

PERSONALITY RESPONSE INSTRUCTIONS



The following questions are designed to help us better understand personality traits. This information will be used to gain better understanding of how to interact with other personality types. The results of this test will be used to show you strengths and weaknesses during interactions with others. The more honest you are, the more accurate your answers will be. In turn, the greater the benefit you will derive from this information. Therefore, it is imperative you be as honest as possible.

PART ONE

In answering, please divide 10 points in the following manner:

- **6 points** for the answer that best describes your **preferred** response
- **3 points** for the answer that describes your **second** choice
- **1 point** for the answer that best describes your **third** choice
- **0 points** for the answer that **least likely** describes your behavior

Example

In my free time I like to:

- 6 1. Sit down with a book and read.
- 1 2. Teach children.
- 0 3. Go to a movie or shopping at the mall.
- 3 4. Play competitive sports with my close friends.

1) When working with another person on a project, the most important thing *that person* can do is:

- 1. Express ideas directly and discuss all possibilities
- 2. Be pleasant and try to establish a good working-relationship
- 3. Be systematic in their thinking, and outline the logical steps of the task
- 4. Have a result-oriented approach that emphasizes a practical solution

2) In dealing with a person in a face-to-face situation, I want them to see me as:

- 5. Quietly-focused and serious
- 6. Assertive, quick, and bright
- 7. Individualistic, intellectual, and smart
- 8. Energetic, attentive, and responsive

- 3) In those occasions when I am meeting someone for the first time, I prefer to:
- ☐ 9. Be cordial and spend time getting to know the person
 - ☐ 10. Put aside status and job titles and just let things flow naturally
 - ☐ 11. Get down to business and tell them some of my expectations
 - ☐ 12. Have goals of what is to be discussed and avoid a lot of small talk
- 4) When I decide to take a course of action, I like to know that:
- ☐ 13. It will have the desired impact and produce fast results.
 - ☐ 14. It is logical and in tune with the facts.
 - ☐ 15. Those involved understand it and agree with it as much as possible.
 - ☐ 16. It is creative and innovative.
- 5) In a group situation, I like others to see me as being:
- ☐ 17. Decisive, efficient, and goal-oriented
 - ☐ 18. Creative, quick, and interesting
 - ☐ 19. Engaged in the task/conversation, agreeable, and supportive
 - ☐ 20. Organized, accurate and detailed
- 6) The characteristic that turns me off the most about a supervisor is:
- ☐ 21. The tendency to be pushy, demanding, and like a dictator
 - ☐ 22. A cold, impersonal, unfriendly approach
 - ☐ 23. A tendency to be very cautious and indecisive
 - ☐ 24. A sloppy, unstructured, passive approach
- 7) I like to impress others as being:
- ☐ 25. Easy-going, spontaneous and casually relaxed
 - ☐ 26. Creative, expressive, and intelligent
 - ☐ 27. Competitive, decisive, and practical
 - ☐ 28. Systematic, controlled, and precise
- 8) In terms of the use of my time, I see myself as:
- ☐ 29. Dealing with what's going on and important right now
 - ☐ 30. Concerned about the outcome of today's actions
 - ☐ 31. Reflective of past personal experience
 - ☐ 32. Learning from past experiences, checking current facts, and evaluating short-term effects.

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PART TWO

In answering the following questions, distribute 5 points any way you choose. You can divide them equally between two choices (2.5+2.5) or any way we wish (1+4, 2+3, 0+5 etc.). Remember you have 5 points to distribute on EACH question, depending on how much each statement describes us as individuals. Both choices may describe certain aspects of your personality, but one may be more like you than the other. If you feel one choice is A LOT more like you, then you'd probably give it 4 or 5 points and the other 1 or 0 points. If one choice is only *slightly* better than the other, give that one a 3 and the lesser one a 2. Using whole numbers is easier; try not to use fractions/decimals.

9)

- ____ 33. I am a physical person, a "get things done" person
- ____ 34. I am more of a thinker, an "idea" person

10)

- ____ 35. I am systematic and organized.
- ____ 36. I am sociable and friendly.

11)

- ____ 37. I am methodical and precise in how I do things
- ____ 38. I am task-oriented and make decisions quickly

12)

- ____ 39. I am casual and friendly
- ____ 40. I am open-minded and imaginative

13)

- ____ 41. I am driven and aggressive
- ____ 42. I am gentle, considerate, and caring

14)

____ 43. I am cautious, selective, and careful

____ 44. I am independent, and tend to think a lot or ponder ideas

15) The best way to make a presentation is to:

____ 45. Present the facts objectively in a neatly organized, systematic fashion

____ 46. Be personable and relate directly to the other people involved

16) When I want to get a point across to someone, I:

____ 47. Get to the point quickly and explain what I want

____ 48. Try to be enthusiastic and innovative

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1. 1_____	2. 5_____	3. 9_____	4. 13_____
2_____	6_____	10_____	14_____
3_____	7_____	11_____	15_____
4_____	8_____	12_____	16_____
5. 17_____	6. 21_____	7. 25_____	8. 29_____
18_____	22_____	26_____	30_____
19_____	23_____	27_____	31_____
20_____	24_____	28_____	32_____

PART TWO

In answering the following questions, We must distribute 5 points any way we choose. We can divide them equally between two choices (2.5 + 2.5) or any way we wish (1 + 4, 2 + 3, 0 + 5, etc.). Remember we have 5 points to distribute on EACH question, depending on how much each statement describes us as individuals.

9. 33_____	10. 35_____	11. 37_____	12. 39_____
34_____	36_____	38_____	40_____
13. 41_____	14. 43_____	15. 45_____	16. 47_____
42_____	44_____	46_____	48_____

Total up the score by placing the proper response next to the answer number below.
Once completed, add up the total score in each category.

2=	3=	1=	4=
8=	5=	7=	6=
9=	12=	10=	11=
15=	14=	16=	13=
19=	20=	18=	17=
22=	24=	21=	23=
25=	28=	26=	27=
31=	32=	30=	29=
36=	35=	34=	33=
39=	37=	40=	38=
42=	43=	44=	41=
46=	45=	48=	47=
BLUE	GREEN	YELLOW	RED