

## Which Animal Are You? Personal Behavioral Style Assessment Inventory Questionnaire

Here's how to figure out where you most likely fit among the four animal styles. This is an informal survey, designed to determine how you usually act in everyday situations. The idea is to get a clear description of how you see yourself.

For each of the pairs of statements below, distribute three points between the two alternatives (A and B), depending on how characteristic of you the statement is. Although some pairs of statements may seem equally true for you, assign more points to the statement that is more representative of your behavior most of the time.

### Examples:

Statement A is very characteristic of you and B is very uncharacteristic.  
Write "3" next to A and "0" next to B.

Statement A is more characteristic of you than B.  
Write "2" next to A and "1" next to B.

Statement B is very characteristic of you and A is very uncharacteristic.  
Write "3" next to B and "0" next to A.

After you have marked answers to all eighteen pairs of statements, transfer your ratings to the blanks on the scoring sheet.

Please base your answers on how you actually behave, not on how you think you should behave. (Remember: the numbers you assign to each pair must add up to 3.)

- 1A \_\_\_\_\_ I'm usually open to getting to know people personally and establishing relationships with them.  
1B \_\_\_\_\_ I'm not usually open to getting to know people personally and establishing relationships with them.
- 2A \_\_\_\_\_ I usually react slowly and deliberately  
2B \_\_\_\_\_ I usually react quickly and spontaneously.
- 3A \_\_\_\_\_ I'm usually guarded about other people's use of my time.  
3B \_\_\_\_\_ I'm usually open to other people's use of my time.
- 4A \_\_\_\_\_ I usually introduce myself at social gatherings.  
4B \_\_\_\_\_ I usually wait for others to introduce themselves to me at social gatherings.
- 5A \_\_\_\_\_ I usually focus my conversations on the interests of the people involved even if that means straying from the business or subject at hand.  
5B \_\_\_\_\_ I usually focus my conversations on the tasks, issues, business, or subject at hand.
- 6A \_\_\_\_\_ I'm usually not assertive, and I can be patient with a slow pace.  
6B \_\_\_\_\_ I'm usually assertive, and at times I can be impatient with a slow pace.
- 7A \_\_\_\_\_ I usually make decisions based on facts or evidence.  
7B \_\_\_\_\_ I usually make decisions based on feelings, experiences, or relationships.

- 8A \_\_\_\_\_ I usually contribute frequently to group conversations.
- 8B \_\_\_\_\_ I usually contribute infrequently to group conversations.
- 9A \_\_\_\_\_ I usually prefer to work with and through others, providing support when possible.
- 9B \_\_\_\_\_ I usually prefer to work independently or dictate the conditions in terms of how others are involved.
- 10A \_\_\_\_\_ I usually ask questions or speak tentatively and indirectly.
- 10B \_\_\_\_\_ I usually make emphatic statements or directly express opinions.
- 11A \_\_\_\_\_ I usually focus primarily on ideas, concepts, or results.
- 11B \_\_\_\_\_ I usually focus primarily on persons, interactions, and feelings.
- 12A \_\_\_\_\_ I usually use gestures, facial expressions, and voice intonation to emphasize points.
- 12B \_\_\_\_\_ I usually do not use gestures, facial expression, and voice intonation to emphasize points.
- 13A \_\_\_\_\_ I usually accept others' points of view (ideas, feelings, and concerns).
- 13B \_\_\_\_\_ I usually don't accept others' points of view (ideas, feelings, and concerns).
- 14A \_\_\_\_\_ I usually respond to risk and change in a cautious or predictable manner.
- 14B \_\_\_\_\_ I usually respond to risk and change in a dynamic or unpredictable manner.
- 15A \_\_\_\_\_ I usually prefer to keep personal feelings and thoughts private, sharing only when I wish to do so.
- 15B \_\_\_\_\_ I usually find it natural and easy to share and discuss my feelings with others.
- 16A \_\_\_\_\_ I usually seek out new or different experiences and situations.
- 16B \_\_\_\_\_ I usually choose known or similar situations and relationships.
- 17A \_\_\_\_\_ I'm usually responsive to others' agendas, interests, and concerns.
- 17B \_\_\_\_\_ I'm usually directed toward my own agendas, interests, and concerns.
- 18A \_\_\_\_\_ I usually respond to conflict slowly and indirectly.
- 18B \_\_\_\_\_ I usually respond to conflict quickly and directly.