

SELF-ASSESSMENT OF COMMUNICATION STYLE¹

Indicate the degree to which you do the following:						
		Very Little	Little	Some	Great	Very Great
1.	Make judgments early in the conversation.					
2.	Share my feelings with others.					
3.	Talk about the issues.					
4.	Have analyzed others' motives.					
5.	Talk about the person.					
6.	Use clear and precise language.					
7.	Decide on the action before the conversation.					
8.	Encourage the other person to discuss feelings.					
9.	Am open for new information.					
10.	Ask questions that seek agreement with me.					
11.	Talk the majority of the time.					
12.	Ask questions that get others to describe events.					
13.	Talk half the time or less.					
14.	Allow others to defend their position to me.					

(Continued)

SCORING SHEET

- Very Little = 1 point
- Little = 2 points
- Some = 3 points
- Great = 4 points
- Very Great = 5 points

(Continued)

SCORING SHEET

Item No.	SCORE	
1.	_____	
2.		_____
3.		_____
4.	_____	
5.	_____	
6.		_____
7.	_____	
8.		_____
9.		_____
10.	_____	
11.	_____	
12.		_____
13.		_____
14.	_____	
TOTALS	_____	_____
Total Column 1	_____	
Total Column 2	_____	

Interpretation of Scores:

This instrument measures the tendency to use blaming and problem-solving styles. Having evaluated these, you should be able to determine your abilities on the styles between these extremes.

If your score for the LEFT COLUMN is between 21 and 28, you are probably a MODERATE BLAMER. A score of 29 or HIGHER suggests you rely somewhat heavily on the blaming style.

If your score for the RIGHT COLUMN is from 21 to 28, you fall in the moderate problem-solving category. A score of 29 or HIGHER indicates a strong leaning toward problem-solving as your dominant technique.

1. From O'Connell, S. W. *The Manager as Communicator*. 1986, Rowman & Littlefield, originally published in 1979 by Harper & Row Publishers, Inc. Reprinted with permission.

(Continued)

SCORING SHEET

Item No.

EXPLANATION OF SELF-ASSESSMENT OF COMMUNICATION STYLE

This instrument measures the tendency to use blaming and problem-solving styles. Having evaluated these, you should be able to determine your abilities on the styles between these extremes.

If your score for the LEFT COLUMN is between 21 and 28, you are probably a MODERATE BLAMER. A score of 29 or HIGHER suggests you rely somewhat heavily on the blaming style.

If your score for the RIGHT COLUMN is from 21 to 28, you fall in the moderate problem-solving category. A score of 29 or HIGHER indicates a strong leaning toward problem-solving as your dominant technique.