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Interpersonal Style Inventory

The following test will help you to learn more about your interpersonal style, an important dimension in a social world.

Administration

First, complete the Current Self report form by circling the number that most describes you as you see yourself now on each dimension. Then complete the Desired Self report form by circling the number that most describes you as you would *like* to be.

When you have completed both forms, select five people from among your acquaintances. It is preferable that these people be colleagues at work, or, if you are a student, people who know you reasonably well from class. Do not choose total strangers or more than two or three of your closest friends. The objective is to select a group of people who have interacted with you or observed you frequently, but who are also willing to be very honest with you.

Next, select a person who is willing to collect the data from the five people in your interpersonal sample. This is important to insure a degree of anonymity for your chosen respondents. This person might be one of the five. Give the "data collector" a list of the names of the people you have selected.

Fourth, give each person in your sample a copy of the Acquaintance's Report and ask him or her to circle the number by each dimension that best describes you as you are now. Explain that it will only take five minutes to complete. *Be sure that you have written your name and the name of the data collector at the top of the page.* Ask the person to give (send) the completed form to your data collector. Explain that the data collector will assemble the data and pass it on anonymously to you in a set of five. Or, you may ask your respondents to mail the completed forms to you.

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Interpersonal Style Inventory

CURRENT SELF

Circle the number beside each dimension that you feel best describes you as you are now.

	Never		Average		Always
Takes the lead	1	2	3	4	5
Needs support	1	2	3	4	5
Seeks recognition	1	2	3	4	5
Works alone	1	2	3	4	5
Helps others	1	2	3	4	5
Follows the rules	1	2	3	4	5
Listens well	1	2	3	4	5
Is willing to learn	1	2	3	4	5
Trusts others	1	2	3	4	5
Gets defensive if criticized	1	2	3	4	5
Discusses emotions	1	2	3	4	5
Discusses personal things	1	2	3	4	5
Is easy to talk to	1	2	3	4	5
Is docile, self-effacing	1	2	3	4	5
Gives praise	1	2	3	4	5
Is consistent	1	2	3	4	5
Is conceited	1	2	3	4	5
Can adapt to different social settings	1	2	3	4	5
Is competitive	1	2	3	4	5
Makes *own* decisions	1	2	3	4	5
Is calm	1	2	3	4	5
Is mechanical	1	2	3	4	5
Is tolerant of others	1	2	3	4	5
Is patient	1	2	3	4	5
Keeps promises	1	2	3	4	5
Is cheerful	1	2	3	4	5

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Interpersonal Style Inventory

DESIRED SELF

Circle the number beside each dimension that you feel best describes you as you would like to be. (Note this is not necessarily *different from the Current Self answers.)*

	Never				Always
Takes the lead	1	2	3	4	5
Needs support	1	2	3	4	5
Seeks recognition	1	2	3	4	5
Works alone	1	2	3	4	5
Helps others	1	2	3	4	5
Follows the rules	1	2	3	4	5
Listens well	1	2	3	4	5
Is willing to learn	1	2	3	4	5
Trusts others	1	2	3	4	5
Gets defensive if criticized	1	2	3	4	5
Discusses emotions	1	2	3	4	5
Discusses personal things	1	2	3	4	5
Is easy to talk to	1	2	3	4	5
Is docile, self-effacing	1	2	3	4	5
Gives praise	1	2	3	4	5
Is consistent	1	2	3	4	5
Is conceited	1	2	3	4	5
Can adapt to different social settings	1	2	3	4	5
Is competitive	1	2	3	4	5
Makes *own* decisions	1	2	3	4	5
Is calm	1	2	3	4	5
Is mechanical	1	2	3	4	5
Is tolerant of others	1	2	3	4	5
Is patient	1	2	3	4	5
Keeps promises	1	2	3	4	5
Is cheerful	1	2	3	4	5

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Interpersonal Style Inventory

AQUAINTANCE REPORT 1

This brief exercise is intended to collect some descriptive information on _____, an acquaintance of yours. Please CIRCLE the number by each item that you feel best describes this person and then hand (or send) the completed form to _____, who has agreed to collect several forms and return them anonymously to your acquaintance. Thank you for your assistance.

	Never		Average		Always
Takes the lead	1	2	3	4	5
Needs support	1	2	3	4	5
Seeks recognition	1	2	3	4	5
Works alone	1	2	3	4	5
Helps others	1	2	3	4	5
Follows the rules	1	2	3	4	5
Listens well	1	2	3	4	5
Is willing to learn	1	2	3	4	5
Trusts others	1	2	3	4	5
Gets defensive if criticized	1	2	3	4	5
Discusses emotions	1	2	3	4	5
Discusses personal things	1	2	3	4	5
Is easy to talk to	1	2	3	4	5
Is docile, self-effacing	1	2	3	4	5
Gives praise	1	2	3	4	5
Is consistent	1	2	3	4	5
Is conceited	1	2	3	4	5
Can adapt to different social settings	1	2	3	4	5
Is competitive	1	2	3	4	5
Makes *own* decisions	1	2	3	4	5
Is calm	1	2	3	4	5
Is mechanical	1	2	3	4	5
Is tolerant of others	1	2	3	4	5
Is patient	1	2	3	4	5
Keeps promises	1	2	3	4	5
Is cheerful	1	2	3	4	5

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Interpersonal Style Inventory

ACQUAINTANCE REPORT 2

This brief exercise is intended to collect some descriptive information on _____, an acquaintance of yours. Please CIRCLE the number by each item that you feel best describes this person and then hand (or send) the completed form to _____, who has agreed to collect several forms and return them anonymously to your acquaintance. Thank you for your assistance.

	Never		Average		Always
Takes the lead	1	2	3	4	5
Needs support	1	2	3	4	5
Seeks recognition	1	2	3	4	5
Works alone	1	2	3	4	5
Helps others	1	2	3	4	5
Follows the rules	1	2	3	4	5
Listens well	1	2	3	4	5
Is willing to learn	1	2	3	4	5
Trusts others	1	2	3	4	5
Gets defensive if criticized	1	2	3	4	5
Discusses emotions	1	2	3	4	5
Discusses personal things	1	2	3	4	5
Is easy to talk to	1	2	3	4	5
Is docile, self-effacing	1	2	3	4	5
Gives praise	1	2	3	4	5
Is consistent	1	2	3	4	5
Is conceited	1	2	3	4	5
Can adapt to different social settings	1	2	3	4	5
Is competitive	1	2	3	4	5
Makes *own* decisions	1	2	3	4	5
Is calm	1	2	3	4	5
Is mechanical	1	2	3	4	5
Is tolerant of others	1	2	3	4	5
Is patient	1	2	3	4	5
Keeps promises	1	2	3	4	5
Is cheerful	1	2	3	4	5

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Interpersonal Style Inventory

ACQUAINTANCE REPORT 3

This brief exercise is intended to collect some descriptive information on _____, an acquaintance of yours. Please CIRCLE the number by each item that you feel best describes this person and then hand (or send) the completed form to _____, who has agreed to collect several forms and return them anonymously to your acquaintance. Thank you for your assistance.

	Never		Average		Always
Takes the lead	1	2	3	4	5
Needs support	1	2	3	4	5
Seeks recognition	1	2	3	4	5
Works alone	1	2	3	4	5
Helps others	1	2	3	4	5
Follows the rules	1	2	3	4	5
Listens well	1	2	3	4	5
Is willing to learn	1	2	3	4	5
Trusts others	1	2	3	4	5
Gets defensive if criticized	1	2	3	4	5
Discusses emotions	1	2	3	4	5
Discusses personal things	1	2	3	4	5
Is easy to talk to	1	2	3	4	5
Is docile, self-effacing	1	2	3	4	5
Gives praise	1	2	3	4	5
Is consistent	1	2	3	4	5
Is conceited	1	2	3	4	5
Can adapt to different social settings	1	2	3	4	5
Is competitive	1	2	3	4	5
Makes *own* decisions	1	2	3	4	5
Is calm	1	2	3	4	5
Is mechanical	1	2	3	4	5
Is tolerant of others	1	2	3	4	5
Is patient	1	2	3	4	5
Keeps promises	1	2	3	4	5
Is cheerful	1	2	3	4	5

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Interpersonal Style Inventory

ACQUAINTANCE REPORT 4

This brief exercise is intended to collect some descriptive information on _____, an acquaintance of yours. Please CIRCLE the number by each item that you feel best describes this person and then hand (or send) the completed form to _____, who has agreed to collect several forms and return them anonymously to your acquaintance. Thank you for your assistance.

	Never		Average		Always
Takes the lead	1	2	3	4	5
Needs support	1	2	3	4	5
Seeks recognition	1	2	3	4	5
Works alone	1	2	3	4	5
Helps others	1	2	3	4	5
Follows the rules	1	2	3	4	5
Listens well	1	2	3	4	5
Is willing to learn	1	2	3	4	5
Trusts others	1	2	3	4	5
Gets defensive if criticized	1	2	3	4	5
Discusses emotions	1	2	3	4	5
Discusses personal things	1	2	3	4	5
Is easy to talk to	1	2	3	4	5
Is docile, self-effacing	1	2	3	4	5
Gives praise	1	2	3	4	5
Is consistent	1	2	3	4	5
Is conceited	1	2	3	4	5
Can adapt to different social settings	1	2	3	4	5
Is competitive	1	2	3	4	5
Makes *own* decisions	1	2	3	4	5
Is calm	1	2	3	4	5
Is mechanical	1	2	3	4	5
Is tolerant of others	1	2	3	4	5
Is patient	1	2	3	4	5
Keeps promises	1	2	3	4	5
Is cheerful	1	2	3	4	5

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Interpersonal Style Inventory

ACQUAINTANCE REPORT 5

This brief exercise is intended to collect some descriptive information on _____, an acquaintance of yours. Please CIRCLE the number by each item that you feel best describes this person and then hand (or send) the completed form to _____, who has agreed to collect several forms and return them anonymously to your acquaintance. Thank you for your assistance.

	Never		Average		Always
Takes the lead	1	2	3	4	5
Needs support	1	2	3	4	5
Seeks recognition	1	2	3	4	5
Works alone	1	2	3	4	5
Helps others	1	2	3	4	5
Follows the rules	1	2	3	4	5
Listens well	1	2	3	4	5
Is willing to learn	1	2	3	4	5
Trusts others	1	2	3	4	5
Gets defensive if criticized	1	2	3	4	5
Discusses emotions	1	2	3	4	5
Discusses personal things	1	2	3	4	5
Is easy to talk to	1	2	3	4	5
Is docile, self-effacing	1	2	3	4	5
Gives praise	1	2	3	4	5
Is consistent	1	2	3	4	5
Is conceited	1	2	3	4	5
Can adapt to different social settings	1	2	3	4	5
Is competitive	1	2	3	4	5
Makes *own* decisions	1	2	3	4	5
Is calm	1	2	3	4	5
Is mechanical	1	2	3	4	5
Is tolerant of others	1	2	3	4	5
Is patient	1	2	3	4	5
Keeps promises	1	2	3	4	5
Is cheerful	1	2	3	4	5

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Scoring and Interpreting the Interpersonal Style Inventory

DO NOT READ THIS UNTIL YOU HAVE COMPLETED THE INTERPERSONAL STYLE INVENTORY.

Scoring

When the data collector has accumulated all five reports and given them to you, take a few minutes to write your reactions to this exercise in your Feelings Record. How did you feel about asking acquaintances for feedback? What about asking a friend to collect the data? How do you feel, having collected the data but not yet analyzed it? Any other thoughts or feelings?

Now, transfer the data to the Interpersonal Style Inventory Scoring Form. Sum the scores for each dimension and find the simple average (mean) and standard deviation for each dimension.

Then, plot your Current Self, Desired Self, and Acquaintances' Report scores on the Interpersonal Style Inventory Profile. Draw lines to connect each score sequentially, using a red line for your Current Self, a blue line for your Desired Self, and a black line for the Acquaintances' Report.

Interpretation

The interpretation of the interpersonal style inventory consists of a series of comparisons among the three profiles you have plotted. Look first at the differentials or gaps between your Current Self profile and the Acquaintances' Report. Where are the largest gaps? Which is most accurate? Where are the

INTERPERSONAL STYLE INVENTORY SCORING FORM

ITEM	ACQUAINTANCE					SUM	MEAN	S.D.
	1	2	3	4	5			
Takes lead								
Needs support								
Seeks recognition								
Works alone								
Helps others								
Follows rules								
Listens well								
Willing to learn								
Trusts others								
Defensive								
Emotional								
Discusses personal								
Easy to talk to								
Docile								
Praises								
Is consistent								
Is conceited								
Adapts								
Competitive								
Own decisions								
Calm								
Mechanical								
Tolerant								
Patient								
Keeps promises								
Cheerful								

INTERPERSONAL STYLE INVENTORY PROFILES

Note that the sequence of items has changed. Transcribe the plots carefully!

—X—X = Current Self, ——— = Desired Self, — — — = Acquaintances' Report

ITEM	ACQ. S.D.	Never 1	2	Average 3	4	Always 5
Takes lead		•	•	•	•	•
Seeks recognition		•	•	•	•	•
Is conceited		•	•	•	•	•
Is competitive		•	•	•	•	•
Defensive		•	•	•	•	•
Works alone		•	•	•	•	•
Own decisions		•	•	•	•	•
Mechanical		•	•	•	•	•
Consistent		•	•	•	•	•
Keeps promises		•	•	•	•	•
Praises		•	•	•	•	•
Cheerful		•	•	•	•	•
Calm		•	•	•	•	•
Patient		•	•	•	•	•
Listens well		•	•	•	•	•
Easy to talk to		•	•	•	•	•
Tolerant		•	•	•	•	•
Helps others		•	•	•	•	•
Trusts others		•	•	•	•	•
Follows rules		•	•	•	•	•
Willing to learn		•	•	•	•	•
Docile		•	•	•	•	•
Needs support		•	•	•	•	•
Discusses emotions		•	•	•	•	•
Discusses personal		•	•	•	•	•
Adapts		•	•	•	•	•

smallest ones? On which dimensions did you describe yourself as being higher than your acquaintances did? On which ones lower? What do these results tell you about your interpersonal style? Write down your answers.

Then, compare your Desired Self profile with the other two profiles. Again, note the largest and smallest gaps and whether the Desired Self was higher or lower than the other profiles. What do these results tell you about growth? Write your answers.

Now look at the standard deviations of the Acquaintances' Report. Note which ones are high and which ones are low. What does this tell you about the consistency of your interpersonal style? (Remember that others do not see us perfectly accurately.)

Next, look down the list of dimensions on the profile sheet. Do the dimensions seem to be clustered in any way? Are your scores consistent for each cluster? What does this tell you about yourself?

Finally, list the ten or so clearest findings from this exercise. These should be written down in the form of descriptive statements about yourself. You might begin each inference with "I am a person who _____."

Practicing Drawing Inferences

Look at Steven Taylor's and Carrie Baugh's ISI profiles (pages 101 and 103). What inferences can you draw about them? What inferences can you draw about the kind of work they should seek?

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For Couples

The ISI is an instrument that obviously can be of help to people who are working through the self-assessment exercise together. You might, for instance, discuss the differences in your profiles, in the gaps you observe, and in how other people see each of you. Then note how these observations might affect your relationship and the relationship between your relationship and the world of work.

Feelings Record: Interpersonal Style Inventory

Inferences from the Interpersonal Style Inventory

This is a person who	*Data*

STEVEN TAYLOR'S INTERPERSONAL STYLE INVENTORY

INTERPERSONAL STYLE INVENTORY SCORING FORM

Item	*Acquaintance*					*Sum*	*Mean*	*Std. Dev.*
	1	*2*	*3*	*4*	*5*			
Takes Lead	4	4	5	4	5	22	4.4	0.55
Needs support	2	2	2	2	3	11	2.2	0.45
Seeks recognition	5	4	5	3	4	21	4.2	0.84
Works alone	3	2	4	3	3	15	3.0	0.71
Helps others	3	4	3	7	4	21	3.6	1.64
Follows rules	2	3	2	4	2	13	2.6	0.89
Listens well	3	3	2	3	4	15	3.0	0.71
Willing to learn	4	4	2	5	4	19	3.8	1.10
Trusts others	3	4	3	4	3	17	3.4	0.55
Defensive	3	4	3	2	3	15	3.0	0.71
Emotional	2	3	3	1	4	13	2.6	1.14
Discusses personal	2	4	3	2	5	16	3.2	1.30
Easy to talk to	4	5	1	4	5	19	3.8	1.64
Docile	2	2	2	3	1	10	2.0	0.71
Praises	3	4	2	3	3	15	3.0	0.71
Is consistent	4	4	4	4	4	20	4.0	0.00
Is conceited	4	4	4	2	4	18	3.6	0.89
Adapts	5	5	4	5	5	24	4.8	0.45
Competitive	5	4	5	4	5	23	4.6	0.55
Own decisions	5	5	4	4	5	23	4.6	0.55
Calm	3	4	5	4	4	20	4.0	0.71
Mechanical	2	2	2	3	2	11	2.2	0.45
Tolerant	3	2	3	5	4	17	3.4	1.14
Patient	3	2	3	4	3	15	3.0	0.71
Keeps promises	5	5	4	4	5	23	4.6	0.55
Cheerful	4	5	4	4	4	21	4.2	0.45

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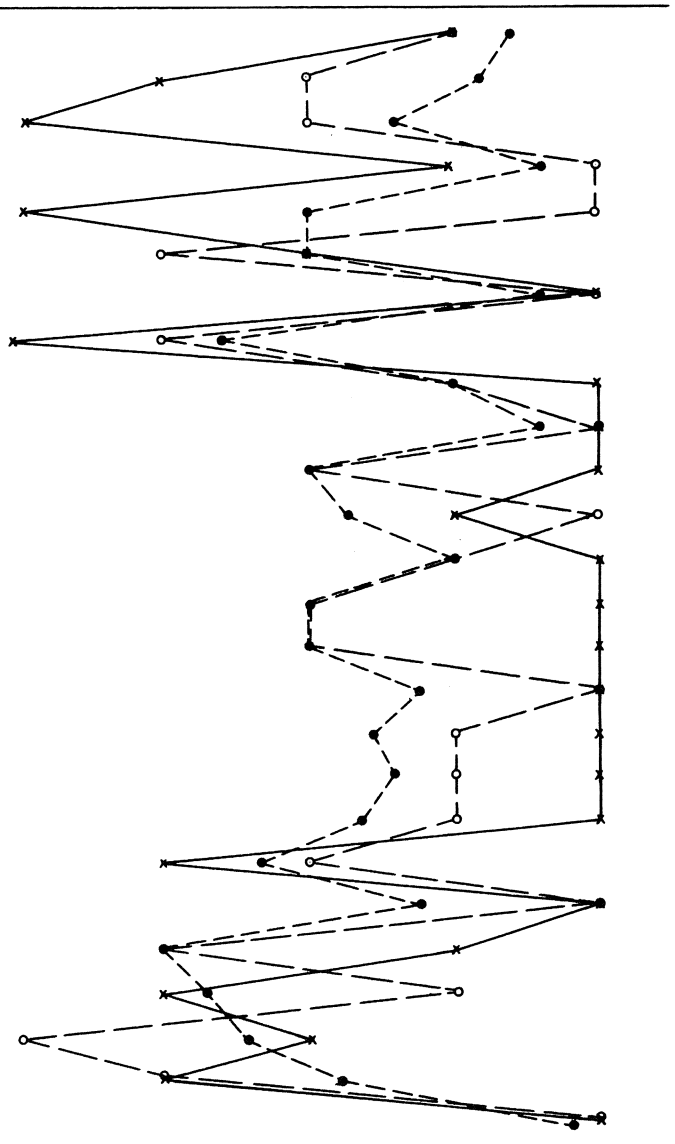
Steven Taylor's ISI (continued)

Note that the sequence of items has changed. Transcribe the plots carefully!

o— —o = Current Self, x——x = Desired Self, •– – –• = Acquaintances' Report

ITEM	ACQ. S.D.	Never 1	2	Average 3	4	Always 5
Takes lead	0.55					
Seeks recognition	0.84					
Is conceited	0.89					
Is competitive	0.55					
Defensive	0.71					
Works alone	0.71					
Own decisions	0.55					
Mechanical	0.45					
Consistent	0.00					
Keeps promises	0.55					
Praises	0.71					
Cheerful	0.45					
Calm	0.71					
Patient	0.71					
Listens well	0.71					
Easy to talk to	1.64					
Tolerant	1.14					
Helps others	1.64					
Trusts others	0.55					
Follows rules	0.89					
Willing to learn	1.10					
Docile	0.71					
Needs support	0.45					
Discusses emotions	1.14					
Discusses personal	1.30					
Adapts	0.45					



INTERPERSONAL STYLE INVENTORY SCORING FORM

Item	*Acquaintance*					*Sum*	*Mean*	*Std. Dev.*
	1	*2*	*3*	*4*	*5*			
Takes Lead	4	4	4	4	4	20	4.0	0.00
Needs support	2	2	2	5	3	14	2.8	1.30
Seeks recognition	3	1	2	5	4	15	3.0	1.60
Works alone	4	4	3	3	4	18	3.6	0.55
Helps others	5	5	4	5	5	24	4.8	0.44
Follows rules	4	5	3	3	3	18	3.6	0.89
Listens well	4	5	3	5	4	21	4.2	0.84
Is willing to learn	4	5	5	5	5	24	4.8	0.45
Trust others	3	4	4	4	3	18	3.6	0.55
Is defensive	2	2	2	2	2	10	2.0	0.00
Is emotional	4	4	3	4	4	19	3.8	0.45
Discusses personal	4	4	3	2	4	17	3.4	0.90
Is easy to talk to	5	5	4	5	5	24	4.8	0.45
Is docile	3	2	1	1	2	9	1.8	0.84
Praises	5	5	5	5	4	24	4.8	0.45
Is consistent	4	5	5	4	4	22	4.4	0.55
Is conceited	1	1	1	1	1	5	1.0	0.00
Adapts	4	4	4	5	4	21	4.2	0.45
Is competitive	5	5	3	4	4	21	4.2	0.84
Makes own decisions	3	5	4	5	5	22	4.4	0.89
Is calm	4	4	3	3	3	17	3.4	0.55
Is mechanical	2	2	4	2	3	13	2.6	0.89
Is tolerant	4	5	4	4	4	21	4.2	0.45
Is patient	4	5	4	3	4	20	4.0	0.71
Keeps promises	4	5	4	4	3	20	4.0	0.71
Is cheerful	5	5	4	5	5	24	4.8	0.45

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Carrie Baugh's ISI (continued)

Note that the sequence of items has changed. Transcribe the plots carefully!

o— —o = Current Self, x——x = Desired Self, •- - -• = Acquaintances' Report

ITEM	ACQ. S.D.	Never 1	2	Average 3	4	Always 5
Takes lead	0 4.0					
Seeks recognition	1.6 3.0					
Is conceited	0 1.0					
Is competitive	.84 4.2					
Defensive	0 2.0					
Works alone	.55 3.6					
Own decisions	.89 4.4					
Mechanical	.89 2.6					
Consistent	.55 4.4					
Keeps promises	.71 4.0					
Praises	.45 4.8					
Cheerful	.45 4.8					
Calm	.55 3.4					
Patient	.71 4.0					
Listens well	.84 4.2					
Easy to talk to	.45 4.8					
Tolerant	.45 4.2					
Helps others	.44 4.8					
Trusts others	.55 3.6					
Follows rules	.89 3.6					
Willing to learn	.45 4.8					
Docile	.84 1.8					
Needs support	1.3 2.8					
Discusses emotions	.45 3.8					
Discusses personal	0.9 3.4					
Adapts	.45 4.2					

NOTES:

1. Current self, desired self, and acquaintances' reports show 1 or 2 for conceited, defensive, and docile. (1 is never)
2. Current self, desired self, and acquaintances' reports show 4 or 5 for: takes lead, praises, cheerful, calm, listens well, easy to talk to, tolerant, trusts others, willing to learn, and adapts. (5 is always)
3. Desired self is different than current self in 19 out of 26 categories. (73% of the time)
4. Acquaintance reports are at or between current self and desired self in 20 out of 26 categories. (77% of the time)

INFERENCES:

Carrie is a person who:

1. Is rarely conceited, defensive, or docile.
2. Interacts well with people.
3. Is viewed as friendly and people-oriented.
4. Wants to improve herself.
5. Might strive for "perfection".
6. Might be too self-critical.
7. Might see life as an evolution of becoming a "better" person. (Self-improvement?)
8. Takes the lead in a variety of situations.