

Company: _____

Email: _____

Phone: () _____ Fax: () _____

Gender: M / F (Used only for pronoun selection)

This is not a test. This is a tool for describing how you prefer to be treated and the type of environment in which you prefer to work.

There are no 'right' or 'wrong' answers. Some questions will be difficult to complete, and some may seem to contradict previous selections.

Simply go with your initial instinct. Refrain from any tendency to change answers. While completing the questionnaire, do not allow distractions or discussion with other people.

INSTRUCTIONS: Carefully read each group of words per frame. Within each frame, rank the items from 1 to 4, with 1 as the MOST like you and 4 as the LEAST like you. Continue to rank until you have ordered all the phrases. Keep your focus on work. Answer all frames.

M=1 L=4	EXAMPLE
2	Admirable, deserving of praise
1	Kind, willing to give or help
4	Resigned, gives in
3	Force of character, powerful

M=1 L=4 1 _____ Enthusiastic _____ Contented, satisfied _____ Positive, confident _____ Peaceful, tranquil	M=1 L=4 13 _____ Well-disciplined, self-controlled _____ Generous, willing to share _____ Animated, uses gestures for expression _____ Persistent, unrelenting, refuses to quit
2 _____ Careful, calculating _____ Bold, daring _____ Supportive _____ Charming, delightful	14 _____ Sociable, enjoys the company of others _____ Patient, steady, deliberate _____ Self-reliant, independent _____ Soft-spoken, mild, reserved
3 _____ Expressive _____ Daring, risk-taker _____ Diplomatic, tactful _____ Satisfied, content	15 _____ Gentle, kindly _____ Persuasive, convincing _____ Humble, reserved, modest _____ Magnetic, attracts others
4 _____ Respectful, shows respect _____ Pioneering, exploring, enterprising _____ Optimistic _____ Accommodating, willing to please, ready to help	16 _____ Captivating _____ Kind, willing to give or help _____ Resigned, gives in _____ Force of character, powerful
5 _____ Willing, agreeable _____ Eager, impatient _____ Methodical _____ High-spirited, lively, enthusiastic	17 _____ Companionable, easy to be with _____ Easygoing _____ Outspoken, speaks freely and boldly _____ Restrained, reserved, controlled
6 _____ Logical _____ Obedient, will do as told, dutiful _____ Unconquerable, determined _____ Playful, frisky, full of fun	18 _____ Factual _____ Obliging, helpful _____ Willpower, strong-willed _____ Cheerful, joyful
7 _____ Adventurous, willing to take chances _____ Analytical _____ Cordial, warm, friendly _____ Moderate, avoids extremes	19 _____ Attractive, charming, attracts others _____ Systematic _____ Stubborn, unyielding _____ Pleasing
8 _____ Good mixer, likes being with others _____ Structured _____ Vigorous, energetic _____ Lenient, tolerant of others' actions	20 _____ Restless, unable to rest or relax _____ Neighborly, friendly _____ Popular, liked by many or most people _____ Orderly, neat
9 _____ Competitive, seeking to win _____ Considerate, caring, thoughtful _____ Outgoing, fun-loving, socially striving _____ Harmonious, agreeable	21 _____ Challenging, assertive _____ Critical thinker _____ Casual, laid-back _____ Light-hearted, carefree
10 _____ Aggressive, challenger, takes action _____ Life of the party, outgoing, entertaining _____ Easy mark, easily taken advantage of _____ Fearful, afraid	22 _____ Brave, unafraid, courageous _____ Inspiring, motivating _____ Avoid confrontation _____ Quiet, composed
11 _____ Stimulating _____ Sympathetic, compassionate, understanding _____ Tolerant _____ Aggressive	23 _____ Cautious, wary, careful _____ Determined, decided, unwavering, stand firm _____ Convincing, assuring _____ Good-natured, pleasant
12 _____ Talkative, chatty _____ Controlled, restrained _____ Conventional, doing it the usual way, customary _____ Decisive, certain, firm in making a decision	24 _____ Jovial, joking _____ Organized _____ Nervy, gutsy, brazen _____ Even-tempered, calm, not easily excited