

**Style Under Stress Assessment**

**Instructions:** *The following questions explore how you typically respond when you're in the middle of a crucial conversation. Before answering, consider a specific relationship at work or at home. Then answer the items while thinking about how you typically approach risky conversations in that relationship.*

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|---|---|--|
| T | F | 1. At times I avoid situations that might bring me into contact with people I'm having problems with.  |
| T | F | 2. I have put off returning phone calls or emails because I simply didn't want to deal with the person who sent them.  |
| T | F | 3. Sometimes when people bring up a touchy or awkward issue, I try to change the subject.  |
| T | F | 4. When it comes to dealing with awkward or stressful subjects, sometimes I hold back rather than give my full and candid opinion.                                       |
| T | F | 5. Rather than tell people exactly what I think, sometimes I rely on jokes, sarcasm, or snide remarks to let them know I'm frustrated.                                   |
| T | F | 6. When I've something tough to bring up, sometimes I offer weak or insincere compliments to soften the blow.  |
| T | F | 7. In order to get my point across, I sometimes exaggerate my side of the argument.  |
| T | F | 8. If I seem to be losing control of a conversation, I might cut people off or change the subject in order to bring it back to where I think it should be.               |
| T | F | 9. When other make points that seem stupid to me, I sometimes let them know it without holding back at all.  |
| T | F | 10. When I'm stunned by a comments, sometimes I say things that others might take as forceful or attacking – comments such as "Give me a break!" or "That's ridiculous!" |
| T | F | 11. Sometimes when things get heated I move from arguing against others' points to saying things that might hurt them personally.  |
| T | F | 12. If I get into a heated discussion, I've been known to be tough on the other person. In fact, the person might feel a bit insulted or hurt.                           |

# STYLE UNDER ASSESSMENT

## *Scoring Rubric*

*After completing the assessment, place a check next to the question number for which your response was TRUE.*

SILENCE	VIOLENCE
<b>Masking</b> ___ Question 5 – TRUE ___ Question 6 – TRUE	<b>Controlling</b> ___ Question 7 – TRUE ___ Question 8 – TRUE
<b>Avoiding</b> ___ Question 3 – TRUE ___ Question 4 – TRUE	<b>Labeling</b> ___ Question 9 – TRUE ___ Question 10 – TRUE
<b>Withdrawing</b> ___ Question 1 – TRUE ___ Question 2 – TRUE	<b>Attacking</b> ___ Question 11 – TRUE ___ Question 12 – TRUE

Patterson, Kerry, Grenny, Joseph, McMillan, Switzler. (2002). *Crucial Conversations, Tools for talking when stakes are high*. New York, New York: McGraw Hill, Inc.

### **CONTACT INFORMATION for PRESENTERS:**

#### **Dr. Sarah Shaw**

Principal, Jefferson Elementary School, Mt. Lebanon School District

[sshaw@mtlsd.net](mailto:sshaw@mtlsd.net); 412-344-2167

#### **Dr. Sharon Suritsky**

Deputy Superintendent, Upper St. Clair School District

[ssuritsky@uscscd.k12.pa.us](mailto:ssuritsky@uscscd.k12.pa.us); 412-833-1600 x2213

#### **Dr. Linda Hippert**

Assistant Professor, Point Park University

[lhippert@pointpark.edu](mailto:lhippert@pointpark.edu) ; 412-389-6631