

WORK RELATIONSHIP STYLE

Circle The Number Of The Statements That Most Apply To You.

Skip The Statements That Do Not Apply To You.

1. I enjoy give & take feedback in conversation and decision-making.
2. I have a few long lasting intimate friendships.
3. I find that my creativity increases when I work with another person.
4. I consider myself to be self-reliant.
5. I enjoy listening to someone else's ideas and concepts.
6. I prefer to pool resources, money, ideas, property, and knowledge. I feel more powerful with shared riches.
7. I see a partnership as a shared independence between equals.
8. I do not do well with authoritarian relationships.
9. I enjoy the feedback and encouragement from someone I work closely with.
10. I prefer to share risk-taking with one other person.
11. I love competition and rivalry as a motivator.
12. I form many friendships easily.
13. I believe I am gregarious and outgoing.
14. I am comfortable with authority figures, who are competent, and respond well to a good leader.
15. I find that my creativity increases with abundant praise from my teammates and our leader.

16. I see relationships as cooperative units within a larger structure.
17. I am loyal and conscientious.
18. I belong to clubs, groups, and organizations; I enjoy the society of others.
19. I like to be alone about 20 percent of the time. Most of the time I prefer companionship.
20. I look forward to networking events.
21. I am resourceful, self-contained and like my privacy.
22. I find that my creativity increases with freedom. I believe I have an inventive, imaginative, artistic, contemplative mind.
23. I am an independent risk-taker.
24. I choose my friendships carefully and prefer others who are independent.
25. I strongly resist authority. The more autonomy I have the better.
26. I prefer to work alone. I need time to ruminate ideas on my own.
27. I believe the act of creation itself is the most important stimulant for further creativity.
28. I enjoy praise for my accomplishments.
29. I enjoy studying the biographies of famous people.
30. My favorite historical figures were individualists who followed their dreams.

Scoring

You may have a good understanding of your strengths, values and interests but do you know the right work relationship, the right company size and structure for you?

Let's begin by examining three types of relationships in any working environment: Partnerships, teams, and individuals (solo). Each of us has an individual way of working. Just as flowers and animals prefer certain living environments, people flourish in compatible environments. Take some time now to find an environment you will flourish in and what relationship type you are most in harmony with.

The Partnership

Partnership Score - ___/10

Questions 1 through 10

If the Partnership Profile fits for you, and your present occupation requires that you work with a team, you've not yet found the right relationship in your work. Other clues that indicate your "partnership" personality: you married early; you've always had one close friend, even as a child; you shared easily with a trusted individual. You are happiest when paired, in romance, in sports, at dinner, etc. Also you are fascinated with duos of any kind, in love, work, or play. Famous man/woman teams intrigue you, and you'd like to be part of one yourself (Remember these are simply clues, not hard and fast rules.).

A successful partnership involves not only willingness, but also a strong desire to include the other. In fact, you perform at your best when creating together. A partnership will work only if both individuals are mature, self-confident, and happy to see the other become successful. It is a rare and beautiful flower you become if you're a partner type and can find the right partner.

Team Relationship

Team Score - ___/10

Questions 11-20

The person who flourishes in the team environment is a specialist at whatever he or she does. This individual enjoys the camaraderie of the larger group, where decision-making is spread around. Plenty of discussion, consensus agreement, and the group's benefit are all highly regarded. The team works for each member who is willing to play his/her part and play it well. The team player enjoys the rivalry between and among other departments and companies, valuing his team within the larger framework.

As a team type, you wilt without comrades to share your defeats and victories. Loneliness is your biggest fear. Other clues to the team player: as a child you played with a group of friends; you came from a large family, or you had early positive experiences with large families; you maintain several relationships at once, lovers, friends, etc.

The team player thrives in cooperative, competitive stimulating environments. You are a lusty, hardy, cheerful flower when you are on the right team.

Going Solo

Solo Score - ___/10

Questions 21 through 30

Are you happiest when you are completely in charge? Do you like to make all the decisions? The solo type likes to say, "I did that." "That" can be the company he or she builds, or the sale made, or the book written. The key to this personality is the desire to wear all the hats. The solo strongly resists outside influence, does not feel comfortable on teams or in partnerships unless he/she can maintain personal autonomy.

You can see from the above description what a tragedy it is for the solo type to be in a large, highly structured company or organization, unless they are president. If you're a solo, you like to make up the rules as you go. Other clues: as a child you were extremely imaginative, daydreaming a great deal; you had imaginary playmates, pets; you had great powers of concentration; you love nature - being alone in the woods is your idea of heaven; you were on stage alone as a performer; you are drawn to individual sports. The individual star fascinates you; you had early experience with entrepreneurship; you made your own money early. You are the flower with a deep taproot, whose blossom permeates society with a lasting, ever renewing beauty and impact.

These three types - partnerships, team, and solo are not mutually exclusive. For example, a solo can work within a partnership if the other individual is similarly iconoclastic and freedom-loving. Such a pair of individuals would not exert control or restriction.

It is not uncommon to be a combination of types - but knowing which type you are more in alignment with helps you to define your goals and your passion more accurately. It is rewarding and useful to discover what type you are - you like knowing it, as do others. This knowledge is essential in helping you find an environment in which you will flourish.