

Self-Assessment Quiz Are You "Toxic" or "Nourishing?"

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This brief quiz, the "Toxic-Nourishing Scale," 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).

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 difference 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 on 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.

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More information about Social Intelligence can be found at:

http://www.KarlAlbrecht.com

The Toxic-Nourishing Scale

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Between each of the pairs of behaviors on the list, circle a number from 0 through 4, to show how often you believe you exhibit one rather than the other. Use 0 for very toxic behavior, 1 for mostly toxic behavior, 2 for an equal mixture of both toxic and nourishing behaviors, 3 for mostly nourishing behavior, and 4 for very nourishing behavior. Add the scores to get your total for nourishing behavior. The maximum possible score is 100. Make a dot on the numerical scale to show where your score falls.

Toxic Behavior:	Score	Nourishing Behavior:
Unfriendly demeanor, keep away signals	01234	Wearing a friendly, inviting expression
Being moody, snapping at others	01234	Showing tolerance, being cheerful
Ignoring or snubbing others	01234	Acknowledging and affirming others
Condescending, patronizing, parenting others	01234	Communicating straight, "adult to adult"
Laughing loudly; annoying machine- gun laugh	01234	Laughing politely
Joking inappropriately, or in bad taste	01234	Using humor constructively
Overusing profanity or coarse language	01234	Suiting your language to the situation
Racial, ethnic, or gender-based slurs	01234	Referring to other communities respectfully
Monopolizing the conversation	01234	Inviting others to share the air time
Disagreeing rudely or aggressively	01234	Disagreeing politely, exchanging views
Expressing dogmatic or intolerant opinions	01234	Acknowledging the value of others' views
Interrupting others, talking over them	01234	Hearing others out
Ridiculing, humiliating, putting others down	01234	Affirming others; empathizing
Shooting down others' ideas	01234	Listening appreciatively, without judging
Bragging, scoring status points	01234	Praising others, giving them credit

Pessimistic, negative, defeatist language	01234	Optimistic, positive, upbeat language
Bitching, complaining, "dumping your bucket"	01234	Expressing tolerance, seeing the positive
Sarcasm, verbal barbs, zingers	01234	Kidding / joking affectionately
Playing head games, manipulating others	01234	Communicating openly and honestly
Playing the victim, martyr, or injured party	01234	Handling setbacks maturely and positively
Gossiping, violating confidences	01234	Keeping confidences
Breaking promises, not keeping your word	01234	Making only promises you will keep
Insisting on getting your way	01234	Compromising, cooperating, sharing
Criticizing, pushing unwanted advice	01234	Offering information, ideas, options
Passing blame, accusing others	01234	Accepting / sharing responsibility
Total Score:		Plot your score on the scale below

