

STYLE FLEXIBILITY				
	S1	S2	S3	S4
1	B	C	D	A
2	A	B	D	C
3	D	A	B	C
4	D	A	B	C
5	C	B	A	D
6	D	A	C	B
7	B	D	A	C
8	B	A	C	D
9	A	C	B	D
10	D	C	A	B
11	A	C	D	B
12	D	B	C	A
13	B	D	C	A
14	D	C	B	A
15	A	C	B	D
16	D	A	B	C
17	A	B	C	D
18	A	B	C	D
19	A	B	C	D
20	D	B	C	A

Totals

DIFFERENCE BETWEEN

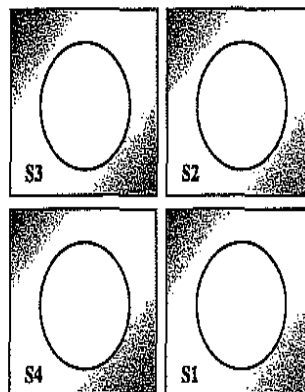
5 5 5 5 Subtotal

+  +  +  =

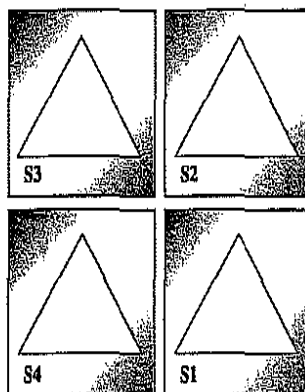
Subtract the number in the Subtotal box from 30 to get your

Style Flexibility Score →

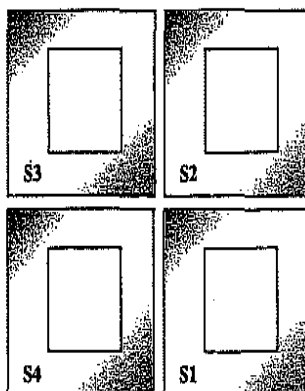
### Primary Style Matrix



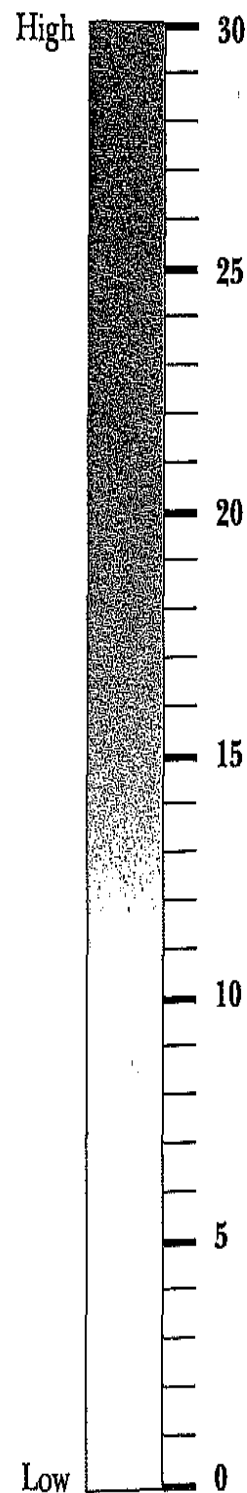
### Secondary Style Matrix



### Developing Style Matrix



### Style Flexibility Graph









## Style Diagnosis

- To better understand how you might improve your effectiveness score, it is helpful to examine the appropriateness of your style selections. The numbers in subscript in the poor and fair Style Effectiveness columns are the supervisory styles you chose when you circled responses A, B, C, or D. Record the number of Style 1 choices you made in the poor and fair columns and place that number in the oval in the S1 quadrant on the Style Diagnosis Matrix. Repeat this procedure for Style 2, Style 3 and Style 4 choices within the poor and fair columns. A pattern of four or more answers in the fair and poor categories in one supervisory style means that you may not be taking the development level of the person or group with whom you are working into consideration when choosing a supervising style. Go back to your SBA II-Self form, and reanalyze the situations to see if you can better understand why you may be using those styles inappropriately.

### Style Diagnosis Matrix

 S3	 S2
 S4	 S1