

Personal Behavioural Assessment

Are you a Cat or a Dog?

Based on groundbreaking work by Michael Grinder, this test uses the analogy of Cat and Dog to understand different non-verbal behavioural styles.

Want to improve your communication, and your relationships?

Do the test now!

- Circle the response that best describes you
- Respond to every statement - if you're unsure select the response which seems to be most appropriate
- Don't spend too much time on each one.
- Your most immediate response is likely to be what's most true for you
- Be as honest as possible

1. When working with someone do you find yourself:

- a) Listening in depth, maintaining eye contact, leaning towards the other person, nodding your head to empathise and make encouraging noises
- b) Listening and forming your own thoughts and responses as they talk, maintaining a still posture and silence

Are you more likely to:

- c) Hold someone accountable
- d) Be highly accepting of others and their situations
- e) Offer feedback
- f) Offer empathy and understanding
- g) Work on building relationships
- h) Work towards desired outcomes and on tasks
- i) Intervene early
- j) See how things go before intervening so tend to intervene later

Do you:

- k) Prefer to gather information
- l) Like making decisions about next steps

2) In general do you:

- a) Seek out challenges and new ideas
- b) Prefer comfort, want to be happy and do things well
- c) Want to be liked
- d) Want to be respected
- e) Cope well with, even enjoy, intrigue
- f) Prefer clarity
- g) Value personal relationships
- h) Value clear roles and functions
- i) Are you self motivated, drawn to the use of complex skills and want to make progress
- j) Enjoy polishing old skills and mastering new skills especially if others benefit from them and appreciate them
- k) When talking speak with an even voice pattern and use your hands with palms facing down
- l) Speak with a voice that goes up and down and use hands quite expressively, usually palms facing up or sideways on

How Did You Score?

Work out your results!

If you answers were:

Question 1: b c e h i l

Question 2: a d e h j k

You are likely to be perceived as being highly credible when working with people. You appear to be authoritative, demand respect and people look to you to make decisions. You are comfortable in a leadership position. You're more of a Cat than a Dog!

If you answers were:

Question 1: a d f g j k

Question 2: b c f g i l

You are likely to be most comfortable when you have everyone's agreement. You do not engage easily in confrontational situations, and being liked is important to you. You happily gather information but would prefer that someone else made the decisions. You're more of a Dog than a Cat!

Caution

Each of us has catlike and doglike behaviours and these may be largely situational. Someone may be a strong Cat at work and a complete Dog at home. Someone from a family of high Cats may describe themselves as Dog like in that context but be very Catlike elsewhere. It all depends on the situation in which we find ourselves.