

Self-Assessment Quiz

Are You “Toxic?” or “Nourishing?”

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This brief quiz comes from the *Social Intelligence Profile*, which is a comprehensive self-assessment questionnaire based on Karl Albrecht’s concepts, as presented in his book *Social Intelligence: the New Science of Success* (Jossey-Bass/Wiley, 2005). Social intelligence is the ability to get along well with others, and to get them to cooperate with you. One of the most basic concepts of “SI” is the contrast between “toxic” behavior and “nourishing” behavior.

We can think of “toxic” people as those who consistently behave in ways that make others feel devalued, inadequate, angry, frustrated, or guilty. In contrast, “nourishing” people consistently behave in ways that make others feel valued, capable, loved, respected, and appreciated.

Each of us can think of our overall pattern of interactions with others as somewhere along this spectrum between toxic and nourishing. This quiz can help you become more aware of your behavior towards others, and to decide whether you need to improve the quality of your interactions.

More information about Social Intelligence can be found at:

<http://www.KarlAlbrecht.com>

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Between each of the pairs of behaviors on the list, write a number from 0 through 4, to show how often you exhibit one or the other. Use 0 for very “toxic” behavior, 1 for mostly toxic behavior, 2 for a combination of both toxic and “nourishing” behaviors, 3 for mostly nourishing behavior, and 4 for very nourishing behavior. Add the scores to get your total score for “nourishing” behavior. The maximum possible score is 100.

| “Toxic” Behavior: | Score | “Nourishing” Behavior: |
|-----------------------------------|-------|---|
| Scowling, “stay-away” signals | | Keeping a positive, friendly expression |
| Throwing verbal barbs, “zingers” | | Kidding positively |
| Patronizing or “parenting” people | | Communicating “adult to adult” |
| Putting others down non-verbally | | Affirming others with positive “strokes” |
| Seeking approval excessively | | Speaking & acting assertively |
| Flattering others insincerely | | Giving honest compliments |
| Losing your temper frequently | | Pausing to listen and think |
| Playing “head games” with people | | Communicating openly and honestly |
| Disagreeing aggressively | | Dialoguing, exchanging views |
| Speaking dogmatically, inflexibly | | Expressing respect for others’ ideas |
| Bragging, scoring “status points” | | Acknowledging the successes of others |
| Gossiping, violating confidences | | Keeping confidences |
| Breaking promises & agreements | | Making only promises you will keep |
| Joking at inappropriate times | | Using humor constructively |
| Monopolizing the conversation | | Sharing “air time” with others |
| Interrupting others frequently | | Hearing others out |
| Changing the subject capriciously | | Letting the topic “play out” |
| Complaining excessively | | Giving constructive suggestions |
| Giving someone the “hard sell” | | Suggesting, advising, negotiating |
| Insisting on getting one’s way | | Compromising, helping others |
| Attacking or criticizing others | | Confronting constructively |
| Shooting down others’ ideas | | Deferring judgment, listening, reflecting |
| Inducing guilt in others | | Persuading honestly; negotiating |
| Ridiculing others | | Supporting others; sympathizing |
| Giving unwanted advice | | Offering information, ideas, and options |

Total Score: _____