



## UNDERSTANDING WORK STYLES

The following statements are generated from your Work Styles scores. Carefully read each statement and check the ones that are most significant to you. Remember, a statement appears because it may be significant for you, not because it is significant. Only you can decide which statements are most relevant for you.

- Do not particularly look like a directive manager; or, if you have this role, handle it rather differently from most managers in similar positions  
*Directive Management L*
- Tend to apply yourself to work when it is interesting to you or engages your attention; not inclined toward continued application when that incentive is absent. Effective managers may score high or low on this scale  
*Work Motivation L*
- (Relevant for managers) Can understand, and are usually prepared to play, the political "games" that are a natural part of the larger corporation. Effective managers in such places tend to look like this  
*Corporate Adaptability H*
- Something of a "free spirit"; do not necessarily feel bound by societal and organizational rules, though you may observe them for the sake of expediency. Senior managers and other higher-ranking officials with a track record of success are likely to attribute that success to this free-wheeling approach, and will admit that they have had to be careful about exercising that approach too often. For others, this characteristic may prove an impediment to personal success.  
*Social Adaptability L; Social Responsibility L*
- Prefer positions involving contact with people to positions involving the collating of data or information  
*Public Contact H*
- Prefer "by-the-book," indoor, non-mechanical work to outdoor mechanical work (with particular emphasis on the "indoor")  
*Global H*