

Assess *Your* Communication Tendencies

For each line, circle which statement most closely describes you **MOST** of the time.

1.	A	When working on a project with a team, it's important to get down to work and be cognizant of people's time.	OR	B	When working on a project with a team, it's important to spend time hanging out and getting to know people even if it delays starting on time.
2.	A	I have no problem delivering negative feedback if needed.	OR	B	Delivering negative feedback makes me anxious.
3.	A	It's important that I express my opinions even if they don't align with the points of view shared.	OR	B	I prefer to hold my opinions to myself especially if they don't align with the points of view shared.
4.	A	If I had my way, I would prefer to operate independently and make decisions on my own.	OR	B	If I had my way, I would prefer to work with others around me so that I could bounce ideas and get input on decisions.
5.	A	It's important to challenge ideas or opinions that are not well-reasoned.	OR	B	It's important to recognize ideas or opinions even if they're not well-reasoned.
6.	A	On a Friday night, I can't wait to get home and relax by myself.	OR	B	On a Friday night, I can't wait to spend time with others.
7.	A	It's important for people to understand what they do wrong, even if it risks hurting their feelings.	OR	B	It's important to avoid pointing out when someone does something wrong if it risks hurting their feelings.
		TOTAL # A.			TOTAL # B.
8.	C	I get frustrated when people don't follow rules and procedures.	OR	D	I get frustrated when people are inflexible with rules and procedures.
9.	C	My interests tend to focus around a couple of specific areas.	OR	D	I have a wide variety of interests that I like to pursue.
10.	C	I tend to have a routine for completing certain tasks.	OR	D	I like to experiment doing things in different ways.
11.	C	I rarely get bored.	OR	D	I bore easily.
12.	C	I'm most comfortable focusing in on the details of a project.	OR	D	I'm most comfortable envisioning the bigger picture when tackling a project.
13.	C	I'm not too interested in why things happen.	OR	D	I like to know why things happen.
14.	C	When tackling an issue filled with ambiguity, I find it's best to focus on what I know has worked in the past as a way of getting clarity.	OR	D	When tackling an issue filled with ambiguity, I tend to brainstorm possibilities as a way of getting clarity.
		TOTAL # C.			TOTAL # D.

Under each lettered column, total the number of A, B, C, and D responses and enter that number in the box.

Now circle which letter had the greatest number of responses from the first grouping: A or B

Circle which letter had the greatest number of responses from the second grouping: C or D

Enter your two letter combination (example: AD): _____

My Board's Culture

Members of my board ...

- are warm and engaging
- seek to maintain a collegial environment at the expense of confronting difficult issues
- like to generate ideas that are very specific, but can be overly simplistic or too obvious

Members of my board...

- are cordial and pleasant
- like to generate highly creative possibilities and lots of them
- will spend time exploring ideas regardless of how practical
- tend to spend more time on the big picture and not enough on implementation

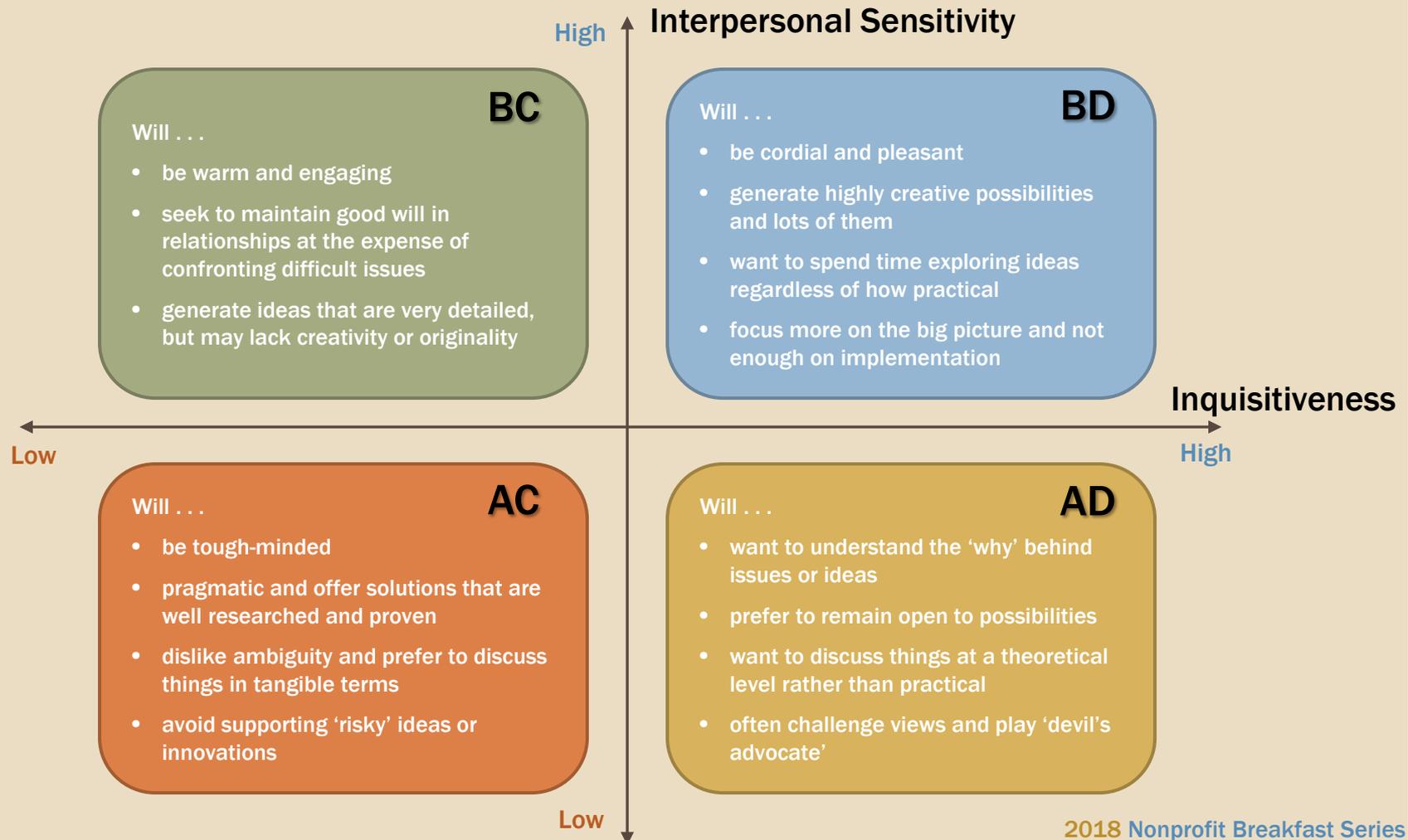
Members of my board...

- can be tough-minded
- are pragmatic and look for solutions that are well researched and proven
- dislike ambiguity and prefer to discuss things in tangible terms
- tend to steer away from 'risky' ideas or innovations

Members of my board...

- like to understand the 'why' behind issues or ideas
- prefer to remain open to possibilities
- like to discuss things in a more theoretical rather than practical way
- often challenge views and play 'devil's advocate'

My Own Communication Tendencies



Strategies

