

Communicating Effectively with Different Styles in Conflict

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Behavior Description

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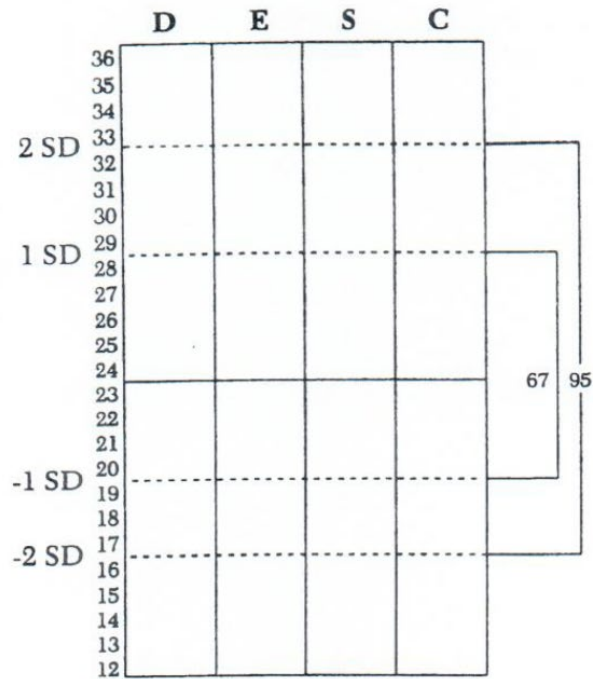
Instructions: For each of the following groups of three terms, place a "3" by the term that describes you best, "1" by the term that least describes you, and a "2" by the remaining term.

1a. Adventurous		9a. Competitive	
1b. Polished		9b. Diplomatic	
1c. Stable		9c. Accommodating	
2a. Receptive		10a. Careful	
2b. Determined		10b. Decisive	
2c. Enthusiastic		10c. Popular	
3a. Steady		11a. Dependable	
3b. Exacting		11b. Accurate	
3c. Original		11c. Inventive	
4a. Poised		12a. Convincing	
4b. Patient		12b. Consistent	
4c. Orderly		12c. Open minded	
5a. Forceful		13a. Positive	
5b. Persuasive		13b. Cordial	
5c. Settled		13c. Even tempered	
6a. Cautious		14a. Conservative	
6b. Bold		14b. Eager	
6c. Outgoing		14c. Entertaining	
7a. Persistent		15a. Amiable	
7b. Cooperative		15b. Systematic	
7c. Brave		15c. Self-reliant	
8a. Attractive		16a. Sociable	
8b. Controlled		16b. Unhurried	
8c. Correct		16c. Precise	

Behavior Description Scoring Sheet

Instructions: Enter your scores from the Behavior Description Form in the spaces provided. Then add the scores for each column and enter the total in the space provided.

1a.		1b.		1c.		2a.	
2b.		2c.		3a.		3b.	
3c.		4a.		4b.		4c.	
5a.		5b.		5c.		6a.	
6b.		6c.		7a.		7b.	
7c.		8a.		8b.		8c.	
9a.		9b.		9c.		10a.	
10b.		10c.		11a.		11b.	
11c.		12a.		12b.		12c.	
13a.		13b.		13c.		14a.	
14b.		14c.		15a.		15b.	
15c.		16a.		16b.		16c.	
Total		Total		Total		Total	
Dominance		Extroversion		Stability		Control	



Notes:

1. The horizontal line in the middle of the graph represents the means or average scores in the normative sample.
2. Sixty-seven percent of the population is expected to score between ± 1 standard deviation (SD) from the mean.
3. Ninety-five percent of the population is expected to score between ± 2 SD from the mean.
4. Scores outside ± 2 SD are rare, indicating extreme preferences.

**HIGH
DOMINANCE**

“Control/Drive Trait”
Act on their
environment
Control oriented
through THINGS



To the point
Innovators
Big picture-oriented
Troubleshooters
Outwardly secure
Dislike indecisiveness
Forceful decision
makers

**HIGH
EXTROVERSION**

**“Social/Relational
Trait”**
Act on their
environment
Control oriented
through PEOPLE

Outgoing
Friendly
Persuasive
Empathetic
Enthusiastic
Talkative
Motivating
Optimistic
Effective



communicators

**HIGH
Stability**

**“Rate of Motion/
Adaptable Trait”**
Influenced by their
environment
Thinker, Cautiously
paced

Persistent
Cooperative
Harmonious
Dependable
Relaxed
Patient
Amiable
Steady
Thinker
Good listener



**HIGH
Control**

**“Systems/Quality
Assurance Trait”**
Influenced by their
environment
Rulebook oriented



Procedural
Precise
Skillful
Careful
Prudent
Loyal
Meticulous
Conservative
Concerned
Perfectionistic

