



RuGBY Questionnaire

For each of the following twenty pairs of statements, distribute three points between the two alternatives A and B, based on how you usually interact with others in everyday situations. Although some pairs of statements may seem equally true for you, assign more points to the alternative that is more representative of your behavior most of the time.

- If A is very characteristic of you and B is very uncharacteristic, write 3 next to A and 0 next to B.
- If A is more characteristic of you than B, but you engage in B sometimes, write 2 next to A and 1 next to B.
- If B is more characteristic of you than A, but you engage in A sometimes, write 2 next to B and 1 next to A.
- If B is very characteristic of you and A is very uncharacteristic, write 3 next to B and 0 next to A.

Be sure that the numbers you assign to each pair of statements add up to 3.

1A _____ I am usually open to getting to know people personally and establishing relationships with them.

1B _____ I am usually not open to getting to know people personally and establishing relationships with them.

2A _____ I usually react measured and deliberate way.

2B _____ I usually react quickly and spontaneously.

3A _____ I am usually guarded about other people's use of my time.

3B _____ I am usually open to other people's use of my time.

4A _____ I hate surprise parties.

4B _____ I love surprise parties.

5A _____ I usually focus my conversations on the interests of the parties involved, even if this means that the conversations stray from the business or subject at hand.

5B _____ I usually focus my conversations on the tasks, issues, business, or subject at hand.

6A _____ I am usually not assertive, and not aggressive.

6B _____ I am usually assertive, but not aggressive.

7A _____ I usually make decisions based on facts or evidence.

7B _____ I usually make decisions based on feelings, experiences, or relationships.

8A _____ I usually contribute frequently to group conversations.

8B _____ I usually contribute infrequently to group conversations.



9A ____ I usually prefer to work with and through others, providing support when possible.

9B ____ I usually prefer to work independently or dictate the conditions in terms of how others are involved.

10A ____ I usually ask questions or speak more cautiously and indirectly.

10B ____ I usually make forceful statements or directly express opinions.

11A ____ I usually focus primarily on the idea, concept, or results.

11B ____ I usually focus primarily on the person, interaction, and feelings.

12A ____ I usually use gestures, facial expressions, and voice intonation to emphasize points.

12B ____ I usually do not use gestures, facial expressions, and voice intonation to emphasize points.

13A ____ I usually like jobs where I don't have to do too much thinking.

13B ____ I usually like jobs where I can be creative and innovative.

14A ____ I usually respond to risk and change in a cautious or predictable manner.

14B ____ I usually respond to risk and change in a dynamic or unpredictable manner.

15A ____ I usually prefer to keep my personal feelings and thoughts to myself, sharing only when I wish to do so.

15B ____ I usually find it natural and easy to share and discuss my feelings with others.

16A ____ I usually like someone immediately or not at all.

16B ____ I usually take time to get to know someone before I make a judgement.

17A ____ I usually am responsive to others' agendas, interests, and concerns.

17B ____ I usually am directed toward my own agendas, interests, and concerns.

18A ____ I usually respond to conflict slowly and indirectly. (not confronting)

18B ____ I usually respond to conflict quickly and directly. (confronting)

19A ____ I usually seek out new or different experiences and situations.

19B ____ I usually choose known or similar situations and relationships.

20A ____ I usually accept others' points of view (ideas, feelings, and concerns).

20B ____ I usually do not accept others' points of view (ideas, feelings, and concerns).

21A ____ I usually introduce myself at social gatherings.

21B ____ I usually wait for others to introduce themselves to me at social gatherings.



RuGBY Scoring Sheet

Show Responsive SR	Control Responsive CR	Tell Assertive TA	Ask Assertive AA
1A	1B	2B	2A
3B	3A	6B	6A
5A	5B	8A	8B
7B	7A	10B	10A
9A	9B	12A	12B
11B	11A	14B	14A
15B	15A	18B	18A
17A	17B	19A	19B
20A	20B	21A	21B
SR Total:	CR Total:	TA Total:	AA Total:

Compare the *Show Responsive* (SR) and *Control Responsive* (CR) scores. Which is higher? Write the higher score in the blank below and circle the corresponding letter:

_____ SR CR

Compare the *Tell Assertive* (TA) and *Ask Assertive* (AA) scores. Which is higher? Write the higher score in the blank below and circle the corresponding letter:

_____ TA AA

Blue Respect	Red Control	Green Recognition	Yellow Approval
<ul style="list-style-type: none"> ▪ Cautious actions and decisions ▪ Likes organization and structure ▪ Dislikes involvement ▪ Asks many questions about specific details ▪ Prefers objective, task-oriented, intellectual work environment ▪ Wants to be right, so can be overly reliant on data collection ▪ Works slowly and precisely alone ▪ Good problem-solving skills 	<ul style="list-style-type: none"> ▪ Decisive actions and decisions ▪ Likes control, dislikes inaction ▪ Prefers maximum freedom to manage himself and others ▪ Cool, independent, and competitive ▪ Low tolerance for feelings, attitudes, and advice of others ▪ Works quickly and impressively ▪ Good administrative skills 	<ul style="list-style-type: none"> ▪ Spontaneous ▪ Likes involvement ▪ Dislikes being alone ▪ Exaggerates & generalizes ▪ Tends to dream and gets others caught up in his dreams ▪ Works quickly and excitedly ▪ Seeks esteem and acknowledgement ▪ Good persuasive skills 	<ul style="list-style-type: none"> ▪ Slow in taking action and making decisions ▪ Likes close, personal relationships ▪ Dislikes interpersonal conflict ▪ Supports and "actively" listens to others ▪ Weak in goal-setting and self-direction ▪ Has excellent ability to gain support from others ▪ Works slowly and cohesively with others ▪ Seeks security and a sense of belonging ▪ Good counseling skills

