

-INSTRUCTIONS-

Information gathered by this survey will be used to create an enterprise Work Style performance model for the purposes of supervisor, management and executive development, hiring and/or promotion, along with other methods and tools utilized by the enterprise.

Use the following definitions to differentiate your survey responses between *Infrequently*, *Often* and *Consistently* in response to the 33 Work Style statements included within this survey.

1.) INFREQUENTLY Human capability that is largely unnecessary in terms of our company's success.	2.) OFTEN Human capability beneficial to our success while being necessary fairly frequently.	3.) CONSISTENTLY Human capability crucial to our success on a nearly universal basis.
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Read and answer each of the 33 statements in terms of this company's supervisor, manager and executive Work Style success model.

Please be sure to think of the Work Styles required to create outstanding business results along with the growth of exceptional business capabilities on the parts of all supervisors, managers and executives.

If you are completing this survey electronically as a PDF fill-in form, please rename and save the completed survey before sending it as an email attachment to gwsj@peoplereults.com.

If you are completing this survey by hand in paper form, please fax the printed and completed survey to 1-480-467-0308.

When choosing your answers to the 33 survey statements, use:

1 for INFREQUENTLY

2 for OFTEN

3 for CONSISTENTLY

Company	
Completed by	
Telephone	
Email	

**For each capability below, click the circle under the appropriate frequency description.
Infrequently, Often or Consistently**

**Exceptional supervisor, manager and executive performance
and contributions in this enterprise requires...**

	1 Infrequently	2 Often	3 Consistently
1. Multi-tasking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Adjusting plans and activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Building and maintaining exceptional relationships	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Being expressive and/or emotional	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Building consensus with others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Respect for rank, title and organization levels	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Avoiding risk	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Adjusting work approaches based upon circumstances	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Facing many challenges simultaneously	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Receiving direction from higher authorities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Trusting relationships	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Avoiding confrontation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Affiliation and interdependence with others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Seeking or waiting for approval from higher levels	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Compliance with rules and systematic procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 **2** **3**
 Infrequently Often Consistently

16. Proceeding on a varying and/or case-by-case basis	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. Staying focused upon one objective at a time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. Being proactive and taking initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. Completing tasks and duties quickly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. Being precise and straightforward	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21. Being determined and self-motivated	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22. Seeking input from other people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23. Remaining flexible and adjusting to new situations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24. Following standard operating procedures and policies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25. Punctuality and time management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26. Taking charge when necessary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
27. Being action-oriented	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
28. Resolving conflicts constructively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
29. Working independently	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
30. Including others when making decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
31. Accepting ambiguity and/or uncertainty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
32. Compliance with with high standards	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
33. Respecting differences among people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Thank you for your input.