

Behavioral Communication Style Evaluation

Based on the work of Tony Alessandra

DIRECTIONS:

Read through each numbered statement. There are two possible answers for each statement. Select the one that best describes your behavioral communication for each.

O = OPEN G= GUARDED D = DIRECT I = INDIRECT

1.	O	Easy to get to know personally in business or unfamiliar social situations.
	G	More difficult to get to know personally in business or unfamiliar social situations.
2.	G	Focuses conversation on issues and tasks at hand; stays on subject.
	O	Conversation reflects personal life experiences; may get off subject and stray from "business at hand."
3.	I	Infrequent contributor to group conversations
	D	Frequent contributor to group conversations.
4.	I	Tends to adhere to the Letter of the Law.
	D	Tends to interpret the Spirit of the Law.
5.	G	Makes most decisions based on goals, facts, or evidence.
	O	Makes most decisions based on feelings, experiences, or relationships.
6.	I	Infrequent use of gestures and voice intonation to emphasize points.
	D	Frequently uses gestures and voice intonation to emphasize points.
7.	D	More like to make emphatic statements like "I feel.." This is so...!"
	I	More likely to make qualified statements like "according to my sources..."
8.	O	Greater natural tendency toward animated facial expressions or observable body responses during speaking and listening.
	G	More limited facial expressions or observable body responses during speaking and listening.
9.	G	Tends to keep important personal feelings private; tends to share only when necessary.
	O	Tends to be more willing to show or share personal feelings more freely.
10.	G	Shows less enthusiasm than the average person.
	O	Shows more enthusiasm than the average person.

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11.	D	More likely to introduce self to others at social gatherings.
	I	More likely to wait for others to introduce themselves at social gatherings.
12.	O	Flexible about how own time is used by others
	G	Disciplined about how own time is used by others.
13.	G	Goes with own agenda.
	O	Goes with the flow.
14.	D	More naturally assertive behavior.
	I	More naturally reserved behavior.
15.	D	Tends to express own views more readily.
	I	Tends to reserve the expression of own opinions.
16.	D	Tends to naturally decide more quickly or spontaneously.
	I	Tends to naturally decide more slowly or deliberately.
17.	G	Prefers to work independently or dictate the relationship conditions.
	O	Prefers to work with others or be included in relationships.
18.	I	Naturally approaches risk or change more slowly or cautiously.
	D	Naturally approaches risk or change more quickly or spontaneously.

SCORING

Add up all your O's, G's, D's, and I's from the evaluation and record the number in each of the boxes below. Subtract the G's from the O's and I's from the D's to get a number for each column. Please note that the number can be negative. Plot the number on the graph below to find your quadrant.

O's (OPEN)

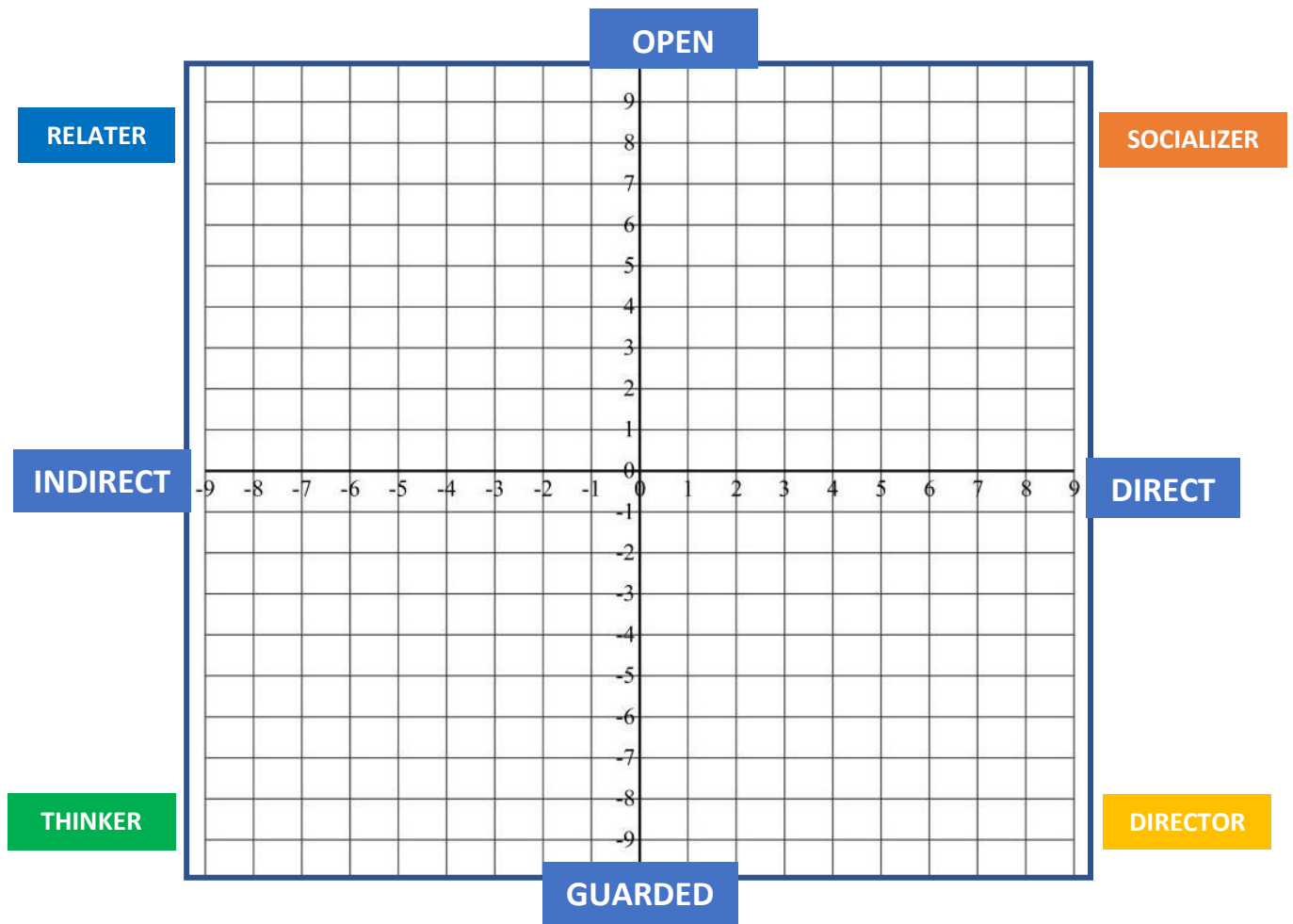
D's (DIRECT)

G's (GUARDED)

I's (INDIRECT)

TOTAL

TOTAL



Behavioral Communication Style _____