

# Interaction Quotient Quiz

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To discover your IQ (Interaction Quotient) read each statement. Circle the number that indicates where you fall on the scale of 1 to 5.

- |   | Rarely                  |                                    |                                    |                                    | Always                             |
|---|-------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| 1. I make direct requests for cooperation.                                      | 1 <input type="radio"/> | 2 <input type="radio"/>            | 3 <input type="radio"/>            | 4 <input checked="" type="radio"/> | 5 <input type="radio"/>            |
| 2. I describe my actions by using the facts rather than using vague statements. | 1 <input type="radio"/> | 2 <input type="radio"/>            | 3 <input checked="" type="radio"/> | 4 <input type="radio"/>            | 5 <input type="radio"/>            |
| 3. I ask for change by describing the desired result or behavior.               | 1 <input type="radio"/> | 2 <input type="radio"/>            | 3 <input type="radio"/>            | 4 <input checked="" type="radio"/> | 5 <input type="radio"/>            |
| 4. I express my wants, feelings, and expectations clearly and directly.         | 1 <input type="radio"/> | 2 <input type="radio"/>            | 3 <input type="radio"/>            | 4 <input checked="" type="radio"/> | 5 <input type="radio"/>            |
| 5. I am able to handle conflict with confidence.                                | 1 <input type="radio"/> | 2 <input type="radio"/>            | 3 <input type="radio"/>            | 4 <input checked="" type="radio"/> | 5 <input type="radio"/>            |
| 6. I generate trust and understanding when I give and receive feedback.         | 1 <input type="radio"/> | 2 <input type="radio"/>            | 3 <input checked="" type="radio"/> | 4 <input type="radio"/>            | 5 <input type="radio"/>            |
| 7. I trust those with whom I communicate.                                       | 1 <input type="radio"/> | 2 <input type="radio"/>            | 3 <input type="radio"/>            | 4 <input type="radio"/>            | 5 <input checked="" type="radio"/> |
| 8. I keep to the point in conversations.  | 1 <input type="radio"/> | 2 <input checked="" type="radio"/> | 3 <input type="radio"/>            | 4 <input type="radio"/>            | 5 <input type="radio"/>            |
| 9. I ask for information in a way that promotes confidence and cooperation.     | 1 <input type="radio"/> | 2 <input type="radio"/>            | 3 <input checked="" type="radio"/> | 4 <input type="radio"/>            | 5 <input type="radio"/>            |
| 10. I suggest solutions to problems.  | 1 <input type="radio"/> | 2 <input type="radio"/>            | 3 <input type="radio"/>            | 4 <input checked="" type="radio"/> | 5 <input type="radio"/>            |

10. I suggest solutions to problems.

11. I am responsible for my communications.

1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☒

12. I respond non-defensively to comments and criticism.

1 ☐ 2 ☐ 3 ☒ 4 ☐ 5 ☐

13. I listen to clarify information and understand the other person's point of view.

1 ☐ 2 ☒ 3 ☐ 4 ☐ 5 ☐

14. I resolve conflicts by communicating instead of ignoring problems.

1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☒

15. I get more information by asking questions.

1 ☐ 2 ☒ 3 ☐ 4 ☐ 5 ☐

16. I talk about my feelings confidently in difficult situations.

1 ☐ 2 ☐ 3 ☐ 4 ☒ 5 ☐

17. I communicate my goals to my family, friends, and co-workers on a regular basis.

1 ☐ 2 ☐ 3 ☒ 4 ☐ 5 ☐

18. I treat everyone with respect in all of my interactions.

1 ☐ 2 ☐ 3 ☒ 4 ☐ 5 ☐

19. I resolve conflicts without taking control.

1 ☐ 2 ☒ 3 ☐ 4 ☐ 5 ☐

20. I give and receive feedback without taking it personally.

1 ☐ 2 ☐ 3 ☒ 4 ☐ 5 ☐

21. I listen without interrupting.

1 ☐ 2 ☒ 3 ☐ 4 ☐ 5 ☐

22. I ask for information and listen until they are finished.

1 ☐ 2 ☒ 3 ☐ 4 ☐ 5 ☐

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# Interaction Quotient

## — SCORING —

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Your score is **72**

### Score 96-110

Congratulations!!! Most of the time you communicate your ideas, opinions, feelings and desires openly and directly. Your interaction style maintains both respect and integrity. You are able to convey how the other person's behavior affects you. Your intent is to resolve problems without creating defensiveness. The outcome is dignity, confidence and trusting relationships.

### Score 81-95

Your interaction style is very similar to the people who score 96-110. The challenge for you is to maintain this responsible interaction style while you are angry or stressed. When you communicate differently, you begin to erode your relationships. Often this builds resentment and breaks down trust.

### Score 61-80

Your interaction style works for you in many situations. When you are irritated, frustrated or angry you communicate in one of three different styles: passive, passive aggressive and/or aggressive. These different behaviors destroy trusting relationships.

- *Passive*: Don't communicate your ideas, opinions, feelings or desires in a responsible way when they occur. Your intention is to not create conflict. By keeping things to yourself it is difficult to build a relationship. The outcome is resentment for you and the other person involved.
- *Passive Aggressive*: Comments are condescending or sarcastic. This behavior is confusing to the other person. Even though the other person may laugh, they usually ask themselves, do they really mean it or not? You may feel better in the moment, you're still not expressing hidden feelings about judgement or fear. This makes it impossible to have a healthy relationship.
- *Aggressive*: Interactions are dictatorial and controlling. You think you need to tell others what to do to get results. Most



people react to your orders. They don't feel appreciated or heard. These behaviors undermine healthy and trusting relationships.

**Score 59 or less**

You are probably feeling very overwhelmed and angry. There is a strong possibility you are heading towards "flame out". The result is you aren't feeling appreciated or heard. You may react by venting your rage or you may withdraw and become depressed. At this time it is very difficult to have a healthy relationships with yourself or others.

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