

## Acquired Needs Self-Assessment

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There are no right or wrong answers, so be honest when answering.  
This will really increase your self-awareness!

Using the scale below, rate each of the 15 statements according to how accurately it describes you.  
Place a number from 1 to 10 on the line after each statement.

Like Me		Somewhat Like Me			Not like Me	
7	6	5	4	3	2	1

1. I step forward and take charge in leaderless situations \_\_\_\_
2. I am concerned about getting along well with others \_\_\_\_
3. I'm dependable; when I say I will do something, it's done well and on time \_\_\_\_
4. I enjoy competing and winning, losing bothers me \_\_\_\_
5. I enjoy having lots of friends and going to parties \_\_\_\_
6. I work hard to be successful \_\_\_\_
7. I am outgoing and willing to confront people when in conflict \_\_\_\_
8. I try to see things from other people's point of view \_\_\_\_
9. I am a well-organized person \_\_\_\_
10. I want to climb the corporate ladder to as high a level of management as I can \_\_\_\_
11. I want other people to like me and be viewed as very friendly \_\_\_\_
12. I conform by following the rules of an organization \_\_\_\_
13. I try to influence other people to get my way \_\_\_\_
14. I enjoy working with others more than working alone \_\_\_\_
15. I am considered to be credible because I do a good job and come through for people \_\_\_\_

## Scoring

Write the number from 1 to 7 that you related to each question.

Total each column to see what motivator you most align with (should be between 5 and 35)

### Need for Power

1. \_\_\_\_\_

4. \_\_\_\_\_

7. \_\_\_\_\_

10. \_\_\_\_\_

13. \_\_\_\_\_

Total \_\_\_\_\_

### Need for Affiliation

2. \_\_\_\_\_

5. \_\_\_\_\_

8. \_\_\_\_\_

11. \_\_\_\_\_

14. \_\_\_\_\_

Total \_\_\_\_\_

### Need for Achievement

3. \_\_\_\_\_

6. \_\_\_\_\_

9. \_\_\_\_\_

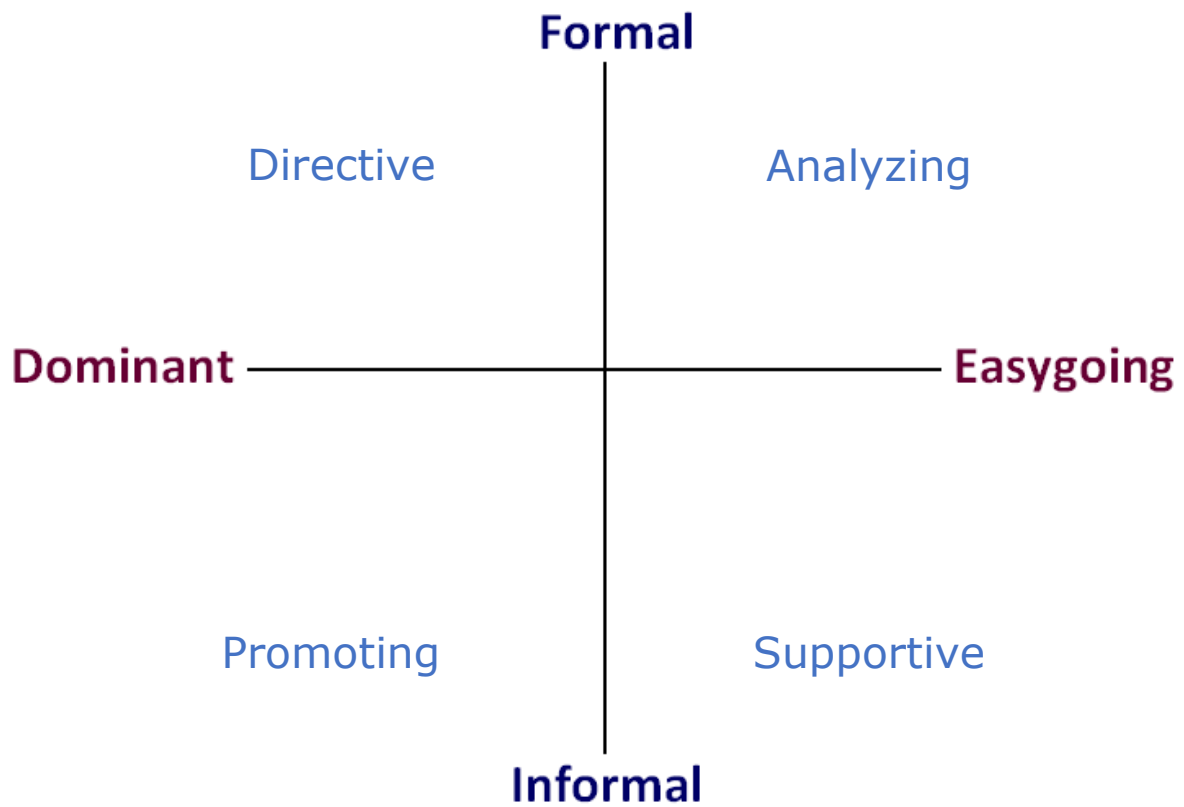
12. \_\_\_\_\_

15. \_\_\_\_\_

Total \_\_\_\_\_

## Behavioral Styles Plotting

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**Directions:**

1. Plot your team's positions on the graph based on their behavioral style.
2. Review where everyone lands—
3. Does your team tend to lean more **Dominant** or **Easygoing**? More *Formal* or *Informal*?
4. Based on your team's styles, what are your most obvious strengths as a group?
5. Where do you have opportunities to "flex" your styles as a group?