

What's Your Style?

Try this two-part quiz to find out which Style of Interaction fits you best – then pick up personalised tips on how to get on better with other people.

PART 1: What part do you play in setting the pace and tone of a conversation?

This will indicate whether you are more likely to take an **Initiating** role, where you tend to speak or act first, or a **Responding** role, where you tend to wait for the other person to make the first move. (Note that initiating a communication is not the same as “having initiative”).

For each pair of items, tick the one you think applies to you **more** than the other – think about how you are in general, both in and outside work, rather than how you are forced to behave by your role or the situation.

I am generally comfortable with others initiating first contact	I am generally comfortable introducing myself and others	
I tend to prefer being with people I know or where we have something in common	I will often start conversations and make links between people	
I sometimes find it difficult to keep a conversation going and don't much enjoy small talk	I can generally keep a conversation going and move on quickly from one topic to another	
I prefer to think things through before speaking	I will often think things out by talking them through	
I do not have a high need to meet regularly with others	I enjoy meeting other people and often seek social gatherings	
I dislike unanticipated interruptions when I am busy	I am stimulated by unanticipated interruptions even when I am busy	
When speaking publicly, I like to prepare in depth	When speaking publicly, I will often talk impromptu	
I may be relatively quiet at meetings	I am likely to say a lot at meetings	
I tend to speak and move at a slower pace	I tend to speak and move at a faster pace	
I tend to display contained gestures and appear thoughtful when speaking	I tend to display expressive gestures and appear animated when speaking	
I am generally likely to consider things before acting	I am more likely to act before deliberating	
I tend to keep my thoughts and feelings to myself unless they seem worth sharing	I tend to share my thoughts and feelings freely	

Count up the ticks on each side, and whichever has the greatest number is likely to be your natural approach, though you can of course adapt your behaviour depending on the circumstances.

The left hand side relates to **Responding**; the right hand side relates to **Initiating**.

Make a note here of which seems to be your natural approach: _____

PART 2: How do you try to influence others to take action?

This section will indicate whether you are more likely to use a **Directing** “tell” style or an **Informing** “suggest” style, when communicating with others to make decisions or get things done

For each pair of items, tick the one you think applies to you more than the other – think about how you are in general, both in and outside work, rather than how you are forced to behave by circumstances. Most people will have a mixture of Directing and Informing behaviours, but your results can help you decide which style comes most naturally to you.

I tend to be focused on getting the task done in the time available	I tend to be focused on getting enough input and involvement from others	
I am comfortable telling people what to do	I am comfortable giving people information and letting them decide what to do	
I put my ideas forward clearly	I tend to explore alternatives with people before deciding	
I tend to tell people what to do to motivate them	I tend to make suggestions to others to motivate them	
When someone says something I disagree with, I usually tell them so	I tend to avoid expressing disagreement unless it is really necessary	
I usually have a course of action in mind before speaking to others for input	I like to discuss all the options before deciding what to do	
I'd rather tell people what to do so they know what's expected	I'd rather give people options than tell them what they should do.	
My priority is to get the task done on time	My priority is to get buy in and commitment from others	
I decide what needs to be done and I suggest to others what to do and how to do it	I explain the situation, ask for ideas and gather information, then I/we decide what needs to be done	
When I make requests, it is usually clear to others what I want	When I make requests, what I want is sometimes unclear to others	
I tend to convey a sense of urgency	I tend to convey a sense of choice	
I may feel irritated when people don't do what I asked	I may feel irritated when I am told what to do	





Count up the ticks on each side, and whichever has the greatest number may be your natural approach, though you can of course adapt your behaviour depending on the circumstances.

The left hand side relates to **Directing**; the right hand side relates to **Informing**.

Make a note here of which seems to be your natural approach: _____

These combinations relate to the four Interaction Styles in this way:

- Responding and Directing = Navigator
- Responding and Informing = Synthesiser
- Initiating and Directing = Mobiliser
- Initiating and Informing = Energiser

		Interaction Styles –Underlying Preferences	
		DIRECTION-GIVING - “tell”	INFORMATION-GIVING - “suggest”
RESPONDING	<p>NAVIGATOR May think first then speak Sustained use of time Contained gestures</p>  <p>Focus on task and time Comfortable telling people what to do</p> <p>Interest in the PROCESS for reaching the goal</p>	<p>SYNTHESISER May think first then speak Sustained use of time Contained gestures</p>  <p>Focus on input and involvement Comfortable giving information</p> <p>Interest in the OUTCOME</p>	
INITIATING	<p>MOBILISER May speak first then think Quick use of time Expressive gestures</p>  <p>Focus on task and time Comfortable telling people what to do</p> <p>Interest in the OUTCOME</p>	<p>ENERGISER May speak first then think Quick use of time Expressive gestures</p>  <p>Focus on input and involvement Comfortable giving information</p> <p>Interest in the PROCESS for reaching the goal</p>	

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Now what?

Find out what your natural style means for you, how other people see you and how to get on better with them:

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Buy *How to Get On with Anyone: gain the confidence and charisma to communicate with any personality type* <https://www.amazon.co.uk/stores/page/5340DA8E-A702-4D65-86E9-4CC5E93A0F88?ingress=0&visitId=17541d1e-8d52-462a-b0fb-c58eefe8419f>