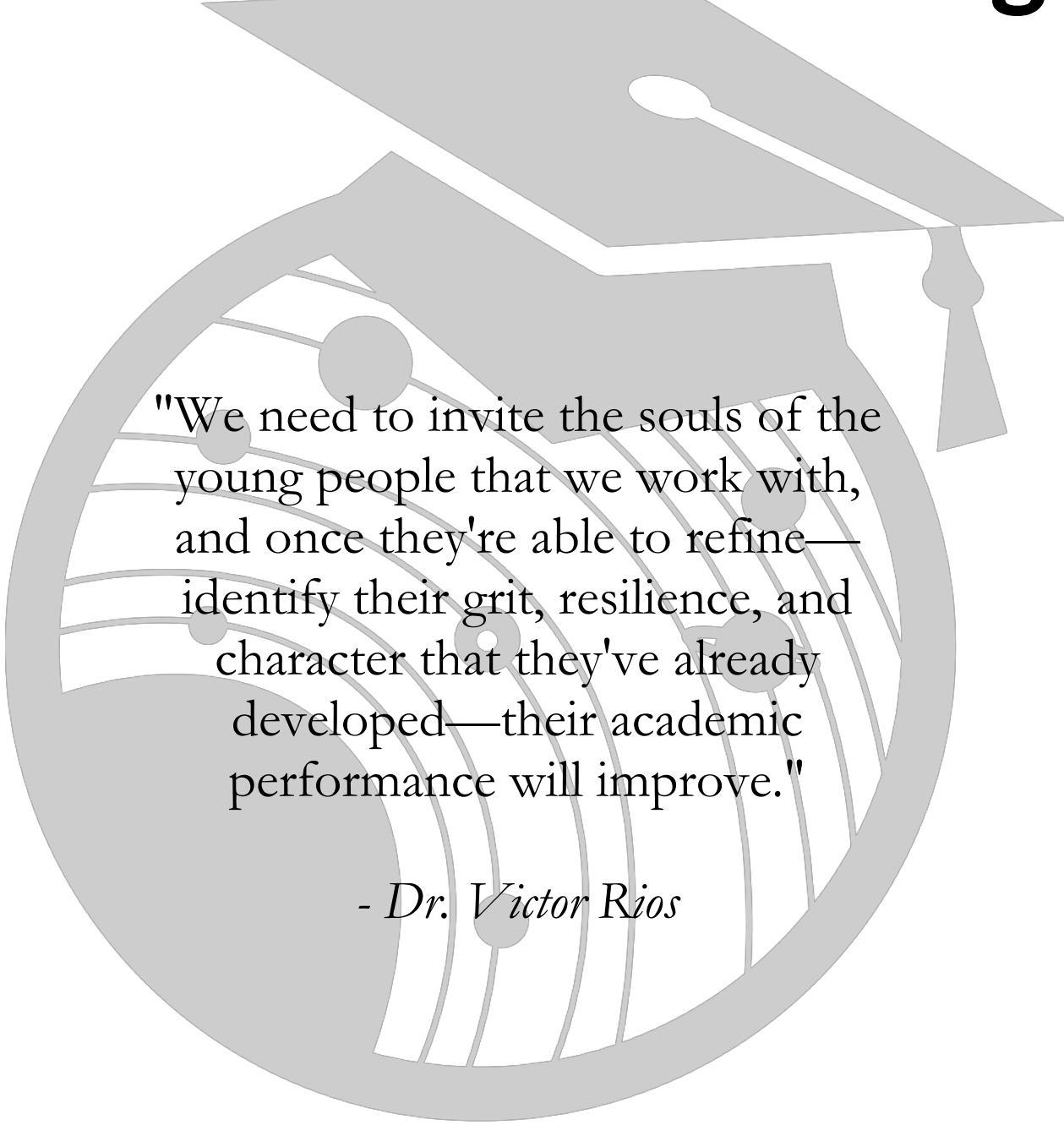


# Scholar System Professional Learning



"We need to invite the souls of the young people that we work with, and once they're able to refine—identify their grit, resilience, and character that they've already developed—their academic performance will improve."

- *Dr. Victor Rios*

## Leadership Styles

## Leadership and Behavioral/Social Styles

### **There is no best or worst style.**

All styles have advantages and disadvantages. All styles are effective when appropriate to the situation and implemented well.

### **There are no pure styles.**

We all have parts of each style in us. However, we also have one style that predominates: one style in which we are most comfortable, and which requires the least energy and stress.

### **Behavior style does not explain the whole person.**

It only defines perceived patterns of behavior. It does not address personality or an understanding of how an individual thinks or feels.

### **Much of the population is different from you.**

Other people have different needs. Therefore, they communicate in a different manner, use time differently, relate in a different way, make decisions, and manage conflict in a way that differs from how you do it.

### **We all have goals we hope to attain and results we wish to achieve.**

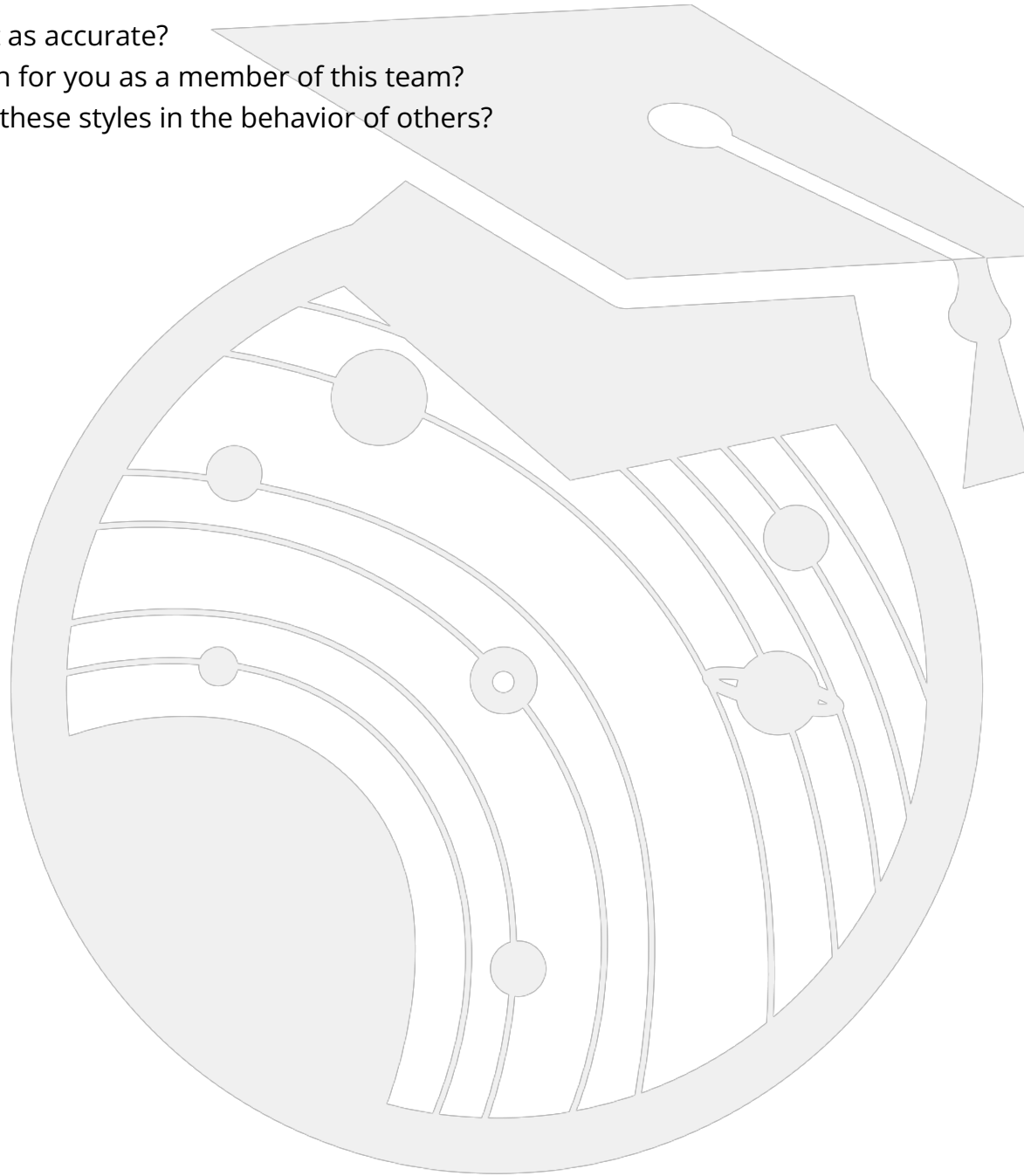
However, different interpersonal priorities influence how we go about accomplishing these ends.

# Behavioral Styles Inventory: Instructions

## Understanding Your Style

Complete the **Personal Style Inventory** (page 3). Go to page 4 to tally your **Personal Style Inventory**. Review the results indicated by the longest bar.

- Do you perceive it as accurate?
- What does it mean for you as a member of this team?
- Do you recognize these styles in the behavior of others?



## Personal Style Inventory

**Check the word or phrase in each set that is most like you.**

1. <input type="checkbox"/> Competitive	1. <input type="checkbox"/> Tries new ideas	1. <input type="checkbox"/> Will power	1. <input type="checkbox"/> Daring
2. <input type="checkbox"/> Joyful	2. <input type="checkbox"/> Optimistic	2. <input type="checkbox"/> Open-minded	2. <input type="checkbox"/> Expressive
3. <input type="checkbox"/> Considerate	3. <input type="checkbox"/> Wants to please	3. <input type="checkbox"/> Cheerful	3. <input type="checkbox"/> Satisfied
4. <input type="checkbox"/> Harmonious	4. <input type="checkbox"/> Respectful	4. <input type="checkbox"/> Obliging	4. <input type="checkbox"/> Diplomatic
1. <input type="checkbox"/> Powerful	1. <input type="checkbox"/> Restless	1. <input type="checkbox"/> Unconquerable	1. <input type="checkbox"/> Self-reliant
2. <input type="checkbox"/> Good mixer	2. <input type="checkbox"/> Popular	2. <input type="checkbox"/> Playful	2. <input type="checkbox"/> Fun-loving
3. <input type="checkbox"/> Easy on others	3. <input type="checkbox"/> Neighborly	3. <input type="checkbox"/> Obedient	3. <input type="checkbox"/> Patient
4. <input type="checkbox"/> Organized	4. <input type="checkbox"/> Abides by rules	4. <input type="checkbox"/> Fussy	4. <input type="checkbox"/> Soft-Spoken
1. <input type="checkbox"/> Bold	1. <input type="checkbox"/> Outspoken	1. <input type="checkbox"/> Brave	1. <input type="checkbox"/> Nervy
2. <input type="checkbox"/> Charming	2. <input type="checkbox"/> Companionable	2. <input type="checkbox"/> Inspiring	2. <input type="checkbox"/> Jovial
3. <input type="checkbox"/> Loyal	3. <input type="checkbox"/> Restrained	3. <input type="checkbox"/> Submissive	3. <input type="checkbox"/> Even-tempered
4. <input type="checkbox"/> Easily led	4. <input type="checkbox"/> Accurate	4. <input type="checkbox"/> Timid	4. <input type="checkbox"/> Precise
1. <input type="checkbox"/> Stubborn	1. <input type="checkbox"/> Decisive	1. <input type="checkbox"/> Positive	1. <input type="checkbox"/> Takes risks
2. <input type="checkbox"/> Attractive	2. <input type="checkbox"/> Talkative	2. <input type="checkbox"/> Trusting	2. <input type="checkbox"/> Warm
3. <input type="checkbox"/> Sweet	3. <input type="checkbox"/> Controlled	3. <input type="checkbox"/> Contented	3. <input type="checkbox"/> Willing to help
4. <input type="checkbox"/> Avoids	4. <input type="checkbox"/> Conventional	4. <input type="checkbox"/> Peaceful	4. <input type="checkbox"/> Not extreme
1. <input type="checkbox"/> Argumentative	1. <input type="checkbox"/> Original	1. <input type="checkbox"/> Determined	1. <input type="checkbox"/> Persistent
2. <input type="checkbox"/> Light-hearted	2. <input type="checkbox"/> Persuasive	2. <input type="checkbox"/> Convincing	2. <input type="checkbox"/> Lively
3. <input type="checkbox"/> Nonchalant	3. <input type="checkbox"/> Gentle	3. <input type="checkbox"/> Good-natured	3. <input type="checkbox"/> Generous
4. <input type="checkbox"/> Adaptable	4. <input type="checkbox"/> Humble	4. <input type="checkbox"/> Cautious	4. <input type="checkbox"/> Well-disciplined
1. <input type="checkbox"/> Forceful	1. <input type="checkbox"/> Assertive	1. <input type="checkbox"/> Aggressive	1. <input type="checkbox"/> Eager
2. <input type="checkbox"/> Admirable	2. <input type="checkbox"/> Confident	2. <input type="checkbox"/> Life-of-the-party	2. <input type="checkbox"/> High-spirited
3. <input type="checkbox"/> Kind	3. <input type="checkbox"/> Sympathetic	3. <input type="checkbox"/> Easily fooled	3. <input type="checkbox"/> Willing
4. <input type="checkbox"/> Non-resisting	4. <input type="checkbox"/> Tolerant	4. <input type="checkbox"/> Uncertain	4. <input type="checkbox"/> Agreeable

Source: David Merrill & Roger Reid, *Personal Styles and Effective Performance*

# Tallying the Personal Style Inventory

## Instructions

1. Count the number of **ones** that you marked. Write that number in the Tally Box marked (Do the same with the numbers two, three, and four.)
2. On the *first* tally box below, draw a line through the number on the bar graph that corresponds with your total number of **ones**. This is the end line for your bar graph.
3. Beginning at the left end, shade the space on the bar up to your end line on the first bar graph.
4. Do the same for the second, third, and fourth graphs.
5. The longest bar is your predominant style. The second longest bar is your backup style.

## Tally Box

### Driver

1	<input type="text"/>	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
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### Expressive

2	<input type="text"/>	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
---	----------------------	---	---	---	---	---	---	---	---	---	---	----	----	----	----	----	----	----

### Amiable

3	<input type="text"/>	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
---	----------------------	---	---	---	---	---	---	---	---	---	---	----	----	----	----	----	----	----

### Analytic

4	<input type="text"/>	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
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**TOTAL (equals 24)** \_\_\_\_\_