

Section 1 - Part A

Please print and complete all information.

Name _____

Date _____

Management? yes [], no []

Instructions: This is a survey; there are no right or wrong answers. Circle the numbers below which best describe **how you feel you really are** when not under outside pressure. Mark your responses quickly, as your first impression is usually best.

Scale: 1 = Strongly Disagree, 2 = Somewhat Disagree, 3 = Neither Agree nor Disagree, 4 = Somewhat Agree, 5 = Strongly Agree

- | | | | |
|---------------------|-----------|-------------------|-----------|
| 1. Self-disciplined | 1 2 3 4 5 | 26. Spirited | 1 2 3 4 5 |
| 2. Daring | 1 2 3 4 5 | 27. Steady | 1 2 3 4 5 |
| 3. Introverted | 1 2 3 4 5 | 28. Creative | 1 2 3 4 5 |
| 4. Aggressive | 1 2 3 4 5 | 29. Conforming | 1 2 3 4 5 |
| 5. Analytical | 1 2 3 4 5 | 30. Outgoing | 1 2 3 4 5 |
| 6. Perfectionistic | 1 2 3 4 5 | 31. Abrupt | 1 2 3 4 5 |
| 7. Enthusiastic | 1 2 3 4 5 | 32. Upright | 1 2 3 4 5 |
| 8. Demanding | 1 2 3 4 5 | 33. Pleasant | 1 2 3 4 5 |
| 9. Original | 1 2 3 4 5 | 34. Visionary | 1 2 3 4 5 |
| 10. Detailed | 1 2 3 4 5 | 35. Indecisive | 1 2 3 4 5 |
| 11. Sociable | 1 2 3 4 5 | 36. Self-assured | 1 2 3 4 5 |
| 12. Specific | 1 2 3 4 5 | 37. Kind-hearted | 1 2 3 4 5 |
| 13. Stick-to-it | 1 2 3 4 5 | 38. Organized | 1 2 3 4 5 |
| 14. Tolerant | 1 2 3 4 5 | 39. Logical | 1 2 3 4 5 |
| 15. Responsible | 1 2 3 4 5 | 40. Dependable | 1 2 3 4 5 |
| 16. Compassionate | 1 2 3 4 5 | 41. Precise | 1 2 3 4 5 |
| 17. Careless | 1 2 3 4 5 | 42. Powerful | 1 2 3 4 5 |
| 18. Trustworthy | 1 2 3 4 5 | 43. Conscientious | 1 2 3 4 5 |
| 19. Cooperative | 1 2 3 4 5 | 44. Controlling | 1 2 3 4 5 |
| 20. Thoughtful | 1 2 3 4 5 | 45. Reserved | 1 2 3 4 5 |
| 21. Perceptive | 1 2 3 4 5 | 46. Commanding | 1 2 3 4 5 |
| 22. Cautious | 1 2 3 4 5 | 47. Extroverted | 1 2 3 4 5 |
| 23. Agreeable | 1 2 3 4 5 | 48. Authoritative | 1 2 3 4 5 |
| 24. Shy | 1 2 3 4 5 | 49. Understanding | 1 2 3 4 5 |
| 25. Reasoning | 1 2 3 4 5 | 50. Efficient | 1 2 3 4 5 |

Please be sure all 50 items are marked.

Section 1 - Part B

Please note NEW INSTRUCTIONS: Circle the numbers below which best describe **how you act when doing your job.**

Scale: 1 = Strongly Disagree, 2 = Somewhat Disagree, 3 = Neither Agree nor Disagree, 4 = Somewhat Agree, 5 = Strongly Agree

- | | | | |
|-------------------|-----------|-------------------|-----------|
| 1. Reliable | 1 2 3 4 5 | 26. Dominant | 1 2 3 4 5 |
| 2. Intuitive | 1 2 3 4 5 | 27. Traditional | 1 2 3 4 5 |
| 3. Serious | 1 2 3 4 5 | 28. Assertive | 1 2 3 4 5 |
| 4. Passive | 1 2 3 4 5 | 29. Fact-oriented | 1 2 3 4 5 |
| 5. Peaceful | 1 2 3 4 5 | 30. Sympathetic | 1 2 3 4 5 |
| 6. Timid | 1 2 3 4 5 | 31. Strong | 1 2 3 4 5 |
| 7. Nonconforming | 1 2 3 4 5 | 32. Persevering | 1 2 3 4 5 |
| 8. Verbal | 1 2 3 4 5 | 33. Enduring | 1 2 3 4 5 |
| 9. Thorough | 1 2 3 4 5 | 34. Striving | 1 2 3 4 5 |
| 10. Amiable | 1 2 3 4 5 | 35. Expressive | 1 2 3 4 5 |
| 11. Planful | 1 2 3 4 5 | 36. Accurate | 1 2 3 4 5 |
| 12. Talkative | 1 2 3 4 5 | 37. Impulsive | 1 2 3 4 5 |
| 13. Gentle | 1 2 3 4 5 | 38. Silent | 1 2 3 4 5 |
| 14. Systematic | 1 2 3 4 5 | 39. Patient | 1 2 3 4 5 |
| 15. Competitive | 1 2 3 4 5 | 40. Methodical | 1 2 3 4 5 |
| 16. Conventional | 1 2 3 4 5 | 41. Decisive | 1 2 3 4 5 |
| 17. Determined | 1 2 3 4 5 | 42. Careful | 1 2 3 4 5 |
| 18. Communicative | 1 2 3 4 5 | 43. Competent | 1 2 3 4 5 |
| 19. Prompt | 1 2 3 4 5 | 44. Flexible | 1 2 3 4 5 |
| 20. Rational | 1 2 3 4 5 | 45. Social | 1 2 3 4 5 |
| 21. Imaginative | 1 2 3 4 5 | 46. Easy-going | 1 2 3 4 5 |
| 22. Stable | 1 2 3 4 5 | 47. Dutiful | 1 2 3 4 5 |
| 23. Direct | 1 2 3 4 5 | 48. Hard-driving | 1 2 3 4 5 |
| 24. Active | 1 2 3 4 5 | 49. Bold | 1 2 3 4 5 |
| 25. Instinctive | 1 2 3 4 5 | 50. Calm | 1 2 3 4 5 |

Please be sure all 50 items are marked.

Section 2

Instructions: Please read each statement below. Assign a True (T) or False (F) response to each statement.

T or F

- 1 ___ I find it hard to imitate the behavior of other people.
- 2 ___ My behavior is usually an expression of my true inner feelings, attitudes, and beliefs.
- 3 ___ At parties and social gatherings, I do not attempt to do nor say things that others will like.
- 4 ___ I can only argue for ideas in which I already believe.
- 5 ___ I can make impromptu speeches even on topics about which I have almost no information.

- 6 ___ I guess I put on a show to impress or entertain others.
- 7 ___ When I am uncertain of how to act in a social situation, I look to the behavior of others for cues.
- 8 ___ I would probably make a good actor.
- 9 ___ I rarely seek the advice of my friends to choose movies, books, or music.
- 10 ___ I sometimes appear to others to be experiencing deeper emotions than I actually am.

- 11 ___ I laugh more when I watch a comedy with others than when I am alone.
- 12 ___ In a group of people, I am rarely the center of attention.
- 13 ___ In different situations and with different people, I often act like very different persons.
- 14 ___ I am not particularly good at making other people like me.
- 15 ___ Even if I am not enjoying myself, I often pretend to be having a good time.

- 16 ___ I am not always the person I appear to be.
- 17 ___ I would not change my opinions (or the way I do things) in order to please someone or win their favor.
- 18 ___ I have considered being an entertainer.
- 19 ___ In order to get along and be liked, I tend to be what people expect me to be rather than anything else.
- 20 ___ I have never been good at games like charades or improvisational acting.

- 21 ___ I have trouble changing my behavior to suit different people and different situations.
- 22 ___ At a party, I let others keep the jokes and stories going.
- 23 ___ I feel a bit awkward in company and do not show up as well as I should.
- 24 ___ I can look anyone in the eye and tell a lie with a straight face (if for a right end).
- 25 ___ I may deceive people by being friendly when I really dislike them.

Please be sure all 25 items are marked.

Section 3

Instructions: Please answer these items carefully but do not spend too much time on any one item. Be sure to answer every item. Also, try to respond to each item independently when making your choice, i.e. do not be influenced by your previous choices.

Please indicate your agreement or disagreement with each statement below. Circle a number from 1 to 7 to indicate that you...

- 1 = Disagree strongly and completely
- 2 = Disagree moderately
- 3 = Disagree slightly
- 4 = Neither agree nor disagree
- 5 = Agree slightly
- 6 = Agree moderately
- 7 = Agree strongly and completely

- | | | |
|-----|---|---------------|
| 1. | I am constantly on the lookout for new ways to improve my life. | 1 2 3 4 5 6 7 |
| 2. | I feel driven to make a difference in my community, and maybe the world. | 1 2 3 4 5 6 7 |
| 3. | I tend to let others take the initiative to start new projects. | 1 2 3 4 5 6 7 |
| 4. | Wherever I have been, I have been a powerful force for constructive change. | 1 2 3 4 5 6 7 |
| 5. | I enjoy facing and overcoming obstacles to my ideas. | 1 2 3 4 5 6 7 |
| 6. | Nothing is more exciting than seeing my ideas turn into reality. | 1 2 3 4 5 6 7 |
| 7. | If I see something that I do not like, I fix it. | 1 2 3 4 5 6 7 |
| 8. | No matter what the odds, if I believe in something, I will make it happen. | 1 2 3 4 5 6 7 |
| 9. | I love being a champion for my ideas, even against others' opposition. | 1 2 3 4 5 6 7 |
| 10. | I excel at identifying opportunities. | 1 2 3 4 5 6 7 |
| 11. | I am always looking for better ways to do things. | 1 2 3 4 5 6 7 |
| 12. | If I believe in an idea, no obstacle will prevent me from making it happen. | 1 2 3 4 5 6 7 |
| 13. | I love to challenge the status quo. | 1 2 3 4 5 6 7 |
| 14. | When I have a problem, I tackle it head-on. | 1 2 3 4 5 6 7 |
| 15. | I am great at turning problems into opportunities. | 1 2 3 4 5 6 7 |
| 16. | I can spot a good opportunity long before others can. | 1 2 3 4 5 6 7 |
| 17. | If I see someone in trouble, I help out in any way that I can. | 1 2 3 4 5 6 7 |

Please be sure all 17 items are marked.