

Transition Coping Style Questionnaire



Exercise: Transition Coping Styles

This exercise looks at your coping style and will help you and those around you, better understand your behaviour in times of change.

When completing the 2 tables below, have in mind a past event which involved change for you personally, such as relocating to another town or country or changing jobs.

With this in mind, look at the following pairs of words and decide which word or phrase most typifies your behaviour when facing new situations or events, and tick the column depending on how closely you feel either side describes you. Place only one tick in each row.

Check column A if you strongly identify with the word on the left, B if less so, C if you identify more with the word on the right and D if you identify strongly with the word on the right.

	A	B	C	D	
Talk					Listen
Act					React
Go step-by-step					Get the whole picture
Quick-paced					Deliberate
Experiment					Digest
Carry out ideas					Think up ideas
Work for change					Work for stability
Animated					Reserved
Do					Watch
Find solutions					Identify problems
Answer questions					Ask questions
Improvise					Plan
Pragmatic					Idealistic
Concerned with the "end"					Concerned with the "means"
Totals:					

Now do the same for the following pairs of words marked 1 to 4:

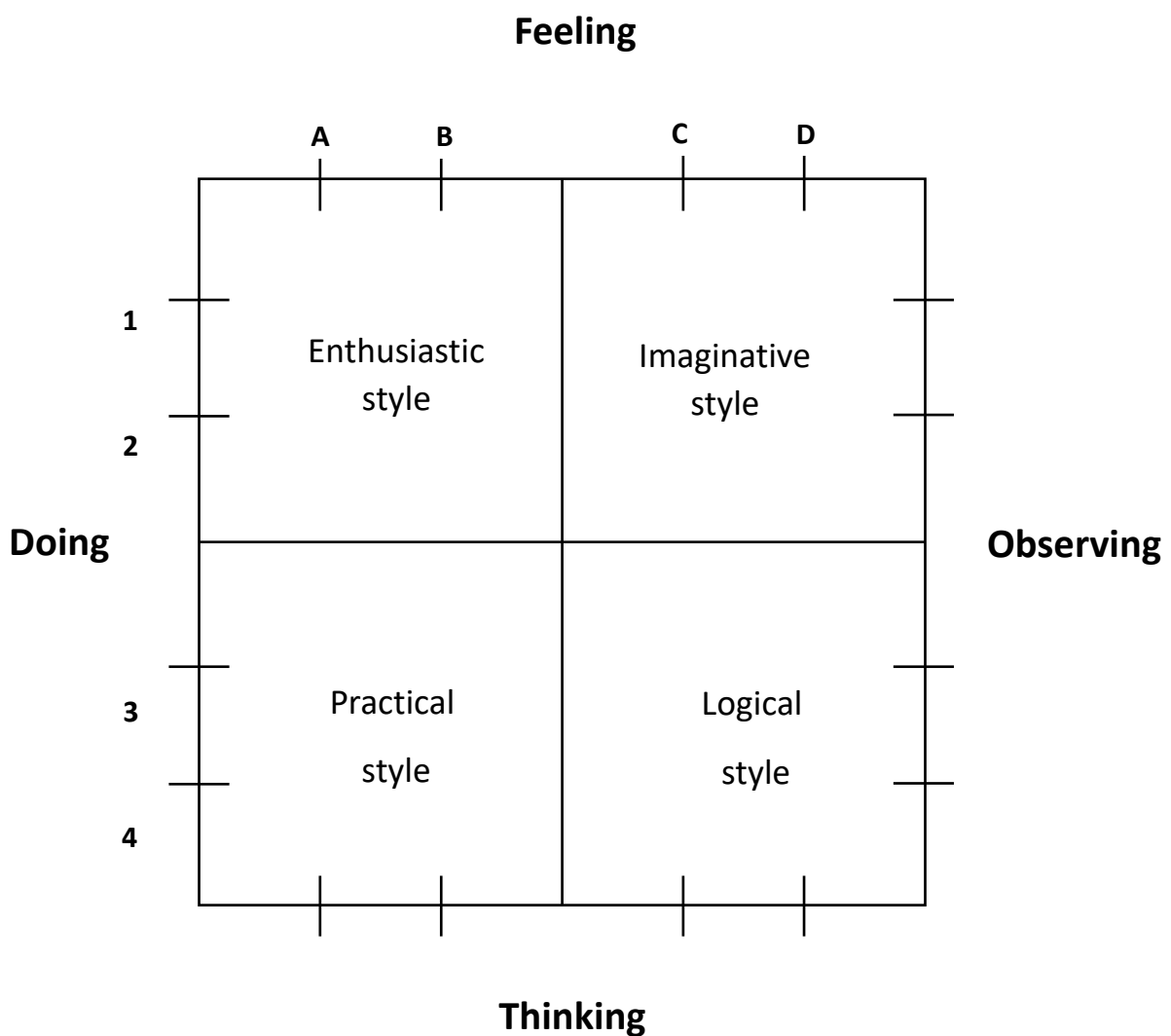
	1	2	3	4	
Intuition					Logic
Personal					Impersonal
Emotional					Intellectual
Have an opinion					Have a conceptual model
Discuss with others					Analyse by yourself
Look for new experiences					Look for new ideas
Accept					Question
Feel					Think
Take risks					Calculate
Trial-and-error approach					Task-oriented
Get involved					Look for faults
Seek out others					Work on it alone
Give Support					Give a critique
Totals:					

Step One: Take your highest score from the “ABCD” table you have completed on page 1-9. Was your highest score in column A, B, C or D? Now draw a dotted line from top to bottom of the chart below starting at the letter.

Step Two: Take your highest score from the “1234” table you have completed on page 1-10. Was it in column 1, 2, 3 or 4? Now draw a straight line across the above chart starting at the number.

Step Three: Mark where the dotted lines intersect. It is this quadrant that represents your usual coping style when faced with change or a new situation.

Note: You may have more than one main coping style - i.e. equal scores in two columns - draw two lines.



Attributes of Transition Coping Styles:

Each style has its advantages and disadvantages. They all have attributes and behaviours that will help you cope with change well, and some which may cause barriers to your transition, which if recognised, you can overcome.

Tick or highlight the attributes from the descriptions that best describe you. Pay particular attention to the coping style identified from the chart above, but remember that you may display attributes from more than one of these styles, so choose items which apply to you from any of the sections below.

Enthusiastic

- Enjoys new situations, rushes in
- Likes “entries” into transitions
- Operates on trial and error, “gut” reaction
- Gets others’ opinions, feelings, information
- Involves other people
- Likes risks, change, excitement
- Adapts well to new situations
- Looks to the future
- Can be impulsive
- Relies heavily on a support network
- Likes to discharge emotion

Imaginative

- Sees lots of alternatives
- Has a clear picture of the total situation
- Uses imagination and fantasy
- Works in bursts of energy
- Good at imagining self in new situations(s)
- Unhurried, casual, friendly, avoids conflict
- Uses insight
- Cannot be pushed until ready
- Likes assurance from others
- Listens to others, shares ideas with a small number of people
- Uses eyes and ears, listens, observes, asks questions

Practical

- Applies ideas to solving problems
- Makes theories useful
- Has good detective skills; “search and solve”
- Uses reason to meet goals
- Likes to be in control of the situation
- Acts independently, then gets feedback
- Learns by testing out new situations and assessing the results
- Relearns behaviour

Logical

- Likes to place experiences in a theoretical context
- Makes new models in own head
- Organised, likes to follow a plan
- Reacts slowly and wants facts
- Calculates the probabilities
- Avoids becoming over-emotional
- Analyses the experience, often by writing it down
- Looks for similar past experiences from which to extract learning

Pros and Cons:

Review the advantages and disadvantages below for your coping style or styles, and highlight the points that stand out in that they are true for you. Start with the Advantages and finish on the Disadvantages.

Enthusiastic

Advantages

- Takes risks
- Gets others involved
- Gets new ideas from others
- Will try several options
- Very active
- Uses gut reactions

Disadvantages

- No organisation or goal setting
- Impulsive, rushes in unprepared
- Makes so many transitions and takes so many alternatives, becomes “splintered”
- Is demanding of friends
- Fails to develop “anchor points”

Imaginative

Advantages

- Finds many alternatives
- Seeks creative options
- Can wait for the best timing
- Sees things in perspective
- Watches to see how others cope
- Sees the potential gains
- Recognises stress symptoms

Disadvantages

- Waits too long before acting
- Can't see the trees for the forest
- Can be frustrating to friends
- Has many ideas but takes no action
- Lacks action plans
- Impatient with details
- Uncritical

Practical

Advantages

- Sees a transition as a problem to be solved
- Uses detective skills to get facts
- Evaluates options
- Sets up trial situations
- Sets goals and acts
- Works well independently

Disadvantages

- Doesn't use caution in action
- The task overrides people
- Impatient
- Needs to control and do it alone
- Doesn't use other people effectively

Logical

Advantages

- Gathers all the facts
- Is organised
- Reviews resources available to help
- Calculates probabilities
- Works well alone
- Uses past experiences constructively
- Looks for the gains

Disadvantages

- Needs too much evidence
- Devalue feelings of others and self
- Too bogged down in theory
- Overcautious
- Lets go of past reluctantly
- Fails to recognise signs of stress in self

