

CLUE CHART FOR TASK-ORIENTATION AND RELATIONSHIP-ORIENTATION

CLUE AREAS		
Priority choice	<input type="checkbox"/> More task-oriented than relationship-oriented	<input type="checkbox"/> More relationship-oriented than task-oriented
Dress	<input type="checkbox"/> More formal	<input type="checkbox"/> More casual
Tone of speech	<input type="checkbox"/> Some inflection	<input type="checkbox"/> Much inflection
Topics of speech	<input type="checkbox"/> Current issues and tasks at hand	<input type="checkbox"/> People, stories and anecdotes
Use of hands and arms	<input type="checkbox"/> Limited gestures and closed hands	<input type="checkbox"/> Frequent gestures and open hands
Body posture	<input type="checkbox"/> More rigid	<input type="checkbox"/> More relaxed
Facial expressions	<input type="checkbox"/> More controlled	<input type="checkbox"/> More animated
General attitude	<input type="checkbox"/> More toward the serious side	<input type="checkbox"/> More toward the playful side
When first meeting others	<input type="checkbox"/> Tend to be more reserved	<input type="checkbox"/> Tend to be more outgoing
Emotions	<input type="checkbox"/> Tend to hide them, to be controlled and guarded	<input type="checkbox"/> Tend to share them, to be more open and less guarded
General knowledge	<input type="checkbox"/> Filled with lots of facts and data, tend to make more specific statements	<input type="checkbox"/> Filled with lots of opinions and stories, tend to make more general statements
Small talk	<input type="checkbox"/> Tend to be less interested	<input type="checkbox"/> Tend to be more interested
Jokes and stories	<input type="checkbox"/> Tend to be less interested	<input type="checkbox"/> Tend to be more interested
Decision-making	<input type="checkbox"/> Based on facts more than feelings	<input type="checkbox"/> Based on feelings more than facts

Use of time	<input type="checkbox"/> More disciplined and less flexible	<input type="checkbox"/> More flexible and less disciplined
Supervision	<input type="checkbox"/> Appreciate supervision that gives goals and objectives	<input type="checkbox"/> Appreciate supervision that is concerned about me as a person
General attitude about rules	<input type="checkbox"/> Lean more toward the "letter of the law," more strict and disciplined	<input type="checkbox"/> Lean more toward the "spirit of the law," more permissive and fluid
Nonverbal behavior	<input type="checkbox"/> Tend to be slow in giving it	<input type="checkbox"/> Tend to be immediate in feedback
Sharing opinions	<input type="checkbox"/> More restrained, guarded, cautious and precise	<input type="checkbox"/> More impulsive, forceful and general
Relationship to others	<input type="checkbox"/> Tend to be a little hard to get to know, tend to keep distance	<input type="checkbox"/> Tend to be very easy to get to know, tend to seek the attention of others
	_____ Total Task-Oriented Clues	_____ Total Relationship-Oriented Clues

**My clue score totals indicate that I am a person
who is more:**

- ☐ **Task-oriented in my behaviors**
- ☐ **Relationship-oriented in my behaviors**

CLUE CHART FOR ASKERS AND TELLERS

CLUE AREAS		
General behavior style	<input type="checkbox"/> Less assertive, more introverted	<input type="checkbox"/> More assertive, more extroverted
Outward response priority under stress	<input type="checkbox"/> Flight	<input type="checkbox"/> Fight
Driving emotion and motivation under stress	<input type="checkbox"/> Fear	<input type="checkbox"/> Anger
Speech in general	<input type="checkbox"/> Silent, communicates hesitantly, lower quantity of talk	<input type="checkbox"/> Talkative, communicates readily, higher quantity of talk
Pace of speech and quality of speech	<input type="checkbox"/> Slower, fewer and more tentative statements	<input type="checkbox"/> Faster, greater and more emphatic statements
Volume of speech	<input type="checkbox"/> Softer and with little variation in vocal intonation	<input type="checkbox"/> Louder and emphasizes points through challenging intonation
Questions	<input type="checkbox"/> Tend to be for clarification, support, information	<input type="checkbox"/> Tend to be rhetorical to emphasize points, challenge information
General body movement and use of hands	<input type="checkbox"/> Slow and deliberate, soft handshake, relaxed or cupped	<input type="checkbox"/> Fast, rapid, firm handshake, pointing at others
Body posture	<input type="checkbox"/> Lean back while talking or making request or stating an opinion	<input type="checkbox"/> Lean forward while talking especially when making a request or giving an opinion
Eye contact	<input type="checkbox"/> Indirect, inconsistent, less intense	<input type="checkbox"/> Direct, consistent, more intense

Opinions	<input type="checkbox"/> More tentative and less forceful, reserves opinions	<input type="checkbox"/> More emphatic and forceful, shares opinions
Confrontation	<input type="checkbox"/> Less confrontive, nonaggressive	<input type="checkbox"/> More confrontive, aggressive
Meeting others	<input type="checkbox"/> Tend to let others take the initiative, avoid imposing on others	<input type="checkbox"/> Tend to personally take the initiative, make presence known
Decisions	<input type="checkbox"/> Decide less quickly, will not pressure others for decisions	<input type="checkbox"/> Decide more quickly, will press others for decisions
Risk	<input type="checkbox"/> Do not like to take chances, like the old and familiar	<input type="checkbox"/> Like to take chances, like to try the new and different
First impression	<input type="checkbox"/> Likeable, shy	<input type="checkbox"/> Overwhelming, outspoken
Group response	<input type="checkbox"/> Go along attitude, supportive	<input type="checkbox"/> Take charge attitude, directive
Power	<input type="checkbox"/> Tend to avoid use of power if at all possible	<input type="checkbox"/> Tend to use both personal and positional power
When others talk	<input type="checkbox"/> Listen carefully	<input type="checkbox"/> Have difficulty listening
Response under pressure or stress	<input type="checkbox"/> More easy going, will withdraw or give in	<input type="checkbox"/> More impatient, will become dogmatic or attack
	_____ Total Asking Behavior Clues	_____ Total Telling Behavior Clues

**My clue score totals indicate that I am a person
who is more:**

- ☐ **Asking in my behaviors**
- ☐ **Telling in my behaviors**