

## STANCE KEYWORD COMPARISON CHECKLIST

Read each **row** (across) and then put a checkmark in the box that reflects your behavior or attitudes most of the time—or what your behaviors and attitudes have been for most of your life. Check only one box in each row. When you are finished, total the number of checkmarks in each **column** and enter them in the spaces provided at the bottom of Page 2. See Page 3 to interpret the results.

Do you generally strive to be:

- |                                      |                                      |                                    |
|--------------------------------------|--------------------------------------|------------------------------------|
| <input type="checkbox"/> RESILIENT   | <input type="checkbox"/> BALANCED    | <input type="checkbox"/> COMPOSED  |
| <input type="checkbox"/> ADVENTUROUS | <input type="checkbox"/> RESPONSIBLE | <input type="checkbox"/> CREATIVE  |
| <input type="checkbox"/> INVOLVED    | <input type="checkbox"/> CONSISTENT  | <input type="checkbox"/> GRATIFIED |

Do you seek:

- |   |  |  |
|---|--|--|
| <input type="checkbox"/> ACCOMPLISHMENT | <input type="checkbox"/> CERTAINTY     | <input type="checkbox"/> SATISFACTION  |
| <input type="checkbox"/> INFLUENCE      | <input type="checkbox"/> RELATIONSHIP  | <input type="checkbox"/> INDIVIDUALITY |
| <input type="checkbox"/> ESTEEM         | <input type="checkbox"/> ACCEPTANCE    | <input type="checkbox"/> FREEDOM       |
| <input type="checkbox"/> STIMULATION    | <input type="checkbox"/> (A) DIRECTION | <input type="checkbox"/> MEANING       |
| <input type="checkbox"/> LICENSE        | <input type="checkbox"/> AUTHORIZATION | <input type="checkbox"/> EXEMPTION     |

Are your strategies to:

- |   |                                    |  |
|---|------------------------------------|--|
| <input type="checkbox"/> ACQUIRE IT     | <input type="checkbox"/> EARN IT   | <input type="checkbox"/> DO WITHOUT IT |
| <input type="checkbox"/> TAKE CHARGE OF | <input type="checkbox"/> JOIN WITH | <input type="checkbox"/> ISOLATE FROM  |
| <input type="checkbox"/> ACT            | <input type="checkbox"/> QUESTION  | <input type="checkbox"/> REFLECT       |

Are you guided by:

- |                                   |                                     |                                       |
|-----------------------------------|-------------------------------------|---------------------------------------|
| <input type="checkbox"/> PASSION  | <input type="checkbox"/> IDEALS     | <input type="checkbox"/> INNER VISION |
| <input type="checkbox"/> JUSTICE  | <input type="checkbox"/> VIRTUE     | <input type="checkbox"/> AESTHETICS   |
| <input type="checkbox"/> VOLITION | <input type="checkbox"/> OBLIGATION | <input type="checkbox"/> INTEREST     |
| <input type="checkbox"/> GOALS    | <input type="checkbox"/> PLANS      | <input type="checkbox"/> DISTRACTIONS |

Are you more focused on:

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> STRATEGY or OUTCOME | <input type="checkbox"/> DETAILS       | <input type="checkbox"/> THE BIG PICTURE  |
| <input type="checkbox"/> IMPACT              | <input type="checkbox"/> AGREEMENT     | <input type="checkbox"/> DETACHMENT       |
| <input type="checkbox"/> THE FUTURE          | <input type="checkbox"/> THE PRESENT   | <input type="checkbox"/> THE PAST         |
| <input type="checkbox"/> PRESTIGE            | <input type="checkbox"/> EQUALITY      | <input type="checkbox"/> UNIQUENESS       |
| <input type="checkbox"/> BEING THE CENTER OF | <input type="checkbox"/> BEING PART OF | <input type="checkbox"/> BEING OUTSIDE OF |
| <input type="checkbox"/> QUEST               | <input type="checkbox"/> DUTY          | <input type="checkbox"/> FASCINATION      |
| <input type="checkbox"/> BEGINNING           | <input type="checkbox"/> COMPLETING    | <input type="checkbox"/> CONTEMPLATING    |

Does your behavior tend to be more:

- |                                     |  |  |
|-------------------------------------|--|--|
| <input type="checkbox"/> CONFIDENT  | <input type="checkbox"/> VIGILANT      | <input type="checkbox"/> PREOCCUPIED     |
| <input type="checkbox"/> EXPRESSIVE | <input type="checkbox"/> SOCIABLE      | <input type="checkbox"/> CHARMING/RUDE   |
| <input type="checkbox"/> OPTIMISTIC | <input type="checkbox"/> REALISTIC     | <input type="checkbox"/> PESSIMISTIC     |
| <input type="checkbox"/> DIRECTIVE  | <input type="checkbox"/> RESPONSIVE    | <input type="checkbox"/> RESIGNED        |
| <input type="checkbox"/> PERSUASIVE | <input type="checkbox"/> ACCOMMODATING | <input type="checkbox"/> INDIFFERENT     |
| <input type="checkbox"/> IMPATIENT  | <input type="checkbox"/> CAUTIOUS      | <input type="checkbox"/> PROCRASTINATING |
| <input type="checkbox"/> PUSHY      | <input type="checkbox"/> OPINIONATED   | <input type="checkbox"/> STUBBORN        |

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Are you bothered more by:

- |   |                                      |  |
|---|--------------------------------------|--|
| <input type="checkbox"/> BOREDOM          | <input type="checkbox"/> UNCERTAINTY | <input type="checkbox"/> COERCION      |
| <input type="checkbox"/> PREJUDICE        | <input type="checkbox"/> NEGLIGENCE  | <input type="checkbox"/> PETTINESS     |
| <input type="checkbox"/> INCOMPETENCE     | <input type="checkbox"/> INSINCERITY | <input type="checkbox"/> INFLEXIBILITY |
| <input type="checkbox"/> CHAIN-OF-COMMAND | <input type="checkbox"/> DISRESPECT  | <input type="checkbox"/> AUTHORITY     |

Do you tend to have more difficulty:

- |  |  |                                     |
|--|--|-------------------------------------|
| <input type="checkbox"/> SWITCHING GEARS | <input type="checkbox"/> STAYING FOCUSED | <input type="checkbox"/> SHOWING UP |
| <input type="checkbox"/> LISTENING       | <input type="checkbox"/> SPEAKING UP     | <input type="checkbox"/> JOINING    |
| <input type="checkbox"/> ACCEPTING       | <input type="checkbox"/> REJECTING       | <input type="checkbox"/> OFFERING   |

Would others be more likely to describe you as:

- |                                       |                                      |  |
|---------------------------------------|--------------------------------------|--|
| <input type="checkbox"/> ENTHUSIASTIC | <input type="checkbox"/> PERSISTENT  | <input type="checkbox"/> UNPREDICTABLE |
| <input type="checkbox"/> INFLUENTIAL  | <input type="checkbox"/> COOPERATIVE | <input type="checkbox"/> DETACHED      |
| <input type="checkbox"/> STRATEGIC    | <input type="checkbox"/> PRACTICAL   | <input type="checkbox"/> IMAGINATIVE   |
| <input type="checkbox"/> ACTIVE       | <input type="checkbox"/> REACTIVE    | <input type="checkbox"/> PASSIVE       |
| <input type="checkbox"/> ASSERTIVE    | <input type="checkbox"/> AGREEABLE   | <input type="checkbox"/> LAID BACK     |

In interactions with others, do you tend to be more:

- |                                       |                                     |  |
|---------------------------------------|-------------------------------------|--|
| <input type="checkbox"/> DIRECT       | <input type="checkbox"/> POLITE     | <input type="checkbox"/> INCONSISTENT  |
| <input type="checkbox"/> SELF-RELIANT | <input type="checkbox"/> CONNECTED  | <input type="checkbox"/> SOLITARY      |
| <input type="checkbox"/> SPONTANEOUS  | <input type="checkbox"/> CAUTIOUS   | <input type="checkbox"/> OBLIVIOUS     |
| <input type="checkbox"/> INSENSITIVE  | <input type="checkbox"/> INTRUSIVE  | <input type="checkbox"/> REMOTE        |
| <input type="checkbox"/> INTENSE      | <input type="checkbox"/> CONSTANT   | <input type="checkbox"/> TEMPERAMENTAL |
| <input type="checkbox"/> RESISTANT    | <input type="checkbox"/> SUSPICIOUS | <input type="checkbox"/> WITHHOLDING   |
| <input type="checkbox"/> EXPECTANT    | <input type="checkbox"/> CRITICAL   | <input type="checkbox"/> AMBIVALENT    |

In a group, would you be more likely to:

- |   |   |   |
|---|---|---|
| <input type="checkbox"/> LEAD           | <input type="checkbox"/> FOLLOW             | <input type="checkbox"/> DIGRESS          |
| <input type="checkbox"/> ASSIGN         | <input type="checkbox"/> VOLUNTEER          | <input type="checkbox"/> AVOID            |
| <input type="checkbox"/> MAKE THE RULES | <input type="checkbox"/> ABIDE BY THE RULES | <input type="checkbox"/> IGNORE THE RULES |
| <input type="checkbox"/> CONTEST        | <input type="checkbox"/> MEDIATE            | <input type="checkbox"/> OBSERVE          |
| <input type="checkbox"/> INITIATE       | <input type="checkbox"/> EXECUTE            | <input type="checkbox"/> CRITIQUE         |

In work, do you tend to be more:

- |  |                                     |                                     |
|--|-------------------------------------|-------------------------------------|
| <input type="checkbox"/> AUTHORITATIVE | <input type="checkbox"/> IN SERVICE | <input type="checkbox"/> INSIGHTFUL |
| <input type="checkbox"/> EXPANSIVE     | <input type="checkbox"/> MODEST     | <input type="checkbox"/> INHIBITED  |
| <input type="checkbox"/> ENERGETIC     | <input type="checkbox"/> CONTROLLED | <input type="checkbox"/> ABSORBED   |
| <input type="checkbox"/> ASSURED       | <input type="checkbox"/> PREPARED   | <input type="checkbox"/> INVENTIVE  |
| <input type="checkbox"/> RESOURCEFUL   | <input type="checkbox"/> ADAPTABLE  | <input type="checkbox"/> PERCEPTIVE |

Do you tend to influence others by using:

- |                                     |   |                                       |
|-------------------------------------|---|---------------------------------------|
| <input type="checkbox"/> INSISTENCE | <input type="checkbox"/> REASONABLENESS | <input type="checkbox"/> MANIPULATION |
| <input type="checkbox"/> HUMOR      | <input type="checkbox"/> FLATTERY       | <input type="checkbox"/> DIVERSION    |

**Total A:** \_\_\_\_\_

**Total B:** \_\_\_\_\_

**Total C:** \_\_\_\_\_

## STANCE KEYWORD COMPARISON CHECKLIST

### INTERPRETING THE RESULTS

Column **A** represents the **Aggressive** stance, which is also called “moving against” or fighting. If your highest total is in Column A, you are most likely Type **3, 7, or 8**. These three types take the direct approach. They move against what gets in the way of their pursuit of their:

- Goals (Type **3**)
- Satisfaction (Type **7**)
- Agenda (Type **8**)

Column **B** represents the **Compliant** stance, which is also called “moving toward or with,” submitting, or giving in to others. If your highest total is in Column B, you are most likely Type **1, 2, or 6**. These three types see an external point of reference. They move toward what will help them earn:

- Righteousness and autonomy (Type **1**)
- Attention and approval (Type **2**)
- Safety and Security (Type **6**)

Column **C** represents the **Withdrawing** stance, which is also called “moving away” or keeping to oneself. If your highest total is in Column C, you are most likely Type **4, 5, or 9**. These three types go inward to find fulfillment. They move away from what triggers a sense of:

- Something lacking (Type **4**)
- Personal inadequacy (Type **5**)
- Distress and discomfort (Type **9**)

The types that share a stance tend to misuse or under-use the same Center of Intelligence, so they have a lot in common with each other:

- Types **3, 7, and 8** tend to misuse or under-use the **Feeling** center.
- Types **1, 2, and 6** tend to misuse or under-use the **Thinking** center.
- Types **4, 5, and 9** tend to misuse or under-use the **Doing** center.