

**How would you respond to the statements below?  
Score your answer using the point system to the right**

- ..... I can easily recall asking questions about the person and their work
- ..... I really listen to the other person’s communication and perspective
- ..... I am not the most heard voice at a meeting or in a discussion
- ..... I have celebrated success or given positive feedback to someone in the last month
- ..... In a conversation, I talk less than 50% of the time
- ..... I can easily recall a robust list of people who will tell others how I’ve helped them
- ..... I am flexible in my communication style and can flexible to the style of the person I am speaking with
- ..... In the last 6-months, I’ve done something for someone with no personal gain or benefit to me or my work
- ..... I let others take credit for ideas I know I initiated
- ..... I contributed to someone’s success in the last 6 months
- ..... I believe I can do my best work as part of a team
- ..... I’ll often consider things from the perspective of “what can I do for them?”

Very like me	Sometimes like me	Not me at times	Not me at all
4	3	2	1

**Final Score:**

**Interested in the evidence of your profile, go to 5 different relationships and ask the questions:**

- How would you describe my conversational style?
- What do you get from our conversations?
- Share with me an example of what you have valued from our conversations?

**Tally your score.  
If your score is > 36, you’ve got  
a giving style to your  
relationships**

Be bold and include those that will provide both your strengths and candor on areas for your development