**Working styles questionnaire**

**Working Styles Questionnaire**

**INSTRUCTIONS**

Please mark in rank order of your preference for each question;

Score: 1= matters the most, 4= matters the least

1. **When performing a job, it is most important to me to**

a. \_\_\_\_\_\_ do it correctly, regardless of the time involved.

b. \_\_\_\_\_\_ set deadlines and get it done.

c. \_\_\_\_\_\_work as a team, cooperatively with others.

d. \_\_\_\_\_\_demonstrate my talents and enthusiasm.

**2. The most enjoyable part of working on a job is**

a. \_\_\_\_\_\_the information you need to do it.

b. \_\_\_\_\_\_the results you achieve when it’s done.

c. \_\_\_\_\_\_ the people you meet or work with.

d. \_\_\_\_\_\_seeing how the job contributes to progress.

**3. When I have several ways to get a job done, I usually**

a. \_\_\_\_\_\_review the pros and cons of each way and choose.

b. \_\_\_\_\_\_choose a way that I can begin to work immediately.

c. \_\_\_\_\_\_discuss ways with others and choose the one most favoured.

d. \_\_\_\_\_\_ review the ways and follow my “gut” sense about what will work the best.

**4. In working on a long-term job, it is most important to me to**

a. \_\_\_\_\_\_understand and complete each step before going to the next step.

b. \_\_\_\_\_\_seek a fast, efficient way to complete it.

c. \_\_\_\_\_\_work on it with others in a team.

d. \_\_\_\_\_\_keep the job stimulating and exciting.

**5. I am willing to take a risky action if**

a. \_\_\_\_\_\_there are facts to support my action.

b. \_\_\_\_\_\_it gets the job done.

c. \_\_\_\_\_\_it will not hurt others’ feelings.

d. \_\_\_\_\_\_it feels right for the situation.

*\*Source: People Styles at Work and Beyond – Making Bad Relationships Good and Good Relationships Better/ Robert Bolton and Dorothy Grover Bolton,* 2nd ed 2009.

**Working Styles Score Sheet**

Transfer the answers from the Working Styles Questionnaire onto the scoring grid below by entering the number you chose for each letter. Next, total the columns and record the answers in the space provided.

1. A.\_\_\_\_\_\_ B.\_\_\_\_\_\_ C.\_\_\_\_\_\_ D.\_\_\_\_\_\_\_

2. A.\_\_\_\_\_\_ B.\_\_\_\_\_\_ C.\_\_\_\_\_\_ D.\_\_\_\_\_\_\_

3. A.\_\_\_\_\_\_ B.\_\_\_\_\_\_ C.\_\_\_\_\_\_ D.\_\_\_\_\_\_\_

4. A.\_\_\_\_\_\_ B.\_\_\_\_\_\_ C.\_\_\_\_\_\_ D.\_\_\_\_\_\_\_

5. A.\_\_\_\_\_\_ B.\_\_\_\_\_\_ C.\_\_\_\_\_\_ D.\_\_\_\_\_\_\_

**TOTALS:**

**A.\_\_\_\_\_\_ B.\_\_\_\_\_\_ C.\_\_\_\_\_\_ D.\_\_\_\_\_\_\_**

Your **LOWEST** score is you preferred or dominant working style.

In the case of a tied score, you should pick the working style you feel is most like you.

A= ANALYTICAL

B=DRIVER

C=AMIABLE

D=EXPRESSIVE

**My preferred working style is \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.**

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*Dorothy Grover Bolton,* 2nd ed 2009.







