more dominant in their life.

	Strengths	Need Improvement
Promoter	Spontaneous, Goal Driven, Creative, Imaginative, Goal-driven, Enthusiastic, Out going, Risk Takers	Inattention to planning and details, Undisciplined, ego-driven & Attention Seeking, Inadequate Follow Up
Controller	Take Charge, Determined, Great with Time Management, Result-Oriented, Decisive, Efficient.	Insensitive, Impatient, Over-controlling, Inattentive listening.
Supporter	Team Players, Friendly, Great Listeners, Relationship-Oriented, Conscientious.	Overly Tolerant, Saying "No", Unassertive, Non-Confronting, Overly Driven To Please.
Analyzer	Great Planners, Fact & Data Oriented, Thorough, Detailed, Well Organized, Rational	Indecisive, Overly Detailed, Aloof, Risk-averse, Intuitively Challenged.