

Self-Assessment Skills

Getting to Know You

I. Life Styles Clock Profile

Task 1

Complete Parts 1, 2 and 3 of your Life Skills Inventory worksheets in order to begin analyzing your personality style. Reference pages 1 to 3.

Task 2

Complete Part 4 of your worksheets by reading the information below and on pages 2 to 4, and discovering the prominent characteristics of your personality. Reference page 4 and 5.

Understanding Your Scores

This profile is made up of 12 pieces that fit together to form the shape of a clock. Each piece represents a clock number and a style of thinking and so is called a "clock style".

Each style is a different way of thinking about yourself, other people, events, and the world around you. The way you think comes out in how you feel and act. It also affects how others see you and act toward you. Some styles work **for** you and others work **against** you.

By reading your own clock, you can see a "picture" of how you described yourself. By seeing how far your score is from the dark 50% circle, you will know if you see yourself differently than do most others in your age group. If you have been honest with yourself in your answers, this will help you understand yourself – what you think and why you feel and act the way you do.



Growth Styles

These are the four top styles: Achievement, Self-actualizing, Humanistic-helpful and Affiliative. These styles are good for anyone to have or develop. People who score high above the 50% circle are MORE effective in anything they do – MORE successful, happier, healthier and better at getting along with people.

Growth Style 1 – **ACHIEVEMENT** (11 o'clock)

Achievement thinking is one of the most important styles. It involves:

- Having a clear idea about what you want and planning to get it
- Thinking through solutions to problems
- Sticking with it rather than giving up
- Wanting to do things as well as possible
- Learning from your mistakes
- Taking responsibility for your own actions

Growth Style 2 – **SELF-ACTUALIZING** (12 o'clock)

Self-actualizing is also one of the most important styles. It involves:

- Having a good opinion of yourself and self-confidence
- Respecting other people of all types especially those who dare to be "different"
- Being open to new ideas and thinking of new ways to do things
- Finding a way to get something out of whatever you are doing rather than being bored

Growth Style 3 – **HUMANISTIC-HELPFUL** (1 o'clock)

The humanistic-helpful style involves:

- Showing interest in other people and real concern for them
- Getting satisfaction out of helping others
- Accepting others for what they are
- Enjoyment from working with people, especially in groups

Growth Style 4 – **AFFILIATIVE** (2 o'clock)

The affiliative style involves:

- Wanting to develop close relationships with other people
- Cooperating with others, trusting them and sharing feelings
- Working well in a group or team
- Being more task-oriented

Defense Styles

These are the defense styles: Approval, Conventional, Dependent, Avoidance, Oppositional, Power, Competitive and Competence. These styles are ineffective. People who score high above the 50% circle for these styles tend to feel helpless and not in control of their lives. They do not deal well with situations or other people, and have difficulty facing reality. Often times, people with these styles are so busy defending themselves that they do not grow or learn.

Defense Style 1 – **APPROVAL** (3 o'clock)

- Trying to get everyone to like you and worrying that you won't be liked
- Being phoney or doing things just to be accepted
- Trying too hard to be popular
- Concerned more with what people think than in doing tasks

Defense Style 2 – **CONVENTIONAL** (4 o'clock)

- Trying to keep things from changing
- Being "hung up" on the past
- Being closed to new ideas
- Not tolerant of differences in people

Defense Style 3 – **DEPENDENT** (5 o'clock)

- Having self-doubt, not being sure of yourself
- Relying too much on others to tell you what to do
- Failing to think for yourself
- Being compliant

Defense Style 4 – **AVOIDANCE** (6 o'clock)

- Avoiding taking responsibility for yourself and your own well being
- Trying to hide or escape from reality
- Being "turned off" and uninvolved
- Staying away from problems or decisions
- Having very low self-confidence and thinking yourself worthless

Defense Style 5 – **OPPOSITIONAL** (7 o'clock)

- Putting other people down
- Finding fault with everything
- "Fighting" or being against other people and their ideas
- Looking for an argument
- Being sceptical, sarcastic, cynical

Defense Style 6 – **POWER** (8 o'clock)

- Trying to control people and situations to feel "in charge"
- Acting overly tough or "macho"
- Trying to run everything and always be the boss
- Being overly concerned with prestige and position

Defense Style 7 – **COMPETITIVE** (9 o'clock)

- Wanting to win at everything to feel good about yourself
- Trying to win at all costs, even by stepping over others or cheating
- Being a "sore loser"
- Bragging, making yourself out to be better than you are

Defense Style 8 – **COMPETENCE** (10 o'clock)

- Trying to be perfect or best at things
- Hiding mistakes and not learning from them
- Trying to prove your worth through what you do
- Acting "superior" or better than others
- Feeling that your way is best

Dealing with Defense Styles

- ✓ You can improve things through your own personal effort.
- ✓ Your own thoughts and actions are the source of your happiness.
- ✓ Believe that you can learn from a problem and solve it.
- ✓ Success comes from trying to do a good job and setting realistic goals to work towards.
- ✓ You are capable of changing your behaviour.
- ✓ Try to change or control only those things which are in your control.
- ✓ Differences in people should be tolerated and appreciated.