

STANCE KEYWORD COMPARISON CHECKLIST

Read each **row** (across) and then put a checkmark in the box that reflects your behavior or attitudes most of the time—or what your behaviors and attitudes have been for most of your life. Check only one box in each row. When you are finished, total the number of checkmarks in each **column** and enter them in the spaces provided at the bottom of Page 2.

Do you generally strive to be:

- | | | |
|--------------------------------------|--------------------------------------|------------------------------------|
| <input type="checkbox"/> RESILIENT | <input type="checkbox"/> BALANCED | <input type="checkbox"/> COMPOSED |
| <input type="checkbox"/> ADVENTUROUS | <input type="checkbox"/> RESPONSIBLE | <input type="checkbox"/> CREATIVE |
| <input type="checkbox"/> INVOLVED | <input type="checkbox"/> CONSISTENT | <input type="checkbox"/> GRATIFIED |

Do you seek:

- | | | |
|---|--|--|
| <input type="checkbox"/> ACCOMPLISHMENT | <input type="checkbox"/> CERTAINTY | <input type="checkbox"/> SATISFACTION |
| <input type="checkbox"/> INFLUENCE | <input type="checkbox"/> RELATIONSHIP | <input type="checkbox"/> INDIVIDUALITY |
| <input type="checkbox"/> ESTEEM | <input type="checkbox"/> ACCEPTANCE | <input type="checkbox"/> FREEDOM |
| <input type="checkbox"/> STIMULATION | <input type="checkbox"/> (A) DIRECTION | <input type="checkbox"/> MEANING |
| <input type="checkbox"/> LICENSE | <input type="checkbox"/> AUTHORIZATION | <input type="checkbox"/> EXEMPTION |

Are your strategies to:

- | | | |
|---|------------------------------------|--|
| <input type="checkbox"/> ACQUIRE IT | <input type="checkbox"/> EARN IT | <input type="checkbox"/> DO WITHOUT IT |
| <input type="checkbox"/> TAKE CHARGE OF | <input type="checkbox"/> JOIN WITH | <input type="checkbox"/> ISOLATE FROM |
| <input type="checkbox"/> ACT | <input type="checkbox"/> QUESTION | <input type="checkbox"/> REFLECT |

Are you guided by:

- | | | |
|-----------------------------------|-------------------------------------|---------------------------------------|
| <input type="checkbox"/> PASSION | <input type="checkbox"/> IDEALS | <input type="checkbox"/> INNER VISION |
| <input type="checkbox"/> JUSTICE | <input type="checkbox"/> VIRTUE | <input type="checkbox"/> AESTHETICS |
| <input type="checkbox"/> VOLITION | <input type="checkbox"/> OBLIGATION | <input type="checkbox"/> INTEREST |
| <input type="checkbox"/> GOALS | <input type="checkbox"/> PLANS | <input type="checkbox"/> DISTRACTIONS |

Are you more focused on:

- | | | |
|--|--|---|
| <input type="checkbox"/> STRATEGY or OUTCOME | <input type="checkbox"/> DETAILS | <input type="checkbox"/> THE BIG PICTURE |
| <input type="checkbox"/> IMPACT | <input type="checkbox"/> AGREEMENT | <input type="checkbox"/> DETACHMENT |
| <input type="checkbox"/> THE FUTURE | <input type="checkbox"/> THE PRESENT | <input type="checkbox"/> THE PAST |
| <input type="checkbox"/> PRESTIGE | <input type="checkbox"/> EQUALITY | <input type="checkbox"/> UNIQUENESS |
| <input type="checkbox"/> BEING THE CENTER OF | <input type="checkbox"/> BEING PART OF | <input type="checkbox"/> BEING OUTSIDE OF |
| <input type="checkbox"/> QUEST | <input type="checkbox"/> DUTY | <input type="checkbox"/> FASCINATION |
| <input type="checkbox"/> BEGINNING | <input type="checkbox"/> COMPLETING | <input type="checkbox"/> CONTEMPLATING |

Does your behavior tend to be more:

- | | | |
|-------------------------------------|--|--|
| <input type="checkbox"/> CONFIDENT | <input type="checkbox"/> VIGILANT | <input type="checkbox"/> PREOCCUPIED |
| <input type="checkbox"/> EXPRESSIVE | <input type="checkbox"/> SOCIABLE | <input type="checkbox"/> CHARMING/RUDE |
| <input type="checkbox"/> OPTIMISTIC | <input type="checkbox"/> REALISTIC | <input type="checkbox"/> PESSIMISTIC |
| <input type="checkbox"/> DIRECTIVE | <input type="checkbox"/> RESPONSIVE | <input type="checkbox"/> RESIGNED |
| <input type="checkbox"/> PERSUASIVE | <input type="checkbox"/> ACCOMMODATING | <input type="checkbox"/> INDIFFERENT |
| <input type="checkbox"/> IMPATIENT | <input type="checkbox"/> CAUTIOUS | <input type="checkbox"/> PROCRASTINATING |
| <input type="checkbox"/> PUSHY | <input type="checkbox"/> OPINIONATED | <input type="checkbox"/> STUBBORN |

Are you bothered more by:

- | | | |
|---|--------------------------------------|--|
| <input type="checkbox"/> BOREDOM | <input type="checkbox"/> UNCERTAINTY | <input type="checkbox"/> COERCION |
| <input type="checkbox"/> PREJUDICE | <input type="checkbox"/> NEGLIGENCE | <input type="checkbox"/> PETTINESS |
| <input type="checkbox"/> INCOMPETENCE | <input type="checkbox"/> INSINCERITY | <input type="checkbox"/> INFLEXIBILITY |
| <input type="checkbox"/> CHAIN-OF-COMMAND | <input type="checkbox"/> DISRESPECT | <input type="checkbox"/> AUTHORITY |

Do you tend to have more difficulty:

- | | | |
|--|--|-------------------------------------|
| <input type="checkbox"/> SWITCHING GEARS | <input type="checkbox"/> STAYING FOCUSED | <input type="checkbox"/> SHOWING UP |
| <input type="checkbox"/> LISTENING | <input type="checkbox"/> SPEAKING UP | <input type="checkbox"/> JOINING |
| <input type="checkbox"/> ACCEPTING | <input type="checkbox"/> REJECTING | <input type="checkbox"/> OFFERING |

Would others be more likely to describe you as:

- | | | |
|---------------------------------------|--------------------------------------|--|
| <input type="checkbox"/> ENTHUSIASTIC | <input type="checkbox"/> PERSISTENT | <input type="checkbox"/> UNPREDICTABLE |
| <input type="checkbox"/> INFLUENTIAL | <input type="checkbox"/> COOPERATIVE | <input type="checkbox"/> DETACHED |
| <input type="checkbox"/> STRATEGIC | <input type="checkbox"/> PRACTICAL | <input type="checkbox"/> IMAGINATIVE |
| <input type="checkbox"/> ACTIVE | <input type="checkbox"/> REACTIVE | <input type="checkbox"/> PASSIVE |
| <input type="checkbox"/> ASSERTIVE | <input type="checkbox"/> AGREEABLE | <input type="checkbox"/> LAID BACK |

In interactions with others, do you tend to be more:

- | | | |
|---------------------------------------|-------------------------------------|--|
| <input type="checkbox"/> DIRECT | <input type="checkbox"/> POLITE | <input type="checkbox"/> INCONSISTENT |
| <input type="checkbox"/> SELF-RELIANT | <input type="checkbox"/> CONNECTED | <input type="checkbox"/> SOLITARY |
| <input type="checkbox"/> SPONTANEOUS | <input type="checkbox"/> CAUTIOUS | <input type="checkbox"/> OBLIVIOUS |
| <input type="checkbox"/> INSENSITIVE | <input type="checkbox"/> INTRUSIVE | <input type="checkbox"/> REMOTE |
| <input type="checkbox"/> INTENSE | <input type="checkbox"/> CONSTANT | <input type="checkbox"/> TEMPERAMENTAL |
| <input type="checkbox"/> RESISTANT | <input type="checkbox"/> SUSPICIOUS | <input type="checkbox"/> WITHHOLDING |
| <input type="checkbox"/> EXPECTANT | <input type="checkbox"/> CRITICAL | <input type="checkbox"/> AMBIVALENT |

In a group, would you be more likely to:

- | | | |
|---|---|---|
| <input type="checkbox"/> LEAD | <input type="checkbox"/> FOLLOW | <input type="checkbox"/> DIGRESS |
| <input type="checkbox"/> ASSIGN | <input type="checkbox"/> VOLUNTEER | <input type="checkbox"/> AVOID |
| <input type="checkbox"/> MAKE THE RULES | <input type="checkbox"/> ABIDE BY THE RULES | <input type="checkbox"/> IGNORE THE RULES |
| <input type="checkbox"/> CONTEST | <input type="checkbox"/> MEDIATE | <input type="checkbox"/> OBSERVE |
| <input type="checkbox"/> INITIATE | <input type="checkbox"/> EXECUTE | <input type="checkbox"/> CRITIQUE |

In work, do you tend to be more:

- | | | |
|--|-------------------------------------|-------------------------------------|
| <input type="checkbox"/> AUTHORITATIVE | <input type="checkbox"/> IN SERVICE | <input type="checkbox"/> INSIGHTFUL |
| <input type="checkbox"/> EXPANSIVE | <input type="checkbox"/> MODEST | <input type="checkbox"/> INHIBITED |
| <input type="checkbox"/> ENERGETIC | <input type="checkbox"/> CONTROLLED | <input type="checkbox"/> ABSORBED |
| <input type="checkbox"/> ASSURED | <input type="checkbox"/> PREPARED | <input type="checkbox"/> INVENTIVE |
| <input type="checkbox"/> RESOURCEFUL | <input type="checkbox"/> ADAPTABLE | <input type="checkbox"/> PERCEPTIVE |

Do you tend to influence others by using:

- | | | |
|-------------------------------------|---|---------------------------------------|
| <input type="checkbox"/> INSISTENCE | <input type="checkbox"/> REASONABLENESS | <input type="checkbox"/> MANIPULATION |
| <input type="checkbox"/> HUMOR | <input type="checkbox"/> FLATTERY | <input type="checkbox"/> DIVERSION |

Total A: _____

Total B: _____

Total C: _____