



## Working Location Indicator

There are two parts to this diagnostic. Please complete both and return to [russell@qedod.com](mailto:russell@qedod.com) for your report.

The following questions are a snapshot of your opinions which helps to create a temperament score for your preferred place of working. Please answer as honestly as possible. Part Two of the diagnostic has two sections so ensure you answer all questions.

### Part One

Following are 60 short statements that ask you whether you broadly agree or disagree with them. The most useful way to answer is to work quickly through without excessive thought or soul-searching!

|    | <i><b>I agree or disagree that this is usually true for me, as.....</b></i> | <b>Agree</b> | <b>Disagree</b> |
|----|---|--------------|-----------------|
| 1  | I prefer to spend my free time on my own                                    |              |                 |
| 2  | I find working with people gives me lots of energy                          |              |                 |
| 3  | I am described as the life and soul of the party                            |              |                 |
| 4  | I prefer to unwind with other people after a hard day at work               |              |                 |
| 5  | I feel very tired when I have spent the day with other people               |              |                 |
| 6  | I work well on my own   |              |                 |
| 7  | I work most effectively when I am part of a group                           |              |                 |
| 8  | I prefer not to be the centre of attention                                  |              |                 |
| 9  | I find noisy environments distracting                                       |              |                 |
| 10 | I am happiest when I am with other people                                   |              |                 |
| 11 | I love the feeling of being part of a team                                  |              |                 |
| 12 | I am very competitive   |              |                 |
| 13 | I would do anything to make people like me                                  |              |                 |



|    |  |  |  |
|----|--|--|--|
| 14 | I like happy people around me  |  |  |
| 15 | I like to be liked   |  |  |
| 16 | I would rather lose a friendship than an argument  |  |  |
| 17 | I don't like to be noticed or to stand out if I'm part of a team   |  |  |
| 18 | I believe life is about compromise   |  |  |
| 19 | I believe that other people have good intentions   |  |  |
| 20 | I do not want to be a winner if it is at the expense of other people   |  |  |
| 21 | I find people in authority intimidating  |  |  |
| 22 | I get embarrassed if I make a mistake  |  |  |
| 23 | I like to be needed  |  |  |
| 24 | I find it easy to express my emotions  |  |  |
| 25 | I prefer to hide my feelings even when stressed  |  |  |
| 26 | My friends describe me as shy  |  |  |
| 27 | I pride myself on people not knowing how I am feeling  |  |  |
| 28 | Everyone knows when I am in a good or bad mood   |  |  |
| 29 | I often feel anxious or stressed after a day at the office   |  |  |
| 30 | I don't feel the need to talk through concerns and issues with colleagues  |  |  |
| 31 | I enjoy change when it allows me to be more effective  |  |  |
| 32 | Most people don't 'get things' as quickly as me  |  |  |
| 33 | It is unhealthy if things constantly stay the same   |  |  |
| 34 | Lack of change equals intense boredom  |  |  |
| 35 | I am happy spending long periods of time on my own   |  |  |
| 36 | I am self-disciplined and self-motivated   |  |  |
| 37 | I am confident working without supervision   |  |  |
| 38 | I am comfortable communicating with my colleagues via email, chat, videoconference, etc. instead of face to face |  |  |
| 39 | I have a quiet, distraction-free area at home in which to focus on my work                                       |  |  |
| 40 | Telecommuting will help me achieve the work-life balance I want  |  |  |



|    |   |  |  |
|----|---|--|--|
| 41 | Wondering what people are saying about me behind my back worries me               |  |  |
| 42 | Managing 'office politics' is important in my role                                |  |  |
| 43 | I love being with people who are really positive                                  |  |  |
| 44 | I enjoy constructive conflict   |  |  |
| 45 | I like to cheer people up if they look a bit gloomy                               |  |  |
| 46 | I love to be the centre of attention  |  |  |
| 47 | I have been known to 'have a good rant' about things that irritate me             |  |  |
| 48 | I hate negative feedback  |  |  |
| 49 | I can read other people's thoughts and feelings                                   |  |  |
| 50 | People often hurt my feelings   |  |  |
| 51 | People tell me I am too kind  |  |  |
| 52 | I tend to prefer a solo sport or activity rather than a team activity             |  |  |
| 53 | I don't care what other people think of me  |  |  |
| 54 | I easily get distracted by the noise other people make                            |  |  |
| 55 | People describe me as being 'really tough'  |  |  |
| 56 | I find it really easy to make decisions   |  |  |
| 57 | I enjoy high levels of chaos  |  |  |
| 58 | I always notice details about people - a different haircut or new tie for example |  |  |
| 59 | I am happy spending long periods of time on my own                                |  |  |
| 60 | I love to be the centre of attention  |  |  |



## Part Two (a)

There are two sections below, each with 14 questions. You have a total of 14 points to allocate between the questions to signify your opinion. You can allocate these in any quantity. You do not have to use them all, for example, you could allocate all the points to one question to signal how important that point is or, at the other extreme, give every question just one point if you have no strong preference at all..

I would prefer to work primarily from the **office** because:

|    |  | Score |
|----|--|-------|
| 1  | People can see what I'm doing                                    |       |
| 2  | I can receive feedback and/or compliments for my work            |       |
| 3  | I have a greater chance to influence what's going on             |       |
| 4  | To have a better social life                                     |       |
| 5  | To find a romantic partner                                       |       |
| 6  | I enjoy the interaction  |       |
| 7  | There are more ideas   |       |
| 8  | It's more motivational   |       |
| 9  | To have a laugh  |       |
| 10 | To work without interruptions                                    |       |
| 11 | To put my home life behind me                                    |       |
| 12 | To avoid confusing the boundaries between home and work          |       |
| 13 | I can understand and engage with the culture of the organisation |       |
| 14 | I cannot do the job from home                                    |       |
|    | Other – fill in anything else you find important                 |       |
|    |  |       |
|    |  |       |



**Part Two (b)**

I would prefer to work primarily from **home** because:

|    |  | <b>Score</b> |
|----|--|--------------|
| 1  | I can concentrate more easily                              |              |
| 2  | I can manage my hours                                      |              |
| 3  | My job doesn't need me to be in an office environment      |              |
| 4  | I find working with other people tiring                    |              |
| 5  | It saves on the commute                                    |              |
| 6  | I can multi-task   |              |
| 7  | I like to reduce my environmental impact                   |              |
| 8  | I can see more of my family                                |              |
| 9  | People will be able to see the value of my outputs         |              |
| 10 | I can dress more casually                                  |              |
| 11 | I don't have to engage with office politics                |              |
| 12 | I can separate home and work easily                        |              |
| 13 | I don't need the attention                                 |              |
| 14 | I don't need to be part of the culture of the organisation |              |
|    | Other – fill in anything else you find important           |              |
|    |  |              |
|    |  |              |
|    |  |              |

**Please circle your gender: M – F – Other**

**Please circle your age group: Under 20. 21-35. 36 – 50. 51 – 67. Over 68**

**Please circle whether you: Work from Home; Work from the Office; Mix of Both**



## Part One Scoring

Each of the sections relates to an area of the Working Location Preference Toolkit that can help you focus on areas of development and make some choices about next steps. Broadly, the higher score you have in each section, the higher your preference to work from one place or the other. Of course, there is always greater value in having someone else give their view of you against these statements to gain a more rounded picture.

| <b>Question Numbers</b> | <b>Working from Home</b><br>If you have ticked agree for the following questions you score 1 point for Working from home (no points for disagreeing) | <b>Working from the Office</b><br>If you have ticked agree for the following questions you score 1 point for Working from the Office (no points for disagreeing) | <b>Working from Home Score</b> | <b>Working from the Office Score</b> |
|-------------------------|--|--|--------------------------------|--------------------------------------|
| 1-10:                   | <b>1 - 5 - 6 - 8 - 9</b>   | <b>2 - 3 - 4 - 7 - 10</b>  |                                |                                      |
| 11-20:                  | <b>16 - 17 - 18 - 20</b>   | <b>11 - 12 - 13 - 14 - 15 - 19</b>   |                                |                                      |
| 21-30:                  | <b>21 - 22 - 25 - 26 - 27 - 29 - 30</b>  | <b>23 - 24 - 28</b>  |                                |                                      |
| 31 - 40:                | <b>35 - 36 - 37 - 38 - 39 - 40</b>   | <b>31 - 32 - 33 - 34</b>   |                                |                                      |
| 41-47:                  | <b>49 - 50 - 51 - 57 - 58 - 60</b>   | <b>41 - 42 - 43 - 44 - 45 - 46 - 47</b>  |                                |                                      |
| 48 - 60                 | <b>61</b>  | <b>66</b>  |                                |                                      |