

João Pedro Santos Gimenez

The importance of knowing ourselves and how we perceive information that is communicated to us is crucial for the better development of us as individuals and as a society. Throughout these ten surveys I had the opportunity to learn not only about how I perceive communication, but also identified strong and weak spots in my interpersonal communication traits. Throughout the surveys that I took I have learned a lot about myself and how I perceive communication and how the way that I express myself has direct connection to the personality that I have developed during my entire life.

I have learned that I have a moderately high level of assertiveness in my interpersonal communication style. I tend to defend my own beliefs and take a strong stand on issues. I am independent and have a strong personality, which can be beneficial in certain situations, but may also come across as forceful or aggressive at times. I am also assertive and willing to take charge when needed, which can be an asset in leadership roles.

On the other hand, I scored moderately high on responsiveness, which suggests that I am sensitive to the needs of others and am willing to be sympathetic and compassionate when interacting with others. I am responsive to others and am willing to take their needs into account when making decisions. This may help me to build strong relationships with others and to work collaboratively with them. I see that a lot in my daily relationships, where even though I prefer to be more assertive in my communication, I don't completely disregard how people feel, and actually care about what effects my words are going to cause them. The results of the first survey suggest that I have a balance of assertiveness and responsiveness in my communication style. While I can be assertive and take charge when needed, I am also responsive to the needs of others and am willing to work collaboratively with them. This balance may help me to be an

effective communicator in a variety of situations, and to build strong relationships with others. However, I also need to be aware of my tendency towards forcefulness and aggression and work to moderate these tendencies in certain situations. Being able to see that now, makes it easier to keep myself in check to notice when the negative traits of my communication style, starts to come out.

As I reviewed the results of the second survey, I couldn't help but feel a sense of excitement and curiosity. What would the analysis reveal about my motivations as an interpersonal communicator? As I read through the results, I was struck by the insights that emerged about my personality and communication style. One of the most striking findings was that my highest scoring motivators were pleasure and affection. It was not surprising to me, as I have always valued positive experiences and warm, caring relationships with others. Whether it's spending time with friends or simply chatting with a stranger, I always seek to build strong, affectionate bonds with those around me. I realized that my desire for pleasure and affection underlies much of my behavior as an interpersonal communicator, and that understanding this motivation will help me build more meaningful connections with others.

On the other hand, my scores for inclusion and escape were low. I realized that I don't feel the need to be included in social groups or to escape from negative experiences in the same way that others might. This may be because I am comfortable with myself and do not feel the need to rely on others for validation or support. While it's not that I don't value belonging, I have realized that my primary motivation is not to fit in or conform to social norms. I was also interested to see that my scores for relaxation and control were both high. This suggested that I am motivated by a desire to feel relaxed and in control in my interactions with others. It was a revelation to realize that I value calmness and stability in my relationships, and that I seek to

maintain a sense of control over my interactions with others. This insight has helped me understand why I might feel anxious or uncomfortable in situations where I don't feel in control. The results of the survey have provided me with a wealth of information about my motivations as an interpersonal communicator. I am motivated by a desire for positive experiences and warm relationships with others, and I value relaxation and control in my interactions. I now have a better understanding of my own behaviors and can navigate my relationships with others in a more effective way. I am excited to put these insights into practice and see how they can help me build deeper and more meaningful connections with others.

Upon completing the Homophily survey, the third one, I was surprised by how much I learned about myself as an interpersonal communicator. I discovered that I tend to have a more positive attitude towards people who share similar backgrounds and attitudes with me. In fact, my attitude homophily score was moderately high at 23, as was my background homophily score. This realization prompted me to reflect on my approach to building new relationships. I realized that I often gravitate towards people who are similar to me, which can limit my ability to learn and grow from individuals who have different perspectives and experiences. It was a wake-up call for me to be more open-minded and willing to form connections with people from different walks of life. In looking back on my past relationships, I can see how homophily has influenced who I spend time with and how I interact with them. However, now that I am aware of this tendency, I am committed to making a conscious effort to break out of my comfort zone and connect with people who have diverse attitudes and backgrounds.

Completing the Homophily survey was a valuable exercise in self-reflection for me. It helped me to better understand how my attitudes and preferences shape my interpersonal communication. I now recognize my biases and am dedicated to actively seeking out

opportunities to connect with individuals who have unique perspectives and experiences. This way, I can continue to grow as a person and expand my understanding of the world around me..

The fourth survey really made me take the time to reflect on my interpersonal communication skills and conflict resolution tendencies. The results of the various assessments have given me valuable insight into my strengths and weaknesses as a communicator. Firstly, the communication styles inventory has revealed that I tend to rely heavily on the analytical style, which emphasizes logic, reasoning, and problem-solving. While this style can be effective in some situations, I realize that I may need to work on being more expressive and empathetic in my communication to connect with others on a deeper level.

Secondly, the motives assessment has shown that I am highly motivated by pleasure, affection, and relaxation, but less motivated by inclusion and control. This understanding of my motivations can help me communicate more effectively with others by aligning my interests and values with theirs.

Finally, the conflict resolution styles inventory has revealed that I have a tendency towards a constructive conflict orientation. While I believe this is a strength, I also recognize that I can benefit from improving my skills in managing conflict in a more productive way. Overall, I am grateful for the opportunity to reflect on my communication skills and tendencies. This self-reflection has given me insight into areas where I can improve and has motivated me to continue developing my interpersonal communication skills.

After completing the questionnaire on maintaining relationships, the fifth one, I have gained some valuable insights into my current methods of maintaining my relationships with my significant other, family, and friends. Based on my scores, I seem to prioritize maintaining a

positive and enjoyable interaction with my loved ones. I strive to be cooperative during disagreements and am patient and forgiving with my partner. I also try to build up their self-esteem by giving compliments and asking about their day.

However, I have noticed that I scored relatively low on the category of assurances. This suggests that I may not explicitly stress my commitment to my partner or imply that our relationship has a future. While I may show my love and faithfulness, I may need to work on being more vocal about my long-term intentions with my partner. Additionally, I scored low on the category of network, indicating that I may not prioritize spending time with our mutual friends or showing willingness to do things with my partner's friends or family. This is an area where I could put in more effort to strengthen our social connections.

I am really happy for the possibility of having this self-reflection exercise as it has provided me with an opportunity to evaluate my relationship maintenance strategies. I can use this information to identify areas where I am doing well and those that require improvement. I plan to implement changes in my interactions with my partner, family, and friends to build stronger and more fulfilling relationships. I understand that maintaining relationships is an ongoing process, and I am committed to continuously learning and growing in this aspect of my life.

After tallying my scores for the listening preferences, I found that I had the highest scores for People-oriented and Content-oriented listening. According to the scoring instructions, a score of 5 indicates high preference, and I circled a 4 or 5 for each of the statements in both categories, which suggests a strong preference for both People-oriented and Content-oriented listening. It was interesting to learn that my listening preferences align with how I view myself as a good listener. I believe that good listening is an essential skill in any relationship, whether it's personal

or professional. It allows me to understand the other person's perspective, empathize with their emotions, and respond in a way that is thoughtful and effective. People-oriented listening, which involves paying attention to the speaker's emotions and feelings, is something I try to do when listening to others. I want the speaker to feel heard and understood, and I believe that this type of listening helps to create a connection between people.

On the other hand, Content-oriented listening involves paying attention to the details and substance of what the speaker is saying, which is also important to me. I believe that understanding the message being conveyed is critical to any conversation. It helps me to respond to the speaker's needs or to understand how I can provide support. It's easy to see why having a strong preference for both People-oriented and Content-oriented listening can be beneficial in both personal and professional relationships. It allows me to connect with others on an emotional level while also understanding the substance of their communication.

It's like a balance between emotional intelligence and critical thinking. For example, in my professional life, I work as a digital marketing strategist, and listening is an essential skill in my work. My clients come to me with different concerns and issues, and it's important that I pay attention to both the emotional and factual aspects of their communication. I need to understand their emotional state and what is their plan, so I can better assist them on achieving the possibility of spreading their work and showing it to people that will have their lives impacted by my clients service.

In my personal life, these listening preferences have also been beneficial. I have found that these preferences help me to build stronger relationships with people. By paying attention to both the emotions and content of what someone is saying, I am better equipped to understand their needs and respond accordingly. It also helps me to build trust with others, as they know that

I am truly listening to them and that I care about what they have to say. Overall, I feel that these scores accurately reflect my listening style and provide insight into how I can continue to improve my communication skills. By being aware of my listening preferences, I can use this knowledge to continue to develop my skills and better connect with others. Listening is a key component of effective communication, and I am grateful to have a strong foundation in both People-oriented and Content-oriented listening.

As I reflected on my results, I couldn't help but think about how my personal experiences may have shaped my conflict management style. Growing up, I was often surrounded by people who avoided conflict at all costs, leading to many unresolved issues and lingering tension. As a result, I became hyper-aware of the importance of addressing conflicts head-on and finding solutions that work for everyone involved. This may have contributed to my preference for the compromising and collaboration styles, as I value finding a solution that benefits everyone rather than just myself.

However, I also recognize that my tendency towards these styles may have some drawbacks. For instance, in situations where quick decisions need to be made or where time is of the essence, the compromising or collaboration styles may not be the most efficient. It's essential for me to remain open-minded and flexible in my approach to conflict management to ensure that I am using the best style for each situation.

Furthermore, as someone who has worked in team environments, I have seen firsthand how different conflict management styles can impact group dynamics. In some cases, a competitive approach may be necessary to motivate individuals to work towards a common goal. In other cases, an avoidance approach may be necessary to diffuse tension and allow everyone to take a step back and regroup. Being able to recognize when to use which approach and

effectively communicate with others during conflicts can help me to be a more valuable member of any team.

In conclusion, taking the conflict management style assessment has allowed me to gain a better understanding of my personal communication style and how it impacts my conflict resolution skills. While I may lean towards the compromising and collaboration styles, I now realize the importance of being adaptable and able to utilize different styles depending on the situation. This knowledge will help me to build stronger relationships with others and become a more effective communicator in both my personal and professional life.

Upon completing the argumentativeness trait test, I was not surprised to find that I have a high motivation to argue. Throughout my life, I have always enjoyed a good debate and have found arguments to be an exciting intellectual challenge. I enjoy digging into controversial topics, exploring different viewpoints, and working to understand the reasoning behind different perspectives. However, as I reflect on my life, I realize that this tendency has also caused me some frustration at times. While I am quick to argue, there have been moments when I struggle to come up with effective points or have found myself getting lost in the heat of the moment.

Despite this, I find that engaging in debates helps me to expand my perspective and learn from others. I see it as a way to challenge myself, grow intellectually, and better understand others' perspectives. Even when I disagree with someone, I can appreciate the opportunity to explore their reasoning and beliefs, which can broaden my own worldview.

However, I also recognize that my high motivation to argue can be a double-edged sword. There have been instances where my argumentativeness has led to unnecessary tension and conflict, which I now see could have been avoided if I had approached the situation

differently. I have learned that not everyone shares my enthusiasm for argumentation, and that it can be draining and unproductive in certain situations. Reflecting on these results, I see the value in working to better understand my tendencies and develop my communication skills. I want to be able to engage in healthy debates and discussions while also recognizing when it's time to step back and listen. I recognize that effective communication is a key skill in both personal and professional relationships, and I want to continue to improve in this area.

Moving forward, I plan to focus on developing my active listening skills and working to understand others' perspectives. I also hope to become more adept at identifying when it's appropriate to engage in argumentation and when it's best to approach a situation with a more collaborative mindset. I believe that this self-reflection and intentional effort to improve my communication skills will be beneficial not only for my personal growth but also in my interactions with others.

Upon reflecting on my results, I realized that my high attributive confidence level speaks to the strength of my friendship with Lucas. We have known each other for years, and our bond has grown stronger over time. Through our interactions and conversations, I have gained insights into his personality, values, and behaviors, which have allowed me to make accurate predictions about his attitudes and actions.

However, I also recognized that there are limitations to my ability to predict Lucas's inner world. As much as I may know about his behaviors and values, there are certain emotions and experiences that he may keep hidden from me. This is not necessarily a negative thing, as everyone has a right to privacy, but it is important to acknowledge that there may be limits to our understanding of others.

Despite these limitations, I believe that having a strong ability to read and understand others is a valuable skill, both personally and professionally. In personal relationships, it can help to build stronger connections and resolve conflicts more effectively. In a professional context, it can be an asset in fields such as psychology, counseling, or human resources. Furthermore, taking the quiz also highlighted areas where I could improve my empathetic skills. While I may be confident in my ability to predict Lucas's behaviors, there may be times when I fail to understand his emotions and feelings fully. This is an area where I can work to improve my listening and empathetic skills to better understand how he is feeling.

In conclusion, taking the quiz on attributive confidence was an insightful and informative experience. It helped me to recognize the areas where I excel in understanding Lucas and where I can still improve. It also reminded me that building strong relationships takes time, effort, and a willingness to continually learn and grow. I am grateful for my friendship with Lucas and look forward to continuing to deepen our connection, and this survey made me realize how the experiences that we had together were extremely beneficial because we also had a clear interpersonal communication practice with each other.

Overall, while taking all the surveys I really learned how to know myself better, how I like to communicate with other, but also how I also need to seek to understand how other people like to communicate. Interpersonal communication is the basis of our society, and now I see how it is crucial for us to take out time to learn more about how to communicate with other in order to have a more peaceful and social life, where we are not misunderstood by people and also not misunderstand the people we love and care about. These series of surveys definitely made me aware of how I can improve even more as a human being.

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.

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

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

Scoring Instructions:

- 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 ≥ 9 , then circle *high* in the column titled "Motivation Level." If your individual motive score is ≤ 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

#4
Continued

Directions:

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.

Débora _____ (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.

$$6 + 5 + 5 + 7 = 23$$

$$6 + 5 + 5 + 7 = 23$$

#3

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

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

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 = 5
- Tally the number of times you circled 4 or 5 for statements 6-10:
Action-oriented = 2
- Tally the number of times you circled 4 or 5 for statements 11-15:
Content-oriented = 4
- Tally the number of times you circled 4 or 5 for statements 16-20:
Time-oriented = 1

DIRECTIONS:

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:

- = never
- = rarely
- = occasionally
- = often
- = very often

- 5 1. He/she uses her/his hands and arms to gesture while talking to people.
- 3 2. He/she touches others on the shoulder or arm while talking to them.
- 2 3. He/she uses a monotone or dull voice while talking to people.
- 2 4. He/she looks over or away from others while talking to them.
- 3 5. He/she moves away from others when they touch her/him while they are talking.
- 3 6. He/she has a relaxed body position when he/she talks to people.
- 4 7. He/she frowns while talking to people.
- 2 8. He/she avoids eye contact while talking to people.
- 3 9. He/she has a tense body position while talking to people.
- 3 10. He/she sits close or stands close to people while talking with them.
- 2 11. Her/his voice is monotonous or dull when he/she talks to people.
- 4 12. He/she uses a variety of vocal expressions when he/she talks to people.
- 4 13. He/she gestures when he/she talks to people.
- 5 14. He/she is animated when he/she talks to people.
- 2 15. He/she has a bland facial expression when he/she talks to people.
- 3 16. He/she moves closer to people when he/she talks to them.
- 4 17. He/she looks directly at people while talking to them.
- 2 18. He/she is stiff when he/she talks to people.
- 4 19. He/she has a lot of vocal variety when he/she talks to people.
- 1 20. He/she avoids gesturing while he/she is talking to people.
- 3 21. He/she leans toward people when he/she talks to them.
- 4 22. He/she maintains eye contact with people when he/she talks to them.
- 2 23. He/she tries not to sit or stand close to people when he/she talks with them.
- 2 24. He/she leans away from people when he/she talks to them.
- 3 25. He/she smiles when he/she talks to people.
- 3 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. **43**

Step 2. Add the scores from the following items: 3, 4, 5, 7, 8, 9, 11, 15, 18, 20, 23, 24, and 26. **32**

Total score = 78 + Step 1 - Step 2.

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

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 1. While in an argument, I worry that the person I am arguing with will form a negative impression of me.
- 5 2. Arguing over controversial issues improves my intelligence.
- 3 3. I enjoy avoiding arguments.
- 5 4. I am energetic and enthusiastic when I argue.
- 2 5. Once I finish an argument, I promise myself that I will not get into another.
- 3 6. Arguing with a person creates more problems for me than it solves.
- 5 7. I have a pleasant, good feeling when I win a point in an argument.
- 2 8. When I finish arguing with someone, I feel nervous and upset.
- 5 9. I enjoy a good argument over a controversial issue.
- 2 10. I get an unpleasant feeling when I realize I am about to get into an argument.
- 5 11. I enjoy defending my point of view on an issue.
- 3 12. I am happy when I keep an argument from happening.
- 2 13. I do not like to miss the opportunity to argue a controversial issue.
- 3 14. I prefer being with people who rarely disagree with me.
- 5 15. I consider an argument an exciting intellectual challenge.
- 2 16. I find myself unable to think of effective points during an argument.
- 3 17. I feel refreshed and satisfied after an argument on a controversial issue.
- 5 18. I have the ability to do well in an argument.
- 3 19. I try to avoid getting into arguments.
- 3 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 = 40
- 2. Add scores for items 1, 3, 5, 6, 8, 10, 12, 14, 16, and 19. (B) Total = 24
- 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? 90%
2. How certain are you that he/she likes you? 100%
3. How accurate are you at predicting the values he/she holds? 90%
4. How accurate are you at predicting his/her attitudes? 90%
5. How well can you predict his/her feelings and emotions? 83%
6. How much can you empathize with (share) the way he/she feels about himself/herself? 70%
7. How well do you know him/her? 98%

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.

88.7%