

Source -

Des Hunt Coping Inventory – "What Makes People Tick? – How to understand yourself and others"

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## QUESTIONNAIRE

The following questionnaire and scoring sheet will help you ascertain your preferred windows or coping style. When doing the questionnaire for plotting your profile description, remember that it can only be as accurate as your answers. And your answers will only be as accurate as how well you know yourself. Or how honest you can be with yourself!

## ABOUT THE QUESTIONNAIRE

- There is no time limit, but it will probably take you about 10-15 minutes.
- Avoid analysing each question to death. Your first gut-reaction to each question is normally the most accurate.
- There are no right or wrong answers.
- If you **agree** more than you disagree with a statement, then simply put a **circle** ○ around the number of that statement.
- If you **disagree** more than you agree with a statement, then simply put a **cross** X over the number of that statement.
- In other words, if the statement describes what you are like **most** of the time, then **circle** it. If it doesn't then cross out the number.
- Be sure to mark each question with either a circle or a cross.
- As a guide to filling in the questionnaire, focus yourself on a environment, say a work situation or a social situation.
- It is accepted that the world forces us to be different people at different times, but for the sake of this questionnaire, tick only what you feel comfortable being **most of the time.**
- If you are in two minds on any question then put a cross over it.

## **THE QUESTIONNAIRE**

1. I would prefer to work alone rather than have to work with other people.
2. When I'm with friends, I would rather be the one telling the jokes than hearing them.
3. I like to have as much data and information as possible before making a decision, the more the better.
4. I tend to laugh louder than most of the people around me.
5. I tend to say just what I think at the expense of other people's feelings.
6. I would describe myself as a confident, fun-loving spontaneous person.
7. I always listen for how other people feel and consider their feelings before putting my point of view forward.
8. I pay meticulous attention to detail before coming to a conclusion.
9. I must admit I can come over rather bossy at times.
10. My friends reckon I could sell ice to the Eskimos.
11. I could be described as self-disciplined and results oriented.
12. I can be critical of people who do not take a logical approach to things.
13. It worries me if I'm rushed to meet tight timelines.
14. I would much prefer being alone to having to mix with people.
15. I am a calm and even-tempered person who cares about other people's feelings.
16. I like to work in a predictable and systematic environment where I am not rushed.
17. I am good at persuading people to my point of view.
18. I can be seen by some as a perfectionist.
19. Having authority and the title of leadership is important to me.

20. Reason and logic are more important in the long run than emotions or feelings.
21. I push strongly for my ideas, even if others may not like them.
22. I could be described as steady, thorough and analytical.
23. I am more attracted to adventurous and unusual ideas rather than practical ones.
24. I must admit that when I'm in a group I do most of the talking.
25. I am an even-tempered, patient and quiet person.
26. I must admit that there are some people who would see me as a little cool and withdrawn.
27. When it comes to a team, I like to be a leader.
28. I tend to withdraw from aggressive and assertive people.
29. Most people would see me as being understanding and ready to share their feelings and disappointments.
30. I tend to be restrained in expressing my feelings.
31. I am known for being warm, friendly and a good listener.
32. I have no trouble in expressing my feelings and opinions in meetings or discussions.
33. I would much prefer to quietly listen than to do most of the talking.
34. Standing up and talking to groups of people about what you know can be enjoyable.
35. At the end of the day, results are all that really count, irrespective of how people feel about it.
36. I have a willing ear for people's problems.
37. I rely on my own decisions rather than other's opinions.
38. I gesture a lot with my hands when I get excited.
39. I must admit I'm not very confident when it comes to meeting strangers.

40. I am prone to exaggerate and elaborate when telling a story to my friends.
41. I am generally ready to give in to what others want of me.
42. I tend to avoid making the hard decisions.
43. When I get angry everybody hears me.
44. I find I tend to take control of most of the situations I find myself in with others.
45. I have a reputation for jumping in feet first.
46. I tend to be a follower rather than a leader.
47. Structure, rules and procedures are important to me.
48. I thrive on tackling something new, different and challenging.
49. I am highly competitive.
50. I am naturally a quick decision-maker.
51. I am a detail person.
52. I tend to be timid and retiring.
53. I like to try out new things, even risky things.
54. I am sure of myself and confident in almost any situation.
55. I can tend to be frightened and fearful of acting and making decisions on my own.
56. I have no trouble in making important and fast decisions.
57. I am a stickler for fine detail.
58. I tend to be open about how I'm feeling.
59. In discussions, I keep people to the point without wasting my time – even if they don't like it.
60. I tend to hide my feelings when offended.
61. People who make light of a serious situation tend to annoy me.

62. I have a reputation for being mild and easygoing.
63. I am neat, organised and tidy in just about everything I do.
64. If you want the life of the party send for me.
65. I am a controlled, confident and courageous person.
66. I tend to be easily influenced by other people's ideas and suggestions.
67. I get irritated by people who want to rush me.
68. I would prefer to read than talk.
69. I must admit I tend to be a workaholic.
70. People's feelings are far less important than getting the job done to me.
71. I find formality, systems and specific plans stifling.
72. I like to be the centre of attention in a group.
73. I must admit some people find me too direct and undiplomatic at times.
74. I tend to argue with the radio or television when something is said that I strongly disagree with.
75. It has taken me longer than ten minutes to do this questionnaire so far.
76. I could be described as peaceful, dependable and soft-hearted.
77. I like to follow accepted tradition and practices.
78. I prefer to deal with facts and figures rather than people.
79. I am able to think up and carry out new ideas and concepts.
80. I have a reputation for being firm and determined when it comes to dealing with people and problems.

## SCORING SHEET

You score one point for each item you circled. There are no points for the items you crossed. Simply find the question numbers you circled on the lists below and circle those too. Then add up the number of **circles** in each column to get to your score.

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73  
80



Peacock



Dove



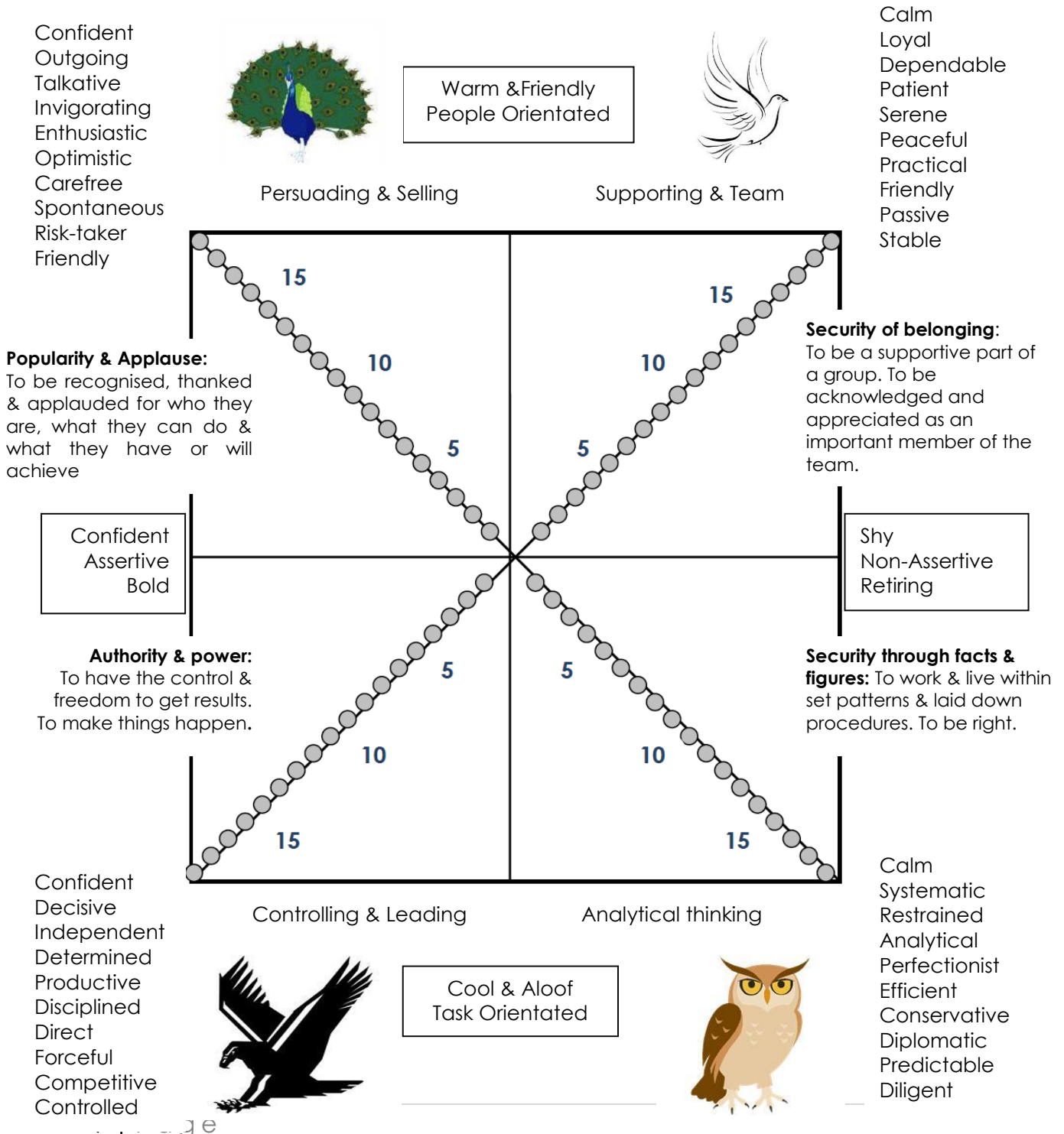
Owl



Eagle

**YOUR PROFILE AT A GLANCE**

Now plot your scores on the diagonal lines on the graph below and connect up the points to form a rough shape. Wherever most of the kite shape is pointing should generally describe your personality when you are in your comfort zone. Then refer to the next section for a more detailed description of your style.



## **SCORING THE QUESTIONNAIRE**

The highest score indicates your most dominant style. The next highest score indicates your secondary style.

Only consider scores above 10 to ascertain your preferred styles.

Take the highest score as the first, and then the next highest score as the second.

For example, if you scored Peacock 8, Dove 14, Owl 11, and Eagle 7 you would be described as Dove/Owl.

## **HIGHS AND LOWS**

Anything 7 or below is considered as being low in that particular style. Anything between 8 and 10 is considered as average. Any score between 11 and 14 is above average. 15 to 16 is high. 17 to 20 is considered extreme.

0 – 7	LOW
8 – 10	AVERAGE
11 – 14	ABOVE AVERAGE
15 – 16	HIGH
17 – 20	EXTREME

## **OVER 12 IN THREE SCORES**

If you have scored over 12 in three or more scores, it may be worth having another look at the questions and your answers to them. Perhaps you are at a stage in your life where you are trying to be "all things to all people". If this is the case, it may be causing you frustration and discomfort because you are finding it hard to be "just you". It could be time to re-assess your goals and directions.

## **EXTREME SCORES**

If you scored 17 – 20 in any of the categories, and your graph appears like an arrowhead, it may pay you to consider how well you are presently equipped to deal with those people who do not share the same view of life as you. This dominance in your particular style may be seen by others as inflexibility.



## **THE PEACOCK AT A QUICK GLANCE**



### **A TALKER**

Confident, friendly  
Outgoing, witty, flamboyant,  
Dynamic, persuasive, animated,  
Expressive,  
Heart over head  
Puts people before task.

## **PEACOCK**

### **WANTS**

Popularity: to be the centre of attention. To get recognition and applause through achievement. Wants to be famous.

### **DOES NOT WANT**

- To be just part of the crowd
- To be ignored
- To listen for any length of time
- Jobs that offer no chance to show their talents
- To work in a protected environment
- Activities that are boring and repetitious
- To work alone

### **NEEDS**

- The spotlight
- To do most of the talking
- Lots of praise and compliments
- To be the centre of attention
- Quick answer: no details
- Fast-moving conversations

### **WHEN RELATING**

Make it fast, warm, friendly and animated. Let them do most of the talking. Let them have the spotlight. Give plenty of praise and recognition.

### **NATURALS AT**

Being in the public eye: acting, entertaining, selling, speaking, public relations, politics etc.

## **THE DOVE AT A QUICK GLANCE**



**DOVE**

### **A FEELER**

Shy, friendly  
Sensitive, patient  
Moderate, loyal, a listener  
Supportive  
Heart over head  
Puts people before task

### **WANTS**

Love and friendship. To be a supportive and caring member of a small group or team. Wants to belong, to be needed.

### **DOES NOT WANT**

- To be different from anybody else
- To be the boss
- To be rushed into anything
- To deal with unfriendly people or situations
- To work under pressure
- To have to make decisions
- To work alone

### **NEEDS**

- A stable and happy environment
- Precise instructions on how a job should be done
- Appreciation for their supportiveness
- Help in making decisions
- Friends and loved ones
- A willing ear

### **WHEN RELATING**

Make it slow, warm, friendly and sincere. Doves have built-in antenna that can detect insincerity at a hundred paces.

### **NATURALS AT**

Supporting roles: nursing, social work, counselling, parenting, customer-service roles etc.

## **THE EAGLE AT A QUICK GLANCE**



**EAGLE**

### **A DOER**

Confident, controlled  
Dominant, assertive, fast  
Cool, decisive, impatient  
Controlling  
Head over heart  
Puts tasks before people.

### **WANTS**

To be the boss. To take charge. To make things happen. The authority, power and freedom to get things done. Wants results.

### **DOES NOT WANT**

- To be part of the crowd
- To hear excuses
- To deal with slower people
- Jobs that offer no challenge
- Jobs that offer no chance for advancement
- To sacrifice themselves to others.
- Activities that offer no competitiveness

### **NEEDS**

- Quick answers; no details
- Fast conversational exchanges
- To be in control of what's happening
- To be the one to make the decisions
- Quick moving environments
- To be the boss in everything

### **WHEN RELATING**

Make it fast. Stick to the point. Bottom line only. No detail unless it is asked for. Give no excuses. Keep feelings out of it. Stick to the facts.

### **NATURALS AT**

## Preferred coping styles

*Dream, Design, Develop, Deliver*

*Organisational Consultant*

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Being in control: military leaders, union leaders, project managers, police, security personnel etc.

## THE OWL AT A QUICK GLANCE



### OWL

#### **A THINKER**

Quiet, cool, distant  
Logical, conservative,  
Reserved, cautious  
Analytical  
Head over heart  
Puts people before task

#### **WANTS**

Facts and figures. Structure and systems. Set procedures. Law and order.  
Wants life to be predictable.

#### **DOES NOT WANT**

- To take any risks
- To be rushed into anything
- Sudden changes from set patterns
- Changing home or work environments
- Displays of feelings and emotions
- Broad or undefined guidelines
- To make a decision

#### **NEEDS**

- Structure and systems
- Security of no sudden changes
- Plenty of facts and information
- Plenty of time to prepare for change
- Risks kept to absolute minimum
- Precise instructions and job specifications

#### **WHEN RELATING**

Take it slow. Keep it logical. Give plenty of information, facts, figures & evidence. Don't rush them. Keep feelings out of it.

#### **NATURALS AT**

## Preferred coping styles

*Dream, Design, Develop, Deliver*

*Organisational Consultant*

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Systematic accuracy: accountants, bank managers, engineers, scientists, computer programmers, researchers etc.