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*Allow regular time for
silent reflection. Turn
inward and digest
what has happened.
Let the senses rest
and grow still* ”

John Heider

Understanding myself and others

Evaluation questions

This series of questions is drawn from a programme, SPECTRUM which is available on EvaluationStore.com. The site includes evaluations at organisational, team and individual levels.

These questions are from the SPECTRUM evaluation which is the basis of the individual and team behavioural evaluation reports.

This paper based version will not be dramatically different from other evaluations you may have completed (e.g. MBTI, DISC, firo-B, Insights, LIFO, SDI, etc – there are over 30). It does have some additional nuances but the large differences will only be visible with the on-line version.



There are many different ways to analyse your behaviour. Some are overly costly whereas some are overly simple. This SPECTRUM™ questionnaire will provide you with valid, relevant information that is understandable and well constructed. It will provide you with enough information to clearly analyse and consider your behavioural preferences and your impact on the people around you.

Behaviour is the cornerstone of all our work and social interactions and is the very essence of being human. However, it is also the basis of a lot of our frustrations and anguish with others and confusion about our own contributions and impact. Therefore, in every walk of our life, knowledge about how we and others behave will allow us to be more successful due to the improved quality of our interactions. The ability to choose or adapt behaviour can generate a major increase in personal communication effectiveness.

IMPORTANT: this is not a test.

There are no right answers and no wrong answers. Human behaviour is usually a choice and we all have preferences regarding the choices we make. This evaluation merely seeks to identify the choices you make and the preferences you have. The report will then assist you to identify how this relates to others, how they may see your choices and also identify some possible alternative choices to make available to you.

This evaluation has been devised by a number of practitioners who are qualified in a very wide range of behavioural and personality diagnostics with a view to generating an evaluation which removes the negatives and frustrations of the various existing models in the market and simultaneously adds some currently unused improvements. The finished article, SPECTRUM, was the work of many qualified and experienced people over 3 years.

It is important that you consider your context. We all behave differently in different contexts. **Your context here is at work** in your current role with your current team.

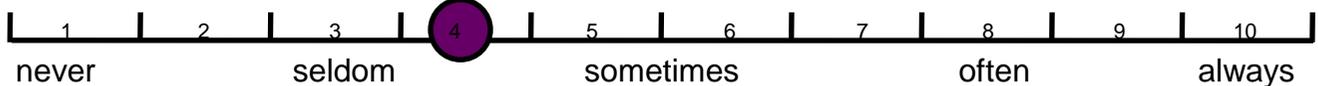
It is also important that you answer each question **as you feel you are** or as you feel you do – NOT how you would like to be or like to do.

The questions are in the form of a statement with 4 possible answers. Mark all 4 answers on the scale of 1-10. 1 is 'I never do this' and 10 is 'I always do this'

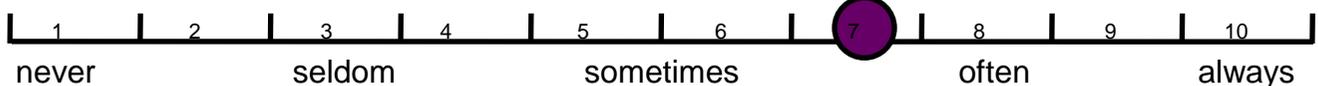
An example may be:  = your mark of your score

When trying to get my message across I use :

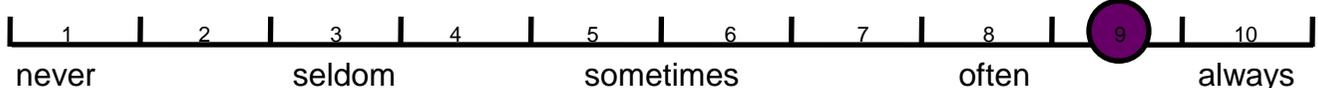
a logical and structured method



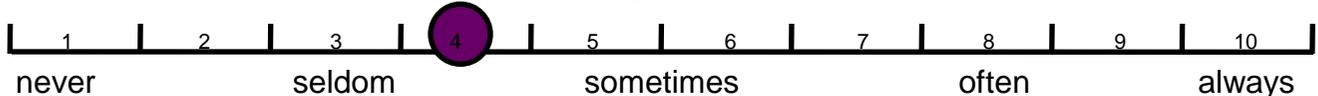
key points and hard hitting facts



key principles and stress the benefits



an entertaining & lively style



The on-line version generates instant individual and team results but with this paper test version, please use the accompanying paper scoresheet.



1. When trying to get my message across I use

a logical and structured method



key points and hard hitting facts



key principles and stress the benefits



an entertaining and lively style



2. I intend to be seen as someone who is

fair and generally very honest



careful, analytical and thorough



funny, charming and liked by everyone



in control and influential





3. When I talk I tend to

be direct, to the point and tell people what I think



ask open questions and try to listen carefully



try and entertain with a lively and witty style



speak quietly, steadily and in an even way



4. I am attracted to others by

how they stand out in a crowd and how they impress others



the way they look, dress and behave



the attention to detail that they have when planning or doing something



the status or impact they have in meetings or at work



5. Others think I am

a rational and practical person who is thorough



a skilfully outrageous person who is fun



an influential person who is in control



a dedicated sincere person who is helpful



6. The impact I have on a group/team is as a

caring and considerate person who is fair minded and a good listener



lively person who brings a sense of enjoyment to most occasions



driven person who is trying to win, complete tasks and be action orientated



steady person who brings common sense and calmness to situations



7. When I face unwanted change I

sulk and get a bit depressed



stubbornly refuse to do it



argue with anyone whom I disagree with



ignore it and hope it will go away



8. When I am at the point of last resort, I

try to befriend the enemy or use the crowd/others to help me



isolate myself, become internally focused and very passive



give in and/or back down emotionally



stand and fight it out aggressively and determinedly



9. I am motivated by

bonuses, promotion and winning



steadily getting things done, correctly



being liked and at the centre of things



fairness, justice and doing what is right



10. in a group/team situation I want

not to have an agenda, but to be led by 'gut feel' and instinct



to get on with it, fix things, set goals and start achieving



to stick to an agreed agenda where I have had an input



everyone to say their opinion and to be democratic, fair and open



11. I manipulate/influence others by

helping them see what is fair and the best way to move forwards



getting close to others and befriending influential people



using power, force and a strong approach to persuade them



limiting their choices and using logic to close down any arguments they have



12. Overall my behaviours are

reflective, carefully considered and calm



entertaining, witty and charming



decisive, action orientated and to the point



kind, considerate and honest



13. My overall impact on others is as a

steady person who is a consistent performer



dominant person who appears in control of situations and relationships



reliable person who is dependable and always there for them



fun 'people person' who is lively and entertaining



14. When analysing my performance I will

ask others for their opinions before deciding how I have done



set a challenging goal or target to beat next time



compare what I have done before to my current performance



ask others how I could improve



15. When a work relationship goes wrong I

calmly state my views in an unemotional rational way



tell the other person they are wrong and overpower them



make fun out of myself and others hoping humour will relieve the situation



listen to understand their feelings and hope for a reasonable outcome



16. In an argument I

tell the other person exactly what I think



use charm & wit to try and deflect the heat from the conflict



state my position firmly with evidence and facts



listen to their side of the story and then state my side, often emotionally



17. If I am leading or managing a group/team I want

to make it enjoyable and lively with flexibility and lots of change



facts, figures and adherence to the rules and regulations



to set goals and targets, delegate and I expect everyone to deliver



everyone to be included and to progress once we have consensus



18. I would describe my body language as

direct, with very strong eye contact



excited, fidgety, and animated



showing all my emotions openly



reserved, closed, quite static and careful



19. In a team environment I will often

make people laugh and enjoy themselves



seek to understand everyone else's point of view and try to be fair



take the lead or at least express my opinions early



sit back and assess, listening and digesting information



20. I feel uncomfortable when

things are boring and predictable



others are being hurt or accused



my plans are changed at short notice



my authority is undermined

