



What's Their DEAL Style Assessment

You can improve your results if you know how a person prefers to be asked. Think of the person you are asking and what you know of their behavior. Then, choose the best rating on each description below. The letters to the right will be used later in scoring.

The person I'm asking is:	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 stressed, the person I'm asking 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Whiny, overly sensitive, passive, and/or withdrawn.	1	2	3	4	5	A

What's Their DEAL Style Assessment Results

SCORING THE RESULTS: Remember the letters to the right of the columns? Now, it's time to use them. There are 6 questions for each letter D – E – A- L.

Find the first question with a D beside it. Put the number rating you gave into the first D box below.

Next, find the 2nd question with a D in it and put it in the 2nd D box below. Then, place all 6 number ratings for D questions in the D-boxes below. When you've filled in all boxes with the number ratings from your D questions, move onto the first question with an E beside it. Find the rest of your ratings for the E questions until all 6 ratings are placed in the boxes beside the E.

Now repeat the process with the A questions and then the L questions. Then **total** each column.

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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.

What doesn't work: A lot of chitchat with unnecessary details. Don't waste their time. Under stress, they can be controlling, demanding, impatient, and/or intimidating.

ASK right away and then back up your ask with succinct and supportive details. Use logic instead of emotion. Deciders seek authority roles. If you have a big ask with a decision maker, visit the section on Dealing with Decision Makers (page 142) in **Chapter Nine: Authority** found in **Ask Outrageously. Try deciding questions like these:**

- **If you could address anything today, what would it be?**
- **How will you know if you are successful?**
- **Here are two options. Which do you prefer?**

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.

What doesn't work: Boring facts and serious information with no connection to people. Under stress they appear to be prima donnas. They are dramatic, loud, and/or disruptive.

ASK them to be creative and think of ideas that will inspire others. Engagers invent solutions and ways to communicate no one else can. **Try engaging questions like these:**

- **What are some creative ideas that might lighten the mood around here?**
- **How could you communicate this dry material in way that is engaging?**
- **What could you try that would create more community and add some fun?**

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.

What doesn't work: Treating them or those around them with disrespect. Don't go around them or jump protocol or you'll burn this bridge. When stressed, they may seem whiny, overly sensitive, passive, and/or withdrawn.

ASK how they believe a request will affect others. Accommodators instinctively know people will feel or what else others need. **Try *accommodating* questions like these:**

- **How is the news of the change affecting people's attitudes?**
- **What would you do to begin recognizing the efforts of others?**
- **What areas could create pressure or challenges for people?**

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.

What doesn't work: Quick requests that rush the examination process or disregard systems in place. Undefined questions that aren't clear of the information sought. When stressed, their behavior appears complicating, critical, stubborn, and/or passive-aggressive.

ASK specific questions and give them time to consider your thought-out plan. Leveragers want to compare their thinking with yours. Ask them to explain how they believe the request can be implemented the most effectively. **Try *leveraging* questions like these:**

- **What would be the best way to make sure you have all the information needed?**
- **When you think through the projects that were implemented correctly, what were the tools used to measure them?**
- **How could you leverage these proven strategies to upgrade and share your success throughout the entire organization?**

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 My DEAL Assessment” to see how you like to make requests.