

- 1.) When around other people, I am
 - a. expressive
 - b. quiet
- 2.) I tend to
 - a. dislike new problems
 - b. like new problems
- 3.) I make decisions based on my
 - a. logic
 - b. value
- 4.) I prefer to work in a
 - a. structured environment
 - b. nonstructured environment
- 5.) I feel more energetic after being
 - a. around people
 - b. away from people
- 6.) I work best with
 - a. facts
 - b. ideas
- 7.) People say I am
 - a. impersonal
 - b. a people-pleaser
- 8.) My friends at work say I am very
 - a. organized
 - b. flexible
- 9.) I get more work accomplished when I am
 - a. with people
 - b. by myself
- 10.) I like to think about
 - a. what is
 - b. what could be
- 11.) I admire
 - a. strength
 - b. comprehensive
- 12.) I make decisions
 - a. quickly
 - b. slowly

- 13.) I prefer
 - a. variety and action
 - b. focus and quiet
- 14.) I like
 - a. established ways to do things
 - b. new ways to do things
- 15.) I tend to be rather
 - a. unemotional
 - b. emotional
- 16.) Most often I dislike
 - a. carelessness with details
 - b. complicated procedures
- 17.) In my relationships I find that over time it is easy to
 - a. keep up with people
 - b. lose track of people
- 18.) I enjoy skills that
 - a. I have already learned and used
 - b. are newly learned but unused
- 19.) Sometimes I make decisions that
 - a. hurt other people's feelings
 - b. are too influenced by other people
- 20.) When my circumstances change, I prefer to
 - a. follow a good plan
 - b. adapt to each new situation
- 21.) In conversations I communicate
 - a. freely and openly
 - b. quietly and cautiously
- 22.) In my work I tend to
 - a. take time to be precise
 - b. dislike taking time to be precise
- 23.) I relate will to
 - a. people like me
 - b. most people
- 24.) When working on a project, I do not
 - a. like interruptions
 - b. mind interruptions

- 25.) Sometimes I find that I
- a. act first and ask questions later
 - b. ask questions first and act later
- 26.) I would describe my work style as
- a. steady with realistic expectations
 - b. periodic with bursts of enthusiasm
- 27.) At work I need
- a. fair treatment
 - b. occasional praise
- 28.) In a new job I prefer to know
- a. only what it takes to get it done
 - b. all about it
- 29.) In any job I am interested in
- a. getting it done and the results
 - b. the ideas behind the job
- 30.) I have found that I am
- a. patient with routine details
 - b. impatient with routine details
- 31.) When working with other people, I find it
- a. easy to correct them
 - b. difficult to correct them
- 32.) Once I have made a decision, I consider the case
- a. closed
 - b. still open
- 33.) I prefer
- a. lots of acquaintances
 - b. a few good friends
- 34.) I am more likely to trust my
- a. experiences
 - b. Inspirations
- 35.) I consistently decide matters based on
- a. the facts in my head
 - b. the feelings in my heart
- 36.) I prefer work
- a. in an establishment
 - b. as an entrepreneur

Instructions for Scoring

1. Place a check in the a or b space below to indicate how you answered each question.
2. Add the checks down each column and record the total for each column at the bottom.
3. The highest score for each pair indicates your temperament preference.
4. For each pair subtract the lower from the higher score to discover the difference in your preferences. A higher number indicates a clear choice or preference, but does not indicate the measure of development. For example, a higher score for extraversion means that you prefer it over introversion. It does not mean that you are a strong extrovert.

a	b	a	b	a	b	a	b
1		2		3		4	
5		6		7		8	
9		10		11		12	
13		14		15		16	
17		18		19		20	
21		22		23		24	
25		26		27		28	
29		30		31		32	
33		34		35		36	

E
Extrovert

I
Introvert

S
Sensing

N
Intuition

T
Thinking

F
Feeling

J
Judgement

P
Perception