

task, people, rules

• Natural Orientation Questionnaire

Go through the 18 statements below putting a tick against whichever out of the 'a' or 'b' choices you think more strongly applies to you...

- | | | |
|----|---|--|
| 1 | a | I like working closely with people |
| | b | I like to have procedures clearly laid down |
| 2 | a | I like to get the job done |
| | b | I think details are important |
| 3 | a | I like to get to know people at work |
| | b | I hate time wasting at work |
| 4 | a | I think a clear rule book avoids confusion |
| | b | I like to help people with their problems |
| 5 | a | I think results are what counts |
| | b | I prefer to see instructions in writing |
| 6 | a | I think people are the organisations most important resource |
| | b | I think the absence of procedures leads to chaos |
| 7 | a | I try to make friends at work |
| | b | I get things done on time |
| 8 | a | I find delay at work frustrating |
| | b | I find clear procedures are important |
| 9 | a | I like to help people |
| | b | I like to achieve my target |
| 10 | a | I like to belong to a team |
| | b | I think details are important |
| 11 | a | I like to see results |
| | b | I think good procedures avoid chaos |
| 12 | a | I like to keep the job going |
| | b | I enjoy social contact at work |
| 13 | a | I find people interesting |
| | b | I like to stick to policy |
| 14 | a | I prefer to have written instructions |
| | b | I hate hold ups on the job |
| 15 | a | I enjoy working with people |
| | b | I like to achieve my target |
| 16 | a | I like to consider peoples' feelings |
| | b | I think clear rules matter |
| 17 | a | I like to see things done correctly |
| | b | I like to finish the job |
| 18 | a | I like to make friends at work |
| | b | I like to see results |

(Source: Tom Kilcourse Associates)

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- how you scored

Score one for any tick against the following:

2a, 3b, 5a, 7b, 8a, 9b, 11a, 12a, 14b, 15b, 17b, 18b

Total number of ticks ____ . This is your **T** _____ score.

Score one for any tick against the following:

1a, 3a, 4b, 6a, 7a, 9a, 10a, 12b, 13a, 15a, 16a, 18a

Total number of ticks ____ . This is your **P** _____ score.

Score one for any tick against the following:

1b, 2b, 4a, 5b, 6b, 8b, 10b, 11b, 13b, 14a, 16b, 17a

Total number of ticks ____ . This is your **R** _____ score.

T

P

R

	Score
Highest Orientation _____	_____
Middle Orientation _____	_____
Lowest Orientation _____	_____

- groupwork – so does this reflect how you think you operate?