**Personal Style inventory (PSI)**

Instructions

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| **STEP 1: Identify Your Style** |
| 1. Complete your own **Personal Style Inventory** (page 3).
2. Tally the results of your **Personal Style Inventory** (page 4).
3. Identify your preliminary “predominant” style and “back-up” style.
	1. If your results are ambiguous, making it hard to choose between styles, you have two options:
		1. You may choose a predominant style that “feels right” to you
		2. OR think about getting additional, useful data. See below.
 |
| **STEP 2: (Optional but Recommended) Understand How Others Perceive Your Style** |
| This model is intended to expand your awareness of how your style, actions and behaviors influence the responsiveness of others to you. So it can be helpful to get others’ input.1. Ask 2–3 other people to complete the **Peer Style Inventory** (page 5) about you.
2. Write your name in the gray space at the top of that page, make copies, and distribute them. Candidates might include: a past or present peer, colleague, direct report, boss, - or a family member. When they return the inventory to you, tally the results as you did for your own.
3. These results may (or may not) influence your thinking about your predominant and back-up styles.
 |

*(Page 2 of this document is blank, intentionally, to accommodate for double-sided printing.)*

Personal Style Inventory

Check the word or phrase in each set that is most like you.

|  |  |  |  |
| --- | --- | --- | --- |
| 1. \_\_ Competitive2. \_\_ Joyful3. \_\_ Considerate4. \_\_ Harmonious | 1. \_\_ Tries new ideas2. \_\_ Optimistic3. \_\_ Wants to please4. \_\_ Respectful | 1. \_\_ Will power2. \_\_ Open-minded3. \_\_ Cheerful4. \_\_ Obliging | 1. \_\_ Daring2. \_\_ Expressive3. \_\_ Satisfied4. \_\_ Diplomatic |
| 1. \_\_ Powerful2. \_\_ Good mixer3. \_\_ Easy on others4. \_\_ Organized | 1. \_\_ Restless2. \_\_ Popular3. \_\_ Neighborly4. \_\_ Abides by rules | 1. \_\_ Unconquerable2. \_\_ Playful3. \_\_ Obedient4. \_\_ Fussy | 1. \_\_ Self-reliant2. \_\_ Fun-loving3. \_\_ Patient4. \_\_ Soft-Spoken |
| 1. \_\_ Bold2. \_\_ Charming3. \_\_ Loyal4. \_\_ Easily led | 1. \_\_ Outspoken2. \_\_ Companionable3. \_\_ Restrained4. \_\_ Accurate | 1. \_\_ Brave2. \_\_ Inspiring3. \_\_ Submissive4. \_\_ Timid | 1. \_\_ Nervy2. \_\_ Jovial3. \_\_ Even-tempered4. \_\_ Precise |
| 1. \_\_ Stubborn2. \_\_ Attractive3. \_\_ Sweet4. \_\_ Avoids | 1. \_\_ Decisive2. \_\_ Talkative3. \_\_ Controlled4. \_\_ Conventional | 1. \_\_ Positive2. \_\_ Trusting3. \_\_ Contented4. \_\_ Peaceful | 1. \_\_ Takes risks2. \_\_ Warm3. \_\_ Willing to help4. \_\_ Not extreme |
| 1. \_\_ Argumentative2. \_\_ Light-hearted3. \_\_ Nonchalant4. \_\_ Adaptable | 1. \_\_ Original2. \_\_ Persuasive3. \_\_ Gentle4. \_\_ Humble | 1. \_\_ Determined2. \_\_ Convincing3. \_\_ Good-natured4. \_\_ Cautious | 1. \_\_ Persistent2. \_\_ Lively3. \_\_ Generous4. \_\_ Well-disciplined |
| 1. \_\_ Forceful2. \_\_ Admirable3. \_\_ Kind4. \_\_ Non-resisting | 1. \_\_ Assertive2. \_\_ Confident3. \_\_ Sympathetic4. \_\_ Tolerant | 1. \_\_ Aggressive2. \_\_ Life-of-the-party3. \_\_ Easily fooled4. \_\_ Uncertain | 1. \_\_ Eager2. \_\_ High-spirited3. \_\_ Willing4. \_\_ Agreeable |

 Source: David Merrill & Roger Reid, *Personal Styles and Effective Performance, 1981*

Tallying the Personal Style Inventory

Instructions

1. Count the number of “ones” that you marked. Write that number in the Tally Box marked “1”. Do the same with the numbers two, three, and four.

2. On the first tally box below, draw a line through the number on the bar graph that corresponds with your total number of “ones." This is the end line for your bar graph.

3. Beginning at the left end, shade the space on the bar up to your end line on the first bar graph.

4. Do the same for the second, third, and fourth graphs.

5. The longest bar is your predominant style. The second longest bar is your backup style.

Tally Box

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Style: Driver** | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| **Descriptor Above is 1** | **My Tally is…** |
|  |
| **Style: Expressive** | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| **Descriptor Above is 2** | **My Tally is…** |
|  |
| **Style: Amiable** | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| **Descriptor Above is 3** | **My Tally is…** |
|  |
| **Style: Analytic** | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| **Descriptor Above is 4** | **My Tally is…** |

Total of the 4 categories should equal 24.

Peer Style Inventory

|  |  |
| --- | --- |
| Check the word or phrase in each set that is most like:  |  |

|  |  |  |  |
| --- | --- | --- | --- |
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- Source: David Merrill & Roger Reid, *Personal Styles and Effective Performance*