

Finding Your Style



Personality Style Test

To find your personality style you will complete this worksheet. Look at each horizontal row of words and rank them on a scale of 4, 3, 2 or 1 (with 4 being the word that is the most like you and 1 being the least like you). Focus on how you actually are and not what you think you should be. When you have completed all the rows, add up the four columns to get the totals for D, I, S and C.

<input type="checkbox"/> Forceful	<input type="checkbox"/> Lively	<input type="checkbox"/> Shy	<input type="checkbox"/> Tactful
<input type="checkbox"/> Aggressive	<input type="checkbox"/> Emotional	<input type="checkbox"/> Accommodating	<input type="checkbox"/> Consistent
<input type="checkbox"/> Direct	<input type="checkbox"/> Animated	<input type="checkbox"/> Agreeable	<input type="checkbox"/> Accurate
<input type="checkbox"/> Tough	<input type="checkbox"/> People Orientated	<input type="checkbox"/> Gentle	<input type="checkbox"/> Perfectionist
<input type="checkbox"/> Daring	<input type="checkbox"/> Impulsive	<input type="checkbox"/> Kind	<input type="checkbox"/> Cautious
<input type="checkbox"/> Competitive	<input type="checkbox"/> Expressive	<input type="checkbox"/> Supportive	<input type="checkbox"/> Precise
<input type="checkbox"/> Risk Taker	<input type="checkbox"/> Talkative	<input type="checkbox"/> Relaxed	<input type="checkbox"/> Factual
<input type="checkbox"/> Argumentative	<input type="checkbox"/> Fun-Loving	<input type="checkbox"/> Patient	<input type="checkbox"/> Logical
<input type="checkbox"/> Bold	<input type="checkbox"/> Spontaneous	<input type="checkbox"/> Stable	<input type="checkbox"/> Organised
<input type="checkbox"/> Controlling	<input type="checkbox"/> Optimistic	<input type="checkbox"/> Peaceful	<input type="checkbox"/> Diligent
<input type="checkbox"/> Blunt	<input type="checkbox"/> Cheerful	<input type="checkbox"/> Loyal	<input type="checkbox"/> Serious
<input type="checkbox"/> Independent	<input type="checkbox"/> Enthusiastic	<input type="checkbox"/> Listener	<input type="checkbox"/> High Standards
<input type="checkbox"/> D	<input type="checkbox"/> I	<input type="checkbox"/> S	<input type="checkbox"/> C

Understanding the 4 Personality Styles

Dominance: The High-D personality style is Directive and Determined – they favour a Fast pace of life and prioritise Tasks over People. When they communicate they tend to be Forceful and Direct.

Influence: The High-I personality style is Interactive and Influencing – they favour a Fast pace of life and prioritise People over Tasks. When they communicate they tend to be Talkative and Expressive.

Steadiness: The High-S personality style is Supportive and Soft-Hearted – they favour a Slow pace of life and prioritise People over Tasks. When they communicate they tend to be Listeners and Practical.

Compliance: The High-C personality style is Corrective and Conscientious – they favour a Slow pace of life and prioritise Tasks over people. When they communicate they tend to be Precise and Analytical.

My Personality Style is:

To understand your style further, circle the words in your personality style column and then transfer just those words into the corresponding lines in the next box.

My Basic Style

STYLE	D	I	S	C
Act	Assertive	Persuasive	Patient	Contemplative
Want	Control	Approval	Routine	Standards
Fear	Losing	Rejection	Change	Being wrong
Response	Anger	Blame	Non-participation	Criticism

I naturally act	_____
Because I want	_____
If I think I may face	_____
I may respond with	_____

My Leadership Style

STYLE	D	I	S	C
Preferred Tasks	Challenging	People related	Scheduled	Detailed
Leadership Style	Decisive	Interactive	Cooperative	Traditional
Strength	Problem Solver	Encourager	Supporter	Organiser
Limitation	Direct	Disorganised	Indecisive	Detailed

I prefer tasks that are	_____
My leadership style is very	_____
My strength is being a	_____
My weakness is being too	_____

My Conflict Style

STYLE	D	I	S	C
Comfortable	Decisive	Enthusiastic	Supportive	Structured
Fears	Losing	Rejection	Change	Being wrong
Tension	Demand action	Attack emotionally	Act compliant	Avoid disagreeing
Conflict	Avoid contact	Smooth things over	Stubbornly attack	Demand details

I am most comfortable being	_____
When I have feelings of	_____
Under tension, I may	_____
If conflict increases, I may	_____