

CHOICE POINT

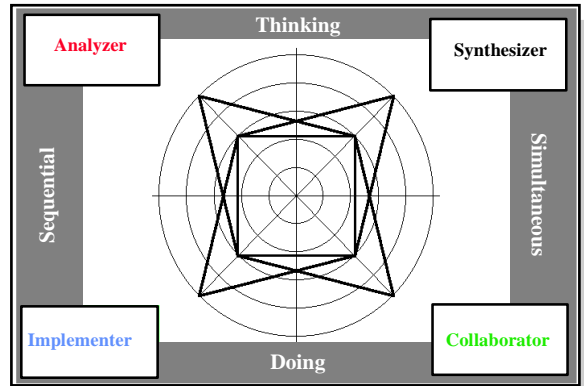
Thinking Style Survey

Your Thought and Action Pattern

By Beverly R. Moore

A Tool to Increase Individual, Team, and Organizational Effectiveness

Each one of us has a thought and action pattern that is prevalent in all of the activities we undertake. Sometimes these thought and action patterns collide and create conflict among individuals, teams, and organizations.



It is the purpose of this tool to help us better understand our own thought and action patterns as well as to appreciate the thought and action patterns of those around us. Once we can do this, we begin to leverage our power, our preferred thought and action pattern, and develop our potential or our least preferred action pattern.

The Choice Point Thinking Style Survey enables you to:

- Sell your ideas
- Leverage the power of diversity
- Manage self-directed work teams
- Enhance motivation

Name: _____

Organization: _____

Address: _____

Phone: _____

Fax: _____



Filling Out The Survey

There are two sections to the survey. The first consists of 24 statements, followed by four possible responses. After reading the initial statement, rank order the responses according to your personal preference from 4 to 1.

4 represents your **most preferred** choice.

1 represents your **least preferred** choice.

Repeat this process for all 24 questions.

Example:

1. **When it comes to planning, I would prefer:**

4 a. **Coming up with a 10 year vision statement describing the direction our organization will take.**

2 b. **Researching and analyzing the facts and figures on which we might make projections.**

3 c. **Facilitating a planning session for our team.**

1 d. **Developing the plan after the research and the vision statement are completed.**

The second section consists of twenty four adjectives. You will choose eight adjectives which best describe yourself and place a check mark next to them. Having done this, you will then circle one adjective out of the eight which describes you best of all.

Example:

<input checked="" type="checkbox"/> Analytical	<input type="checkbox"/> Synthesizing	<input checked="" type="checkbox"/> Emotional	<input checked="" type="checkbox"/> Procedural
<input type="checkbox"/> Thorough	<input checked="" type="checkbox"/> Understanding	<input type="checkbox"/> Imaginative	<input type="checkbox"/> Logical
<input checked="" type="checkbox"/> Artistic	<input type="checkbox"/> Mathematical	<input type="checkbox"/> Reliable	<input type="checkbox"/> Harmonizing
<input type="checkbox"/> Expressive	<input type="checkbox"/> Precise	<input type="checkbox"/> Technical	<input type="checkbox"/> Holistic
<input type="checkbox"/> Discerning	<input type="checkbox"/> Inventive	<input type="checkbox"/> Responsive	<input checked="" type="checkbox"/> Practical
<input checked="" type="checkbox"/> Amicable	<input checked="" type="checkbox"/> Organized	<input type="checkbox"/> Factual	<input type="checkbox"/> Intuitive

Important Note

Please remember, there are no right or wrong responses. The purpose of this survey is to gain insight into your own thought and action pattern. When answering questions, fill in the response that best fits you!



Rank order the responses which describe your preference to the following statements from 4 to 1.

Number 4 represents your most preferred response. Number 1 represents your least preferred response. Surveys that are filled out incorrectly and/or illegibly will cause a delay in scoring, so please make sure you have read the directions on the previous page, and that you clearly print your rankings in the spaces provided.

1. When it comes to planning, I would prefer:
 - a. Coming up with a 10 year vision statement, describing the direction our organization will take.
 - b. Researching and analyzing the facts and figures on which we might make projections.
 - c. Facilitating a planning session for our team.
 - d. Developing the plan after the research and the vision statement are completed.
2. Regarding my accountability for the financial aspect of my job, I prefer:
 - a. Providing and/or explaining financial reports.
 - b. Analyzing financial reports and making comparisons to other months, quarters, or years.
 - c. Utilizing financial reports, only when necessary to support my interpretations of the big picture.
 - d. Informally talking with others, who are qualified and willing to keep me informed.
3. Administrative duties I prefer are:
 - a. Dealing with human relations.
 - b. Insuring established plans and procedures are followed.
 - c. Finding new ways to get the work done.
 - d. Working with numbers and data.
4. When it comes to problem solving, I prefer:
 - a. Researching the facts and/or figures in order to define the problem.
 - b. Discussing the problem with others in order to get different feelings and opinions about the situation.
 - c. Coming up with an innovative solution to the problem.
 - d. Implementing the agreed upon solution.
5. The training and development function I prefer is:
 - a. Working with people to tell them and show them how to do the job.
 - b. Analyzing and evaluating a person's performance and suggesting areas for improvement.
 - c. Challenging people to discover on their own and learn from their experience.
 - d. Being sensitive to peoples needs, and assisting them in meeting those needs.
6. I tend to make decisions based on:
 - a. Logical step-by-step thinking.
 - b. Past experience.
 - c. My emotional reaction.
 - d. My insight and intuition.
7. When I wish to influence another person toward accepting my idea, I would:
 - a. Develop a logical rationale that the person can not refute.
 - b. Walk the person through the details and sound principles of my ideas, one step at a time.
 - c. Share reasons why my ideas will bring personal satisfaction to that person.
 - d. Point out the unique factors of my ideas which can open new vistas.
8. When choosing a new desk and chair for my office, I would:
 - a. Select a traditional style from a reputable firm.
 - b. Select from the store who gives me the best value and price.
 - c. Select the desk and chair which best fits the overall theme I have chosen for my office.
 - d. Select the desk and chair which feels good.



9. I prefer participating in meetings which include:
 - a. Brainstorming ideas.
 - b. Information exchange.
 - c. Team development.
 - d. Decision making.

10. I most value information which:
 - a. Separates facts from opinions, providing a base for analysis.
 - b. Provides personal meaning and stimulates motivation.
 - c. Can be put to use in producing results.
 - d. Offers hidden possibilities or new opportunities.

11. I enjoy participating in conversations with people, when we can:
 - a. Express our honest feelings.
 - b. Have a healthy debate.
 - c. Come up with new ideas or insights.
 - d. Accomplish something.

12. When organizing, I prefer the task of:
 - a. Setting priorities and assigning work to the most capable people.
 - b. Considering the big picture and how everything will fit.
 - c. Controlling the steps and seeing to details.
 - d. Finding ways to insure effective communication.

13. I have trouble communicating with people who:
 - a. Can't see the main point of what I am trying to say.
 - b. Are insensitive to feelings.
 - c. Don't sequence their thoughts and constantly change the subject.
 - d. Who are illogical.

14. Rules that don't make sense should be:
 - a. Evaluated.
 - b. Followed.
 - c. Flexible.
 - d. Challenged.

15. My favorite leisure activities provide an opportunity for:
 - a. Emotional excitement.
 - b. Artistic expression.
 - c. Developing skills.
 - d. Exercising my mind.

16. I prefer my surroundings to be:
 - a. Mentally stimulating.
 - b. Neat and orderly.
 - c. Warm and friendly.
 - d. Appropriate.

17. When dining in a restaurant, I prefer one which:
 - a. Has ambiance in accord with its gourmet food.
 - b. Is traditional, efficient and I can count on for good service.
 - c. Provides intimacy, soft music, flowers, and candlelight.
 - d. Is incomparable, in my opinion.



18. Work situations which excite me are:
- a. Discovering a unique breakthrough solution for a chronic business problem.
 - b. Quantifying and therefore understanding how to make a difficult choice.
 - c. Completing an important project, one step at a time.
 - d. Negotiating a solution within a work group which is acceptable to all members.
19. What I like about vacations is:
- a. Planning an itinerary and then experiencing my plan.
 - b. Having the freedom to do whatever I want on the spur of the moment.
 - c. Having time to be close with family and/or friends.
 - d. Having the opportunity to critique new places, cities, restaurants, and/or resorts.
20. Having read a book, I remember:
- a. What I liked and/or didn't like about it.
 - b. The sequence of the story or content.
 - c. The emotions I experienced.
 - d. What I thought the author was trying to convey.
21. Those who really know my attributes would describe me as:
- a. A visionary who sees the "big picture".
 - b. A logical decision maker.
 - c. An effective planner who follows through.
 - d. A responsive listener.
22. I have the most in common with people who:
- a. Are supportive and sensitive to others' feelings.
 - b. Are willing to critique others' views in a constructive way.
 - c. Provide appropriate common sense answers when asked.
 - d. Are imaginative.
23. If included in developing a marketing strategy, I would most enjoy:
- a. Analyzing our competition and recommending the best positioning of our product and/or service.
 - b. Identifying the needs of consumers through empathy and intuition.
 - c. Predicting future trends in order to determine opportunities for innovation.
 - d. Reviewing past experiences, and selecting strategies which have stood the test of time.
24. In developing my own five year wish list, it would include:
- a. Planning for and controlling a work group.
 - b. Being the technical expert and consultant, the company looks to in times of crisis.
 - c. Being a mentor who helps people improve the quality of their lives.
 - d. Taking new risks which will give me an opportunity to grow.

Place a check mark in front of the **EIGHT** adjectives which best describe the way you see yourself.

Of those eight adjectives, circle the **ONE** adjective that describes you **BEST** of all.

- | | | | |
|-------------------------------------|--|--------------------------------------|--------------------------------------|
| <input type="checkbox"/> Analytical | <input type="checkbox"/> Synthesizing | <input type="checkbox"/> Emotional | <input type="checkbox"/> Procedural |
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| <input type="checkbox"/> Amicable | <input type="checkbox"/> Organized | <input type="checkbox"/> Factual | <input type="checkbox"/> Intuitive |



Congratulations! You are among thousands who are starting to recognize that diversity is an enabler, not an obstacle. If you would like to see what your preferred thought and action pattern is, and how that affects the way you communicate, problem solve, manage, plan, and learn... then fax or send us your completed survey and we will score it for you. Once scored, we will send you a description of your pattern, as well as the challenges you face because of your least preferred style.

??????? QUESTIONS ????????

How can I get my associates to take this survey?

Good question. Choice Point provides a one day training in understanding your thought and action pattern. Emphasis is placed on understanding your own patterns as well as the patterns of those around you. Hands on exercises make up a large portion of the day and trainers go out of their way to answer all questions.

I think my boss needs to see this.

By all means. If you have already filled out the survey but would like another to show your boss, colleague, friend, or relative just write, fax, or call us and we will send you another blank survey .

Who else has done this?

Arthur Andersen's training school in St. Charles, IL has utilized this tool for over ten years and over 750 Partners and Associates have taken the one day training. Leadership 2000, located in Arizona, loved the survey so much they created a software program out of it! Along with these two companies, many others have utilized our services. Give us a call, and we would be more than happy to fax you a client list.

We have already done something similar to this.

We understand, there are a lot of tools and training out there. Choice Point takes a hands on approach to training. We understand and value our clients and as such provide client focused solutions. Give us a call and find out how we are different.

Hey! My question is not here!

Sorry, please just call us and we will be happy to answer any questions you have.

You can also E-Mail us at 73651.63@compuserve.com

