

INTERVENTION STYLES QUESTIONNAIRE

Self-Assessment

Name: _____

This questionnaire has been designed to help you to assess your approach to working and communicating with other people. It lists a number of different ways in which you might act towards people that you work with, and asks you to think about how often you act in each of these ways.

None of these behaviours are good or bad in themselves. So there are no “right” or “wrong” answers. You will get the most value from this exercise by being completely honest with yourself. Don’t spend too long considering your replies: your immediate spontaneous answer is likely to be the most appropriate.

If you find it difficult to give just one answer to a question (perhaps because you consider that you act differently towards different people), we suggest that you try to give an “average answer” on this form. You can then raise this issue for discussion at a later review.

When you have finished **ALL** the questions, please transfer your answers to the Score Sheet.

“When working with colleagues, I tend to do the following ..”

- | | | |
|---|---|----------------------------------|
| 0 | - | Not at all (or ‘not applicable’) |
| 1 | - | Rarely |
| 2 | - | Sometimes, but not often |
| 3 | - | Quite often |
| 4 | - | Often |
| 5 | - | Very Often |

“When working with colleagues, I tend to do the following .”

- 1 ___ advise them of the appropriate action to take
- 2 ___ explain the purpose of a task
- 3 ___ raise their awareness of their own learning needs
- 4 ___ ask them to tell me about a negative incident which they have experienced
- 5 ___ encourage them to set their own goals
- 6 ___ show my respect for them as individuals
- 7 ___ give them feedback about the impact of their behaviour
- 8 ___ invite them to talk about a difficult experience of theirs
- 9 ___ help them to reflect on their experiences
- 10 ___ express willingness to offer support or help
- 11 ___ suggest that they choose a particular solution
- 12 ___ inform them about an opportunity to learn
- 13 ___ ask them what they have learnt from a particular incident or situation
- 14 ___ acknowledge the value of their ideas, beliefs, opinions
- 15 ___ persuade them to take a particular approach
- 16 ___ give my interpretation of their behaviour
- 17 ___ ask questions to uncover what they are hiding or avoiding
- 18 ___ encourage them to express their feelings and emotions
- 19 ___ apologise for anything I do which is unhelpful or unreasonable
- 20 ___ ask them how they can apply what they have learnt

“When working with colleagues, I tend to do the following .”

- 21 ___ help them to recognize their own emotions and the impact of these on their work
- 22 ___ challenge them when they are being defensive or denying certain realities
- 23 ___ make them aware of the choices open to them
- 24 ___ ask them to change their behaviour
- 25 ___ ask them how they feel about a successful piece of work they have done
- 26 ___ make them aware of their mistakes
- 27 ___ offer them an explanation of what has happened after a meeting or a review
- 28 ___ inform them about the success criteria for a task, meeting or piece of work
- 29 ___ ask open questions to promote new insights
- 30 ___ praise them for a job well done
- 31 ___ encourage them to find their own solutions and answers
- 32 ___ ask them why they are upset or angry
- 33 ___ offer them support when they are in difficulties
- 34 ___ present facts which contradict their opinions
- 35 ___ demonstrate skills or actions which I want them to copy
- 36 ___ give them information that they need to achieve a task
- 37 ___ draw their attention to facts which they have missed
- 38 ___ describe what I see in their behaviour
- 39 ___ make them feel welcome when we meet
- 40 ___ recommend the best way to do something

“When working with colleagues, I tend to do the following .”

- 41 ___ challenge their assumptions
- 42 ___ ask them to evaluate their own performance
- 43 ___ give them feedback about their performance and achievement
- 44 ___ propose the best course of action for them to take
- 45 ___ ask them to express feelings which are blocking their ability to work on the matter in hand
- 46 ___ show them the consequences of their actions
- 47 ___ ask them to set their own work objectives and targets
- 48 ___ make myself accessible to them when needed
- 49 ___ help them “with my hands in my pockets”: i.e. without interfering or doing the work on their behalf
- 50 ___ ask them how they feel about a current difficulty
- 51 ___ encourage them to feel good about themselves and their role
- 52 ___ tell them where to go to find information and help
- 53 ___ show them how to correct their mistakes
- 54 ___ confront issues of poor performance
- 55 ___ tell them how to get started on a new task
- 56 ___ reveal information about my own experiences
- 57 ___ affirm positive qualities or actions of theirs which they are denying
- 58 ___ help them to express their insights and learning after an experience
- 59 ___ help them to map out their present understanding
- 60 ___ share information about my own failures and weaknesses

Score Sheet

For each question, please transfer your score to the appropriate box below.
Please note that the question numbers in this table do NOT flow from left to right in their "correct" sequence!

Then please add up the totals for each column.

Question	Your Score	Question	Your Score	Question	Your Score	Question	Your Score	Question	Your Score	Question	Your Score
1		2		3		4		5		6	
11		12		7		8		9		10	
15		16		17		18		13		14	
24		23		22		21		20		19	
28		27		26		25		29		30	
35		36		34		32		31		33	
40		37		41		38		42		39	
44		43		46		45		47		48	
53		52		54		50		49		51	
55		56		57		58		59		60	

TOTALS FOR EACH COLUMN:

PR		IN		CO		CT		CL		SU	
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Adapted from Heron