

## YOUR PERSONALITY PROFILE QUIZ

### INSTRUCTIONS

**1. For answering questions 1 – 8**, please divide ten points in the following manner:

- Give 6 points for the answer that best describes your preferred style (or your most comfortable response to the situation)
- Give 3 points for the answer that describes your second choice
- Give 1 point for the answer that describes your third choice
- Give 0 points for the answer that describes your least likely choice of behavior

**2. For answering questions 9 – 16**, distribute 5 points (any way that you choose), i.e., you may divide them equally as 2.5 + 2.5, or any amount that you wish, 1 + 4, 2 + 3, or 0 + 5. You must have a total of 5 points given for each question.

**3. After completing the questionnaire**, enter the points given for each blank on the attached scoring sheet. Total the four columns. The largest number indicated is your primary operating style and the second largest number shows your secondary (back-up) style.

This personality quiz is intended to sample your opinion on social situations only.

## PERSONALITY PROFILE QUIZ

**1. When working with another person on a project, I want that person to:**

- \_\_\_\_\_ A. Express his/her ideas directly and discuss all the possibilities
- \_\_\_\_\_ B. Be pleasant and sensitive to the importance of establishing a good working relationship with me
- \_\_\_\_\_ C. Be systematic in his/her thinking and outline the logical steps of a task
- \_\_\_\_\_ D. Have a results-oriented approach that emphasizes a practical solution

**2. When dealing with another person in a face-to-face situation, he or she could see me as:**

- \_\_\_\_\_ E. Somewhat reserved and serious
- \_\_\_\_\_ F. Assertive, quick and bright
- \_\_\_\_\_ G. Individualistic, intellectual and smart
- \_\_\_\_\_ H. Energetic, attentive and responsive

**3. When I am meeting someone for the first time, I prefer to:**

- \_\_\_\_\_ I. Be cordial and spend time getting to know the person
- \_\_\_\_\_ J. Put aside job titles and status and just let things happen
- \_\_\_\_\_ K. Get down to business and tell him or her some of my expectations
- \_\_\_\_\_ L. 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 expect that:**

- \_\_\_\_\_ M. It will have the desired impact and produce fast results
- \_\_\_\_\_ N. It is logical and “in-tune” with the facts
- \_\_\_\_\_ O. Those involved will understand it and agree with it as much as possible
- \_\_\_\_\_ P. It is creative and innovative

**5. In a group situation, others are likely to see me as:**

- \_\_\_\_\_ Q. Decisive, efficient and goal-oriented
- \_\_\_\_\_ R. Creative, stimulating and quick
- \_\_\_\_\_ S. Involved, agreeable and supportive
- \_\_\_\_\_ T. Orderly, accurate and detailed

**6. The one characteristic that “turns me off” the most about a person to whom I would directly report is:**

- \_\_\_\_\_ U. The tendency to be pushy, autocratic and demanding
- \_\_\_\_\_ V. A cold and impersonal approach
- \_\_\_\_\_ W. The tendency to be overly cautious and indecisive
- \_\_\_\_\_ X. A sloppy, unstructured and passive approach

**7. I like to impress others by being:**

- \_\_\_\_\_ Y. Easy-going, spontaneous and informal
- \_\_\_\_\_ Z. Creative, expressive and intellectual
- \_\_\_\_\_ AA. Competitive, decisive and pragmatic
- \_\_\_\_\_ BB. Systematic, controlled and deliberate

**8. In terms of the use of my time, I see myself as:**

- \_\_\_\_\_ CC. Dealing in the immediate
- \_\_\_\_\_ DD. Concerned about future implications of today’s actions
- \_\_\_\_\_ EE. Depending upon past personal experience
- \_\_\_\_\_ FF. Checking precedence, current facts, and near-term effects in this order

9. \_\_\_\_\_ GG. I am physically active – a “get things done” person  
\_\_\_\_\_ HH. I am mentally active – an “ideas” person

10. \_\_\_\_\_ II. I am systematic and orderly  
\_\_\_\_\_ JJ. I am sociable and friendly

11. \_\_\_\_\_ KK. I am methodical and detailed-oriented  
\_\_\_\_\_ LL. I am task-oriented and decisive

12. \_\_\_\_\_ MM. I am informal and friendly  
\_\_\_\_\_ NN. I am broad-minded and imaginative

13. \_\_\_\_\_ OO. I am hard-driving and aggressive  
\_\_\_\_\_ PP. I am gentle, considerate and caring

14. \_\_\_\_\_ QQ. I am cautious and particular  
 \_\_\_\_\_ RR. I am independent and philosophical
15. \_\_\_\_\_ SS. I present the facts objectively in an orderly, systematic fashion  
 \_\_\_\_\_ TT. I am personal and relate directly to the other people involved
16. **When I want to get a point across to someone, I:**  
 \_\_\_\_\_ UU. Get to the point quickly and explain what I want  
 \_\_\_\_\_ VV. Try to be enthusiastic and innovative

**INSTRUCTIONS FOR COMPILING RESULTS:**

Enter the number of points for each blank that corresponds to the question of the same letter.  
 Total the four columns.

<b>PROMOTER</b>	<b>ANALYST</b>	<b>SUPPORTER</b>	<b>CONTROLLER</b>
A. _____	C. _____	B. _____	D. _____
G. _____	E. _____	H. _____	F. _____
K. _____	L. _____	I. _____	J. _____
P. _____	N. _____	O. _____	M. _____
R. _____	T. _____	S. _____	Q. _____
U. _____	X. _____	V. _____	W. _____
Z. _____	BB. _____	Y. _____	AA. _____
DD. _____	FF. _____	EE. _____	CC. _____
HH. _____	II. _____	JJ. _____	GG. _____
NN. _____	KK. _____	MM. _____	LL. _____
RR. _____	QQ. _____	PP. _____	OO. _____
VV. _____	SS. _____	TT. _____	UU. _____
<b>Totals:</b>			
_____	_____	_____	_____