

SIGNS YOU'RE DEALING WITH SOMEONE IN SPITE MODE

THINK OF SOMEONE YOU BELIEVE OPERATES IN SPITE MODE UNDER PRESSURE. RECALL A SPECIFIC SITUATION WHEN THEY WERE STRESSED. TICK THE CHARACTERISTICS YOU OBSERVED THEM DISPLAYING.

Body language and behaviour

- ☐ Rolling their eyes.
- ☐ Glaring at you or giving you the 'evil eye'.
- ☐ Turning away when others talk to them.
- ☐ Cutting certain people out of conversations.
- ☐ Making a show of ignoring someone.
- ☐ Using contemptuous gestures.
- ☐ Working very slowly, seemingly to irritate other people.
- ☐ Setting other people up to look stupid.
- ☐ Sabotaging others' work.
- ☐ Agreeing to do something, then claiming to forget their promise.
- ☐ Sulking.
- ☐ Deliberately withholding information or resources.
- ☐ Breaking things 'accidentally'.
- ☐ Deliberately making mistakes.
- ☐ Arriving late at meetings so that others must wait for them.
- ☐ Spreading malicious rumours.
- ☐ 'Playing stupid' or pretending not to understand simple messages.

Voice tone

- ☐ Sarcastic.
- ☐ Indirectly attacking.
- ☐ Sickly sweet.
- ☐ Provocative.

Communication patterns

- ☐ Delivering double-edged compliments.
- ☐ Sending ambiguous messages and then blaming you for 'misinterpreting' them.
- ☐ Gossiping.
- ☐ Making nasty, cutting jokes.
- ☐ Laughing at others.
- ☐ Refusing to talk about problems or issues.
- ☐ Making smart remarks to express their anger.
- ☐ Turning the conversation around to negative topics.
- ☐ Making sarcastic remarks.
- ☐ Talking about other people in a stage whisper.
- ☐ Using silence to make others feel uncomfortable.
- ☐ Setting others against each other to generate conflict.
- ☐ Delivering pleasant messages in a sarcastic tone of voice.
- ☐ Joking about topics that others hold dear.

Words and phrases

- ☐ You're too sensitive.
- ☐ Whatever ...
- ☐ Talk to the hand.
- ☐ All I meant was ...
- ☐ Can't you take a joke?
- ☐ What's wrong with you?

Write your total number of ticks here: _____

A score of nine or more indicates you're dealing with someone in spite mode.