

Personal Style Assessment

Directions

1. Read each statement and circle the number along the continuum that best describes what you would prefer to do or be. If you have a strong preference, circle a 1 or 5. If it is moderate, circle a 2 or 4. Remember, there are no right or wrong responses.
2. Do NOT answer according to what you feel is expected by a spouse, family member, church leader, or employer.
3. Select the behavior or perspective that would come most naturally to you if you knew there were no restrictions or consequences for your personal expression.
4. When you have completed your Assessment, total your "E" and "O" scores. Then plot your results on the graph provided. Notice where you are on the chart.

How are you ENERGIZED?			
1. I am more comfortable...	Doing things for people	1 2 3 4 5	Being with people
2. When doing a task, I tend to...	Focus on the goal	1 2 3 4 5	Focus on relationships
3. I get more excited about...	Advancing a cause	1 2 3 4 5	Creating community
4. I feel I have accomplished something when I've...	Completed a job	1 2 3 4 5	Built a relationship
5. It is more important to start a meeting	On time	1 2 3 4 5	When everyone gets there
6. I am more concerned with	Meeting a deadline	1 2 3 4 5	Maintaining the team
7. I place a higher value on	Action	1 2 3 4 5	Communication
How are you ENERGIZED?	E=		TOTAL

How are you Organized?			
1. In life, I generally prefer to...	Be spontaneous	1 2 3 4 5	Follow a set plan
2. I prefer to set guidelines that are	General	1 2 3 4 5	Specific
3. I prefer to...	Leave my options open	1 2 3 4 5	Settle things now
4. I prefer projects that have...	Variety	1 2 3 4 5	Routine
5. I like to...	Play it by ear	1 2 3 4 5	Stick to a plan
6. I find routine...	Boring	1 2 3 4 5	Restful
7. I accomplish tasks best...	By working it out as I go	1 2 3 4 5	By following a plan
How are you ORGANIZED?	O=		TOTAL

Explanation of Personal Styles

Unstructured people prefer to have lots of options and flexibility. They enjoy variety. “Pack the car and let’s go! We’ll drive for a while and then stop.” **Unstructured** people prefer ministries with general job descriptions and spontaneous relationships. “Shoot from the hip.” “Make it up as you go along.”

Structured people prefer to plan and bring order to their lives. Often then seek decisions and closure. “Let’s get a good map, plot our course, make reservations, and then begin the trip.” **Structured** people prefer ministries with clearly defined job descriptions and consistent relationships. “Plan the work and work the plan.”

- ◇ Both Structured and Unstructured people value being organized, but each has a different approach to organization.

Task-oriented people are energized by doing things. **Task-Oriented** people are energized by doing things. Often they like to work with task-oriented people to get the job done. “Just get it done.” If you are Task-Oriented, the primary content of your ministry should be on accomplishing tasks that serve people.

People-oriented people are energized by interacting with people. **People-Oriented** people are energized by interacting with people. For them, the ‘task’ is building relationships. If you are People-Oriented, the primary content of your ministry should involve interactions with people—relationships.

- ◇ A **People-Oriented** person will spend considerable time visiting and getting to know you before focusing on the task at hand. **Task-oriented** people, on the other hand, may want to get the task done before they take time to visit. Neither is right or wrong; it is simply a matter of preference.
- ◇ Both People-Oriented and Task Oriented persons value developing relationships and meeting goals, but each has a primary and secondary means of achieving them.

**You will
Serve more effectively,
Be more confident, and
Be more energized**

In a position that reflects your Personal Style preferences.