

Your Behavioral Report

You are a unique individual and part of what makes up your personality is your behavioral style. There is no right or wrong style. This is simply how you tend to behave and communicate with others.

Most misunderstandings between people are due to different behavioral styles not understanding **HOW** to communicate with each other. Learning how to recognize the style of others, and adapt your method of communication and interaction, will make you a better communicator and student.



Before you can understand how to interact with other people better, you first must understand your own behaviors. In your behavioral style report you will do just that.

You may be wondering why there were 2 sets of questions for this assessment. This is because you may behave differently naturally (when you are at home or in a safe relaxed environment where you let your guard down) than you do at work. So we measure **Natural and Work behaviors** and then look at the difference to see where you tend to adapt (change) your behavior.

Any big shifts from your natural behavior to your school behavior may cause you stress. However, learning how to modify your behavior appropriately for school can help you get along better with teachers and other students and cause you less stress. The ability to handle adapting your behavior depends on you. Understanding yourself is the key to managing the change with as little stress as possible.

Four Core Styles

Behaviors are divided into four core styles, each having a distinct difference. Rest assured that we are not saying there are only four types of people. Your style is made up of a combination of the four styles, and your report is based on your specific combination to give an interpretation for your unique behavioral style.



Your report is divided into 3 sections

YOUR STYLES COMPARED: Your **Natural Style** compared to your **School Style** which allows you to see where you are adapting, and the amount of that shift.

YOUR NATURAL STYLE: Detailed information about your **Natural Style**.

YOUR SCHOOL STYLE: Detailed information about your **School Style**.

Your Styles Compared

Your Natural Style

This is how you prefer to behave or communicate when you are in your natural surroundings (at home, with family or friends). That does not mean that you do not experience stress and react to it, it means this is how you normally behave when not required to act a different way (by your teacher, because of rules....).

Your Dominance score is



Your Influence score is



Your Steadiness score is



Your Compliance score is



Your School Style

This is how you behave or communicate when you are at school. At school you may behave and communicate the same as your natural style, which may put less stress on you, or you may feel you have to act differently at school (focus on school work, follow the rules, act a certain way to fit in with other students) and this may cause you stress as you adapt to this style of behavior.

Your Dominance score is



Your Influence score is



Your Steadiness score is



Your Compliance score is



This page provides you with the degree of your behavioral adaptation Up or Down from your Natural style to your School style. Adapting either UP or Down in order to achieve expected results takes energy and focus.

CORE Behavioral Attribute	Natural	School	Adaptation
Influence	5.0	2.0	3.0 DOWN
Compliance	5.8	8.2	2.4 UP
Dominance	1.9	2.9	1.0 UP
Steadiness	7.3	6.9	0.4 DOWN

Behavioral Attribute	Natural	School	Adaptation
Trusting:	4.2	0.0	4.2 DOWN
Interacting with People:	4.7	1.4	3.3 DOWN
Approachability:	4.7	1.7	3.0 DOWN
Distractibility:	5.0	2.0	3.0 DOWN
Emotionality:	4.2	1.2	3.0 DOWN
Flexibility:	4.2	1.2	3.0 DOWN
Multitasking:	4.5	1.5	3.0 DOWN
Organized Space:	5.8	8.7	2.9 UP
Time Management:	5.8	8.5	2.7 UP
Extroversion:	4.0	1.4	2.6 DOWN
Detailed Analysis:	5.8	8.2	2.4 UP
Perfectionism:	5.8	8.2	2.4 UP
Rule Focused:	5.8	8.2	2.4 UP
Introversion:	7.5	8.7	1.2 UP
Openness to Change:	1.0	2.0	1.0 UP
Competitive:	1.2	2.0	0.8 UP
Sense of Urgency:	1.1	1.9	0.8 UP

Fast Paced:	0.6	1.2	0.6 UP
Focused on People's Needs:	7.0	6.4	0.6 DOWN
Collaborative Team Player:	7.3	6.9	0.4 DOWN
Following Routines:	7.3	6.9	0.4 DOWN
Quick Decision Maker:	0.9	1.2	0.3 UP
Agreeableness:	6.8	6.6	0.2 DOWN
Emotional Composure:	7.8	7.9	0.1 UP
Project Completion:	7.3	7.4	0.1 UP
Risk Tolerance:	0.9	0.9	0.0 NONE

Your Natural Style

This is how you prefer to behave or communicate when you are in your natural surroundings (at home, with family or friends).



Natural Style

These are your natural style characteristics based on your blend of each of the 4 behaviors.

- You are more comfortable and relaxed talking with family and close friends than a group of strangers.
- You do not have a great sense of urgency, but would rather follow your own process and time frame to get things done.
- You tend to stay on task and not get distracted by side conversations, or have need for a lot of personal interaction with others.
- You like your information to be detailed and accurate.
- You do not like taking on many projects or multitasking.
- You tend to be compliant, adhering to established systems, rules and laws.
- You want to start a task or project and complete it before moving on to something else.
- You usually take more time to make a decision because you focus on all of the possible outcomes and then decide on the best one.
- You do not like constantly changing goals and objectives.
- You tend to take extra time to ensure your work is precise and correct.
- You may be slow to adopt changes, or new ideas, to your way of thinking because you want to have plenty of time to examine all of the data and facts on the subject and make your own determination that the change is truly needed.
- You follow established procedures and protocols to the letter, while working at your own pace.
- You prefer not to be put in the limelight by others.
- You tend to be non-confrontational and become quiet or soft spoken when a confrontation does occur.
- You are very loyal to those you trust and respect.

Your Style Strengths

What are some success key words that best describe your style?

- Attention to details
- Compliance to standards
- A good listener
- Consistent
- Project focused
- Organized
- Supportive

Potential Pitfalls of Overextension

A strength can become a weakness if overused. Here are some areas that you should be aware of.

- You tend to be a peacekeeper and avoid conflict situations. When conflict does arise, you typically try to walk away or become very quiet in the hope that it will go away. If the conflict is serious and reoccurring, then you may need to seek the help of someone else with the authority to resolve it.
- You like to follow established routines/processes, and are uncomfortable changing them unless there are very good reasons to. While this does enable you to hone a process and perform it with consistent precision and skill, it does limit your ability to manage change. Try to be more open to suggestions and when time permits try stepping out of your comfort zone and experimenting. You may find a new way of doing something that is more efficient or even enjoyable.

Potential Fears

What are some things that can cause you concern?

- Having your methods or work pace criticized
- Criticism of the quality of your work
- Being wrong or making an error
- Constant change

Your Preferred Environment

What type of environment(s) would suit your behavioral style best?

- Where there are established routines, standards and processes
- Where being systematic and detail focused is rewarded
- Where precision is highly valued
- Where everyone is required to work within a set of guidelines
- Where consistency and accuracy of work is highly praised
- Where there is job security
- Where patience is valued
- Where everyone is treated fairly
- Where there are no unwarranted changes
- Where there is plenty of time given to complete goals and tasks

Behavioral Motivators

What are some things based on your behavioral style that you enjoy?

- Having realistic/consistent pace and performance requirements set
- Being heard and valued as a team member
- Having high quality/safety standards set for the work being done

How You Would Like Others to Communicate with You

How do you respond best when interacting with others?

- Present the relative facts and data in an organized way to support their claims
- Listen mindfully when you are talking
- Put any directives or goals in writing so that you can refer to them for thoughtful response
- Allow you time to research facts or analyze data before presenting your opinion
- Make sure you are ready for the conversation, and not in the middle of an activity or task
- Ask you specific questions so that you can give specific answers
- Be direct and to the point in a systematic way
- Give you time to think about what they are saying and ask clarifying questions
- Respect your personal space when talking
- Give you their full attention

How Others Should NOT Communicate with You

These are ways that you do not appreciate being interacted with.

- Do not change subjects before you have finished making your point
- Do not make you decide something on the spot
- Do not interrupt you while you are talking
- Do not be demanding or insisting that you drop everything and start something else
- Do not give you written documents that are disorganized or based on feelings rather than facts
- Do not get in your personal space when having conversations
- Do not make promises that they cannot keep
- Do not ignore your opinions
- Do not contradict what you say, unless they have evidence to support their claim
- Do not have a side conversation with someone else at the same time they are talking to you

Under Stress You May Appear to Others as

Even though it may not be your intention, under stress or pressure you may be perceived by others this way.

- Slow to react
- Unemotional
- Pay more attention to detail than is required
- Overly critical
- Avoiding making decisions
- Uncaring
- Detached
- Overly focused
- Too cautious
- Putting up roadblocks

What You Can Do to Improve Your Interactions with Others by Adapting to Their Style

By adapting to others when communicating you can have more success.

- (High I) Be personable and respect their feelings. Do not be overly critical of their lack of detail or disorganization
- (High I) Be a good listener and allow them time to talk about social things as well
- (High C) Ask them to put things in writing so you can get the most detailed information
- (High D) Do not overwhelm them with details. Put the most important information at the top or in bold
- (High D) Paraphrase what they are asking to ensure you are both on the same page

Core Natural Behaviors

In this section you can read the details of what your Core natural behavioral scores mean in detail.

Dominance

Are you strong-willed, confident, demanding or even aggressive?

Your Dominance score is



Dominance contributes confidence and drive to behavior. It is an extroverted style that can add the determination to win to your character.

A **low score** indicates you do not exhibit dominance in your behavioral style. You do not come across as demanding or assertive. In situations that require you to be forceful or outspoken you may feel stress.

Influence

Are you optimistic, out-going and able to inspire others?

Your Influence score is



An influencer communicates in a warm and charming way. People want to do things for them and enjoy being around them. They tend to be optimistic and fun-loving.

A **moderate-low score** indicates that you tend to be less focused on communicating with others in a warm and friendly manner. Your higher behavioral styles will have a stronger influence on your natural behavior (dominance, steadiness, compliance).

Steadiness

Do you like to support others as well as follow established routines?

Your Steadiness score is



This measures your preference toward being a supportive person, a good listener and preferring to be consistent in how you do things at home. In addition, this style measures your preference toward finishing what you have started before starting on something else.

A **high score** indicates you are loyal, patient, dependable and like to help others. In addition, you have routines at home and enjoy doing things your way and at your pace. You like to avoid arguments and conflict, and are a good listener. Under pressure you may be seen as too unbending and unwilling to change.

Compliance

Do you like to focus on the facts and follow the rules?

Your Compliance score is



This measures your preference for being analytical, compliant with rules and laws, and cautious when performing tasks so you do them correctly and safely.

A **high-moderate score** indicates you at times exhibit a degree of precision and organization in your behavior. You usually back up your decisions or arguments with facts and data, and you typically take your time answering if you are not certain you are correct. You can be neat and orderly, but do not always take the time to do so. You also at times feel it is better to be right than wrong and it is better to obey the rules than face the consequences of not.

Behavioral Attributes Related to Your Natural Style

In this section you can read the details for your behavioral attributes as they relate to your natural style.

Agreeableness:

Do you tend to go along with others and try to please them?



This attribute measures to what extent a person is supportive and willing to help out others. They tend to go along with plans and like to please others.

A **moderate score** indicates that at times you will express agreement with what those closest to you have to say, even if you don't entirely agree with it personally. You may also make compromises or concessions in order to make or keep the peace. At other times you may not be willing to compromise or concede your beliefs or opinions just to make someone happy.

Approachability:

Do others consider you friendly and approachable?



Some people make others feel comfortable approaching and interacting with them. Their body language, tone and overall demeanor are welcoming.

A **moderate score** indicates that you are somewhat approachable. There are times when people feel at ease talking with you. At other times when you are under stress or pressure, they may sense that it is not a good time to approach you to have a conversation or to ask for help.

Collaborative Team Player:

Are you focused on being a supportive group member?



This measures your preference toward working within a team or group as a dependable, supportive team player. As well as, working in a collaborative way and encouraging and helping the team members to maintain a cooperative relationship.

A **high score** indicates you enjoy working as a team or group member and being able to work and support the team in all aspects. You are seen as a great team player due to keeping an even temper, and balancing out possible dominant or aggressive team members. You may be seen by aggressive team members as being too quiet or supportive and they may want you to take their side over others.

Competitive:

Are you driven to win?



This measures your need to compete in life. A competitive person sees the chance to win at everything they do. They are driven by the sense of accomplishment and being the best.

A **low score** indicates you are not driven by competing with others or against yourself. You do things in life for other reasons, not the recognition or accomplishment. You may be seen as laid back or passive when it comes to competing to “win”.

Detailed Analysis:

Do you enjoy looking at the data and facts before making decisions?



This measures your preference toward looking at data or crunching numbers to support your ideas, arguments, or decisions.

A **moderate score** indicates you have the ability to conduct detailed analysis when needed, but also feel that when a quick decision is needed you can skip some of the analysis and make a decision faster.

Distractibility:

Is your attention easily diverted?



This attribute measures how easily distracted a person can become. Some people often go off on tangents during conversations, or can lose mental focus while performing tasks.

A **moderate score** indicates that at times you can become distracted as your mind wanders and you lose focus on what you are doing. Occasionally, you may go off on tangents or lose your train of thought, but often you are able to refocus and get back on track.

Emotional Composure:

Are you able to maintain poise under pressure?



Emotional composure is the ability to maintain and control one's emotions even under stressful situations.

A **high score** indicates you are able to maintain emotional composure. You do not tend to show anger or other emotional extremes, even when you are faced with stress and pressure. You are able to keep your emotions in check. This may help you to de-escalate tensions and manage issues more effectively.

Emotionality:

Do you tend to show your emotions to everyone?



Emotionality is a measure of a person's emotional response to things going on around them. Highly emotional people openly show how they are feeling to other people. Those who have lower emotionality tend to internalize their emotional responses.

A **moderate score** indicates that you often show your emotions. Because of this, people around you may know how you are feeling. However, you may try to mask your emotions because you are trying to maintain your composure, or maybe you believe that showing too much emotion makes you vulnerable to others.

Extroversion:

Are you typically an outgoing and highly social person?



Extroverted people are outgoing, energetic, and tend to enjoy being in the spotlight. They typically enjoy influencing or directing others; and they often do not mind speaking to a group of strangers or meeting new people.

Note: Some people have both Extroverted and Introverted characteristics. An example of this would be if you have a high score on Dominance and a high score on Compliance, or if you have a high score on Influence and a high score on Steadiness. This means that you are a blend of the two and at times you will behave more extroverted and at other times you may be a bit more introverted. For example, a high Dominance person likes to make quick decisions, but a high Compliance person likes to take more time to weight all of the options so they don't make the "wrong" decision. This is what we call an internal conflict, or a me-me conflict. I want to work fast, but I also don't want to make mistakes. So look at your Introversion score to see if you are typically behaving as an extrovert, or if you at times behave more introverted.

A **moderate score** indicates you tend to be more extroverted than introverted. This may be coming from a high dominance, in which case you would be bold, daring, and competitive; or this may be coming from a high influence, in which case you are warm, friendly, and optimistic; or it may be coming from a combination of the two.

Fast Paced:

Do you like to move and work fast?



Fast-paced people like to accomplish tasks quickly and work at a rapid pace. They tend to make decisions quickly as well.

A **low score** indicates that you do not tend to move at a faster rapid pace. You prefer to go at your own pace and avoid making mistakes. You also tend to slow down when making decisions because you want to study the data, weigh all of your options, or ask others for their opinions, so you can make the best decisions you can.

Flexibility:

Are you able to adapt quickly to the demands in life while maintaining a positive attitude?



This measures your versatility and ability to be flexible as your life requires. When new tasks or projects arise can you drop what you are doing and switch gears while keeping a positive attitude.

A **moderate score** indicates you can be versatile and flexible when needed, but do enjoy working on a project until it is completed. Being asked to change gears may cause you some stress, especially if it happens a lot.

Focused on People's Needs:

Are you focused on the needs of others?



This measures your ability to focus on what other people want or need. This may be family, friends or other people you meet in your life outside of school.

A **moderate score** indicates you are often able to listen to others and focus on their needs, communicate well with them, and support them effectively. However, when your schedule is overwhelming, or you are under pressure or stress, you may be short with them, fail to listen effectively, or do not provide the full level of support they need. This may make you appear cold and disconnected to them.

Following Routines:

Do you have routines and patterns that you like to follow?



People who enjoy following routines like the predictability that comes with performing tasks in a way that they know works well, as well as having well established procedures so that everyone is doing things the same way.

A **high score** indicates you do enjoy following routines. You have a particular way you like to do things because you know that they work for you. When you are asked to deviate from your routines, or to change them completely, you are not happy and will want a good reason to make a change before you will do it.

Interacting with People:

Do you prefer to talk and engage actively with others frequently?



This measures your preference toward frequent communication and interaction with others. On the phone, in person, text messaging or through email.

A **moderate score** indicates you do enjoy engaging and interacting with others, but usually keep the conversations focused and to a reasonable length of time. If you enjoy the person you are talking to you may have long social conversations. If you do not feel a strong connection to a person you will keep the conversation short and to the point.

Introversion:

Are you typically a private and reserved person?



Introverted people are reserved, composed and tend to internalize their emotions. They may be shy and tend to prefer being in more private settings with close friends, than large social events. They often prefer following their own established routines and make decisions slower because they dislike unnecessary change, or they don't want to make mistakes/bad decisions.

Note: Some people have both Introverted and Extroverted characteristics. An example of this would be if you have a high score on Dominance and a high score on Compliance, or if you have a high score on Influence and a high score on Steadiness. This means that you are a blend of the two and at times you will behave more extroverted and at other times you may be a bit more introverted. For example, a high Dominance person likes to make quick decisions, but a high Compliance person likes to take more time to weight all of the options so they don't make the "wrong" decision. This is what we call an internal conflict, or a me-me conflict. I want to work fast, but I also don't want to make mistakes. So look at your Extroversion score to see if it is low and you are typically behaving as an introvert, or if it is higher, you are at times behaving more extroverted.

A **high score** indicates you are introverted and may even consider yourself shy around people you don't know very well. You tend to be more reserved with your emotions and may be seen by some as being unemotional when under stress because you may be internalizing your feelings. You may resist change, unless there is a good reason for it, because you prefer to do things consistently and following establish protocols that work. You prefer having a small group of close friends rather than hanging out with large groups of people you barely know. You don't typically like to be put in the spotlight, but like to be a supportive team player. You are dependable and loyal to those you trust most.

Multitasking:

Do you enjoy taking on many tasks at once and frequent changes?



This measures your preference for doing many different tasks or activities throughout the day. You may be wearing a lot of different hats in life (roles), or may be required to change what you are working to work on a more pressing or urgent task.

A **moderate score** indicates you are able to multitask when needed, but it is not how you prefer to work. If you are asked to multitask too often you will start questioning the reason why and may get to a point where you feel "enough is enough".

Openness to Change:

Are you open to changes occurring or do you prefer things to remain the same?



A person who is open to change accepts that change is a part of life. They do not resist or fight changes in routines, processes, or plans. They often welcome change and even embrace it.

A **low score** indicates you tend to resist change in your life. You have routines that have served you well and that you like to follow. You may think that some people change far too often and that it is disruptive or unnecessary. You will want a very good reason for making a change to an established process, project or plan before you accept it. Even when it is needed, you may prefer that change is implemented slowly so that errors are not made and that it is not disruptive.

Organized Space:

Do you tend to keep your room and living spaces clean and organized?



This measures your preference towards keeping your room and other living spaces (including your computer desktop), clean and organized. Keeping things in their proper place so that they are easy to find, and putting them away when you are done using them.

A **moderate score** indicates you feel there are times for cleaning and sorting through things, but you may find it hard to find the time when you are busy. You may let things pile up or get disorganized and then periodically go through and clean and put things away. Others will notice when you have got through a cleaning mode, and when you are really busy and have not reached your threshold for clutter yet.

Perfectionism:

Do you want or expect things to be done correctly and with precision?



A perfectionist wants things done right, even if it takes extra time and effort to do so. There is no room for error, so a lot of energy and focus is given to looking at the details to make sure everything is perfect.

A **moderate score** indicates you can be a perfectionist at times. You often pay close attention to details and you don't like it when you or someone else you are with makes a lot of mistakes. You tend to take a little more time to make sure that things are done correctly and that you are making the best decisions possible given the available information and data.

Project Completion:

Do you like to finish projects before you start new ones?



This measures your preference for working on a project from start to finish.

A **high score** indicates you are very project oriented and like to finish what you start. You do not like being told to drop what you are working on and start something new. This is disruptive to you.

Quick Decision Maker:

Do you tend to make decisions fast?



Some people like to make decisions quickly and decisively. They do not necessarily need a lot of facts and figures, often they can look at things from a higher level and decide right there what they want to do.

A **low score** indicates you typically are not a quick decision maker. You prefer to take more time and weigh your choices and potential outcomes of your decisions, or ask others for their opinion/advise. This helps you avoid making bad choices and then dealing with the negative consequences that result.

Risk Tolerance:

Are you generally a risk taker or do you tend to avoid taking risks?



People who are risk takers like the thrill and excitement that comes with taking chances and the opportunity to gain big rewards. People who have a low tolerance for risk fear what could happen if they take a chance and fail. They like the predictability and safety of making conservative choices rather than choosing a higher risk option.

A **low score** indicates that you have a low risk tolerance and avoid taking risks. It may be that you don't like the uncertainty that comes with taking big chances, or that you do not like losing or failing. You may prefer to take a more conservative and safe approach to making decisions.

Rule Focused:

Are you focused on following/obeying the rules?



This attribute measures how focused a person is on following rules and regulations. Society is built on rules and laws that govern our lives. Many people see rules as black or white and they strive to obey the rules at all times, while others feel that rules are meant to be bent or broken. They tend to see shades of grey rather than black or white when it comes to rules.

A **moderate score** indicates you typically follow the rules, but there may be times when you bend them if you feel it is necessary. If you are in a position of power and authority, you will typically enforce the rules and hold people accountable when they bend or break them.

Sense of Urgency:

Are you driven to get things done quickly?



This measures your ability to focus on what needs to be done and get it done fast.

A **low score** indicates you do not feel a sense of urgency. You may feel that you should take time to look at all of the facts, opinions and possible outcomes before making any decisions or acting “too” rapidly. You may be concerned with making the “wrong” decision or taking the “wrong” action, so you move slow.

Time Management:

Do you focus on managing your time well?



This measures your natural ability to manage your time well.

A **moderate score** indicates you like to be on time and use your time effectively, but that does not always happen. There are times when it just gets away from you or when you do not mind spending a little time doing something you enjoy.

Trusting:

Are you an open and trusting person?



Trusting other people involves opening one's self up to others with the belief that these people are honest and sincere and will not deliberately do anything to harm you.

A **moderate score** indicates you are usually a trusting person and often you communicate in an open and honest way with others and share your thoughts and feelings with them. However, in some situations, or with certain people, you will be more guarded. They may have broken your trust in the past, or they may remind you of others who have done so.

Your School Style



This is how you behave or communicate when you are at school. At school you may behave and communicate the same as your natural style, which may put less stress on you, or you may feel you have to act differently at school (focus on school work, follow the rules, act a certain way to fit in with other students) and this may cause you stress as you adapt to this style of behavior.

School Style

These are your school behavioral style characteristics based on your blend of each of the 4 behaviors.

- You are detail oriented and tend to be a logical, linear, sequential thinker.
- You follow established rules, regulations, and procedures to the letter.
- You hold fast to your opinions and beliefs.
- You are a perfectionist and will take extra time to ensure your work is precise and correct.
- You tend to be non-confrontational and become quiet or soft spoken when a confrontation does occur.
- You do not like constantly changing goals and objectives, you want to start a task or project and complete it before moving on to something else.
- You tend to be compliant, adhering to established systems, rules and laws.
- You prefer not to be put in the limelight by others.
- You have a lower trust of what others tell you until you take the time to verify the truth in what they are saying.
- You are very loyal to those you trust and respect.
- You do not have a great sense of urgency, but would rather follow your own process and time frame to get things done.
- You are more comfortable and relaxed talking with family and close friends than a group of strangers.
- You may come across as inflexible or slow to change.
- You tend to stay on task and not get distracted by side conversations, or have need for a lot of personal interaction with others.
- You are not a risk taker and prefer to take caution in your actions.

Core School Behaviors

In this section you can read the details of what your Core school behavioral scores mean in detail.

Dominance

Are you strong-willed, confident and competitive at school?

Your Dominance score is



Dominance contributes confidence and drive to behavior. It is an outgoing, fast paced style that can add determination to win to a person's character.

A **low score** indicates you do not exhibit dominance in your behavioral style at school. You do not come across as demanding or assertive to your teachers or your classmates. In situations that require you to be forceful or outspoken you feel stress and worry because you do not like fighting or arguing.

Influence

Are you optimistic, out-going and popular at school?

Your Influence score is



An influencer communicates in a warm and charming way. People want to do things for them and enjoy being around them. They tend to be optimistic, fun-loving and joke around a lot. They love to talk to people and be the center of attention.

A **low score** indicates you do not feel that you need to be constantly talking and interacting with other people. You may prefer to focus on facts, results or processes rather than being overly optimistic and joking all of the time.

Steadiness

Do you like to support others as well as follow established routines at school?

Your Steadiness score is



This measures your preference toward being a supportive person, a good listener and preferring to be consistent in how you do things at school. In addition, this style measures your preference toward finishing what you have started before starting on something else.

A **high-moderate score** indicates you are loyal, patient, dependable and like to help others at school. In addition, you like to have a consistent schedule and usually like to finish your assigned tasks and projects before you start new ones. You usually try to avoid arguments and conflict at school, and you are a good listener.

Compliance

Do you like to focus on doing things right and not making mistakes at school?

Your Compliance score is



This measures your preference for being analytical, compliant with school rules, and cautious when performing school work so you do it correctly.

A **high score** indicates you are precise and organized in your behavior at school. You like to be “right” and back up your decisions or arguments with lots of facts and data. You will take your time answering questions if you are not certain you are correct, and you will argue strongly when you know you are right. You like order, neatness, and you like to follow the rules. You will be quick to point out when others are wrong or not doing what they are supposed to. You may be seen as too detail focused or impersonal. You feel it is better to be right than wrong, and it is better to obey rules rather than face the consequences of not following them.

Behavioral Attributes Related to Your School Style

In this section you can read the details for your behavioral attributes as they relate to your school style.

Agreeableness:

Do you tend to go along with others and try to please them at school?



A person who is supportive and willing to help out other people. They tend to go along with plans and like to please others.

A **moderate score** indicates that at times at school you will express agreement with what those closest to you have to say, even if you don't entirely agree with it personally. You may also make compromises or concessions in order to make or keep the peace. At other times you may not be willing to compromise or concede your beliefs or opinions just to make someone happy.

Approachability:

Do your classmates consider you friendly and approachable?



Some people make others feel comfortable approaching and interacting with them. Their body language, tone and overall demeanor are welcoming.

A **low score** indicates that others may perceive you as unapproachable at school. It may be that your tone or body language gives the sense that you are not open to having someone walk up to you and start a conversation. They may even see you as being unfriendly, even though it is probably that you are just shy, reserved or a private person.

Collaborative Team Player:

Do you like to work as a supportive member of a team at school?



This measures your preference toward working within a team as a dependable, supportive team player, as well as, working in a collaborative way and encouraging and helping the team members to maintain a cooperative relationship.

A **moderate score** indicates you can be a collaborative and supportive member of a team, but may also want to take sides at times, take the leadership role, or be more aggressive depending on the situation.

Competitive:

Are you a competitive person at school?



This measures your need to compete at school. A competitive person sees the chance to win at everything they do. They are driven by the sense of accomplishment and being the best.

A **low score** indicates you are not driven by competing with others or against yourself. You do things at school for reasons other than recognition or accomplishment. You may be seen as laid back or passive when it comes to competing to “win”.

Detailed Analysis:

Do you enjoy looking at data and facts before making decisions or to increase your knowledge?



This measures your preference toward looking at data or crunching numbers to support your ideas, arguments, or decisions at school.

A **high score** indicates you depend on data and facts as part of your decision making process. You like to plan based on this data and research and when you want to argue your point, you will look for supporting information first. Detailed data and fact analysis takes time, so it will take you longer to make decisions, but in the end you will feel comfortable with them because you have the data to back them up. You may be seen by others as being too analytical, especially those who just want the bullet points and want to make decisions quickly.

Distractibility:

Is your attention easily diverted at school?



This attribute measures how easily distracted a person can become. Some people often go off on tangents during conversations, or can lose mental focus while performing tasks.

A **low score** indicates that you are not easily distracted at school. You tend to stay on task and focus on what it is you are doing. You typically stay on point during conversations and prefer others to not go off on tangents or change the subject while you are talking.

Emotional Composure:

Are you able to maintain poise under pressure at school?



Emotional composure is the ability to maintain and control one's emotions even under stressful situations.

A **high score** indicates you are able to maintain emotional composure at school. You do not tend to show anger or other emotional extremes, even when you are faced with stress and pressure. You are able to keep your emotions in check. This may help you to de-escalate tensions and manage issues more effectively.

Emotionality:

Do you tend to show your emotions to everyone at school?



Emotionality is a measure of a person's emotional response to things going on around them. Highly emotional people openly show how they are feeling to other people. Those who have lower emotionality tend to internalize their emotional responses.

A **low score** indicates you typically do not share your emotions with others at school. You tend to internalize them, or only share how you are truly feeling with those you are closest to. You are more composed or reserved around larger groups or people you don't know well. You may also believe that showing too much emotion makes you vulnerable to others.

Extroversion:

Are you typically an outgoing, extrovert on the job?



Extroverted people are outgoing, energetic, and tend to enjoy being in the spotlight. They typically enjoy influencing or directing others; and they often do not mind speaking to a group of strangers or meeting new people.

Note: Some people have both Extroverted and Introverted characteristics. An example of this would be if you have a high score on Dominance and a high score on Compliance, or if you have a high score on Influence and a high score on Steadiness. This means that you are a blend of the two and at times you will behave more extroverted and at other times you may be a bit more introverted. For example, a high Dominance person likes to make quick decisions, but a high Compliance person likes to take more time to weight all of the options so they don't make the "wrong" decision. This is what we call an internal conflict, or a me-me conflict. I want to work fast, but I also don't want to make mistakes. So look at your Introversion score to see if it is low and you are typically behaving as an extrovert, or if it is higher, you are at times behaving more introverted.

A **low score** indicates you tend to be more introverted than extroverted at school. You tend to be more reserved, quiet, and do not like to be put in the public spotlight. You may prefer a small close group of friends, and you may not like meeting a lot of new people or speaking to large groups.

Fast Paced:

Do you like to move and work fast at school?



Fast-paced people like to accomplish tasks quickly and work at a rapid pace. They tend to make decisions quickly as well.

A **low score** indicates that you do not tend to move at a faster rapid pace at school. You prefer to go at your own pace and avoid making mistakes. You also tend to slow down when making decisions because you want to study the data, weigh all of your options, or ask others for their opinions, so you can make the best decisions you can.

Flexibility:

Are you able to adapt quickly to the changing demands of school while maintaining a positive attitude?



This measures your versatility and ability to be flexible as your teachers, classes and school work requires. When given new tasks or projects, can you drop what you are doing and switch gears while keeping a positive attitude?

A **low score** indicates you are not very flexible. You prefer school projects that you have started to be completed prior to starting new ones. You may ask “why?” whenever you are asked to switch gears and focus on something new. You are seen as inflexible by teachers and other students.

Focused on People's Needs:

Are you focused on what others need and actively listening to them at school?



This measures your ability to focus on what other people want or need at school. This may be a teacher, school friends or other people you meet at school.

A **moderate score** indicates you are often able to listen to others and focus on their needs, communicate well with them, and support them effectively. However, when your school schedule is overwhelming, or you are under pressure or stress, you may be short with them, fail to listen effectively, or do not provide the full level of support they need. This may make you appear cold and disconnected to them.

Following Routines:

Do you have routines and patterns that you like to follow at school?



People who enjoy following routines like the predictability that comes with performing tasks in a way that they know works well, as well as having well established procedures so that everyone is doing things the same way.

A **moderate score** indicates that you do have certain routines that you like to follow at school. However, you are also able to deviate from those routines as needed. You may also like to try something new from time-to-time just for a change.

Interacting with People:

Do you prefer to talk and communicate with teachers and other students frequently?



This measures your preference toward frequent communication with teachers and other students at school. You like to talk on the phone, in person, through text messaging or email.

A **low score** indicates you do not prefer to interact or communicate with teachers or other students frequently. You may prefer working alone and only communicate when needed. Your conversations are short and to the point. This may make others think you are impersonal.

Introversion:

Are you typically more private, and reserved at school?



Introverted people are reserved, composed and tend to internalize their emotions at school. They may be shy and tend to prefer being in more private settings with close friends, than large social events. They often prefer following their own established routines and make decisions slower because they dislike unnecessary change, or they don't want to make mistakes/bad decisions.

Note: Some people have both Introverted and Extroverted characteristics. An example of this would be if you have a high score on Dominance and a high score on Compliance, or if you have a high score on Influence and a high score on Steadiness. This means that you are a blend of the two and at times you will behave more extroverted and at other times you may be a bit more introverted. For example, a high Dominance person likes to make quick decisions, but a high Compliance person likes to take more time to weight all of the options so they don't make the "wrong" decision. This is what we call an internal conflict, or a me-me conflict. I want to work fast, but I also don't want to make mistakes. So look at your Extroversion score to see if it is low and you are typically behaving as an introvert, or if it is higher, then at times you can behave more extroverted.

A **high score** indicates you are introverted and may even consider yourself shy around people you don't know very well at school. You tend to be more reserved with your emotions and may be seen by some as being unemotional when under stress because you may be internalizing your feelings. You may resist change, unless there is a good reason for it, because you prefer to do things consistently and following establish protocols that work. You prefer having a small group of close friends rather than hanging out with large groups of people you barely know. You don't typically like to be put in the spotlight, but like to be a supportive team player. You are dependable and loyal to those you trust most.

Multitasking:

Do you enjoy taking on many tasks at once and frequent changes at school?



This measures your preference for doing many different tasks or activities throughout the day. You may be required to wear many different hats, or to change what you are working on to focus on a more pressing or urgent task like study for a test or complete an assignment that is due.

A **low score** indicates you do not enjoy multitasking. You like to have school work routines, and when change is needed, you will be slower to make the transition. You may be seen by others, who enjoy multitasking, as being too slow or not as productive, as they feel they do more than you.

Openness to Change:

Are you open to changes occurring or do you prefer things to remain the same at school?



A person who is open to change accepts that change is a part of their school life. They do not resist or fight changes in routines, processes, or plans. They often welcome change and even embrace it.

A **low score** indicates you tend to resist change at school. You have routines that have served you well and that you like to follow. You may think that some people change far too often and that it is disruptive or unnecessary. You will want a very good reason for making a change to an established process, project or plan before you accept it. Even when it is needed, you may prefer that change is implemented slowly so that errors are not made and that it is not disruptive.

Organized Work Space:

Do you tend to keep your desk work space clean and organized?



This measures your preference towards keeping your work area (including your desk, backpack, locker and computer desktop), clean and organized. Keeping things in their proper place so that they are easy to find, and putting them away when you are done using them.

A **high score** indicates you prefer to keep your space clean and organized. You sort through papers, put your pens, pencils and books away when not in use and organize them in a logical fashion that suits your needs. You may be seen by others who are disorganized as being a neat freak, but you feel you are more efficient without the chaos of clutter.

Perfectionism:

Do you want or expect things to be done correctly and with precision at school?



A perfectionist wants things done right, even if it takes extra time and effort to do so. There is no room for error, so a lot of energy and focus is given to looking at the details to make sure everything is perfect.

A **high score** indicates you tend to be a perfectionist at school. You pay close attention to details and you have very little tolerance for mistakes. You may even fear making a mistake yourself, so you tend to take more time to make sure that things are done correctly and that you are making the best decisions possible given the available information and data.

Project Completion:

Do you like to start a project or assignment and get it done before starting a new one?



This measures your preference for working on a school project or assignment from start to finish.

A **high score** indicates you are very project oriented and like to finish what you start. You do not like being told to drop what you are working on and start something new. This is disruptive to you.

Quick Decision Maker:

Do you tend to make decisions fast at school?



Some people like to make decisions quickly and decisively at school. They do not necessarily need a lot of facts and figures, often they can look at things from a higher level and decide right there what they want to do.

A **low score** indicates you typically are not a quick decision maker at school. You prefer to take more time and weigh your choices and potential outcomes of your decisions, or ask others for their opinion/advice. This helps you avoid making bad choices and then dealing with the negative consequences that result.

Risk Tolerance:

Are you generally a risk taker or do you tend to avoid taking risks at school?



People who are risk takers like the thrill and excitement that comes with taking chances and the opportunity to gain big rewards. People who have a low tolerance for risk fear what could happen if they take a chance and fail. They like the predictability and safety of making conservative choices rather than choosing a higher risk option.

A **low score** indicates that you have a low risk tolerance and avoid taking risks at school. It may be that you don't like the uncertainty that comes with taking big chances, or that you do not like losing or failing. You may prefer to take a more conservative and safe approach to making decisions.

Rule Focused:

Are you focused on following/obeying school rules?



This attribute measures how focused a person is on following rules and regulations at school. Schools have rules and laws that are meant to protect students, maintain order, and meet educational standards. Many people see rules as black or white and they strive to obey the rules at all times, while others feel that rules are meant to be bent or broken. They tend to see shades of grey rather than black or white when it comes to rules.

A **high score** indicates you are very rules focused at school. You want to do what is right and may fear the repercussions of doing something wrong.

Sense of Urgency:

Are you driven to get things done quickly for school?



This measures your ability to focus on what school work needs to be done and get it done fast.

A **low score** indicates you do not normally feel a sense of urgency at school. You may feel you should take time to look at all of the facts, opinions and possible outcomes before making any decisions or acting "too" rapidly. You may be concerned with making the "wrong" decision or taking the "wrong" action, so you move slow.

Time Management:

Do you focus on managing your time at school?



This measures your ability to manage your time at school and when completing school work.

A **high score** indicates you are very focused on time management at school. You like to be on time for class and you are very efficient in allocating and using your time. You do not like when others are late for class, completing their school work, or "waste" your time.

Trusting:

Are you an open and trusting person at work?



Trusting other people involves opening one's self up to others with the belief that these people are honest and sincere and will not deliberately do anything to harm you.

A **low score** indicates you are typically less trusting of others at school. You may only trust those who are closest to you and have proven they are worthy of your trust. You may also be in an environment where you feel you cannot open up and share your thoughts and feelings because it might make you too vulnerable, or might be used against you.

