

## 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:
Scowling, "stay-away" signals	01234	Wearing a friendly, inviting expression
Throwing verbal barbs, "zingers"	01234	Kidding / joking positively
Patronizing or "parenting" people	01234	Communicating "adult to adult"
Ignoring or "snubbing" others	01234	Acknowledging and affirming others
Seeking approval excessively	01234	Speaking & acting assertively
Flattering others insincerely	01234	Giving honest compliments
Snapping at others, being moody	01234	Showing tolerance, being cheerful
Playing "head games," manipulating	01234	Communicating openly and honestly
Disagreeing aggressively	01234	Dialoguing, exchanging views
Speaking dogmatically, inflexibly	01234	Expressing respect for others' ideas
Bragging, scoring "status points"	01234	Praising the successes of others
Gossiping, violating confidences	01234	Keeping confidences
Breaking promises & agreements	01234	Making only promises you will keep
Joking inappropriately	01234	Using humor constructively
Monopolizing the conversation	01234	Sharing "air time" with others
Interrupting others frequently	01234	Hearing others out
Changing the subject capriciously	01234	Letting the topic "play out"
Complaining, "dumping your bucket"	01234	Giving constructive suggestions
Giving someone the "hard sell"	01234	Suggesting, advising, negotiating
Insisting on getting your way	01234	Cooperating, compromising
Attacking or condemning others	01234	Confronting constructively
Shooting down others' ideas	01234	Listening appreciatively, w/o judging
Making others feel guilty	01234	Persuading honestly; negotiating
Ridiculing or humiliating others	01234	Supporting others; sympathizing
Criticizing, pushing unwanted advice	01234	Offering information, ideas, options
Total Score:		Plot your score on the scale below

