



## Exercise: How would you react? Follow your intuition.

Please choose spontaneously your reaction to the following situations. Don't try to be slick:

**1. A team member makes an error that should not have happened.**

- A You make a scene.
- B You are understanding and explain the mistake.
- C You ask him how he evaluates the situation.
- D You fix the error without saying anything because you want to avoid the confrontation.

**2. A colleague uses the team leader to scheme against you.**

- A You do nothing. Your team leader will know if to trust the colleague or not.
- B You come up with ideas to give your colleague a hard time.
- C You discuss with your colleague and make sure he knows you are friends and not enemies.
- D You talk objectively to your colleague.

**3. You receive a new organizational order that obviously does not make sense.**

- A You think how you can avoid fulfilling the order.
- B You ask the person who sent out the order.
- C You think „someone knows why this makes sense“.
- D You try to do your best given the new order.

**4. You are criticized unjustly and on a personal level by your boss.**

- A You keep calm. Everyone can be of the edge from time to time.
- B You file a complain at your boss's boss.
- C You do nothing because you can not change your boss.
- D You tell him the his criticism was not objective and unjustified.

**5. You are sent to an appointment which will cause you a lot of extra hours.**

- A You cry at your colleague's shoulder and ask your family for support.
- B You do it anyhow. Your boss is under the same pressure than you are.
- C You will do the appointment but your proposal won't be as good as it normally would be.
- D You talk to your boss if he can make up for it by relieving you from other tasks.

**6. A member of your team is always late.**

- A You ask him for the cause of him being late.
- B You say nothing. You don't want to be a square.
- C You tell him he should be on time because of respect for the other colleagues.
- D You pretend not to notice him being late because you don't want to embarrass him.

**7. A team members complains you are not providing enough information for him.**

- A You agree with him and explain the pressure and stress you suffer from.
- B You tell him that a responsible team member will search for the information himself.
- C You ask him which information is missing.
- D You tell him he should be happy not knowing every detail.



**8. A colleague always seems to know best.**

- A You ask him what he wants to achieve with his behavior.
- B You disagree and prove him wrong in every detail.
- C You are quiet because there is no point in arguing.
- D You agree with him because you hope that this will calm him down.

**9. Your boss avoids making decisions.**

- A You think he picked the wrong occupation.
- B You know he is having a hard time.
- C You tell him that you need his decisions to proceed.
- D You can not do anything about it.

**10. You doing a workshop and have to answer a long test about 10 situations.**

- A You think this test is bullshit.
- B You ask the facilitator about the meaning of the test.
- C You think: Psychologists need to ask these type of questions.
- D You think: These people think they can do whatever they want to us.

Results

How often have you chosen...

- ...R
- ...P
- ...V
- ...A ?

1. A = P, B = R, C = A, D = V	6. A = A, B = V, C = P, D = R
2. A = V, B = P, C = R, D = A	7. A = V, B = P, C = A, D = R
3. A = P, B = A, C = V, D = R	8. A = A, B = P, C = V, D = R
4. A = R, B = P, C = V, D = A	9. A = P, B = R, C = A, D = V
5. A = V, B = R, C = P, D = A	10. A = P, B = A, C = R, D = V