

Decision-Making Situations

Directions: The following is a set of 9 situations. Every situation is followed by two options. Imagine yourself within the context of your workplace. Remember, there are no “correct” answers, only your gut level reaction of what you consider to be the most appropriate response. Distribute 5 points between the two options to indicate how strongly you prefer each option. Use all 5 points per question (e.g., write “4” for [a] and “1” for [b]). The higher the number, the stronger you endorse the choice. You may use zero, if it is appropriate (e.g., “0” for [a] and “5” for [b]).

1. You and your colleagues decide to go out to dinner at a restaurant. They order a lot of drinks and you are drinking water only. The bill arrives—what is the best way to handle the bill?

_____ a. Split it equally, without regard to who ordered what.

_____ b. You pay your share of the bill, and your colleagues pay their own share.

2. When you enter a room full of people, what is your typical reaction?

_____ a. I seek out another person to have a conversation.

_____ b. I want to blend in and not be noticed.

3. You and your co-worker have been up for a company promotion, which only one of you will receive. You just found out you received the promotion, while your co-worker did not. What will you say when your co-worker asks if you have heard any news about the decision?

_____ a. Tell your co-worker you have not heard anything yet.

_____ b. Tell your co-worker you got the promotion.

4. A controversy has developed in your workplace, and you need to take a position. Which is your most likely course of action?

_____ a. Analyze the controversy on your own and voice your position.

_____ b. Discuss the controversy with others and take their views into account.

5. Labor Day is right around the corner and you’ve already planned a long weekend by taking an extra day off, with prior approval. A project that requires immediate attention makes it necessary for you to work during that planned vacation day. Your manager asks you to work at the last minute since the entire team will also be working on the project that day. You say, “No, thanks...”

_____ a. In a tactful way—and offer a reason and apologize

_____ b. Directly—without giving any reason.

6. Teams of two people were recognized for exemplary work. Your team was recognized publicly in front of the entire staff. You were efficient and did 90% of the work on this project. How do you handle the recognition as a team of two?

_____ a. You would accept the accolades as if both of you did equal work.

_____ b. You expect to get higher recognition for your efforts above your teammate’s efforts.

7. At your job, your supervisor constantly abbreviates your name when referring to you. You like being called by your full name. What will you do?

___ a. Correct your supervisor—let her/him know that you prefer to be called by your full name

___ b. Say nothing and let it go.

8. Your co-worker speaks loudly in his office while on the telephone. You find this distracting, even when the door is closed. You will most likely:

___ a. Grin and bear it – and hope that the phone conversation will end soon.

___ b. Approach your neighbor assertively and say that the voice volume is too loud.

9. Your supervisor praises you publicly for a job well-done. Your likely response is:

___ a. “Thanks—I really worked hard on the project.”

___ b. “Thanks—the team really helped and we pulled together to accomplish the task.”

Scoring

Low Context Tendencies

High Context Tendencies

Insert point value given for each choice

1b. ____

1a. ____

2a. ____

2b. ____

3b. ____

3a. ____

4a. ____

4b. ____

5b. ____

5a. ____

6b. ____

6a. ____

7a. ____

7b. ____

8b. ____

8a. ____

9a. ____

9b. ____

LCC Total: ____

HCC Total: ____