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 ecognize 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	

Adapted from Heron