

A) Spouters:

Are charismatic and exciting believing more than any other group that people “tend to follow what I do more than they follow others.”

Carry their emotions on their sleeves

Believes success is about luck more than performance

Are the most anxious of all the groups

Are the most externally emotive of all the groups

Are the most tolerant of emotional displays on the job

B) Accepters:

Are concerned about details

Tend to procrastinate

Keep their emotions hidden

Tend to feel unappreciated

Believe diplomacy more important than candor

C) Believers:

Think of themselves as happy

Find meaning in their organizations, their ideals

Listen more than speak

D) Solvers:

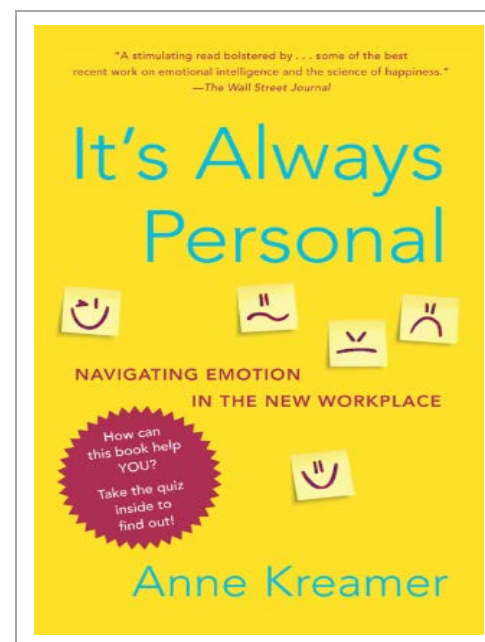
Do best work under stress

Are introspective

Feel in control

Can be rigid

Ten Work Evaluation Emotion Profile Questions



Thursday, September 13th

Navigation Emotions in the New Workplace

Instructions: Answer questions as they relate to you.

1. A competitor comes out with a new product and your CEO sets up a challenge for your organization. The first person to come up with a viable new idea gets a \$5,000 bonus. What are you likely to do first?

- a). You send a note to the person running the challenge, asking to know how the submissions will be judged
- b). You go to back to your office, organize your files, finish going through your in-box and the rest of the day's work, before sitting down to stare at a blank screen
- c). You imagine what it might feel like to win the bonus
- d). You analyze the competitive product, it's features and who you think might buy it, and start envisioning ways it could be better

2. You go into an interview for a new job and find that the office space is an open plan - no offices. Conference rooms are the only rooms with doors and they're all glass. What are you feeling?

- a). This can work - finally people will see the good work I do
- b). You worry that it may be chaotic and make it difficult for you to get work done
- c). You feel that if you got the job, somehow, things would just work out - they usually do
- d). You imagine ways you'll make it work - wear earplugs, face the wall, etc.

Score yourself - The letter with the most answers is your primary emotion type and the second largest number is your secondary.

A)

B)

C)

D)

Based on the information above, turn to the next page and fill in the following:

Primary Emotion: _____

Secondary Emotion: _____

9. You're part of a "no-idea-is-a-bad-idea" brainstorming session. What are you thinking?

- a). You're in heaven—"Ms. Creative Thinker" is your middle name
- b). You're terrified someone will ask you to suggest something
- c). You like it when everyone works toward a shared goal
- d). You're uncomfortable and feel like someone should soon steer the conversation to what all this means

10. In general, which type of work environment fits you best?

- a). An organization where ideas are debated publicly and the best ones win
- b). A job where I know what's expected of me, and I'm given the time and resources to do it well
- c). An organization that cares about employees' values
- d). One in which decisions are made based on fact, truth and numbers

3. Your supervisor tells you that she wants to discuss your performance. What are you thinking?

- a). You and your boss have different styles and you're pretty certain she'll be critical
- b). You feel a sense of anxiety about the meeting come over you
- c). You imagine you'll be complemented for all of your hard work--after all, good things come to hard workers
- d). You mentally prepare a list of what you accomplished compared to your stated objectives from your last discussion and feel confident you've exceeded expectations

4. You are offered a job in a different field and different city. What do you do?

- a). You wonder whether the people at this company will "get it" like you do - the people at your old job often didn't "get it"
- b). You worry that you don't have the skills for the position and dread the hassle of moving your family
- c). You ask your family and trusted friends what they think
- d). You make a comprehensive list of pros and cons to help you decide

5. You spend the entire day working on an assignment for your boss only to discover that a co-worker forgot to mention that the tech department had installed new software when you were out sick. You need to re-do everything. What do you do?

- a). In no uncertain terms, you let your co-worker know how much their stupidity has cost you, and you storm out of the office
- b). You think to yourself, “This is exactly why I don’t trust parts of my projects to others!”
- c). You call your best friend and think how lucky you are to have someone to share your problems with
- d). You take the annoying information for what it is, and stay at work until you get the assignment done

6. Sales have been slow at the company you work for and management starts cutting quality-assurance corners to increase earnings. How do you handle this?

- a). Well, you knew this was coming. If only they’d listened to you, the company wouldn’t be in this spot
- b). You do what you’re told and get on with it
- c). You wonder if the values that made you take the job are changing in uncomfortable ways
- d). You suggest different strategies for meeting the new goals

7. Your spouse just lost his job, your kids have the flu, and a big project is due. What are you thinking?

- a). There’s almost nothing a couple of glasses of wine won’t fix
- b). You do what you’ve got to do, but make sure everyone knows how tough it is on you
- c). You’re glad you’ve got friends outside of work to support you at times like these
- d). You make a plan – prioritize what needs to happen and ask for help when you need it

8. You walk into the employee’s room and overhear a group of employees bad-mouthing one of your co-workers. What do you do?

- a). You join in – it’s important that you fit in on the job
- b). You avoid the gossiping group
- c). You distract people from the conversation, introducing a new topic
- d). You stand up for the person

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