Resources and Surveys

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Suggested reflection questions
Lesson Plan - Affective unit for 8th grade QUEST (designed by Celeste Simons)

Introversion vs. Extroversion

Starter:
Begin by asking kids to reflect on paper over the following stem: *When I need to recharge myself, I..... (call a friend, take a nap, read a book, play outside....)* Have students share their answers with a shoulder partner or group.

Introduction:
Introduce definitions of Introversion, Extroversion and Ambiversion. (Resources below)
http://chagingminds.org/explanations/preferences/extravert_introvert.htm
http://psycnet.apa.org/journals/rev/31/1/74/
http://www.fastcompany.com/3016031/leadership-now/are-you-an-introvert-or-an-extrovert-and-what-it-means-for-your-career
http://www.learning-mind.com/what-is-an-ambivert-and-how-to-find-out-if-you-are-one/

Tools:
Give the Introversion scale and score results.
http://www.jamescmccroskey.com/measures/introversion.htm

Activity:
Put three spots up in the classroom - one for each Introvert, Extrovert, Ambivert - and have students group up accordingly. Have them chart on paper the strengths and weaknesses of their particular persuasion.

Have each group share out with the class on their writings. Discuss the following ideas:
- How do the different persuasions impact the way students relate to one another?
- What times/events requires one or the other of these persuasions?
- What are the challenges of working in mixed groups?

Assign mixed groups or pairs (depending on breakdown). Give them a topic to discuss and instruct the extroverts that they cannot speak except to ask a question for more detail. Instruct the introverts that they are required to speak to their partner for at least five minutes. At the end of five minutes, debrief. (30 second individual write on what that felt like). Have students share out.

Close:
Discuss as a class what we can benefit from valuing both persuasions. Have students write an exit ticket or journal entry summarizing the discussion.
Introversion Scale

This introversion scale was developed by McCroskey to be distinct from measures of communication apprehension. An examination of the literature on introversion indicated that other introversion scales have included items that were tapping apprehension about communication. Items were drawn from the work of Eysenck, with items which referenced communication excluded. This permits the measurement of introversion without the contamination of communication apprehension items and allows the examination of both introversion and communication apprehension as predictors of communication behaviors independently of each other. The correlations of this measure with the PRCA-24 have been around .30. Alpha reliability estimates have been above .80. Items to measure neuroticism are used as filler items and are not scored with the introversion items.

DIRECTIONS: Below are eighteen statements that people sometimes make about themselves. Please indicate whether or not you believe each statement applies to you by marking whether you:

Strongly Disagree = 1; Disagree 2; are undecided =3; Agree = 4; Strongly Agree = 5

_____ 1. Are you inclined to keep in the background on social occasions?
_____ 2. Do you like to mix socially with people?
_____ 3. Do you sometimes feel happy, sometimes depressed, without any apparent reason?
_____ 4. Are you inclined to limit your acquaintances to a select few?
_____ 5. Do you like to have many social engagements?
_____ 6. Do you have frequent ups and downs in mood, either with or without apparent cause?
_____ 7. Would you rate yourself as a happy-go-lucky individual?
_____ 8. Can you usually let yourself go and have a good time at a party?
_____ 9. Are you inclined to be moody?
_____ 10. Would you be very unhappy if you were prevented from making numerous social contacts?
_____ 11. Do you usually take the initiative in making new friends?
_____ 12. Does your mind often wander while you are trying to concentrate?
_____ 13. Do you like to play pranks upon others?
_____ 14. Are you usually a "good mixer?"
_____ 15. Are you sometimes bubbling over with energy and sometimes very sluggish?
_____ 16. Do you often "have the time of your life" at social affairs?
_____ 17. Are you frequently "lost in thought" even when you should be taking part in a conversation?
_____ 18. Do you derive more satisfaction from social activities than from anything else?

http://www.jamescmccroskey.com/measures/introversion.htm
**Scoring:** to determine your score on the Introversion Scale, complete the following steps:

Step 1: Add scores for items 1 & 4

Step 2: Add the scores for items 2, 5, 7, 8, 10, 11, 13, 14, 16, & 18

Step 3: Complete the following formula:

\[ \text{Introversion} = 12 - \text{Total from step 1} + \text{Total from Step 2} \]

Your score should be between 12 and 60. If you compute a score outside of that range, you have made a mistake in computing the score. Note: Items 3, 6, 9, 12, 15, and 17 are not used in computing your introversion scale. They are distractors.

**Interpretation:** Individuals scoring **above 48 are highly extroverted. Those scoring below 24 are highly introverted. Those scoring between 24 and 48 are in the moderate range.**

**Sources:**

Drawn from items recommended by:


**Note:** Items 3, 6, 9, 12, 15 and 17 are not scored. They are items recommended by Eysenck for measuring neuroticism.
Directions:
Work **ACROSS** the page. Place a number 4 by the cluster of words that **best** describes who you are. Place the number 1 in the group of words that **least** describe who you are. Look at the remaining two groups of words and rank the number 3 for next best description, the number 2 as the following best. Don't panic, many times, all four clusters of words will describe you. Choose based on the above directions.

<table>
<thead>
<tr>
<th>Energetic</th>
<th>Assortment</th>
<th>Structured</th>
<th>Prepared</th>
<th>Sensitive</th>
<th>Optimistic</th>
<th>Learning</th>
<th>Science</th>
<th>Alone time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enjoyable Action Contests</td>
<td>Enjoyable Action Contests</td>
<td>Tidy</td>
<td>On-time</td>
<td>Direct</td>
<td>Kind</td>
<td>People</td>
<td>Feelings</td>
<td>Probing</td>
</tr>
<tr>
<td>Lighthearted Fast Daring</td>
<td>Lighthearted Fast Daring</td>
<td>Supportive</td>
<td>Trustworthy</td>
<td>Reliable</td>
<td>Caring</td>
<td>Spiritual</td>
<td>Giving</td>
<td>Self-reliant</td>
</tr>
<tr>
<td>Movement Freedom 1st Place</td>
<td>Movement Freedom 1st Place</td>
<td>Dutiful</td>
<td>Useful</td>
<td>Thrifty</td>
<td>Harmony</td>
<td>Creativity</td>
<td>Nature</td>
<td>Analytical</td>
</tr>
<tr>
<td>Thrilling Dynamic Hands-on</td>
<td>Thrilling Dynamic Hands-on</td>
<td>Honor</td>
<td>Tradition</td>
<td>Perfectionist</td>
<td>Sharing</td>
<td>Romance</td>
<td>Encouraging</td>
<td>Reading</td>
</tr>
</tbody>
</table>

**READ THE FOLLOWING DESCRIPTIONS. NUMBER THE DESCRIPTIONS IN THE SAME FASHION AS YOU DID ABOVE.**

Give me action, or give me death! You like immediate results and are able to problem-solve or make decisions quickly. You can be a creative risk taker.

You value organization in yourself and others. Hence you're seen as a good planner or record keeper. You are good at giving close attention to details.

You love situations were your imagination can shine. Spending time with friends, nature, or animals is a favorite pass time.

You need to see the big picture for a task to hold meaning and value. You enjoy planning, solving, and creating new ideas.

[]  []  []  []

**Now total the columns down, rather than across.**

<table>
<thead>
<tr>
<th>Total</th>
<th>Total</th>
<th>Total</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Orange</td>
<td>Gold</td>
<td>Blue</td>
<td>Green</td>
</tr>
</tbody>
</table>

CRH 12/08/06
# Personality Survey

Circle each word or phrase that describes a consistent character trait of yours.

<table>
<thead>
<tr>
<th>Takes charge</th>
<th>Determined</th>
<th>Nurturing</th>
<th>Patient</th>
</tr>
</thead>
<tbody>
<tr>
<td>Takes risks</td>
<td>Visionary</td>
<td>Inquisitive</td>
<td>Precise</td>
</tr>
<tr>
<td>Loyal</td>
<td>Non-demanding</td>
<td>Enjoys challenges</td>
<td></td>
</tr>
<tr>
<td>Adventurous</td>
<td>Deliberate</td>
<td>Controlled</td>
<td>Avoids detail</td>
</tr>
<tr>
<td>Optimistic</td>
<td>Assertive</td>
<td>Firm</td>
<td>Deep relationships</td>
</tr>
<tr>
<td>Tolerant</td>
<td>Motivator</td>
<td>Energetic</td>
<td>Persistent</td>
</tr>
<tr>
<td>Scheduled</td>
<td>Very verbal</td>
<td>Promoter</td>
<td>Group oriented</td>
</tr>
<tr>
<td>Mixes easily</td>
<td>&quot;How was it done in the past?&quot;</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reserved</td>
<td>Predictable</td>
<td>Detailed</td>
<td>Analytical</td>
</tr>
<tr>
<td>Bold</td>
<td>Purposeful</td>
<td>Sympathetic</td>
<td>Thoughtful</td>
</tr>
<tr>
<td>Fun loving</td>
<td>Likes variety</td>
<td>Enjoys routine</td>
<td>Dislikes change</td>
</tr>
<tr>
<td>Practical</td>
<td>Orderly</td>
<td>Enjoys change</td>
<td>Creative</td>
</tr>
<tr>
<td>Enterprising</td>
<td>Competitive</td>
<td>Decision maker</td>
<td>Leader</td>
</tr>
<tr>
<td>Goal driven</td>
<td>Self-reliant</td>
<td>Even keel</td>
<td>Avoids conflict</td>
</tr>
<tr>
<td>Good listener</td>
<td>Adaptable</td>
<td>Factual</td>
<td>Discerning</td>
</tr>
</tbody>
</table>

"Trust me, it will work!"  "Let's keep things the way they are!"
# LORB Personality Survey Tabulation

Find the words and phrases you circled from the “Personality Survey,” and add up your totals for each letter.

<table>
<thead>
<tr>
<th>L</th>
<th>O</th>
</tr>
</thead>
<tbody>
<tr>
<td>takes charge</td>
<td>determined</td>
</tr>
<tr>
<td>assertive</td>
<td>firm</td>
</tr>
<tr>
<td>bold</td>
<td>purposeful</td>
</tr>
<tr>
<td>enterprising</td>
<td>competitive</td>
</tr>
<tr>
<td>decision maker</td>
<td>leader</td>
</tr>
<tr>
<td>goal driven</td>
<td>self-reliant</td>
</tr>
<tr>
<td>enjoys challenges</td>
<td>adventurous</td>
</tr>
<tr>
<td>“let's do it now”</td>
<td>“trust me, it will work”</td>
</tr>
<tr>
<td>R</td>
<td>B</td>
</tr>
<tr>
<td>loyal</td>
<td>non-demanding</td>
</tr>
<tr>
<td>even keel</td>
<td>avoids conflict</td>
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<td>patient</td>
</tr>
<tr>
<td>tolerant</td>
<td>deep relationships</td>
</tr>
<tr>
<td>things the way they are”</td>
<td>“how was it done in the past”</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Lion______ Otter______ Retriever______ Beaver______
**LIONS at a glance: STRONG**

*Lions tend to like:*

- Freedom
- Leadership roles
- Competition, challenges
- Goals
- Reason for doing things
- Take charge

*Lions tend to fear:*

- Coming in second in anything.

*Lions are motivated by:*

- Goals, individual achievements
- Directions, not demands
- Freedom to make choices
- Challenges
- Seeing negative events as proletrunities
- Being in control
OTTERS at a glance: FUN

Otters tend to like:

Anything fun
Opportunities to help and motivate others
Opportunities to entertain others

Otters tend to fear:

Deadlines
Boring activities
Reflection

Otters are motivated by:

Recognition and approval
Fun
Challenges
**BEAVERS at a glance: PERFECT**

**Beavers tend to like:**
- To take their time and do it right
- Clearly defined tasks
- Assignments that require precision
- To know how it works
- To put everything in "boxes"
- To analyze everything
- Thinking

**Beavers tend to fear:**
- Deadlines
- Criticism of their work
- Risks (they don't want to chance failure)
- Negative events

**Beavers are motivated by:**
- Recognition and approval of their work
- The need to be "right"
- Working alone
- Art, Music, Drama
RETRIEVERS at a glance: Loyal

Retrievers tend to like:
A few deep friendships
Regular, predictable patterns in daily life
Clearly defined rules and goals
Being peacekeepers
Avoiding conflicts
Seldom showing their feelings
Looking the other way when negative events come their way

Retrievers tend to fear:
Unplanned changes
The unknown
Loss of stability

Retrievers are motivated by:
Loyalty to people and programs
Acceptance by others
Usually having one interest
Pleasing people
Personality Style Analysis

1. What did you learn about yourself in this personality styles exercise?
2. Did anything surprise you?
3. What personality styles were strongest for you?
4. What aspects of the styles do you see as strengths for you?
5. What do you see as weaknesses or areas for improvement?
6. How can you use the information in the personality styles to help you as a team member and as an individual learner?