

## Self-Assessment Quiz

### Are You “Toxic” or “Nourishing?”

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This brief quiz, the “Toxic-Nourishing Scale,” comes from the *Social Intelligence Profile*, which is a comprehensive self-assessment questionnaire based on Karl Albrecht’s concepts, as presented in his book *Social Intelligence: the New Science of Success* (Jossey-Bass/Wiley).

Social intelligence is the ability to get along well with others, and to get them to cooperate with you. One of the most basic concepts of “SI” is the difference between “toxic” behavior and “nourishing” behavior.

We can think of “toxic” people as those who consistently behave in ways that make others feel devalued, inadequate, angry, frustrated, or guilty. In contrast, “nourishing” people consistently behave in ways that make others feel valued, capable, loved, respected, and appreciated.

Each of us can think of our overall pattern of interactions with others as somewhere on this spectrum between toxic and nourishing. This quiz can help you become more aware of your behavior towards others, and to decide whether you need to improve the quality of your interactions.

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More information about Social Intelligence can be found at:

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