

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:

<http://www.KarlAlbrecht.com>

The Toxic-Nourishing Scale

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Between each of the pairs of behaviors on the list, circle a number from 0 through 4, to show how often you believe you exhibit one rather than the other. Use 0 for very toxic behavior, 1 for mostly toxic behavior, 2 for an equal mixture of both toxic and nourishing behaviors, 3 for mostly nourishing behavior, and 4 for very nourishing behavior. Add the scores to get your total for nourishing behavior. The maximum possible score is 100. Make a dot on the numerical scale to show where your score falls.

Toxic Behavior:	Score	Nourishing Behavior:
Unfriendly demeanor, keep away signals	0 1 2 3 4	Wearing a friendly, inviting expression
Being moody, snapping at others	0 1 2 3 4	Showing tolerance, being cheerful
Ignoring or snubbing others	0 1 2 3 4	Acknowledging and affirming others
Condescending, patronizing, parenting others	0 1 2 3 4	Communicating straight, "adult to adult"
Laughing loudly; annoying machine-gun laugh	0 1 2 3 4	Laughing politely
Joking inappropriately, or in bad taste	0 1 2 3 4	Using humor constructively
Overusing profanity or coarse language	0 1 2 3 4	Suiting your language to the situation
Racial, ethnic, or gender-based slurs	0 1 2 3 4	Referring to other communities respectfully
Monopolizing the conversation	0 1 2 3 4	Inviting others to share the air time
Disagreeing rudely or aggressively	0 1 2 3 4	Disagreeing politely, exchanging views
Expressing dogmatic or intolerant opinions	0 1 2 3 4	Acknowledging the value of others' views
Interrupting others, talking over them	0 1 2 3 4	Hearing others out
Ridiculing, humiliating, putting others down	0 1 2 3 4	Affirming others; empathizing
Shooting down others' ideas	0 1 2 3 4	Listening appreciatively, without judging
Bragging, scoring status points	0 1 2 3 4	Praising others, giving them credit

