

Scholar Exercise: What is Your Style?

In each pair below, please select the statement you think most accurately expresses how others see you.
Even if you think *neither* reflects how you are seen, select the one that most closely describes how you are perceived.

1	<input type="radio"/>	<input type="radio"/>			More likely to lean backward when stating opinions. More likely to be erect or lean forward when stating opinions
2			<input type="radio"/>	<input type="radio"/>	Less use of hands when talking More use of hands when talking
3	<input type="radio"/>	<input type="radio"/>			Demonstrates less energy Demonstrates more energy
4			<input type="radio"/>	<input type="radio"/>	More controlled body movement More flowing body movement
5	<input type="radio"/>	<input type="radio"/>			Less forceful gestures More forceful gestures
6			<input type="radio"/>	<input type="radio"/>	Less facial expressiveness More facial expressiveness
7	<input type="radio"/>	<input type="radio"/>			Softer-spoken Louder voice
8			<input type="radio"/>	<input type="radio"/>	Appears more serious Appears more fun-loving
9	<input type="radio"/>	<input type="radio"/>			More likely to ask questions More likely to make statements
10			<input type="radio"/>	<input type="radio"/>	Less inflection in voice More inflection in voice
11	<input type="radio"/>	<input type="radio"/>			Less apt to exert pressure for action More apt to exert pressure for action
12			<input type="radio"/>	<input type="radio"/>	Less apt to show feelings More apt to show feelings
13	<input type="radio"/>	<input type="radio"/>			More tentative when expressing opinions Less tentative when expressing opinions
14			<input type="radio"/>	<input type="radio"/>	More task-oriented conversations More people-oriented conversations
15	<input type="radio"/>	<input type="radio"/>			Slower to resolve problem situations Quicker to resolve problem situations
16			<input type="radio"/>	<input type="radio"/>	More oriented toward facts and logic More oriented toward feelings and opinions
17	<input type="radio"/>	<input type="radio"/>			Slower-paced Faster-paced
18			<input type="radio"/>	<input type="radio"/>	Less likely to use small-talk or tell anecdotes More likely to use small-talk or tell anecdotes
					TOTAL SCORES
	L	R	A	B	

Next Steps

- Compare the first two columns and circle higher number of the 2: **L** for Left or **R** for Right
- Compare the last two columns, circle higher number: **A** for Above or **B** for Below
- Combine your two highest numbers. What is your result? **Left & Above, Left & Below, Right & Above, or Right & Below**

Source: Bolton, R. & D.G. Bolton. *People Styles at Work, 2nd Edition*. AMA, 2009, pp. 26-27