

IMPORTANT: READ ALL OF THE DIRECTIONS BEFORE STARTING

DIRECTIONS: For each question below, WRITE A NUMBER IN EACH SHADED BOX! Please write in the shaded box 8 points for the phrase that is “most like you,” 6 points for the phrase is “next most like you,” 4 points for the “third most like you,” and 2 points for the phrase that is “least like you.”

QUESTIONS	COLUMN			
	A	B	C	D
1. How important to you are the following values?				
a. I value being competent, knowledgeable and skilled in everything I do.				
b. I value security by being responsible and obeying the rules.				
c. I value calculated risk-taking that tests the limits.				
d. I value relationships as a way of feeling significant.				

QUESTIONS	COLUMN			
	A	B	C	D
2. How accurately do the following words describe your strengths?				
a. I'm good at using my intellect to solve problems.				
b. I'm good at working on tasks that need to be done and serving others.				
c. I'm good at accomplishing things that others think could not be done.				
d. I'm good at perceiving emotions - my own and others.				

QUESTIONS	COLUMN			
	A	B	C	D
3. How accurately do the following words describe your basic drives?				
a. I want to know, understand and explain the world around me.				
b. I want to be a contributing member of groups that are important to me.				
c. I want to test the limits of my abilities and bend the rules, if necessary.				
d. I want to care for others and help them reach their potential.				

QUESTIONS	COLUMN			
	A	B	C	D
4. How accurately do the following describe your strengths?				
a. I use my mind to acquire and apply information competently.				
b. I use my hands to accomplish tasks with excellence.				
c. I use my creativity in pioneering new and imaginative ways to do things.				
d. I use my compassion to develop greater intimacy and harmony with others.				

QUESTIONS	COLUMN			
	A	B	C	D
5. How often do you use the following factors to make decisions?				
a. I trust in reliable data such as established facts information.				
b. I follow the rules, procedures and traditions.				
c. I get a sudden idea and take action almost immediately.				
d. I depend on my impressions, instincts hunches and gut feelings.				
Scoring: Add up the number of points in each column above				

6. How accurate are the following <i>descriptions</i> of you?	A	B	C	D
a. I tend to be logical, rational, reasonable and thorough.				
b. I tend to be responsible, dependable, reliable and trustworthy.				
c. I tend to be bold, daring, gutsy and brave.				
d. I tend to be intuitive, perceptive, insightful and sensitive.				

7. How much do you enjoy the following <i>activities</i> ?	A	B	C	D
a. I enjoy developing theories that explain what, why and how.				
b. I enjoy accomplishing tasks and getting things done.				
c. I enjoy participating in adventures that are risky and difficult.				
d. I enjoy connecting with people and building relationships.				

8. How accurate are the following <i>descriptions</i> of you?	A	B	C	D
a. I try to be objective, impartial and unbiased.				
b. I try to be responsible, dependable and conscientious.				
c. I try to be inspiring, motivating and energizing.				
d. I try to be fun, faithful and trustworthy.				

9. How accurate are the following <i>descriptions</i> of you?	A	B	C	D
a. I value gaining wisdom, knowledge, insight and understanding.				
b. I value living a life of stability, accomplishment and responsibility.				
c. I value living a life of calculated risk, danger and excitement.				
d. I value building harmony, friendship and peace with other people.				

10. How accurate do the following statements describe <i>you</i> ?	A	B	C	D
a. I place a high value on intelligence.				
b. I place a high value on preparedness.				
c. I place a high value on skillfulness.				
d. I place a high value on genuineness.				
Scoring: Add up the number of points in each column above				

Scoring: Add the column totals from the previous page to the totals from this page and transfer your scores to the boxes on the right. The points for the four columns should add up to 200.	A	B	C	D

Understanding your scores:

Look at your 4 scores on the previous page. The column with the highest score is your personality type. The column with the next highest score is your secondary personality type. If two of your scores are very close this means you are able to work well in both areas. Circle your primary personality type and underline your secondary personality type, then read the descriptive terms below.

COLUMN A - ANALYZER

An **analyzer** is someone whose strength is thinking and problem solving. They excel in an environment that requires analytical skills. They are logical thinkers who tend to be very knowledgeable.

COLUMN B - COORDINATOR

A **coordinator** is someone whose strength lies in organizing the team to accomplish the task at hand. They excel in an environment that requires a competent focused leader. They are task oriented people who value stability and responsibility on the team.

COLUMN C - ACTIVATOR

An **activator** is someone whose strength is taking the risks necessary to lead a team accomplishing a goal. They excel in an environment that requires quick decisive decisions. They are adventurous leaders who love to measure their accomplishments.

COLUMN D - CONNECTOR

A **connector** is someone whose strength lies in relating to others. They excel in an environment that requires them to work on a team toward a common unison. They value significance and relationship to others. They also avoid conflict.

PERSONALITY TYPE

This grid shows descriptive words that help to define each personality type. The location of the personality type on the grid further defines each type as either structured or unstructured, and focused on ideas or experiences.

