



# RGB Inventory

Name: \_\_\_\_\_ Organization: \_\_\_\_\_ Work Group: \_\_\_\_\_

You have **4 points** for each item. These 4 points must be spread among the three possible choices. For example:

I am ...	__0__ (a)	I like to...	__4__ (a)	When I ...	__2__ (a)	If I were to ...	__1__ (a)
	__3__ (b)		__0__ (b)		__0__ (b)		__1__ (b)
	__1__ (c)		__0__ (c)		__2__ (c)		__2__ (c)

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1. I want to know about my job...  
\_\_\_\_ (a) what I am expected to do.  
\_\_\_\_ (b) how I will help my co-workers.  
\_\_\_\_ (c) my company's long term goals.
  2. When I am extra-busy at work I ...  
\_\_\_\_ (a) am excited about the variety.  
\_\_\_\_ (b) make a plan to do it all.  
\_\_\_\_ (c) like the support of others.
  3. When I am confused at work I ...  
\_\_\_\_ (a) see details to clarify the task.  
\_\_\_\_ (b) try to visualize the big picture.  
\_\_\_\_ (c) find someone to help me.
  4. At our busiest time, I ...  
\_\_\_\_ (a) am enthusiastic about our potential.  
\_\_\_\_ (b) work with others to adjust  
\_\_\_\_ (c) prefer to be left alone to do my task.
  5. Changes leave me feeling ...  
\_\_\_\_ (a) excited about something new.  
\_\_\_\_ (b) unsure about my responsibilities.  
\_\_\_\_ (c) ready to help.
  6. When I am selling an idea I ...  
\_\_\_\_ (a) show others the logic in my idea.  
\_\_\_\_ (b) talk about how it will work.  
\_\_\_\_ (c) try to express the outcome to be achieved.
  7. The best workers...  
\_\_\_\_ (a) do tasks that make a difference.  
\_\_\_\_ (b) are those who stay cheerful.  
\_\_\_\_ (c) get things done right and on time.
  8. Less budget for my group means...  
\_\_\_\_ (a) finding ways to make do with what we have.  
\_\_\_\_ (b) having to work with more caution.  
\_\_\_\_ (c) having to create new ways of working.
  9. To settle an argument, I would ...  
\_\_\_\_ (a) rely on our company's values.  
\_\_\_\_ (b) try to reach a compromise.  
\_\_\_\_ (c) use the procedure in our policy document.
  10. If I were to look for a new job, I'd ...  
\_\_\_\_ (a) like to be free to set my own duties.  
\_\_\_\_ (b) want it to involve teamwork.  
\_\_\_\_ (c) like one where my skills are valued.
  11. I like to plan ...  
\_\_\_\_ (a) a year ahead.  
\_\_\_\_ (b) for the next several months.  
\_\_\_\_ (c) for the next month.

12. Changes to my work routine...  
 \_\_\_ (a) cause me to ask questions.  
 \_\_\_ (b) energize me.  
 \_\_\_ (c) stimulate my thinking.
13. I want people to ...  
 \_\_\_ (a) like me.  
 \_\_\_ (b) be clear about what they want from me.  
 \_\_\_ (c) give me problems to solve.
14. I want to be praised for ...  
 \_\_\_ (a) being a person with vision.  
 \_\_\_ (b) how well I work with others.  
 \_\_\_ (c) the accuracy of my work.
15. I make a decision by ...  
 \_\_\_ (a) considering the effect on people.  
 \_\_\_ (b) thinking about all the choices.  
 \_\_\_ (c) considering the facts.
16. When I take on a new project, I like to know ...  
 \_\_\_ (a) with whom I'll be working.  
 \_\_\_ (b) everything that is involved.  
 \_\_\_ (c) where it fits in the big picture.
17. When I am under pressure, I ...  
 \_\_\_ (a) want a sense of what is most important.  
 \_\_\_ (b) use a list to ensure everything gets done.  
 \_\_\_ (c) need someone to support me.
18. When I have extra time at work, I ...  
 \_\_\_ (a) look for something new to do.  
 \_\_\_ (b) do project work ahead of schedule.  
 \_\_\_ (c) find someone else to help.
19. When I work with someone out of the ordinary I ...  
 \_\_\_ (a) think about advantages and disadvantages.  
 \_\_\_ (b) try to make him/her comfortable.  
 \_\_\_ (c) worry about the unexpected.
20. When there is a new task to learn, I like to ...  
 \_\_\_ (a) experiment until I get it right.  
 \_\_\_ (b) know the specific steps required.  
 \_\_\_ (c) have someone walk me through it.
21. When setting priorities, I consider ...  
 \_\_\_ (a) deadlines.  
 \_\_\_ (b) my agreed upon responsibilities.  
 \_\_\_ (c) "gaps" that need to be filled.
22. When there is going to be a change, I pay attention to ...  
 \_\_\_ (a) the effect on the company as a whole.  
 \_\_\_ (b) how people are likely to react.  
 \_\_\_ (c) what, specifically, is going to be different.
23. When things are uncertain, I ...  
 \_\_\_ (a) prefer to take risks.  
 \_\_\_ (b) try to maintain stability.  
 \_\_\_ (c) get as much information as possible.
24. In facing the future, I know ...  
 \_\_\_ (a) that anything is possible.  
 \_\_\_ (b) that there will be challenges.  
 \_\_\_ (c) that things will be different.
25. When I share a project, I like to ...  
 \_\_\_ (a) influence the results.  
 \_\_\_ (b) stay in close contact with my co-workers.  
 \_\_\_ (c) be clear about who does what.

Return to: Dr. Kathleen Giles  
 111 Cheadle Point Road  
 Seaford, VA 23696  
 FAX: 757.898.6539

Or e-mail to: [kggiles@erols.com](mailto:kggiles@erols.com)