

Leadership Style Survey

The following activity is found in the book, "The Platinum Rule", written by Tony Alessandra and Michael O'Connor, which can be referenced here:

Alessandra, A. J., & O'Connor, M. J. (1998). The platinum rule: Discover the four basic business personalities--and how they can lead you to Success. Grand Central Publishing.

The sourced activity can be found below for your access:

This is an informal survey, designed to determine how you usually act in everyday related situations. The idea is to get a clear description of how you see yourself. Circle A or B in each pair of statements below, which shows the one that MOST, describes you.

Use the Answer Sheet below to record whether you choose A or B for each question. Circle your answer to each question.

1. A) I actively seek out new people with whom can establish relationships.
 B) I usually prefer to remain within my trusted circle of relationships.
2. A) I usually act deliberately.
 B) I usually react quickly.
3. A) I'm careful where I spend my time.
 B) I'm usually open to other people's use of my time.
4. A) I usually introduce myself at social gatherings.
 B) I usually wait for others to introduce themselves to me at social gatherings.
5. A) I usually focus my conversations on the interests and relationships of the people involved.
 B) I usually focus my conversations on the task, facts or topic at hand.
6. A) I'm usually modest, and I can be patient with a slow pace.
 B) I'm usually assertive, and at times I can be impatient with a slow pace.
7. A) I usually make decisions based on facts or evidence.
 B) I usually make decisions based on feelings, experiences or relationships.
8. A) I contribute frequently to group conversations.
 B) I contribute infrequently to group conversations
9. A) I prefer to work with and through others, providing support when possible.

- B) I usually prefer to work independently or dictate how others are involved.
10. A) I usually ask questions or speak tentatively and indirectly.
B) I usually make direct statements or directly expressed opinions.
11. A) usually focus primarily on ideas, concepts, or results.
B) I usually focus primarily on persons, interactions, and feelings.
12. A) I often use gestures, facial expression, and voice intonations to emphasize points.
B) I rarely use gestures, facial expressions, and voice intonations to emphasize points
13. A) I usually embrace others' points of view.
B) I usually interpret others through my own point of view.
14. A) I usually respond to risk and change cautiously.
B) I usually respond to risk and change dynamically.
15. A) I usually prefer to keep personal feelings and thoughts private.
B) I find it natural and easy share and discuss my feelings with others.
16. A) I usually seek out new or different experiences and situations.
B) I usually choose known or similar situations and relationships.
17. A) I'm usually responsive to others' agendas, interests, and concerns.
B) I'm usually focus on my own agendas, interests and concerns.
18. A) I usually respond to conflict slowly and indirectly.
B) I usually respond to conflict quickly and directly.

Answer Sheet

Circle your answer to each question. Total the numbers of items circled in each column and write it on the spaces below.

O	G	D	I
1A	1B	2B	2A
3B	3A	4A	4B
5A	5B	6B	6A
7B	7A	8A	8B
9A	9B	10B	10A
11B	11A	12A	12B
13A	13B	14B	14A
15B	15A	16A	16B
17A	17B	18B	18A

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Totals

Now, compare the "O" column with the "G" column and circle the letter that has the highest total-O or G. Then compare the "D" column with the "I" column and circle the letter that has the highest total- D or I

Results:

If you circled the G and D, you tend toward being a **Director**.

If you circled the O and D, you show many qualities Of a **Socializer**.

If you circled the O and I, you're predominantly a **Relater**

If you circled the G and I, you have lots of **Thinker** characteristics.

Analysis of Results:

Director: Strengths: Administration, taking initiative. Weaknesses: Impatience, insensitivity. Irritation: Indecision. Goals: Productivity, control. Fear: Being hustled. Motivator: Winning.	Socializer: Strengths: Persuasion, interacting with others. Weaknesses: Disorganization, carelessness. Irritation: Routine. Goals: Popularity, applause. Fear: Loss of prestige. Motivator: Recognition.
Relater: Strengths: Servicing, listening. Weaknesses: Oversensitivity, indecision. Irritation: Insensitivity. Goals: Acceptance, stability. Fear: Sudden change. Motivator: Involvement.	Thinker: Strengths: Planning, analyzing. Weaknesses: Perfectionistic, overly critical. Irritation: Unpredictability. Goals: Accuracy, thoroughness. Fear: Criticism. Motivator: Progress.

