

**Directions:**

The following questionnaire lists twenty personality characteristics. Please indicate the degree to which you believe each of these characteristics applies to you while interacting with others by marking whether you (5) *strongly agree* that it applies, (4) *agree* that it applies, (3) are *undecided*, (2) *disagree* that it applies, or (1) *strongly disagree* that it applies. There are no right or wrong answers. Work quickly; record your first impression.

- \_\_\_\_\_ 1. Helpful
- \_\_\_\_\_ 2. Defends own beliefs
- \_\_\_\_\_ 3. Independent
- \_\_\_\_\_ 4. Responsive to others
- \_\_\_\_\_ 5. Forceful
- \_\_\_\_\_ 6. Has strong personality
- \_\_\_\_\_ 7. Sympathetic
- \_\_\_\_\_ 8. Compassionate
- \_\_\_\_\_ 9. Assertive
- \_\_\_\_\_ 10. Sensitive to the needs of others
- \_\_\_\_\_ 11. Dominant
- \_\_\_\_\_ 12. Sincere
- \_\_\_\_\_ 13. Gentle
- \_\_\_\_\_ 14. Willing to take a stand
- \_\_\_\_\_ 15. Warm
- \_\_\_\_\_ 16. Tender
- \_\_\_\_\_ 17. Friendly
- \_\_\_\_\_ 18. Acts as a leader
- \_\_\_\_\_ 19. Aggressive
- \_\_\_\_\_ 20. Competitive

**Scoring Instructions:**

To score your responses, add what you marked for each item as follows:

$$\text{Assertiveness} = 2 + 3 + 5 + 6 + 9 + 11 + 14 + 18 + 19 + 20$$

$$\text{Responsiveness} = 1 + 4 + 7 + 8 + 10 + 12 + 13 + 15 + 16 + 17$$

Scores above 34 indicate high assertiveness or responsiveness. Scores below 26 indicate low assertiveness or responsiveness. Scores between 26 and 34 indicate moderate levels of assertiveness or responsiveness.

Directions:

Here are several reasons people give for why they talk to other people. For each statement, please circle the number that best expresses your own reasons for talking to others.

1. Because it's fun	Exactly 5	A lot 4	Somewhat 3	Not much 2	Not at all 1
2. Because it's exciting	Exactly 5	A lot 4	Somewhat 3	Not much 2	Not at all 1
3. To have a good time	Exactly 5	A lot 4	Somewhat 3	Not much 2	Not at all 1
4. To help others	Exactly 5	A lot 4	Somewhat 3	Not much 2	Not at all 1
5. To let others know I care about their feelings	Exactly 5	A lot 4	Somewhat 3	Not much 2	Not at all 1
6. To thank them	Exactly 5	A lot 4	Somewhat 3	Not much 2	Not at all 1
7. Because I need someone to talk to or be with	Exactly 5	A lot 4	Somewhat 3	Not much 2	Not at all 1
8. Because I just need to talk about my problems sometimes	Exactly 5	A lot 4	Somewhat 3	Not much 2	Not at all 1
9. Because it makes me feel less lonely	Exactly 5	A lot 4	Somewhat 3	Not much 2	Not at all 1
10. To put off something I should be doing	Exactly 5	A lot 4	Somewhat 3	Not much 2	Not at all 1
11. To get away from what I am doing	Exactly 5	A lot 4	Somewhat 3	Not much 2	Not at all 1
12. Because I have nothing better to do	Exactly 5	A lot 4	Somewhat 3	Not much 2	Not at all 1
13. Because it relaxes me	Exactly 5	A lot 4	Somewhat 3	Not much 2	Not at all 1
14. Because it allows me to unwind	Exactly 5	A lot 4	Somewhat 3	Not much 2	Not at all 1
15. Because it's a pleasant rest	Exactly 5	A lot 4	Somewhat 3	Not much 2	Not at all 1
16. Because I want someone to do something for me	Exactly 5	A lot 4	Somewhat 3	Not much 2	Not at all 1
17. To tell others what to do	Exactly 5	A lot 4	Somewhat 3	Not much 2	Not at all 1
18. To get something I don't have	Exactly 5	A lot 4	Somewhat 3	Not much 2	Not at all 1

**Scoring Instructions:**

#2  
Continued

- To compute the Pleasure Motive, add items 1 + 2 + 3.
- To compute the Affection Motive, add items 4 + 5 + 6.
- To compute the Inclusion Motive, add items 7 + 8 + 9.
- To compute the Escape Motive, add items 10 + 11 + 12.
- To compute the Relaxation Motive, add items 13 + 14 + 15.
- To compute the Control Motive, add items 16 + 17 + 18.

Place the total for each motive in the column titled "Score." If your individual motive score is  $\geq 9$ , then circle *high* in the column titled "Motivation Level." If your individual motive score is  $\leq 8$ , then circle *low*.

SCORE	MOTIVATION LEVEL	
	Low	High
Pleasure: _____	Low	High
Affection: _____	Low	High
Inclusion: _____	Low	High
Escape: _____	Low	High
Relaxation: _____	Low	High
Control: _____	Low	High

**Directions:**

#3

On the following scale, indicate your feelings about a recent acquaintance. Circle the number that best represents your feelings. Numbers 1 and 7 indicate a *very strong feeling*. Numbers 2 and 6 indicate a *strong feeling*. Numbers 3 and 5 indicate a *fairly weak feeling*. Number 4 indicates that you are *undecided* or *don't know*. Please work quickly. There are no right or wrong answers.

\_\_\_\_\_ (name of acquaintance)

- |  |               |  |
|--|---------------|--|
| 1. Doesn't think like me                         | 1 2 3 4 5 6 7 | Thinks like me                             |
| 2. Is from a social class similar to mine        | 1 2 3 4 5 6 7 | Is from a social class different from mine |
| 3. Behaves like me                               | 1 2 3 4 5 6 7 | Doesn't behave like me                     |
| 4. Has an economic situation different from mine | 1 2 3 4 5 6 7 | Has an economic situation like mine        |
| 5. Is similar to me                              | 1 2 3 4 5 6 7 | Is different from me                       |
| 6. Has a status like mine                        | 1 2 3 4 5 6 7 | Has a status different from mine           |
| 7. Is unlike me                                  | 1 2 3 4 5 6 7 | Is like me                                 |
| 8. Has a background different from mine          | 1 2 3 4 5 6 7 | Has a background similar to mine           |

**Scoring Instructions:**

Items 2, 3, 5, and 6 are reversed. Therefore, before adding your score, reverse the number you circled on these items (e.g., change 1 to 7, 2 to 6, 3 to 5, etc.). Now add the circled numbers together for items 1, 3, 5, and 7 to get your attitude homophily score. Add the circled numbers together for items 2, 4, 6, and 8 to get your background homophily score. Scores on each of the two scales should range from 4 to 28.

**Directions:**

The following statements concern attitudes about conflict and ways you might choose to deal with it. Indicate how much you agree with each statement. Please circle the number that represents your honest feelings and typical responses.

1 = never true

2 = rarely

3 = sometimes true

4 = often

5 = always true

1. I am careful to avoid attacking a person's intelligence when I critique their ideas.

1      2      3      4      5

2. When someone is stubborn, I often use insults to soften the stubbornness.

1      2      3      4      5

3. If a person I am trying to influence really deserves it, I attack their character.

1      2      3      4      5

4. When I critique a person's ideas, I try not to damage their self-concept.

1      2      3      4      5

5. When people do things that are mean or cruel, I attack their character in order to correct their behavior.

1      2      3      4      5

6. When nothing seems to work in trying to influence someone, I yell and scream in order to get some movement from them.

1      2      3      4      5

7. I am not threatened by conflict.

1      2      3      4      5

8. When people have conflicts, they should try to work with each other to solve them.

1      2      3      4      5

9. Physical fighting is an effective way to deal with conflict.

1      2      3      4      5

10. When I have a conflict with someone, I always discuss it with them as soon as possible.

1      2      3      4      5

11. Overall, I think I handle conflicts effectively.

1      2      3      4      5

12. Sometimes physically fighting it out is healthy.

1      2      3      4      5

**Scoring Instructions:**

Reverse the score for items 2, 3, 5, 6, 9, and 12, so that if you wrote a 1 you will change it to 5, a 5 will change to a 1, a 2 will become a 4, a 4 will become a 2, and so forth for these 6 items. Once you have reversed the score for these items, now add the values for the twelve items together (including the newly reversed numbers). The lowest possible score is 12. The highest possible score is 60. Higher scores indicate that a person favors constructive or positive conflict; lower scores indicate an inclination to deal with conflict in a negative or destructive manner.

12-27 = Destructive conflict orientation

28-44 = Neither constructive nor destructive conflict is evident

45-60 = Constructive conflict orientation

**Directions:**

The following items concern things people might do to maintain their relationships. Please indicate the extent to which each of the items describes your current methods of maintaining your relationship (over the past two weeks, for example) with your significant other, a parent, or sibling (just substitute one of your parents or a sibling for "partner" in the questions). Please respond to these items using the following scale:

- |                       |                    |
|-----------------------|--------------------|
| 1 = strongly disagree | 5 = slightly agree |
| 2 = disagree          | 6 = agree          |
| 3 = slightly disagree | 7 = strongly agree |
| 4 = neutral           |                    |

- 1. I attempt to make interactions with my partner very enjoyable.
- 2. I am cooperative in the ways I handle disagreements between us.
- 3. I try to build up my partner's self-esteem, including giving him/her compliments, etc.
- 4. I ask how my partner's day has gone.
- 5. I am very nice, courteous, and polite when we talk.
- 6. I act cheerful and positive when I am with my partner.
- 7. I do not criticize my partner.
- 8. I try to be romantic, fun, and interesting when with my partner.
- 9. I am patient and forgiving of my partner.
- 10. I present myself as cheerful and optimistic around my partner.
- 11. I encourage my partner to disclose thoughts and feelings to me.
- 12. I simply tell my partner how I feel about our relationship.
- 13. I seek to discuss the quality of our relationship with my partner.
- 14. I disclose what I need or want from our relationship with my partner.
- 15. I remind my partner about relationship decisions we made in the past (to maintain the same level of intimacy).
- 16. I like to have periodic talks about our relationship with my partner.
- 17. I stress my commitment to my partner.
- 18. I imply that our relationship has a future.
- 19. I show my love for my partner.
- 20. I show myself to be faithful to my partner.
- 21. I like to spend time with our same friends.
- 22. I focus on our common friends and affiliations.
- 23. I show that I am willing to do things with my partner's friends or family.
- 24. I include our friends or family in our activities.
- 25. I help equally with tasks that need to be done.
- 26. I share in the joint responsibilities that face us.
- 27. I do my fair share of the work we have to do.
- 28. I do not shirk my duties.
- 29. I perform my household responsibilities.

**Scoring Instructions:**

- Positivity: Add the scores for items 1-10 (scores range from 10 to 70)
- Openness: Add the scores for items 11-16 (scores range from 6 to 42)
- Assurances: Add the scores for items 17-20 (scores range from 4 to 28)
- Network: Add the scores for items 21-24 (scores range from 4 to 28)
- Tasks: Add the scores for items 25-29 (scores range from 5 to 35)

#5

**Directions:**

Think of a specific listening role or situation that you are often in. For example, you may focus on your listening at work, as a friend, as a spouse, as a son or a daughter, or as a parent. (Note: You may complete the instrument more than one time, with different roles and situations in mind.) As you read the series of statements below, keep the particular listening role or situation you have chosen in mind. Circle the appropriate number on your answer sheet using the following key:

#6

- Always 5
- Frequently 4
- Sometimes 3
- Infrequently 2
- Never 1

- |   |           |
|---|-----------|
| 1. I focus my attention on the other person's feelings when listening to them.                  | 5 4 3 2 1 |
| 2. When listening to others, I quickly notice if they are pleased or disappointed.              | 5 4 3 2 1 |
| 3. I become involved when listening to the problems of others.                                  | 5 4 3 2 1 |
| 4. I try to find common areas of interest when listening to new acquaintances.                  | 5 4 3 2 1 |
| 5. I nod my head and/or use eye contact to show interest in what others are saying.             | 5 4 3 2 1 |
| 6. I am frustrated when others don't present their ideas in an orderly, efficient way.          | 5 4 3 2 1 |
| 7. When listening to others, I focus on any inconsistencies and/or errors in what's being said. | 5 4 3 2 1 |
| 8. I jump ahead and/or finish thoughts of speakers.   | 5 4 3 2 1 |
| 9. I am impatient with people who ramble on during conversations.                               | 5 4 3 2 1 |
| 10. I ask questions to help speakers get to the point more quickly.                             | 5 4 3 2 1 |
| 11. I wait until all the facts are presented before forming judgments and opinions.             | 5 4 3 2 1 |
| 12. I prefer to listen to technical information.  | 5 4 3 2 1 |
| 13. I prefer to hear facts and evidence so I can personally evaluate them.                      | 5 4 3 2 1 |
| 14. I like the challenge of listening to complex information.                                   | 5 4 3 2 1 |
| 15. I ask questions to probe for additional information.  | 5 4 3 2 1 |
| 16. When hurried, I let others know that I have a limited amount of time to listen.             | 5 4 3 2 1 |
| 17. I begin a discussion by telling others how long I have to meet.                             | 5 4 3 2 1 |
| 18. I interrupt others when I feel time pressure.   | 5 4 3 2 1 |
| 19. I look at my watch or clocks in the room when I have limited time to listen to others.      | 5 4 3 2 1 |
| 20. When I feel time pressure, my ability to concentrate on what others are saying suffers.     | 5 4 3 2 1 |

**Scoring Instructions:**

Tally the number of times you circled 4 or 5 for statements 1-5:

People-oriented = \_\_\_\_\_

Tally the number of times you circled 4 or 5 for statements 6-10:

Action-oriented = \_\_\_\_\_

Tally the number of times you circled 4 or 5 for statements 11-15:

Content-oriented = \_\_\_\_\_

Tally the number of times you circled 4 or 5 for statements 16-20:

Time-oriented = \_\_\_\_\_

You now have four scores, one for each of the four listener preferences: People, Action, Content, and Time. Now identify the types of listening preferences for which you have the highest scores. These scores say a lot about your preferred style of listening.

To interpret your scores, use the following guidelines:

1. Preference strength is indicated by the number of scores in each of the listening preference types.

4 and 5 responses      high preference

3 responses            moderate preference

2 and 1 responses      low preference

0 responses            no preference

2. High scores (4 or 5) in two or more types suggest multiple listening preferences.

3. Zero scores in all the types suggest potential listening avoidance.

**Directions:**

# 7

The following statements describe the ways in which some people behave while talking with or to others. Please indicate in the space at the left of each item the degree to which you believe the statement applies to a particular person with whom you have a close personal relationship, using the following scale:

- 0 = never
- 1 = rarely
- 2 = occasionally
- 3 = often
- 4 = very often

- \_\_\_\_\_ 1. He/she uses her/his hands and arms to gesture while talking to people.
- \_\_\_\_\_ 2. He/she touches others on the shoulder or arm while talking to them.
- \_\_\_\_\_ 3. He/she uses a monotone or dull voice while talking to people.
- \_\_\_\_\_ 4. He/she looks over or away from others while talking to them.
- \_\_\_\_\_ 5. He/she moves away from others when they touch her/him while they are talking.
- \_\_\_\_\_ 6. He/she has a relaxed body position when he/she talks to people.
- \_\_\_\_\_ 7. He/she frowns while talking to people.
- \_\_\_\_\_ 8. He/she avoids eye contact while talking to people.
- \_\_\_\_\_ 9. He/she has a tense body position while talking to people.
- \_\_\_\_\_ 10. He/she sits close or stands close to people while talking with them.
- \_\_\_\_\_ 11. Her/his voice is monotonous or dull when he/she talks to people.
- \_\_\_\_\_ 12. He/she uses a variety of vocal expressions when he/she talks to people.
- \_\_\_\_\_ 13. He/she gestures when he/she talks to people.
- \_\_\_\_\_ 14. He/she is animated when he/she talks to people.
- \_\_\_\_\_ 15. He/she has a bland facial expression when he/she talks to people.
- \_\_\_\_\_ 16. He/she moves closer to people when he/she talks to them.
- \_\_\_\_\_ 17. He/she looks directly at people while talking to them.
- \_\_\_\_\_ 18. He/she is stiff when he/she talks to people.
- \_\_\_\_\_ 19. He/she has a lot of vocal variety when he/she talks to people.
- \_\_\_\_\_ 20. He/she avoids gesturing while he/she is talking to people.
- \_\_\_\_\_ 21. He/she leans toward people when he/she talks to them.
- \_\_\_\_\_ 22. He/she maintains eye contact with people when he/she talks to them.
- \_\_\_\_\_ 23. He/she tries not to sit or stand close to people when he/she talks with them.
- \_\_\_\_\_ 24. He/she leans away from people when he/she talks to them.
- \_\_\_\_\_ 25. He/she smiles when he/she talks to people.
- \_\_\_\_\_ 26. He/she avoids touching people when he/she talks to them.

**Scoring Instructions:**

Step 1. Add the scores from the following items: 1, 2, 6, 10, 12, 13, 14, 16, 17, 19, 21, 22, and 25.

Step 2. Add the scores from the following items: 3, 4, 5, 7, 8, 9, 11, 15, 18, 20, 23, 24, and 26.

Total score = 78 + Step 1 - Step 2.

**Norms:**

Female mean = 96.7 S.D. = 16.1 High = > 112 Low = < 81

Male mean = 91.6 S.D. = 15.0 High = > 106 Low = < 77

Combined mean = 94.2 S.D. = 15.6 = > 109 Low

Think of a specific person close to you with whom you have had a recent disagreement. Look at the following questions, and fill in the number from the responses below that best describe how you handled, or typically handle, your conflict with this person:

#8

1 = never

2 = rarely

3 = sometimes

4 = frequently

5 = always

1. \_\_\_\_ It is important to me to win an argument with this person.
2. \_\_\_\_ I usually give in during conflict.
3. \_\_\_\_ I am usually stubborn and hold my position when I have a conflict with this person.
4. \_\_\_\_ In conflicts, I give up some points I have in exchange for others in order to resolve our differences.
5. \_\_\_\_ It is important to view conflict as a problem we need to solve together.
6. \_\_\_\_ It is important to me to win an argument with this person.
7. \_\_\_\_ I am willing to compromise to solve a conflict with this person.
8. \_\_\_\_ I try to avoid disagreements with this person.
9. \_\_\_\_ I will give up what I want in order to end a conflict with this person.
10. \_\_\_\_ It is important to discuss both of our points of view in a conflict.
11. \_\_\_\_ I strongly assert my opinions and views in conflict with this person.
12. \_\_\_\_ I withdraw from disagreements with this person.
13. \_\_\_\_ I try to find the middle- or common-ground in a conflict with this person.
14. \_\_\_\_ I will give in to this person in order to end a disagreement.
15. \_\_\_\_ I try to be cooperative and creative in resolving conflict with this person.
16. \_\_\_\_ I shy away from disagreements with this person.
17. \_\_\_\_ I will give up what I want to please this person.
18. \_\_\_\_ I take a powerful stance to win during an argument with this person.
19. \_\_\_\_ I usually will compromise when we are getting nowhere during a conflict.
20. \_\_\_\_ I try to be open and share all my ideas so that we can work together to resolve disagreements.

**Scoring Instructions:**

Determining Your Conflict Management Style Score: Place the number you selected (1-5) for each of the items below. Then add your scores together to determine each of your style categories. Your total scores can range from 4-20 in each category, and the highest score is the conflict management style you tend to use. You may discover you fall within more than one conflict management style, which is very common. Circle the style(s) where your score was the highest and refer to the following descriptions for a better understanding of how you communicate when you are managing conflict.

1. ____	2. ____	3. ____	4. ____	5. ____
8. ____	9. ____	6. ____	7. ____	10. ____
12. ____	14. ____	11. ____	13. ____	15. ____
16. ____	17. ____	18. ____	19. ____	20. ____

Withdrawal

Accommodation

Forcing

Compromising

Collaborating

**Directions:**

This questionnaire contains statements about arguing about controversial issues. Indicate how often each statement is true for you personally by placing the appropriate number in the blank to the left of the statement. If the statement is *almost never true* for you, place a 1 in the blank. If the statement is *rarely true* for you, place a 2 in the blank. If the statement is *occasionally true* for you, place a 3 in the blank. If the statement is *often true* for you, place a 4 in the blank. If the statement is *almost always true* for you, place a 5 in the blank. Remember, consider each item in terms of *arguing controversial issues*.

#9

ALMOST NEVER TRUE	RARELY TRUE	OCCASIONALLY TRUE	OFTEN TRUE	ALMOST ALWAYS TRUE
1	2	3	4	5

- \_\_\_ 1. While in an argument, I worry that the person I am arguing with will form a negative impression of me.
- \_\_\_ 2. Arguing over controversial issues improves my intelligence.
- \_\_\_ 3. I enjoy avoiding arguments.
- \_\_\_ 4. I am energetic and enthusiastic when I argue.
- \_\_\_ 5. Once I finish an argument, I promise myself that I will not get into another.
- \_\_\_ 6. Arguing with a person creates more problems for me than it solves.
- \_\_\_ 7. I have a pleasant, good feeling when I win a point in an argument.
- \_\_\_ 8. When I finish arguing with someone, I feel nervous and upset.
- \_\_\_ 9. I enjoy a good argument over a controversial issue.
- \_\_\_ 10. I get an unpleasant feeling when I realize I am about to get into an argument.
- \_\_\_ 11. I enjoy defending my point of view on an issue.
- \_\_\_ 12. I am happy when I keep an argument from happening.
- \_\_\_ 13. I do not like to miss the opportunity to argue a controversial issue.
- \_\_\_ 14. I prefer being with people who rarely disagree with me.
- \_\_\_ 15. I consider an argument an exciting intellectual challenge.
- \_\_\_ 16. I find myself unable to think of effective points during an argument.
- \_\_\_ 17. I feel refreshed and satisfied after an argument on a controversial issue.
- \_\_\_ 18. I have the ability to do well in an argument.
- \_\_\_ 19. I try to avoid getting into arguments.
- \_\_\_ 20. I feel excitement when I expect that a conversation I am in is leading to an argument.

**Scoring Instructions:**

To compute the argumentativeness trait score, follow these steps:

- 1. Add scores for items 2, 4, 7, 9, 11, 13, 15, 17, 18, and 20. (A) Total = \_\_\_
- 2. Add scores for items 1, 3, 5, 6, 8, 10, 12, 14, 16, and 19. (B) Total = \_\_\_
- 3. Subtract your (B) total from your (A) total.

If the result is any number between +14 and +40, you have a high motivation to argue. If the result is any number between -4 and +13, you have a moderate motivation to argue. If the result is any number between -5 and -25, you have a low motivation to argue.

**Directions:**

The questions that follow will ask you to express how confident you are that you know a particular fact about the person who is your good friend. On these questions, the answers should be written as a percentage—anywhere from 0% to 100%. For example, if you are totally confident that you know a particular fact, you might write 100%. If you are slightly less confident, you might put a number such as 83%. On the other hand, if you are not at all confident, you might place a very low percentage, such as 5%, in the answer blank. If you are absolutely unable to answer a question and the answer would be a guess for which you had no basis at all, you might put 0%. Remember, you may use any evidence as a basis for your guess, even if the person has not explicitly told you the answer. The point is for you to report your confidence in the GUESS ONLY; do not give the actual answer to the question.

#10

1. How confident are you of your general ability to predict how he/she will behave? \_\_\_\_\_
2. How certain are you that he/she likes you? \_\_\_\_\_
3. How accurate are you at predicting the values he/she holds? \_\_\_\_\_
4. How accurate are you at predicting his/her attitudes? \_\_\_\_\_
5. How well can you predict his/her feelings and emotions? \_\_\_\_\_
6. How much can you empathize with (share) the way he/she feels about himself/herself? \_\_\_\_\_
7. How well do you know him/her? \_\_\_\_\_

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**Scoring Instructions:**

Sum all the percentages on items 1–7. Divide the sum by 7. This will be the percentage of attributional confidence you feel toward this person.

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