

PERSONAL WORK STYLE ASSESSMENT

4 – most like me
 3 – a lot like me
 2 – somewhat like me
 1 – least like me

1. Rank each row using the scale at right.
2. After ranking all rows, please add each column and enter the totals below.

Competitive; Intense	<input style="width: 30px; height: 20px;" type="text"/>	Creative; Impulsive	<input style="width: 30px; height: 20px;" type="text"/>	Cooperative; Relaxed	<input style="width: 30px; height: 20px;" type="text"/>	Thorough; Detailed	<input style="width: 30px; height: 20px;" type="text"/>
Direct; To the Point	<input style="width: 30px; height: 20px;" type="text"/>	Talkative; Lively	<input style="width: 30px; height: 20px;" type="text"/>	Friendly; Casual	<input style="width: 30px; height: 20px;" type="text"/>	Specific; Precise	<input style="width: 30px; height: 20px;" type="text"/>
Like to “tell” others what to do	<input style="width: 30px; height: 20px;" type="text"/>	Like to “sell” others on ideas and projects	<input style="width: 30px; height: 20px;" type="text"/>	Like to “do” the work collaboratively	<input style="width: 30px; height: 20px;" type="text"/>	Like to “think” things through thoroughly	<input style="width: 30px; height: 20px;" type="text"/>
No-nonsense; Blunt	<input style="width: 30px; height: 20px;" type="text"/>	Animated; Colorful	<input style="width: 30px; height: 20px;" type="text"/>	Sensitive; Caring	<input style="width: 30px; height: 20px;" type="text"/>	Quiet; Thoughtful	<input style="width: 30px; height: 20px;" type="text"/>
Results-oriented; Take-charge	<input style="width: 30px; height: 20px;" type="text"/>	Charming; Magnetic	<input style="width: 30px; height: 20px;" type="text"/>	Warm; Flexible	<input style="width: 30px; height: 20px;" type="text"/>	Logical; Analytical	<input style="width: 30px; height: 20px;" type="text"/>
Daring; Bold; Risk-taker	<input style="width: 30px; height: 20px;" type="text"/>	Dramatic; Emotional; Demonstrative	<input style="width: 30px; height: 20px;" type="text"/>	Dependable; Empathic; Concerned	<input style="width: 30px; height: 20px;" type="text"/>	Determined; Rational; Careful	<input style="width: 30px; height: 20px;" type="text"/>
Directing; Controlling	<input style="width: 30px; height: 20px;" type="text"/>	Inspiring; Visionary	<input style="width: 30px; height: 20px;" type="text"/>	Team player; Facilitator	<input style="width: 30px; height: 20px;" type="text"/>	Task-oriented; Seek data	<input style="width: 30px; height: 20px;" type="text"/>

TOTAL: A _____

B _____

C _____

D _____

SCORING

To discover your "bird style" please transfer your column scores from page 3 to the corresponding boxes below.

	A _____	B _____	C _____	D _____
"Bird Style"	Hawk	Peacock	Dove	Owl

Your highest score represents your strongest bird characteristic; your lowest score represents the bird that you are least like.

If you have two or more scores that are "tied" for highest score, think about the two birds and see if you identify more with one than the other. If so, then use that as your dominant bird style. Use this same sort of thoughtful reflection if your two middle scores are tied, or your two lowest scores are tied. You should consider these as work style tendencies, not definitive characteristics.

Your scores might also change over time; and they might change if or when you change jobs or organizations.

My Strongest Bird Style Is _____

The Second Strongest Aspect Of My Bird Style Is _____

I Have Some Of This Bird Style _____

I Have Very Little (Or None) Of This Bird Style _____