# Behavior Management Meter

The Behavior Management Meter is a useful tool to let people know how others perceive them. This comes from the work of many people and was publicized in the book, *The No Asshole Rule: Building a Civilized Workplace and Surviving One That Isn't* by Robert Sutton. The idea for the Behavior Meter came from Marge's Asshole Management Meter http://bobsutton.typepad.com/my_weblog/2007/03/marges_asshole_.html)

In her own words, this is Marge's scale:

**0** = You are a very nice person, and very passive. No one can say a word against you, and would never think to call you an asshole.

**1** = You are a normal person who can occasionally assert yourself on an issue you are passionate about, but you handle yourself in a non-confrontational way in nearly all occasions.

**2** = You can consistently assert yourself in a non-confrontational way and are occasionally an asshole, but you feel horrible about it afterwards, and you may or may not apologize (but you probably will have to confess your remorse to someone).

**3** = You can consistently be an asshole and you either do not recognize this or you simply enjoy it.

Bill added:

Your rating fluctuates and you can use this rating to manage people to different effect. For example, at [our company], Marge has signaled to me in meetings that I was meeting a 2.5 or a 3, which indicated to me that I should tone things down. (I was usually around a 1, for the record, which was considered acceptable). Others have been labeled a 0.5 or lower, and were told they needed to manage their average rating up closer to 1.

Ways to use this information:

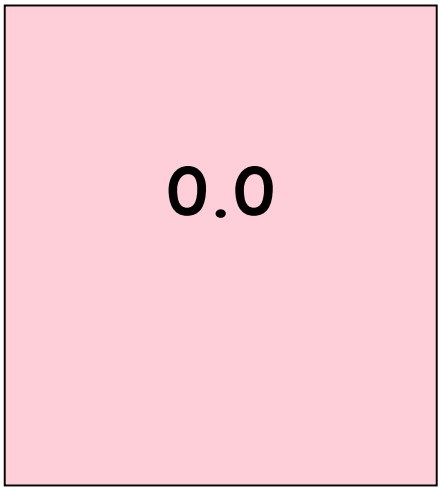
1. Let them know by the number. After training on the appropriate ways to behave, when someone is exhibiting behavior other than what is expected, give them the number that relates to where they appear on the system above.
2. Use Behavior Meter Cards. Print the number cards on card stock and hand to someone when they are exhibiting certain behavior.

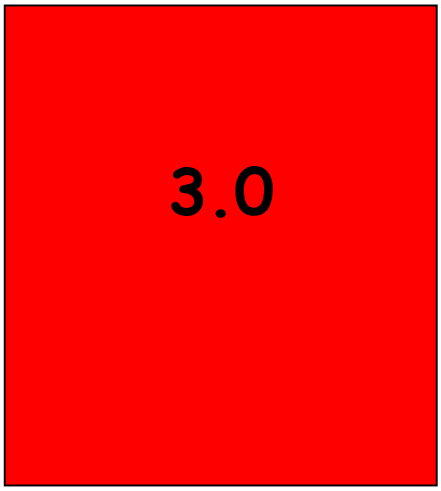
| | |
|---|---|
| Colors: | 0.0 = Pink, 0.5 = Violet, 1.0 = Green, 1.5 = Blue, 2.0 = Yellow, 2.5 = Orange, 3.0 = Red |

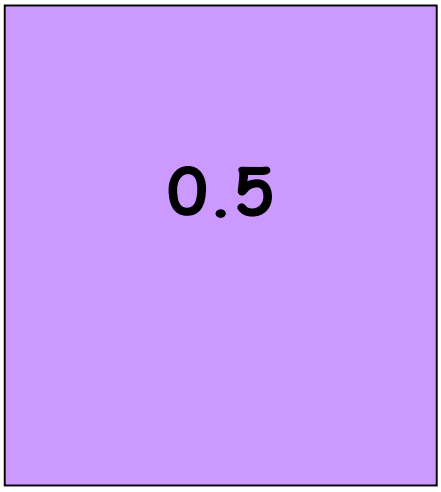
3. Use the Behavior Meter Wheel. Color the section of the wheel that indicates the behavior the person exhibits.

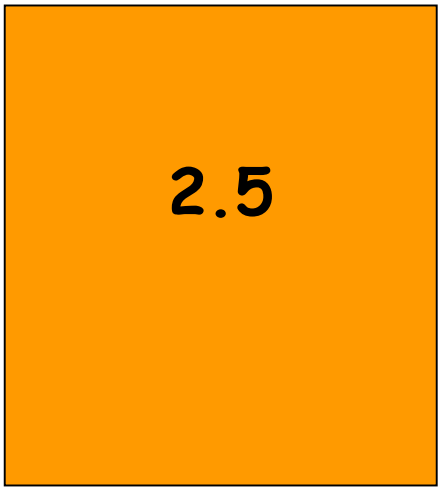
| | |
|---|---|
| Colors: | 0.0 = Pink, 0.5 = Violet, 1.0 = Green, 1.5 = Blue, 2.0 = Yellow, 2.5 = Orange, 3.0 = Red |

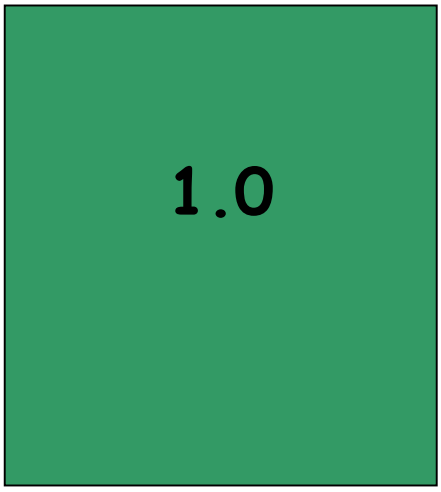
Behavior Meter Cards

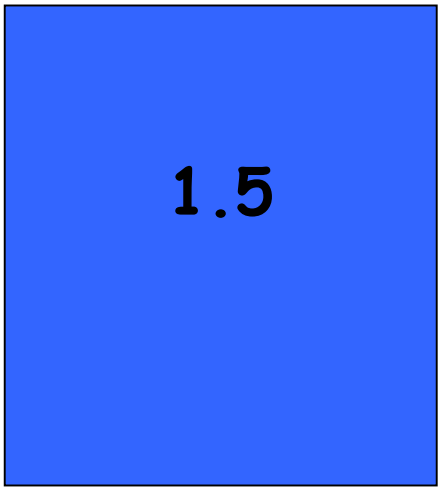


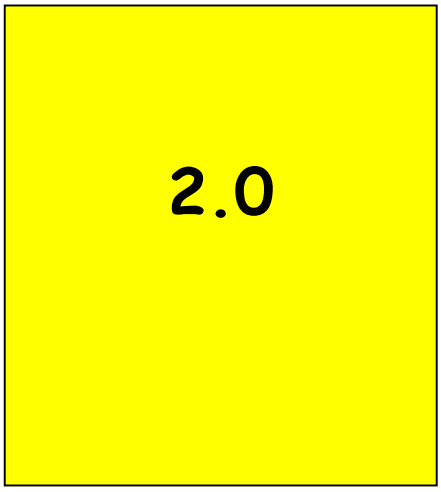



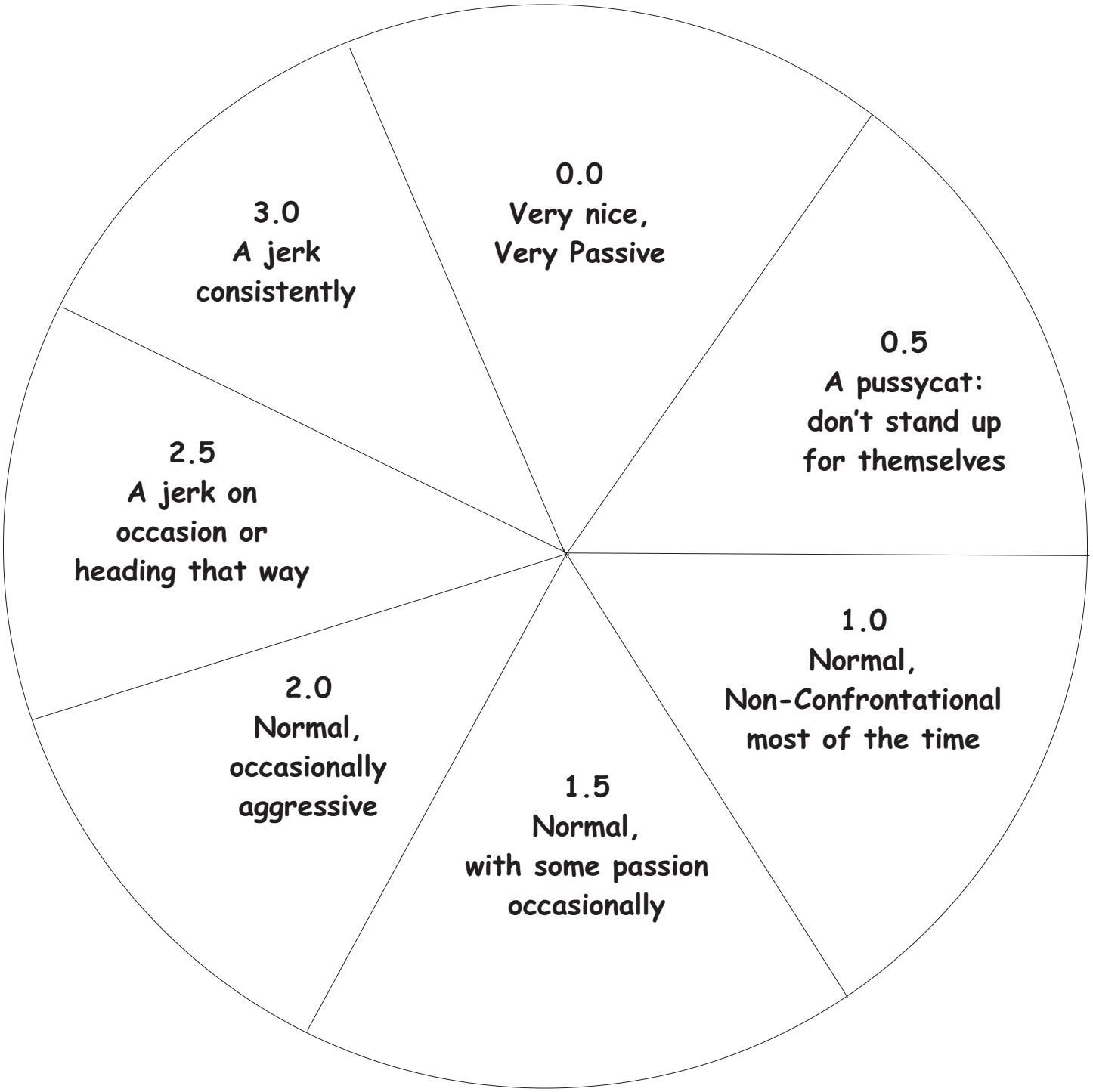



# Behavior Meter Wheel




**Meter for:** _____