

Styles Under Stress Assessment



Take the first step to improving your crucial conversations skills by learning your Style Under Stress™. This 12-question quiz reveals your natural tendencies to move toward inward (masking, avoiding, or withdrawing) or outward (controlling, labeling, or attacking).

- **Identify a Relationship.** Before you begin, think about the relationship you want to explore with your teammate, coworker, coach, friend, or family member.
- **Identify a Circumstance.** Next, think of a tough circumstance—one where you either stay silent or perhaps lash out with anger, a raised voice, sarcasm, etc...
- **Apply.** With that relationship and circumstance in mind, respond to the following statements.

1. At times I avoid situations that might bring me into contact with people I'm having problems with.	True	False
2. I have put off returning phone calls or e-mails because I simply didn't want to deal with the person who sent them.	True	False
3. Sometimes when people bring up a touchy or awkward issue I try to change the subject.	True	False
4. When it comes to dealing with awkward or stressful subjects, sometimes I hold back rather than give my full and candid opinion.	True	False
5. Rather than tell people exactly what I think, sometimes I rely on jokes, sarcasm, or snide remarks to let them know I'm frustrated.	True	False
6. When I've got something tough to bring up, sometimes I offer weak or insincere compliments to soften the blow.	True	False
7. In order to get my point across, I sometimes exaggerate my side of the argument.	True	False
8. If I seem to be losing control of a conversation, I might cut people off or change the subject in order to bring it back to where I think it should be.	True	False
9. When others make points that seem stupid to me, I sometimes let them know it without holding back at all.	True	False
10. When I'm stunned by a comment, sometimes I say things that others might take as forceful or attacking—terms such as "Give me a break!" or "That's ridiculous!"	True	False
11. Sometimes when things get a bit heated I move from arguing against others' points to saying things that might hurt them personally.	True	False
12. If I really get into a heated discussion, I've been known to be tough on the other person. In fact, they might even feel a bit insulted or hurt.	True	False

Scoring the Assessment

Please fill out the scoring sheet. Each domain contains two questions. Next to the question number is a (T). For example, under Masking, question 5, you'll find a T. This means that if you answered it true, check the box. Your style under stress score will show you which forms of inward or outward you turn to most often. A high score (one or two checked boxes per domain) means you use this technique fairly often.

Inward	Outward
Masking <input type="radio"/> 5 (T) <input type="radio"/> 6 (T)	Controlling <input type="radio"/> 7 (T) <input type="radio"/> 8 (T)
Avoiding <input type="radio"/> 3 (T) <input type="radio"/> 4 (T)	Labeling <input type="radio"/> 9 (T) <input type="radio"/> 10 (T)
Withdrawing <input type="radio"/> 1 (T) <input type="radio"/> 2 (T)	Attacking <input type="radio"/> 11 (T) <input type="radio"/> 12 (T)