Personality Profiles

Before we define personality profiles, it is important for you to complete this simple exercise below. Read each statement and check each one that you believe describes yourself. Do this from only one perspective (i.e., work, school, home, church, social club, etc.). For example, how do you perceive yourself at work? Don't evaluate the questions from multiple environments. Pick one environment only. Also, don't try to evaluate what others might think of you. This must be purely from your perspective only . . . how do you perceive yourself?

1. You like to be in charge of most work situations
2. You enjoy being the center of attention whether it is at work or situations outside of work
3. You like to assist other people with their work
4. Your preference would be to work alone rather than in a group once work assignments have been defined
5. You prefer stepping back and letting others lead so you can concentrate on perfecting the detailed deliverables
6. Your friends would describe you as a very patient and tolerant person
7. Your friends would describe you as being a people person
8. You prefer to drive towards targets and goals rather than take care of "messy" people related issues
9. You find yourself easily distracted by your surroundings and long periods of focused concentration don't happen very often for you
10. You thrive in an environment that is free from change
11. You follow standards and processes to the letter but you are not scared to "fix" the standards and processes when they are deficient or inefficient.
12. You consider change to be "part of life" and you may even thrive in a fast paced, changing work environment
13. Your communication style tends to be direct as you prefer a succinct, "bullet point" conversation rather than a long detailed drawn out talk
14. Your attention to detail is legendary
15. You don't mind taking on new work assignments so long as expectations are properly defined and the process to get completed is clearly documented or understood.
16. You prefer to work in a group rather than working alone
17. You do not like giving negative feedback about individuals or organizations, even when it is justified
18. Other people have described you as a perfectionist

19. You are typically courageous and have no problem speaking up in meetings to make your point
20. You love parties and you contribute to an upbeat atmosphere in as many situations as possible
21. You love to talk and describe stories and situations (sometimes to people that you don't even know)
22. You can get quite frustrated when there is a lack of action or movement towards goals
23. You tend to take longer than others to get tasks complete as you prefer to spend time analyzing the requirements and then ensuring the end product is as good as possible
24. You tend to lay out your work in a practical and logical fashion
25. You are always trying to improve everything that you work on or with, whether it is products or processes or tools
26. You do not mind working in a work environment that others might consider high stress and/or high conflict
27. You do not like high stress or high conflict situations and tend to avoid this type of work environment
28. You tend to be a "diplomat", always working to promote a peaceful working environment
29. Your friends would describe you as a great listener
30. You are very empathetic and are able to read the emotional reactions and states of those around you
31. Others may have described you as boisterous, pushy or maybe even like a bulldozer
32. Mistakes in deliverables are simply not acceptable

Once you are finished checking the statements that best describe you, complete the chart below. Add a check mark into the box beside each statement number that you selected above. Once you are complete, total up the checkmarks in each column.

The column with the most checks is your dominant personality type and the one with the second most checks is your secondary or sub dominant personality type. So, what does this mean and how can this be used? These questions will be answered for you in the rest of this chapter.

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31		30		29		32	
Total			■		■		■