**SELF+ Style Self-Assessment**

This is a way of discovering more about yourself. Think of a typical situation you face at work. With this situation in mind, score each of the short phrases below based on how well they apply to you.

Working across the four columns, write after each phrase the number that best describes you in this situation.

**Scoring**

1 = Very Inaccurate or does not apply 2 = Inaccurate

3 = Neither Accurate nor Inaccurate 4 = Accurate

5 = Very Accurate

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Column 1** |  | **Column 2** |  | **Column 3** |  | **Column 4** |  |
| Good listener |  | Want to make the rules |  | Like to do things accurately |  | Wide variety of friends |  |
| Put up with things I don’t like |  | Go straight ahead with projects |  | Like to do things the right way |  | Liked by others |  |
| Willing to follow orders |  | Act in a forceful way |  | Do things right the first time |  | Like to meet people |  |
| Will go along with others |  | Want to win |  | Think of what makes sense |  | Fun to be with |  |
| Think of others before I decide |  | Will be the first to act |  | Like to be precise |  | See things positively |  |
| Willing to help |  | Do not give in |  | Shy with others |  | Feel contented |  |
| Understand others’ feelings |  | People see me as powerful |  | Good at analysing things |  | Happy and carefree |  |
| Nice to other people |  | Sure of myself |  | Think things through |  | Liven things up |  |
| Have warm feelings for people |  | Want to be in charge |  | Keep things to myself |  | Feel relaxed most of the time |  |
| Let others lead |  | Like to take action |  | Think things over carefully |  | Happy most of the time |  |
| Don’t like to cause problems |  | Quick to act |  | Don’t like too much attention |  | Find it easy to meet strangers |  |
| Don’t make demands of people |  | Feel strong |  | Don’t say much in a group |  | Communicate in a lively manner |  |
| Sub Total |  | Sub Total |  | Sub Total |  | Sub Total |  |
| Subtract | -1 | Add | +2 |  | 0 | Subtract | -2 |
| **Total Score**  Column 1 (S) |  | **Total Score**  Column 2 (E) |  | **Total Score**  Column 3 (L) |  | **Total Score**  Column 4 (F) |  |

**Scoring**

Add up the scores in each column, if you haven’t done so already. Adjust the scores by adding or subtracting as shown, and you’ll have four totals matched with letters. Each letter corresponds to one of the four SELF+ dimensions of behaviour:

**Column 1 S** stands for **Supportive**

**Column 2 E** stands for **Executive**

**Column 3 L** stands for **Logical**

**Column 4 F** stands for **Facilitative**

|  |  |  |  |
| --- | --- | --- | --- |
| **Total Score** | | | |
| **S** | **E** | **L** | **F** |
|  |  |  |  |

**SELF+ Dimensions**

One dimension - your highest score – most likely demonstrates your preferred and typical response to situations. This is your preferred SELF+ Style.

Circle your highest score. If there are two equally high scores, circle both.

Of course each of us has within us some level of all styles. We are multidimensional. We can draw on other styles depending on the people and situations we face. Think about it. You are probably different in the way you think, feel and act with friends than with work colleagues you do not know very well.

Please note that your SELF+ Style is not your personality type. It represents how your personality is responding to your environment. Since you are multidimensional you are capable of responding to different situations in different ways.

**Overview of SELF+ Styles**

