

## Insight's Engagement Style Inventory™

### Instructions

Read all the statements listed below. Put a check mark next to the statements that are true for you.

Section	Statements
A.	<ul style="list-style-type: none"> <li><input type="checkbox"/> Lead with the words "I think"</li> <li><input type="checkbox"/> Driven by facts and data</li> <li><input type="checkbox"/> Believe in analytical data, processes and systems</li> <li><input type="checkbox"/> Take time to review and process information</li> <li><input type="checkbox"/> Linear in thinking</li> <li><input type="checkbox"/> Usually visual learner – see it</li> <li><input type="checkbox"/> Think through all "what if" scenarios</li> <li><input type="checkbox"/> Need to know the who, what, why, where, when &amp; how</li> </ul>
B.	<ul style="list-style-type: none"> <li><input type="checkbox"/> Leads with the words "I feel" and "we"</li> <li><input type="checkbox"/> Driven by consensus, collaboration, connection</li> <li><input type="checkbox"/> Believe in harmony</li> <li><input type="checkbox"/> Pictures in office of family</li> <li><input type="checkbox"/> Understand people before problems</li> <li><input type="checkbox"/> Concern for team issues/relating</li> <li><input type="checkbox"/> Personal/social relationship</li> <li><input type="checkbox"/> Need to know "How will this affect the team?"</li> </ul>
C.	<ul style="list-style-type: none"> <li><input type="checkbox"/> Lead with the words "want it <i>now</i>" (or yesterday)</li> <li><input type="checkbox"/> Driven by results</li> <li><input type="checkbox"/> Believe in completion of tasks- the finish line</li> <li><input type="checkbox"/> Goal oriented</li> <li><input type="checkbox"/> Enthusiastic- have high energy</li> <li><input type="checkbox"/> High risk- not afraid to make mistakes</li> <li><input type="checkbox"/> Everything is an "A" priority</li> <li><input type="checkbox"/> Need to know just the what and when, not the how</li> </ul>
D.	<ul style="list-style-type: none"> <li><input type="checkbox"/> Leads with the words "me" or "I"</li> <li><input type="checkbox"/> Driven by control and competition</li> <li><input type="checkbox"/> Believe in impacting others</li> <li><input type="checkbox"/> Want my stamp on things</li> <li><input type="checkbox"/> Like the spotlight</li> <li><input type="checkbox"/> Opinionated</li> <li><input type="checkbox"/> Goal oriented—possible fast tracker</li> <li><input type="checkbox"/> Need to know "How will this impact me? My goals?"</li> </ul>

E.	<input type="checkbox"/> Lead with the words “do over” <input type="checkbox"/> Driven by high quality <input type="checkbox"/> Believe in perfection <input type="checkbox"/> Like to plan and research <input type="checkbox"/> Critical eye <input type="checkbox"/> Low risk <input type="checkbox"/> Concern for how it looks- neatness, grammar and spelling <input type="checkbox"/> Need to know the details, i.e. research, time spent, citations, references
F.	<input type="checkbox"/> Lead with the words “new” or “ideas” <input type="checkbox"/> Driven by creativity and big picture thinking <input type="checkbox"/> Believe in innovation <input type="checkbox"/> Need to be sold on ideas <input type="checkbox"/> Thrives on discussing and brainstorming ideas <input type="checkbox"/> Less focus on implementation <input type="checkbox"/> Nonlinear thinking <input type="checkbox"/> High risk taker <input type="checkbox"/> Need to know the “what” only

### Scoring

Using the chart below, shade in the number of checks you marked per section. The section with the most shaded area represents your natural engagement style. Continue to descriptions below.

