

Role & Work Style Quiz

ONSITE, HYBRID, OR REMOTE?

Are you more of an onsite worker, offsite/remote, or somewhere in between? The answer is determined by the type of responsibilities you have and your personal work style, including **how you prefer to interact, how you get work done, and how you are best energized.** Take this quiz to learn more about what environment is best for you.

Where on the continuum do you fall?

In my role, I need to be visible with other people in person (internal or external customers, direct reports, or other stakeholders)



In my role, I can manage the visibility and interactions I have with others via technology (phone, video, chat)

I thrive when I have frequent touch-points with my leader and colleagues



I thrive when I work mostly independently, with occasional touch-points from my leader

My peak energy and productive times are in sync with traditional business hours (i.e., 9 - 5)



My peak energy and productive times tend to be early morning or later in the evening – or, vary depending on day

I feel most appreciated when others see me working and/or know clearly what I am doing to contribute



I feel most appreciated when I have time to get work done and am recognized for my results

I tend to learn in a more “hands on” style by watching others and being in a social setting



I tend to learn in a more “self-directed” style by reading, watching videos, or trying on my own

I crave the time spent co-creating, ideating, connecting, and being around others – even the interruptions that come with it



I crave time working alone so I can focus on deliverables without interruption

The office is a place for me to get away from the stress of competing life demands



I prefer to “blend” my work and life schedules instead of separating them

To feel productive and effective, I prefer when there is routine, reliability, structure, and clear expectations



To feel productive and effective, I prefer when I have the space to make my own schedule and accomplish goals in the way I determine

I need access to resources, supplies, and systems that are most easily available in the office



I have all the access I need to resources, supplies, and systems outside of the physical office

If you scored **MOSTLY A's**,
you prefer working



You derive your energy from other people and from structure. You work most productively when in an office and when your life is separated as much as possible from your work.

If you scored **MOSTLY B's**,
you prefer working



You derive your energy from exercising freedom in a style that blends work and life. While you like being re-energized by people, you are more productive having periodic, rather than frequent, touch-points with them.

If you scored **MOSTLY C's**,
you prefer working



You derive your energy from having freedom to define your own work style and schedule. While you may still get re-energized from people, you may be more productive seeing them virtually and/or only occasionally in person.

NOW WHAT? Use this awareness of your style and needs to talk with your leader about which workplace environment is best for your productivity. Or, use this knowledge when looking for a new role to find one that best suits your needs.

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