



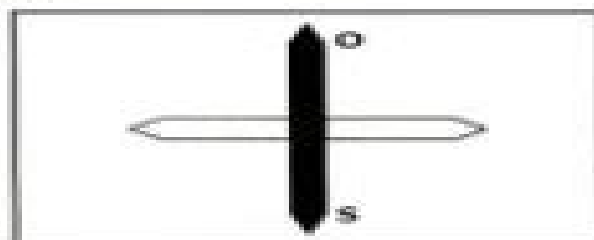
Behavioral Profiles: Scoring Matrix

Tony Alexander & Michael J. O'Connor

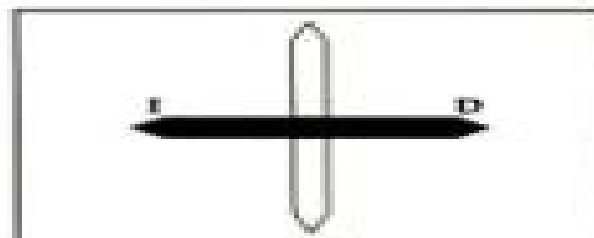
Note: This scoring matrix is designed to be used with the *Behavioral Profiles: Self-Assessment* and/or the *Behavioral Profiles: Observer Assessment*.

By this time, you have scores for yourself either from the *Self-Assessment* or from the *Observer Assessment* or both. The last task on page 4 of the instrument determines two sets of letter/number combinations, which are indicative of your behavioral style.

The first dimension is that of "O" or "S." "O" stands for Open, also described as Supporting. "S" stands for Self-Contained, also described as Controlling. The Open/Self-Contained (Supporting/Controlling) dimension describes a continuum of behaviors that reflect a person's priorities—ranging from highly relationship oriented to highly task oriented. An Open person is more relationship oriented, and a Self-Contained person is more task oriented. The letter that you circled ("O" or "S") indicates where on this continuum your main tendencies lie.



The second dimension is that of "D" or "I." "D" stands for Direct, and "I" stands for Indirect. The Direct/Indirect dimension describes a continuum of behaviors that reflect the degree of a person's extroversion or introversion. A Direct person is more outward focused and an Indirect person is more inward focused. The letter that you circled ("D" or "I") indicates where on this continuum your main tendencies lie.



Of course, each dimension reflects a continuum of actions. No person is purely Direct or Indirect or Open (Supporting) or Self-Contained (Controlling). In the scoring matrix that follows, the Directness and Openness dimensions generate sixteen different, recognizable, and habitual behavioral patterns. Each, therefore, represents unique combinations of Openness and Directness levels—unique relationship behaviors. Although behavioral style is only a partial description of behavior and habits, it is highly effective in describing how others perceive you in business and social situations.

Now you are ready to plot your scores on the scoring matrix.

People Smarts Behavioral Pro Scoring Matrix Pamphlet

S Marginson



People Smarts Behavioral Pro Scoring Matrix Pamphlet:

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