

SELF-PERCEPTION INVENTORY

For each section distribute a total of ten marks among the sentences which you think most accurately describe your behaviour. These marks may be distributed among several sentences; in extreme cases they might be spread among all the sentences or 10 points may be given to a single sentence. However try and avoid either extreme. Enter the points in the e-interplace SPI answer sheet provided.

I What I believe I can contribute to a team:

- 1.0 I think I can quickly see and take advantage of new opportunities.
- 1.1 My comments both on general and specific points are well received.
- 1.2 I can work well with a very wide range of people.
- 1.3 Producing ideas is one of my natural assets.
- 1.4 My ability rests in being able to draw people out whenever I detect they have something of value to contribute to group objectives.
- 1.5 I can be relied upon to finish any task I undertake.
- 1.6 My technical knowledge and experience are usually my major assets.
- 1.7 I am prepared to be blunt and outspoken in the cause of making the right things happen.
- 1.8 I can usually tell whether a plan or idea will fit a particular situation.
- 1.9 I can offer a reasoned and unbiased case for alternative courses of action.

II If I have a possible shortcoming in team work, it could be that:

- 2.0 I am not at ease unless meetings are well structured and controlled and generally well conducted.
- 2.1 I am inclined to be too generous towards others who have a valid viewpoint that has not been given a proper airing.
- 2.2 I am reluctant to contribute unless the subject contains an area I know well.
- 2.3 I have a tendency to talk a lot once the group gets on to a new topic.
- 2.4 I am inclined to undervalue the importance of my own contributions.

- 2.5 My objective outlook makes it difficult for me to join in readily and enthusiastically with colleagues.
- 2.6 I am sometimes seen as forceful and authoritarian when dealing with important issues.
- 2.7 I find it difficult to lead from the front, perhaps because I am over-responsive to group atmosphere.
- 2.8 I am apt to get too caught up in ideas that occur to me and so lose track of what is happening.
- 2.9 I am reluctant to express my opinions on proposals or plans that are incomplete or insufficiently detailed.

III When involved in a project with other people:

- 3.0 I have an aptitude for influencing people without pressurising them.
- 3.1 I am generally effective in preventing careless mistakes or omissions from spoiling the success of an operation.
- 3.2 I like to press for action to make sure that the meeting does not lose sight of the main objective.
- 3.3 I can be counted on to contribute something original.
- 3.4 I am always ready to back a good suggestion in the common interest.
- 3.5 One can be sure I will just be my natural self.
- 3.6 I am quick to see the possibilities in new ideas and developments.
- 3.7 I try to maintain my sense of professionalism.
- 3.8 I believe my capacity for judgement can help to bring about the right decisions.
- 3.9 I can be relied on to bring an organised approach to the demands of a job.

IV My characteristic approach to group work is that:

- 4.0 I maintain a quiet interest in getting to know colleagues better.
- 4.1 I contribute where I know what I am talking about.
- 4.2 I am not reluctant to challenge the view of others or to hold a minority view myself.
- 4.3 I can usually find an argument to refute unsound propositions.
- 4.4 I think I have a talent for making things work once a plan has been put into operation.
- 4.5 I prefer to avoid the obvious and to open up lines that have not been explored.
- 4.6 I bring a touch of perfectionism to any job I undertake.
- 4.7 I like to be the one who makes contacts outside the group or firm.
- 4.8 I enjoy the social side of working relationships.
- 4.9 While I am interested in hearing all views I have no hesitation in making up my mind once a decision has to be made.

V I gain satisfaction in a job because:

- 5.0 I enjoy analysing situations and weighing up all the possible choices.
- 5.1 I am interested in finding practical solutions to problems.
- 5.2 I like to feel I am fostering good working relationships.
- 5.3 I can have a strong influence on decisions.
- 5.4 I have a chance of meeting new people with different ideas.
- 5.5 I can get people to agree on priorities.
- 5.6 I feel I am in my element where I can give a task my full attention.
- 5.7 I can find an opportunity to stretch my imagination.
- 5.8 I feel that I am using my special qualifications and training to advantage.
- 5.9 I usually find a job gives me the chance to express myself.

VI If I am suddenly given a difficult task with limited time and unfamiliar people:

- 6.0 I usually succeed in spite of the circumstances.
- 6.1 I like to read up as much as I conveniently can on a subject.
- 6.2 I would feel like devising a solution of my own and then trying to sell it to the group.
- 6.3 I would be ready to work with the person who showed the most positive approach.
- 6.4 I would find some way of reducing the size of the task by establishing how different individuals can contribute.
- 6.5 My natural sense of urgency would help to ensure that we did not fall behind schedule.
- 6.6 I believe I would keep my cool and maintain my capacity to think straight.
- 6.7 In spite of conflicting pressures I would press ahead with whatever needed to be done.
- 6.8 I would take the lead if the group was making no progress.
- 6.9 I would open up discussions with the view to stimulating new thoughts and getting something moving.

VII With reference to the problems I experience when working in groups:

- 7.0 I am apt to overreact when people hold up progress.
- 7.1 Some people criticise me for being too analytical.
- 7.2 My desire to check that we get the important details right is not always welcome.
- 7.3 I tend to show boredom unless I am actively engaged with stimulating people.
- 7.4 I find it difficult to get started unless the goals are clear.
- 7.5 I am sometimes poor at putting across complex points that occur to me.
- 7.6 I am conscious of demanding from others the things I cannot do myself.
- 7.7 I find others do not give me enough opportunity to say all I want to say.
- 7.8 I am inclined to feel I am wasting my time and would do better on my own.
- 7.9 I hesitate to express my personal views in front of difficult or powerful people.