

Work Styles

This section asks about how different **work styles** relate to your current job. A **work style** is a personal characteristic that can affect how well someone does a job. Answer each question as if you were performing work that is typical of your current job.

1. How important are each of the following work styles to the performance of your current job?

	Not important	Somewhat important	Important	Very important	Extremely important
a. Achievement/Effort— <i>Establishing and maintaining personally challenging achievement goals and exerting effort toward mastering tasks</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Persistence— <i>Persistence in the face of obstacles</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Initiative— <i>A willingness to take on responsibilities and challenges</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Leadership— <i>A willingness to lead, take charge, and offer opinions and direction</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Cooperation— <i>Being pleasant with others and displaying a good-natured, cooperative attitude</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Concern for Others— <i>Being sensitive to others' needs and feelings, and being understanding and helpful to others</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. How important are each of the following work styles to the performance of your current job?

	Not important	Somewhat important	Important	Very important	Extremely important
a. Social Orientation— <i>Preferring to work with others rather than alone, and being personally connected with others</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Self-Control— <i>Maintaining composure, keeping emotions in check, controlling anger, and avoiding aggressive behavior, even in very difficult situations</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Stress Tolerance— <i>Accepting criticism and dealing calmly and effectively with high-stress situations</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Adaptability/Flexibility— <i>Being open to change (positive or negative) and to considerable variety in the workplace</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Dependability— <i>Being reliable, responsible, and dependable, and fulfilling obligations</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. How important are each of the following work styles to the performance of your current job?

	Not important	Somewhat important	Important	Very important	Extremely important
a. Attention to Detail— <i>Being careful about details and thorough in completing tasks</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Integrity— <i>Being honest and ethical</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Independence— <i>Developing one's own ways of doing things, guiding oneself with little or no supervision, and depending on oneself to get things done</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Innovation— <i>Creativity and alternative thinking to develop new ideas for and answers to work-related problems</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Analytical Thinking— <i>Analyzing information and using logic to address work-related issues and problems</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

