

## Task & Relationship Orientated People

Are you more work oriented or people oriented?

Do you find more rewards in the process of “getting things done” or in the process of “relating to people”?

### Task-Oriented Style

Task-oriented people are goal oriented. They want to achieve. Their work is meaningful, and they like things such as “to do” lists, calendars, and daily planners. They are likely to make a list for everything, from grocery shopping to the series of repetitions in their workout routines.

### Relationship-Oriented Style

Relationship-oriented people find meaning in *being* rather than in *doing*. Instead of seeking out tasks, relationship-oriented people want to connect with people. They like to celebrate relationships and the pleasures relationships bring. They tend to find meaning in the moment rather than in some future objective to be accomplished.



Task-oriented leadership (on the left end) represents leadership that is focused predominantly on procedures, activities, and goal accomplishments.

Relationship-oriented leadership (on the right end) represents the leadership that is focused primarily on the well-being of others, how they relate to each other, and the atmosphere in which they work.

Most leadership falls midway between the two extremes of task and relationship oriented leadership. This is called the *Midrange* area – a blend of the two types of leadership.

## T/R Questionnaire

*1 – Never, 2 – Rarely, 3 – Sometimes, 4 – Often, 5 – Always*

1. Make a “to do” list of the things that need to be done.
2. Try to make the work fun for others.
3. Urge others to concentrate on the work at hand.
4. Show concern for the personal well-being of others.
5. Set timelines for when the job needs to be done.
6. Help group members get along.
7. Keep a checklist of what has been accomplished.
8. Listen to the special needs of each group member.
9. Stress to others the rules and requirements for the project.
10. Spend time exploring other people’s ideas for the project.

### Scoring

- Sum scores for the odd-numbered statements (task score).
- Sum scores for the even-numbered statements (relationship score).

### Total Scores

- Task Score: \_\_\_\_\_
- Relationship Score: \_\_\_\_\_

### Score Interpretation

- 20-25, you are in the high range
- 15-19, you are in the high moderate range
- 10-14, you are in the low moderate range
- 5-9, you are in the low range