APPENDIX-4

IPNI

1. I join groups and organisations when I get an opportunity.
2. I like to be made a member of committees.
3. I try to develop personal relations with others.
4. I like people to be close to me.
5. I tend to help people resolve their conflicts.
6. I like people to empathise with me (try to feel as I do).
7. I appreciate other people's accomplishments.
8. I like people to appreciate my work.
9. I tend to dominate the group I work with.
10. I dislike taking independent decisions.
11. I try to maintain my reputation in a group.
12. I enjoy trying out something after reading about it.
13. I do not like to join committees and other groups.
14. I like people to include me in their groups.
15. I tend to share emotions with people.
16. I like people to express their emotions to me.
17. I enjoy working for myself rather than for a group or a community.
18. I do not like people to share my grief and distress.
19. I like to compliment people for their experience and expertise.
20. I like people to compliment me for my accomplishments.
21. If people ignore my views in a group, I tend to keep quiet.
22. I like my seniors to solve problems for me, or guide me to find solutions.
23. I try to influence other people.
24. I like to get more ideas from books.
25. I try to participate in group activities.
26. I do not want people to invite me to parties.
27. I like to be close to people.
28. I like people to keep a distance from me.
29. I tend to empathise with people (feel as they do).
30. I like people to collaborate with me in achieving a goal.
31. I pay attention to people.
32. I do not care whether people give me credit for my contribution or not.
33. I enjoy competing for power in a group or organisation.

34. I do not like others to try to get me to do things their way.
35. I enjoy seeing people accept my point of view, even though they do not openly express it.
36. I do not like others giving me suggestions.
37. I invite people for visits.
38. I like people to consult me.
39. I am cool and distant with people.
40. I like people to share their emotions with me.
41. I tend to tolerate discomfort for the sake of others.
42. I like people to help me when I need some help.
43. I am impatient with people when I am busy.
44. I like people to use my skills and expertise.
45. I like others to do things my way.
46. I like it if others tell me what I am supposed to do.
47. I try to leave an impression on people.
48. I take a decision after consulting people.
49. I like to do work with people.
50. I like to be invited for visits.
51. I enjoy having close relationships.
52. I like people to be warm and personal to me.
53. I tend to collaborate with others in achieving a goal.
54. I like people to support me in crises.
55. I appluad people for their achievements.
56. I like people to quote me.
57. I like to tell others what is to be done.
58. I like others to guide me.
59. It makes no difference to me if people agree with me or not.
60. I like people to give new ideas and suggestions.

IPNI
Answer Sheet

Name: Role:
Organisation: Date:

Different persons interact with others in different ways on various dimensions. Some statements are given in IPNI to indicate such ways of interaction. Read each statement, and indicate to what extent the statement is true in your case, by writing your response below on the left-hand side of the statement. Do not indicate what *should* be the response, but *how you tend to think or behave*. There are no right or wrong answers. There are no good or bad ways to interact. Be honest and frank.

Use the following key for checking the statements:

Write 1 for never or none.
Write 2 for rarely or for very few persons.
Write 3 for sometimes or for a few persons.
Write 4 for occasionally or for some people.
Write 5 for often or for many people.
Write 6 for usually or most people.

— 1.	— 13.	— 25.	— 37.	— 49.	— 1. BG
— 2.	— 14.	— 26.	— 38.	— 50.	— 2. BR
— 3.	— 15.	— 27.	— 39.	— 51.	— 3. AG
— 4.	— 16.	— 28.	— 40.	— 52.	— 4. AR
— 5.	— 17.	— 29.	— 41.	— 53.	— 5. ER
— 6.	— 18.	— 30.	— 42.	— 54.	— 6. ER
— 7.	— 19.	— 31.	— 43.	— 55.	— 7. RG
— 8.	— 20.	— 32.	— 44.	— 56.	— 8. RR
— 9.	— 21.	— 33.	— 45.	— 57.	— 9. CG
— 10.	— 22.	— 34.	— 46.	— 58.	— 10. CR
— 11.	— 23.	— 35.	— 47.	— 59.	— 11. IG
— 12.	— 24.	— 36.	— 48.	— 60.	— 12. IR