

HOW I PREFER TO ACT OR THINK

Date: _____ Name: _____

INSTRUCTIONS:

Each question below is divided into two statements. Choose the statement in either column that best describes how you feel comfortable acting. There are no wrong answers. After each statement, you will find the letter A, B, C, or D. On the answer sheet are numbers which match the statements. Be sure you choose one answer for each of the 20 statements.

I am decisive and firm in my actions.	A	<i>or</i>	I show great feeling and enthusiasm when I am defending a cause.	B
I enjoy meeting new people.	B	<i>or</i>	I prefer harmonious conditions.	C
I am comfortable planning future events.	C	<i>or</i>	I am comfortable following a procedure.	D
I am an enterprising person.	A	<i>or</i>	I am most comfortable being creative	C
I am comfortable being friendly to other people.	B	<i>or</i>	I am comfortable working with details and specifics	D
I am comfortable thinking about alternatives.	C	<i>or</i>	I tend to look for exceptions.	D
I prefer people be direct with me.	A	<i>or</i>	I am comfortable examining for accuracy.	D
I am comfortable being in the company of a group of people.	B	<i>or</i>	I enjoy looking at things in new ways.	C
I consider myself to be an idea person.	C	<i>or</i>	I exercise control and order in what I do.	D
I am most comfortable being physically active.	A	<i>or</i>	I am at ease when I am right and correct.	D
I tend to expect the best will happen	B	<i>or</i>	I am at ease working methodically within a system.	D
I am comfortable being a powerful and forceful person.	A	<i>or</i>	I am comfortable imagining possibilities.	C
I am at ease cooperating with others.	B	<i>or</i>	I am at ease having independent thoughts.	C
I am energetic in my approach to others.	A	<i>or</i>	I am at ease being warm and comforting.	B
If I believe in a cause, I will sacrifice my own interest.	B	<i>or</i>	I enjoy doing things in an orderly way.	D
I am comfortable acting with excitement and energy.	A	<i>or</i>	I am comfortable thinking about new ideas.	C
I enjoy the give and take of conversation.	B	<i>or</i>	I prefer following a specific order.	D
I am most comfortable accomplishing something.	A	<i>or</i>	I am comfortable being cautious and conscientious.	D
I enjoy situations where I can take action or do something.	A	<i>or</i>	I am at ease showing understanding and compassion.	C
I am comfortable taking command of most situations.	A	<i>or</i>	I am friendly and enjoy conversations with strangers.	B

A ____ + **B** ____ + **C** ____ + **D** ____ = **20**

RED

In a Nutshell: acts, works, practical, oriented to tasks, directs people, bases judgments on experience, relies on personal authority, evaluates for results

Red people are “drivers,” pragmatists. Physically active and forceful, they are practical and down to earth. Usually industrious and task-oriented, they enjoy being busy. Confrontations come easy as they pour their energy into dominating the action. They get impatient with people who cannot get to the point and are especially leery of theories and high flown ideas. Oriented to the present time and the realities in a given situation, they want to use plans, systems, equipment, and materials to get results now, not in the future. They will make decisions based on their own experience and authority, and are unwilling to yield to defeat. They work for victorious consequences.

Positive Characteristics: determined, efficient, decisive, practical

Negative Characteristics: pushy, harsh, dominating, unsentimental

Other Characteristics: fast to act, controlled, adaptable, unemotionally assertive, strong-voiced, logical, short attention span, accepts risk, achiever, challenges, presses for decision, controls environment, task oriented, quick thinking, short term planners, power/money stimulus, can not be insulted, high ego

GREEN

In a Nutshell: counts, measures, precise, oriented to systems, controls people, bases judgments on tradition, relies on formal authority, evaluates for exceptions

Green people are methodical, level-headed, cautious, and dependable. They are oriented to systems, maintain impersonal relationships, rely on formal authority and procedures to keep control of their activities and affairs. They base their judgment on past experience, custom, and tradition. Usually technically gifted, they decide and achieve by using statistics, standards, and regulations. Analytical and precise, a green person will resist change and stick with the tried and true.

Positive Characteristics: serious, industrious, persistent, exacting

Negative Characteristics: stuffy, critical, indecisive, picky

Other Characteristics: very slow to act, contained, difficult to move, cooperative, soft-spoken, statistical, long attention span, avoids risk, researcher, holds back, resists decision, studies environment, detail oriented, bureaucratic, the system is the solution, efficient

YELLOW

In a Nutshell: coordinates, promotes, social, oriented to groups, organized through people, bases judgments on feedback, relies on informal authority, evaluates for possibilities

Yellow people are “expressive,” affable and friendly, and enjoy the give and take of conversation. Usually trusting and broad-minded, they perceive themselves as being involved with others. They like to maintain peace and harmony and pour their energy into building group morale. They are concerned about what people think, and are likely to test their feelings before revealing their own thoughts and purposes. Oriented to the future, they are generally optimistic. Yellow people want results, but can easily compromise their own positions if opposition is too strong. They are willing to get a little of what they want now and can wait for times to change to get the rest. To this people-person, the process of achieving a goal is as important as the goal itself.

Positive Characteristics: ambitious, stimulating, enthusiastic, dramatic

Negative Characteristics: egotistical, manipulative, excitable, undisciplined

Other Characteristics: impulsive, emotional, changeable, emotionally assertive, warm & friendly, stimulating, encourages interpersonal contact, dreamer, excitable, fluctuates, stimulates environment, theory oriented, not motivated by money, success is determined by how the team does

BLUE

In a Nutshell: feels, creates, is conscientious, oriented to ideas, plans with people, bases judgments on intuition, relies on freedom, evaluates for alternatives

Blue people are kindhearted, individualistic, and mentally active people. They like roles in which they can rely on freedom and independence. Oriented to ideas, they usually have a rich inner life, and may enjoy spending time pursuing activities which give them pleasure. They have a capacity for close personal relationships provided they are mentally stimulating. Blue people don't particularly like group competition, but they do constantly compete against themselves. They want to do better next time. They have a strong need to be free of rigid restraints, and decide by using ideas, facts, and assumptions.

Positive Characteristics: supportive, dependable, agreeable, willing

Negative Characteristics: conforming, dependent, submissive, wishy washy

Other Characteristics: cautious, secretive, steady, inward, cool and distant, introspective, avoids interpersonal contact, planner, calm, deliberates, resists environment, balanced, builds relationships slowly, easily offended, must be correct to avoid embarrassment, show them options

	RED	GREEN	YELLOW	BLUE
<i>Person with...</i>	Promoting Style	Controlling Style	Supporting Style	Analyzing Style
<i>Needs to Learn...</i>	Patience Discipline	Humility	Determination	Spontaneity
<i>Measures progress by...</i>	Applause	Results	Attention	Activity
<i>Will ask...</i>	Who?	What?	Why?	How?
<i>Saves...</i>	Effort	Time	Friendships	Face
<i>Takes endorsements from...</i>	Social Skills likes to be good at winning people	Getting the job done well and on time	Friends - If they still like me, I must be doing it right	Knowledge
<i>Needs to be given...</i>	Some structure within which to reach the goal	A position that requires relying on cooperation with others	Structure for the goal and methods for the task	Some methods of dealing with other people
<i>Relies on the power of...</i>	Feeling--expects that "winning ways" will carry them	Personality--hopes to be strong enough to "wing it"	Acceptance--uses compliments to get approval	Expertise--gathers more data when in doubt.
<i>Motivated by...</i>	Friendly people New opportunities Attention	Responsibility Authority Achievement	Trust & security Need for services Appeal to loyalty	Logic Routine Structure
<i>Most effective environment is...</i>	Social Changing Youthful Optimistic	Competitive Open Challenging Opportunistic	Respecting Supporting Reassuring Idealistic	Unemotional Factual Scientific Practical