

Personality Type Indicator

For each of the following pair of statements, think about which statement applies to how you *prefer* to live your life, not on how you think you should live. Please try to express your own preferences and not what your home or job situation may demand from you. If you believe both alternatives apply to you to some extent, select the alternative which applies to you most -- when you are able to follow your preferences. Since this is an assessment of preferences, there are obviously no right or wrong answers.

Part I: Where do we get energy from and where do we direct energy toward?

- _____ 1. a. I prefer interaction and meeting with others.
b. I prefer concentration, pauses, and solitude.
- _____ 2. a. I value action and activity.
b. I value reflection and quiet time.
- _____ 3. a. I am somewhat reserved, not easily distracted,
and prefer one topic at a time.
b. I am somewhat gregarious, easily distracted, and change topics often.
- _____ 4. a. I prefer to develop creative ideas independently, internally.
b. I prefer to develop creative ideas with others, externally.
- _____ 5. a. I think out loud and talk more.
b. I think inside my head and talk less.

Part II: How do we prefer to gather information?

- _____ 1. a. I prefer to look at patterns, possibilities, and relationships.
b. I prefer to look at facts, details, and specific parts and pieces.
- _____ 2. a. I focus more on the present and connections to the past.
b. I focus more on the future, the unknown and unseen.
- _____ 3. a. I am realistic, direct, and like routine.
b. I am inspirational, round about, and like variety.
- _____ 4. a. I prefer to ask “why are we going to do this?”
b. I prefer to ask “what are we going to do?”
- _____ 5. a. I think about possibilities and rely on my intuition.
b. I think about facts and rely on my five senses.

Part III: How do we prefer to make decisions?

- _____ 1. a. I base decisions on objective principles and facts, in a somewhat impersonal manner.
b. I base decisions on subjective organizational values and culture, in a somewhat personal manner.
- _____ 2. a. I am values-based, sympathetic, and somewhat sensitive.
b. I am logical, fair-minded, and somewhat thick-skinned.
- _____ 3. a. I prefer to focus on how personal needs will be met.
b. I prefer to focus on goals, objectives, and structure.
- _____ 4. a. I am assertive and concentrate on the task.
b. I am less assertive and concentrate on the relationship.
- _____ 5. a. I tend to get right to the point and enjoy argumentation.
b. I tend to engage in small talk and may avoid argumentation.

Part IV: How do we like to live our lives?

- _____ 1. a. I prefer to adapt as I go and be more spontaneous.
b. I prefer to plan ahead and follow schedules.
- _____ 2. a. I am flexible, impulsive, and leisurely.
b. I am organized, systematic, and punctual.
- _____ 3. a. I prefer closure and making decisions as quickly as possible.
b. I prefer keeping my options open and making decisions when needed.
- _____ 4. a. I am deliberate, purposeful, and decisive.
b. I am flexible, adaptable, and curious.
- _____ 5. a. I am somewhat casual, less time-conscious, and aim to be fair.
b. I am somewhat formal, time-conscious, and aim to be right.

Source: Adapted from the work of Benfari (1999), Gieson (2002), Johnson (1999) and Levesque (2001).