

Human Social Style Questionnaire

**From *Know You, Know Your Horse* by Eunice Rush & Marry Morrow
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Circle one number from each pair of statements. Which one describes you best?

- | | |
|---|---|
| 1. I like to be doing things.
_____ | 31. I am always looking for a better way.
_____ |
| 2. I manage problems in an orderly way.
_____ | 32. I can handle several tasks at the same time.
_____ |
| 3. I like change.
_____ | 33. I can make quick decisions.
_____ |
| 4. I think teams are more productive than individuals.
_____ | 34. I follow my head more than my heart.
_____ |
| 5. I prefer working with people.
_____ | 35. I like seeing the bigger picture.
_____ |
| 6. The future interests me more than the past.
_____ | 36. It is best to talk-out your problems.
_____ |
| 7. I prefer the practical.
_____ | 37. Thinking should always precede action.
_____ |
| 8. I enjoy a well-organized meeting.
_____ | 38. I am good at encouraging others.
_____ |
| 9. It is best to get things done now.
_____ | 39. I accomplish more by working alone.
_____ |
| 10. I test new ideas thoroughly before using them.
_____ | 40. I like to start things and let others finish them.
_____ |
| 11. I enjoy trying to think of new possibilities.
_____ | 41. I enjoy taking on new tasks.
_____ |
| 12. Interaction with others is a high priority.
_____ | 42. I think that facts speak for themselves.
_____ |
| 13. I can easily take charge in a project.
_____ | 43. I am in touch with my feelings.
_____ |
| 14. I like to take one thing at a time through to the end.
_____ | 44. I seek to know "why."
_____ |
| 15. I often stimulate people to think.
_____ | 45. I prefer reading the thoughts of others.
_____ |
| 16. I can often detect what people are feeling.
_____ | 46. I perceive myself as a helper.
_____ |
| 17. Getting feedback to improve performance
is important.
_____ | 47. I do one thing at a time and do it well.
_____ |
| 18. A step-by-step approach is best to solve problems.
_____ | 48. I get the job done and don't look back.
_____ |
| 19. I can sense the emotion beneath the surface.
_____ | 49. I inquire about other people's lives.
_____ |
| 20. I can find creative solutions.
_____ | 50. I enjoy doing different things.
_____ |
| 21. Thinking about the future is enjoyable for me.
_____ | 51. If you are going to do it, do it right.
_____ |
| 22. Meeting other people's needs is enjoyable.
_____ | 52. Be creative and stretch your mind.
_____ |
| 23. Success depends upon good planning.
_____ | 53. I am impatient with incompetent people.
_____ |
| 24. I am more action than talk.
_____ | 54. My mind works fast.
_____ |
| 25. Under pressure I tend to analyze.
_____ | 55. I minimize risk by moving slowly.
_____ |
| 26. I learn best through experience.
_____ | 56. Working cooperatively is more important than
working efficiently.
_____ |
| 27. People think I am a good listener.
_____ | 57. I can adjust to circumstances.
_____ |
| 28. People say I am a creative thinker.
_____ | 58. Feelings are not as trustworthy as facts.
_____ |
| 29. I am prone to procrastination.
_____ | 59. Being liked is important to me.
_____ |
| 30. I am logical and thorough.
_____ | 60. I usually grasp an idea very quickly.
_____ |

(continued)

61. People think I am a visionary.
 62. People say I am good with details.
-
63. I prefer productivity/accomplishments.
 64. Good relationships are essential.
-
65. I am quick to take on new jobs.
 66. I take the initiative to make new people feel comfortable.
-
67. I often think about the purpose of life.
 68. I really enjoy selecting just the right greeting card for others.
-
69. Organizing is one of my strengths.
 70. Getting things done is my strength.

71. Finding meaning is important to me.
 72. Working together is better than just working.
-
73. I play with ideas even if they are impractical.
 74. I believe rules are made to be followed.
-
75. Quality is to be preferred over quantity.
 76. I learn better in groups.
-
77. I make decisions in a methodical way.
 78. I like ideals and tend to be idealistic.
-
79. I say what I mean and mean what I say.
 80. I am very accepting of others.

SCORING

Got your answers? Now you can score them.

1 You should now have 40 numbers picked from the questionnaire. Locate the numbers listed under each of the four Social Styles headings below. The Social Style under which the *majority* of your chosen numbers appear will reveal your *core Social Style*. The next highest score indicates the Social Style that is your *primary modifier*, followed by your *secondary modifier*, and so on. (Remember, nearly everyone has at least one personality *modifier* and, in fact, most will pick a few answers from every category.)

2 Add up your total score of Left Brain and Right Brain answers (**Analysts** and **Powerfuls** are left-brained; **Mediators** and **Advocates** are right-brained).

3 Also add up your total score of Introvert and Extrovert answers (**Analysts** and **Mediators** are Introverts; **Powerfuls** and **Advocates** are Extroverts).

Style 1—ANALYST

Left Brain Introvert (*LBI*)

Answers: 2, 8, 10, 14, 18, 23, 25, 30, 34, 37, 42, 47,
51, 55, 58, 62, 66, 69, 75, 77

Style 2—POWERFUL

Left Brain Extrovert (*LBE*)

Answers: 1, 7, 9, 13, 17, 24, 26, 32, 33, 39, 41, 48, 50,
53, 57, 63, 65, 70, 74, 79

Style 3—MEDIATOR

Right Brain Introvert (*RBI*)

Answers: 4, 5, 12, 16, 19, 22, 27, 29, 36, 38, 43,
46, 49, 56, 59, 64, 68, 72, 76, 80

Style 4—ADVOCATE

Right Brain Extrovert (*RBE*)

Answers: 3, 6, 11, 15, 20, 21, 28, 31, 35, 40, 44,
45, 52, 54, 60, 61, 67, 71, 73, 78

(continued)

In order to explain how the scoring works let's look at Terry.

Terry

Terry's questionnaire scores are **Analyst** 4; **Powerful** 8; **Mediator** 18; **Advocate** 10. **Left Brain** 12; **Right Brain** 28. **Introvert** 22; **Extrovert** 18.

What do these numbers say about Terry?

Terry is definitely a **Mediator** and her *primary modifier* is an **Advocate**. She is probably one of the nicest people you would ever want to meet. When her friends need an event, she is there to help because she is good at organizing a party. She enjoys remembering everyone's birthday and getting them "the" special card but sometimes it takes a while because she has problems making decisions quickly.

She is so high scoring in her core style, she may well be one of those people who can't say no; consequently, she is taken advantage of at times. The good news is that she is high enough in the **Advocate** area so she can likely stand up for herself.

Mediators love small talk and keeping everyone happy. She always remembers to ask about people's family and important events in their lives. She can be good at music and art.

Her **Advocate** side can make her good at theater and interior design or fashion. Her **Powerful** traits, however, make her uncomfortable because they can cause her to start telling others what to do—somewhat of a conflict for a **Mediator**.

The **Analyst** traits provide her lowest score but "good at detail" characteristics are present because she enjoys pulling together a project. Terry will be good at the detailed planning for a party or event and its implementation, but because both **Mediators** and **Analysts** have trouble making decisions quickly, she will need a **Powerful** or **Advocate** at her side for final decisions.

She has 28 Right Brain and 12 Left Brain answers so is definitely more emotion-driven than logical. (And because she is higher in the Introvert column—22 vs. 18 for Extrovert—we recommend an Introvert horse. See the book *Know You, Know Your Horse* for horse analysis.)

For a complete description of the four human Social Styles and how understanding them can help you choose the right horse, and train and ride him as best suits his own personality, check out the book *Know You, Know Your Horse* by Eunice Rush and Marry Morrow (www.HorseandRiderBooks.com).