



What's My DEAL Style Assessment

You can improve your results if you know how you prefer to make requests and be asked. When you answer, think of how you compare to most people. Then, choose the best rating on each description below. The letters to the right will be used later in scoring.

When I honestly consider my communication style, I am:	Never	Occasionally			Always	
Outgoing, fun and relationship-driven.	1	2	3	4	5	E
Serious, driven, and effective.	1	2	3	4	5	D
Thoughtful, thorough, and holds high standards.	1	2	3	4	5	L
Agreeable, warm, and approachable.	1	2	3	4	5	A
Respectful, cooperative, and considerate.	1	2	3	4	5	A
Able to explain and support position with facts.	1	2	3	4	5	L
Great communicator and connects well with others.	1	2	3	4	5	E
A problem solver who likes to make decisions.	1	2	3	4	5	D
Loyal and protective of others.	1	2	3	4	5	A
Precise, methodical, and manage multiple details.	1	2	3	4	5	L
Focused on the big picture and bottom line.	1	2	3	4	5	D
Comfortable questioning and debating.	1	2	3	4	5	D
Service-oriented and focused on mutual benefits.	1	2	3	4	5	A
Stable, dependable, and logical.	1	2	3	4	5	L
Engaging, entertaining, and enthusiastic.	1	2	3	4	5	E
An achiever and very goal-oriented.	1	2	3	4	5	D
Fair, seeks harmony, and natural peacemaker.	1	2	3	4	5	A
Willing to invest time to learn and improve approach.	1	2	3	4	5	L
Creative and offers original thinking.	1	2	3	4	5	D
When I'm really under stressed, I can be:	Never	Occasionally			Always	
Dramatic, expressive, loud, and/or disruptive.	1	2	3	4	5	E
Controlling, demanding, impatient and/or intimidating.	1	2	3	4	5	D
Complicating, critical, stubborn and/or passive-aggressive.	1	2	3	4	5	L
Whiny, overly sensitive, passive, and/or withdrawn.	1	2	3	4	5	A

D DECIDE **Deciders** are serious and effective. They are action oriented and like to make decisions. They are focused on the big picture and want to quickly determine the bottom line. Deciders like questions that challenge them and make them think of choices. Deciders seek authority roles. **Preference:** You ask right away and then back up your request with succinct and supportive details. You use logic instead of emotion. You like to take the lead and give the big picture or the bottom line up front.

You don't like: A lot of chitchat with unnecessary details. You don't like to waste time. Under stress, you may be controlling, demanding, impatient, and/or intimidating.

Smart Asks: When asking people with difference DEAL preferences, remember they may need you to explain more details or relate how your request will affect others. Also, don't underestimate the Engagers and Accommodators need for connection to build trust. The additional time you spend up front will often turn up additional options as well as reveal potential obstacles or hidden ways of getting things done.

ASK-SUME When people are making requests of you remember not to assume that everyone likes to debate. Instead, slow down your pace, ask more questions, build a better relationship and offer encouragement. If you intimidate others or rush them you may miss their true interests and have to invest more time and energy later.

E ENGAGE **Engagers** are outgoing and connect well with people. Fun and relationship driven, they empower others and want to inspire and encourage as well as connect. Engagers are often the life of the party or the most exciting, entertaining person in the room. **Preference:** You prefer to involve the person you are asking, especially if you can have an opportunity for a creative result. Often your requests involve ideas that will inspire others. You like to engage. You often invent solutions and ways to communicate no one else can.

You don't like: Boring facts and serious information with no connection to people. Under stress you may appear to be dramatic, loud, disruptive, and even a prima donna.

Smart Asks: When asking people with difference DEAL preferences, remember they may need you to explain more details or take a more direct approach. Deciders and Leveragers may need you to be more logical and focused to help build trust. Consider toning down your energy and preparing with information that supports your request is well-thought out.

ASK-SUME When people are making requests of you remember not to assume they get your humor or are as quick witted. Instead, allow for silence for them to consider new information. Observe their demeanor and how they communicate. Then decide if you need to take a more bottom line approach, or if you need to listen to more facts and details to make them comfortable asking the real issue.

A ACCOMMODATE **Accommodators** are usually pleasant, approachable, and agreeable. They say yes based on whether the request benefits people and if the approach is respectful and considerate.

Preference: When you ask, you usually have considered how a request will affect others. You instinctively know how people will feel or what else others might need. You like to hear others' opinions and include them in making decisions.

You don't like: You are very disappointed when you or others around you are not treated with respect. If people go around them or jump protocol, they will burn a bridge with you. When stressed, you may seem whiny, overly sensitive, passive, and/or withdrawn.

Smart Asks: When asking people with difference DEAL preferences, remember they may need you to ask,

ASK-SUME When people are making requests of you remember not to assume that everyone needs as much time to build relationships as you do. Instead, ask.

L LEVERAGE **Leveragers** are good with systems and processes and like to learn. They are likely to say yes if the request is based on facts supported by thoughtful consideration of the best solution, and if it can be leveraged to improve efficiency.

Preference. You prefer to make specific questions and like answers supported with logical thinking. Typically, you come prepared and have taken time to consider options and/or research before making your request. You may describe your process or rationale before you ask.

You don't like: Quick requests that rush the examination process or disregard systems in place. Undefined questions that aren't clear of the information sought. When stressed, your behavior may appear complicating, critical, stubborn.

Smart Asks: When asking others remember When people are making requests of you remember not to assume.

NOTE: This assessment is not scientific or in-depth. Use it as simply one tool in helping you identify communication preferences so you can tailor your asking strategy. Results are based on your observations and perception. The program will not keep your results after you leave the results page. If you wish to refer to the results again, please print the page or take a screen shot and save it.

WANT MORE?

For more insight and details on how to make requests based on DEAL preferences, including how to tailor your leadership, go to Chapter Ten: Tailor Your Ask found in the book *Ask Outrageously: The Secret to Getting What You Really Want*.

STILL WANT MORE?

Additional tools regarding asking strategies based on DEAL preferences and other resources to help you ask outrageously can be found on the Bonus Resources page. Also, take the What's Their DEAL Assessment to see how you like to make requests.