

“Quick Test” for Task/Relationship Orientation*

Subject	Task-Oriented	Relationship-Oriented
Speech	<input type="checkbox"/> Flatter, little inflection	<input type="checkbox"/> Active, range of tones
Topics to Discuss	<input type="checkbox"/> Facts, issues	<input type="checkbox"/> Stories, people-related
Body Language	<input type="checkbox"/> Little movement	<input type="checkbox"/> Hand gestures, body movements
Emoting	<input type="checkbox"/> “Poker face”	<input type="checkbox"/> “Face is mirror of soul”
Flexibility	<input type="checkbox"/> Rule-based	<input type="checkbox"/> “Rules are guidelines”
Conversation	<input type="checkbox"/> Reserved, quiet	<input type="checkbox"/> Joins conversations
Relating to others	<input type="checkbox"/> Distant	<input type="checkbox"/> Easy to meet, talk to
Giving opinions	<input type="checkbox"/> Must be pushed	<input type="checkbox"/> Volunteers opinions
Attitude on supervision	<input type="checkbox"/> Generally, appreciates supervision	<input type="checkbox"/> Can resent supervision, unless “good relationship”
Decisions	<input type="checkbox"/> Fact-based	<input type="checkbox"/> Intuition, “gut hunch”
Time utilization	<input type="checkbox"/> Disciplined	<input type="checkbox"/> Flexible, casual
Demeanor	<input type="checkbox"/> Generally serious	<input type="checkbox"/> More fun-loving
Posture	<input type="checkbox"/> Stiffer	<input type="checkbox"/> Flexible, relaxed
Opinions	<input type="checkbox"/> Fact-based, specific	<input type="checkbox"/> Anecdotal, general
First encounters	<input type="checkbox"/> Not open, reserved	<input type="checkbox"/> Outgoing, engaging

	Task	Relationship
Totals		

* Test sources include Phillips, *Dancing With Porcupines*.

“Quick Test” for Ask/Tell Orientation*

Subject	Ask-Oriented	Tell-Oriented
Speech	<input type="checkbox"/> Slower	<input type="checkbox"/> Faster, emphatic
Questions	<input type="checkbox"/> Clarify, information	<input type="checkbox"/> Rhetorical, emphasize own opinion
Body Language	<input type="checkbox"/> Little body motion, passive	<input type="checkbox"/> Animated, hand-waving
Emoting	<input type="checkbox"/> Soft-spoken	<input type="checkbox"/> Loud, challenging
Actions	<input type="checkbox"/> Deliberate in speech and motion	<input type="checkbox"/> Rapid movement and speech
Tense situations	<input type="checkbox"/> Withdraws	<input type="checkbox"/> Attempts to control
Relating to others	<input type="checkbox"/> Shy, withdrawn	<input type="checkbox"/> Forward, reaches out
Giving opinions	<input type="checkbox"/> Tentative, hesitant	<input type="checkbox"/> Emphatic, decisive
Assertiveness	<input type="checkbox"/> No	<input type="checkbox"/> Yes, outspoken
Decisions	<input type="checkbox"/> Goes along	<input type="checkbox"/> Wants “my way”
Risk quotient	<input type="checkbox"/> Averse	<input type="checkbox"/> Loves to gamble
Demeanor	<input type="checkbox"/> Shy, wallflower	<input type="checkbox"/> Engaging, outspoken
Posture	<input type="checkbox"/> Lean back while talking	<input type="checkbox"/> Lean forward while talking
Express opinions	<input type="checkbox"/> Avoids, defers to others	<input type="checkbox"/> First to give
First encounters	<input type="checkbox"/> Holds back, defers to others	<input type="checkbox"/> Forward, takes the initiative

	Ask	Tell
Totals		

* Test sources include Phillips, *Dancing With Porcupines*.