



# Communicate With Impact

## Personality Assessment

This personality assessment is designed to help you understand yourself better. It will help you understand your likes, dislikes and why you act and think the way you do. **More importantly, it will help you begin to understand others.** Many of us go through life desiring to get people to “see life our way” when, in fact, to be successful in school and in relationships, it is more powerful to “see life other people’s way.”

As you answer the questions, realize there are no correct or incorrect answers. Answer the questions quickly based on your first impression. Many answers to questions are very similar. Make sure you take the time to determine which answer fits YOU the best. Be as accurate as possible. Remember, the more honest you are, the more effective the result. This assessment is not designed to impress anyone. The purpose is to accurately learn how YOU interact with people. It does not matter what personality is your strongest or what personality type you are. What matters is that you understand all of the different personalities and are able to adapt to any one of them at any time. Turn the page to get started.

# PART ONE

Directions: Below are a series of questions.

Divide 12 points among the answers to each of the questions as described below:

<b>6 Points:</b>	The answer that best describes you
<b>4 Points:</b>	The second best answer that describes you
<b>2 Points:</b>	The third best answer that describes you
<b>0 Points:</b>	The answer that is the least like you

Remember: Honesty counts. Make sure your answers reflect how you are, not how you would like people to see you.

**A. When creating a strategy for a project at work, school, church or for family you would like the person you are dealing with to:**

1. \_\_\_ Be non-confrontational and realize the importance of establishing a good working relationship.
2. \_\_\_ Discuss all possibilities and be as direct as possible.
3. \_\_\_ Emphasize a practical solution with a “results is what counts” approach.
4. \_\_\_ Logically think through and outline the task before attempting to start.

**B. When dealing with someone face to face, your approach is:**

5. \_\_\_ Serious and sometimes passive with my message.
6. \_\_\_ Responsive and attentive, usually energetic.
7. \_\_\_ Bright and quick, somewhat assertive.
8. \_\_\_ Quantitative, individualistic and smart.

**C. I don't like it when people I interact with are:**

9. \_\_\_ Too passive and take a long time to come to a decision.
10. \_\_\_ Unorganized, late and sloppy.
11. \_\_\_ Pushy, argumentative debaters.
12. \_\_\_ Uncaring and tend to be very callous and stand-offish.

**D. When you meet someone for the first time you usually:**

13. \_\_\_ Have a strategy already lined out and a specific goal of what to discuss and you stay on that subject only.

14. \_\_\_ Ignore the title of the individual you are talking to and treat each other equally, and just go with the flow.
15. \_\_\_ You forget the small talk and get right to the point and let him/her know your expectations.
16. \_\_\_ Spend time getting to know the person and are always nice.

**E. When I am in a group discussion people see me as being:**

17. \_\_\_ Non-confrontational, supportive and involved.
18. \_\_\_ Detailed, logical and orderly.
19. \_\_\_ Quick, creative and fun.
20. \_\_\_ To the point, efficient and with a specific goal in mind.

**F. When it comes to using time, my outlook is best described as:**

21. \_\_\_ It must be done now.
22. \_\_\_ It may be late, but it will be worth it.
23. \_\_\_ Concerned about the future implications of today's actions.
24. \_\_\_ It must be done right the first time.

**G. I enjoy giving the impression that I am:**

25. \_\_\_ Aggressive goal oriented and confident.
26. \_\_\_ Very smart, systematic and conservative.
27. \_\_\_ Very social, always having fun and spontaneous.
28. \_\_\_ Caring of others, creative and artistic.

**H. When I am ready to take action, I assume that:**

29. \_\_\_ I have the facts and it is a logical decision.
30. \_\_\_ It is fun and very creative.
31. \_\_\_ The people I interact with understand and trust my decision.
32. \_\_\_ I will get the result I need immediately.

## PART TWO

When completing Part Two, be sure to read the questions carefully. You have 4 points. Disperse them as you feel the questions have value. You will have two questions to evaluate at a time. Rate them as you feel they appeal to you. Read the statements carefully before responding, Choose quickly without over-analyzing. You will get more accurate results if you answer spontaneously rather than think of extreme situations in which both statements might possibly be true of you. Remember, there are no “correct” answers and that no personality type is better than any other. You may divide 4 points equally between two choices or any way you think that they are rated. Example: 1+3=4 or 2+2=4 or 0+4=4. Have fun!

33. \_\_\_ I am a social person and love people.

34. \_\_\_ I am a use-my mind type and I love to come up with new ideas.

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35. \_\_\_ I am organized and very systematic.

36. \_\_\_ I am a “now” person and a go-getter.

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37. \_\_\_ I am fashionable and care how I look in public.

38. \_\_\_ I am a leader and take on changes.

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39. \_\_\_ I am informal and conservative.

40. \_\_\_ I am caring, not confrontational; and I love people.

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41. \_\_\_ I am very focused and driven.

42. \_\_\_ I am artistic and use my imagination.

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43. \_\_\_ I am particular and need to make a decision.

44. \_\_\_ I am a free spirit and look at things in a philosophical way.

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45. \_\_\_ When I am in a group of strangers, I tend to be quiet and orderly.

46. \_\_\_ When I am in a group of strangers, I am comfortable and get to know them fast.

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47. \_\_\_ When meeting with someone I have a tendency to be late.

48. \_\_\_ When meeting with someone I am always on time or early.

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49. \_\_\_ When I am with a group of friends I enjoy listening and helping them out.

50. \_\_\_ When I am with a group of friends I tend to lead the pack and do what I want.

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51. \_\_\_ When faced with a problem I am the first to create a solution and fix it.

52. \_\_\_ When faced with a problem I tend to get other people involved to help me get rid of it.

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53. \_\_\_ If I had a choice of careers it would be in sales, entertainment or travel.

54. \_\_\_ If I had a choice of careers it would be in space engineering, computer technology or law.

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55. \_\_\_ If I had a choice of careers it would be helping others, nursing, teaching or as a social worker.

56. \_\_\_ If I had a choice of careers it would be in the stock market, finance, and politics or as a military leader.

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**Once you have finished the assessment, see the next pages and enter your results in the space give. Plot your scores on the graph and review the information on personality type to determine your results!**

Enter your points from PART ONE and PART TWO on each appropriate number to the right.

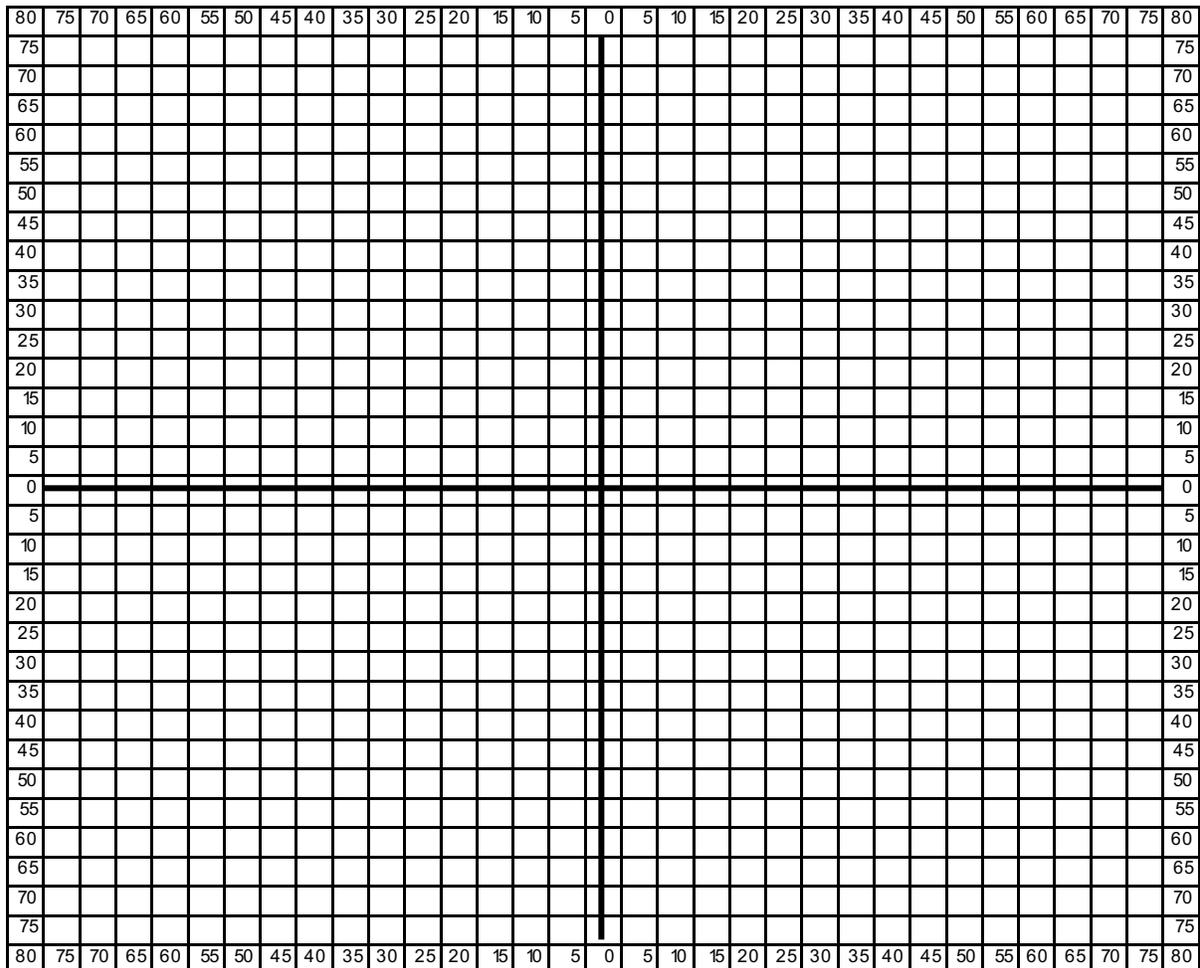
Please note: The numbers are out of order, so be sure the points correspond to the correct number. Once all numbers are entered, total each column. Total points= 144

**Totals:**

Dominance Points	Pace/Patience Points	Extroversion Points	Conformity Points
3. _____	2. _____	1. _____	4. _____
7. _____	5. _____	6. _____	8. _____
9. _____	12. _____	11. _____	10. _____
15. _____	14. _____	16. _____	13. _____
20. _____	17. _____	19. _____	18. _____
21. _____	23. _____	22. _____	24. _____
25. _____	28. _____	27. _____	26. _____
32. _____	31. _____	30. _____	29. _____
36. _____	34. _____	33. _____	35. _____
38. _____	42. _____	37. _____	39. _____
41. _____	44. _____	40. _____	43. _____
50. _____	49. _____	46. _____	45. _____
51. _____	52. _____	47. _____	48. _____
56. _____	55. _____	53. _____	54. _____
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

**Dominance**

**Extroversion**



**Conformity**

**Pace/Patience**

# PACE/PATIENCE

**PATTERN OF BEHAVIOR:** Open and indirect  
**PRIORITY:** Relationships and Communication  
**PACE:** Slow and Relaxed

**STRENGTHS:** They are easy to get along with and have great listening skills, which is why they have a lot of friends. They are team players. They are loyal and very dedicated. They avoid conflict and are very cooperative which tends to give them a peaceful demeanor. They are non-threatening, love to help, and are the most patient of all the personalities. They are nurturing, supportive, loyal and dedicated.

**WEAKNESSES:** They have a tendency to be overly sensitive and take things personally – such as rejection for example. They tend to watch things happen instead of making them happen. They conform to the crowd because they don't want to "rock the boat." They are usually unassertive and are often walked over by some of the other personalities. They are not goal-oriented, and seem to just go with the flow. It's easier for them to buy other peoples excuses, than it would be to convince them to change.

**LIKES:** Peace, love, happiness and animals. In fact, if they were given one wish, they would choose harmony and peace in nature and mankind. They like volunteering and helping others, especially those in need. Earths are the ones who support the street people making financial donations at every major intersection. They like getting to know people and they like to absorb the sunset into their spirit and let Mother Ocean caress their souls.

**DISLIKES:** Pushy and aggressive people really irritate them, especially the people we call bullies. They don't like confrontation. Loud and obnoxious people are definitely a turn-off. They don't like being pushed around even though it tends to happen quite a bit because they would rather submit than confront. There is a threshold point, however, where they will snap and become more aggressive if you push them too far too long. They don't like people destroying the rain forest, killing animals or causing wars.

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**OCCUPATIONS:** Teachers, Social Workers, Nurses, Peace Corps, Ministers  
**EXCITED BY:** Tranquility, stability and harmony  
**FEARS:** Sudden changes  
**STRIVES FOR:** The acceptance of others. They want to please everyone.  
**DECISIONS ARE:** Slower because they seek advice from others

**SIGNS OF EARTH:** They always use the phrase "who else is doing this?"  
**WANTS TO BE:** Pleasant  
**SPECIALTY:** Support

**BECOMES DEPRESSED WHEN:** There is constant chaos and conflict – no peace  
**WHEN WRITING TO THEM:** Be sincere, friendly and warm  
**ON THE PHONE WITH THEM:** Be patient, pleasant and warm  
**MOTIVATED BY:** Peace, harmony and togetherness

**% OF POPULATION** About 35%

## MOTTO:

**"Let's be friends and work together as a team so we can be one big family."**

# EXTROVERSION

**PATTERN OF BEHAVIOR:** Open and Direct  
**PRIORITY:** Relationships and Interacting  
**PACE:** Fast and Spontaneous

**STRENGTHS:** They are enthusiastic, optimistic, persuasive, playful, charming, motivating, bubbly, funny, refreshing, convincing and animated. They are creative and highly intuitive. They are usually “the life of the party” and they love to socialize with people. They are excellent promoters.

**WEAKNESSES:** They tend to talk too much. On top of that, they tend to talk before thinking. They are known to open their mouths when they wake up and not close them until they go to bed. They are disorganized, but tend to be disorganized in an organized fashion. They tend to be the poorest savers of all the personalities. Their idea of checking the balance of their checkbooks is to see if they have any checks left. They are poor at follow-up and tend to be forgetful. They are known to be somewhat scatter-brained. They are likely to go off in 10 different directions or subjects within the same 10 minute conversation.

**LIKES:** They like to have fun. Their attitude is “if it’s not fun, why do it?” They like to get recognition because they like to be in the “spotlight.” They like to party and have a good time. They like to know they are liked. They like to share their experiences. They like to get the “big picture” rather than the technical details. They like excitement. They tend to be dreamers.

**DISLIKES:** They don’t like anything or anyone taking away their fun. They don’t like being alone. They dislike systems, rigid rules and long drawn-out processes.

**OCCUPATIONS:** Entertainment, Sales, Travel, Restaurants, Hotels

**EXCITED BY:** Action and being free to be creative

**FEARS:** Not being liked

**STRIVES FOR:** Recognition and applause

**DECISIONS ARE:** Spontaneous and based on feelings

**SIGNS OF SUN:** They always ask “Why are we doing this?”

**WANTS TO BE:** Fun and exciting

**SPECIALTY:** Networking

**BECOMES DEPRESSED WHEN:** They feel the fun is taken out of their lives

**WHEN WRITING TO THEM:** Be dramatic and informal

**ON THE PHONE WITH THEM:** Have lots of energy and be playful

**MOTIVATED BY:** Fun, and being part of the chase

**% OF POPULATION** About 15%

## MOTTO:

“Hey, let me tell you a joke, then after that I’ll tell you another one!”

# Conformity

**PATTERN OF BEHAVIOR:** Self-Contained and Indirect

**PRIORITY:** Tasks and Facts

**PACE:** Slow and Systematic

**STRENGTHS:** They are accurate, precise, efficient, well-read, conscientious and dependable. They are the most organized of all the personalities. They have great follow-through skills. They are good at persisting through tasks that most would consider boring. They are good problem – solvers and they tend to be very neat. They are great planners and once they commit, they will consistently work their plans.

**WEAKNESSES:** Paralysis by over-analysis. They can be too critical and overly cautious. They are hard to please because they are perfectionists. They tend to be easily depressed because most people and situations don't meet their stringent standards. They tend to be more pessimistic and skeptical than the other personalities. They are generally withdrawn from others and tend to be loners. They will spend lots of quiet time seeking revenge from those whom they perceive to have wronged them.

**LIKES:** Details, facts, analyzing, figuring things out and taking things apart. They like being on time, being right, being accurate and being precise. They like organization and they like to schedule things. They like processes and systems. They like order, structure, planning and preparing. They like things to be in a perfect line and they like things to stay in a box. They like predictability. They believe there is a time and place for everything.

**DISLIKES:** Being wrong, disorganization, obnoxious people, pushy people who are not on time. They don't like people who are not precise and prepared. They don't like spontaneity and surprises.

**OCCUPATIONS:** Scientists, Lawyers, Inventors, Doctors, Scholars

**EXCITED BY:** Logic, reasoning, intellect

**FEARS:** Being irrational

**STRIVES FOR:** Accuracy and precision

**DECISIONS ARE:** Slow and analytical

**SIGNS OF LIGHTNING:** They always ask "How are we going to do this?"

**WANTS TO BE:** Prepared and precise

**SPECIALTY:** Planning, processes and systems

**BECOMES DEPRESSED WHEN:** There is no order and they think life is a mess

**WHEN WRITING TO THEM:** Be prepared, precise and specific

**ON THE PHONE WITH THEM:** Be business-like, calm and precise

**MOTIVATED BY:** Detailed processes and sophisticated systems

**% OF POPULATION** About 35%

## **MOTTO:**

**"Documentation beats conversation. May I see the facts please?"**

# Dominance

**PATTERN OF BEHAVIOR:** Self-Contained and Direct  
**PRIORITY:** Tasks and Facts  
**PACE:** Fast and Decisive

**STRENGTHS:** These are the people who we tend to call our “natural born leaders.” They are powerful and they like to take massive action towards their goals. They are very goal-oriented, are risk takers and actually thrive on opposition. They are very independent, self-sufficient, dynamic individuals with lots of energy. They can successfully juggle many different tasks at the same time and they tend to make quick decisions once they have had a chance to gather and review the appropriate information.

**WEAKNESSES:** Even though they make the quickest decisions, they do have a tendency to wait until the pressure builds up before taking action to complete a goal...in other words they have a tendency to procrastinate at times. They are the most unsympathetic of all personalities, meaning that they have a tendency to forget that other people have feelings. They are very impatient. They can come off as rude and pushy. They like to argue (they call it having a good debate). They are usually the most stubborn and least teachable of all the personalities. Because they already feel they know it all. They are known to have short tempers and they tend to be domineering and are not very good listeners.

**LIKES:** They like a challenge. They like giving their credentials telling others how important they are. They like to know that you are connected with “the important people.” They love being in control. They like power. They tend to like stress and work better under stress than the other personalities. They like to argue and they have to win. They like to be in charge. They like to be leaders. They like doing things that will make them money.

**DISLIKES:** They don't like small talk. They don't like being behind. They don't like wasting time and they don't like being followers. They don't like to stop and smell the roses, but if they do, they will count the number of roses they smelled and ask you how many you smelled that day. They don't like to get too mushy, or touchy in public. They don't like crying...it is absolutely prohibited in public.

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<b>OCCUPATIONS:</b>	Top Level Executive, Military Leader, Superintendent
<b>EXCITED BY:</b>	Action, action and more action
<b>FEARS:</b>	Being hustled and being soft
<b>STRIVES FOR:</b>	Results and productivity
<b>DECISIONS ARE:</b>	Quick and decisive
<b>SIGNS OF FIRE:</b>	They always ask “What has to be done?”
<b>WANTS TO BE:</b>	In control
<b>WANTS YOU TO BE:</b>	Blunt and to the point
<b>SPECIALTY:</b>	Being in charge
<b>BECOMES DEPRESSED WHEN:</b>	When they have no control or appreciation
<b>WHEN WRITING TO THEM:</b>	Be brief and direct. Make your points quickly
<b>ON THE PHONE WITH THEM:</b>	Make your point, give options and move on
<b>MOTIVATED BY:</b>	Being #1, being the best, winning, accomplishments
<b>% OF POPULATION</b>	About 15%

## MOTTO:

**“It's my way or the highway, so shape up or ship out. Let's do it NOW!”**