

Section A

For each item, choose one word from the two given words that appeals to you more in terms of meaning.

1.

Outgoing

Reserved

2.

Certainty

Chance

3.

Analyze

Feel

4.

Careful

Carefree

5.

Expressive

Concealing

6.

Conceptual

Factual

7.

Tender-Minded

Tough-Minded

8.

Easygoing

Conventional

9.

Quiet

Loud

10.

Details

Patterns

Section A

For each item, choose one word from the two given words that appeals to you more in terms of meaning.

11.

Logical

Sentimental

12.

Informal

Methodical

13.

Demonstrative

Inhibited

14.

Conceive

Construct

15.

Emotional

Reasoned

16.

Scheduled

Open-Ended

17.

Sociable

Modest

18.

Speculative

Established

19.

Judge

Sympathize

20.

Possibility

Certainty

Section A

For each item, choose one word from the two given words that appeals to you more in terms of meaning.

21.

Still

Mobile

22.

Make

Invent

23.

People

Thoughts

24.

Stability

Change

25.

Roused

Subdued

26.

Question

Accept

27.

Objective

Subjective

28.

Unrestrained

Orderly

29.

Reticent

Forward

30.

Facts

Inventions

Section A

For each item, choose one word from the two given words that appeals to you more in terms of meaning.

31.

Discuss

Agree

32.

Casual

Formal

33.

Calm

Excited

34.

Abstract

Real

35.

Heart

Head

36.

Systematic

Unsystematic

37.

Revealing

Secretive

38.

Imaginary

Concrete

39.

Merciful

Just

40.

Flexible

Firm

Section A

For each item, choose one word from the two given words that appeals to you more in terms of meaning.

41.

Expansive

Understated

42.

Literal

Theoretical

43.

Uncritical

Judgmental

44.

Adventurous

Organized

45.

Private

Public

46.

Actual

Potential

47.

Reminisce

Forecast

48.

Planned

Unplanned

49.

Detached

Engaged

50.

Future

Present

Section A

For each item, choose one word from the two given words that appeals to you more in terms of meaning.

51.

Hard

Smooth

52.

Spontaneous

Arranged

53.

Internal

External

54.

Statement

Hypothesis

55.

Fair

Kind

56.

Decisive

Undecided

Section B

For each item, choose the answer that more closely resembles the way you behave or would prefer to behave from the two given answers.

57. When you are at a social event, do you...

tend to get very involved in enjoying yourself?

stand back and watch others enjoying themselves?

58. Which of these do you consider to be more important in making decisions?

your experience

your imagination

59. When you make decisions, do you...

tend to use a logical approach?

let your feelings influence your decision?

60. Do you...

tend to make decisions too quickly?

have trouble making decisions?

Section B

For each item, choose the answer that more closely resembles the way you behave or would prefer to behave from the two given answers.

61. Do you find it...

- difficult to start conversations? easy to initiate conversations with strangers?

62. Which of these are you more likely to be seen as?

- an imaginative person a practical person

63. Do you tend to...

- look at the effect your actions have on others? look at the logical consequences of your actions?

64. Do you think that the daily routine...

- makes it easier to accomplish more things? is a boring intrusion on your life?

65. Do you...

- often act without thinking? often think about things without acting on them?

66. Which of these do you prefer to deal with?

- a problem requiring a theoretical solution a problem requiring a real-life solution

67. With regard to career choice, would you prefer...

- a job that involves working with people? a job that involves working with concepts and theories?

68. Do you consider yourself...

- an impulsive person? someone who considers all the options first?

69. Are you...

- more at home in the world of people? more at home in the world of ideas?

70. When choosing a book to read, do you prefer...

- a work of nonfiction? a work of fiction?

Section B

For each item, choose the answer that more closely resembles the way you behave or would prefer to behave from the two given answers.

71. Which is it better to be?

- somewhat insensitive to the needs of others more concerned for others' needs than your own

72. Do you...

- prefer to prepare for events well in advance? think it's best to leave things open?

73. When you have news, do you tend to...

- keep things to yourself? let a lot of people know?

74. Do you prefer to take in information...

- as one "big picture"? on a step-by-step basis?

75. When arguing a point, do you...

- try to convince people with the sentiment of your argument? try to convince people with the structure of your argument?

76. Do you find that you...

- enjoy the exhilaration from last-minute pressures? try to avoid any last-minute pressures?

77. Are you...

- often impatient when working on long drawn-out jobs? usually unphased working on the same project for a long time?

78. Would you say that...

- you are oriented toward the future? you are oriented toward the present?

79. Would you prefer to be seen as...

- someone who uses logic to solve problems? someone who considers feelings when solving problems?

80. Do you prefer to...

- do things spontaneously? follow a set schedule?

Section B

For each item, choose the answer that more closely resembles the way you behave or would prefer to behave from the two given answers.

81. When communicating with others, do you prefer to...

- talk to them on the phone? send an e-mail to them?

82. Are you more concerned with...

- theories and beliefs? immediate interests and issues?

83. Do you prefer to...

- actually observe the truth personally? observe the truth objectively?

84. When tackling a project, do you...

- plan each step before you start? deal with the issues as they arise?

85. When studying something new, do you find it easier to learn...

- when studying by yourself? when working in a study group with other people?

86. Are you...

- more interested in practical issues? more interested in conceptual matters?

87. Do you...

- find it easy to give criticism when necessary? avoid being critical of others even when criticism may be required?

88. If someone asked you what you will be doing next Sunday, would you...

- have nothing definite planned? know exactly what you would be doing?

89. Would you describe yourself as...

- someone with lots of friends? someone with a few close friends?

90. Are you the type of person who...

- tends to trust their intuition? tends to question their intuition?

Section B

For each item, choose the answer that more closely resembles the way you behave or would prefer to behave from the two given answers.

91. Which do you consider worse?

- a person who is not sympathetic enough a person who is overly sympathetic

92. Do you usually arrive at meetings...

- on time or sometimes slightly late? on time or often early?

93. Do you think others find it...

- difficult to get to know you? easy to get to know you?

94. Which would you prefer people to approach you for?

- workable solutions to real problems new ideas

95. Do you prefer to be seen as...

- a firm-minded, logical individual? a tender-minded, sympathetic individual?

96. Which of these do you find hardest?

- adapting to routine dealing with constant change

97. Would you prefer to...

- read a good book? go to a party?

98. Do you think it is better to...

- find innovative ways of tackling tasks? stick to tried and tested ways of doing things?

99. At work do you...

- try to please as many people as possible? often hurt people's feelings without knowing it?

100. Do you prefer to focus on...

- the process of a project? the completion of a project?

Section B

For each item, choose the answer that more closely resembles the way you behave or would prefer to behave from the two given answers.

101. Do you get...

- more excited than most people? less excited than most people?

102. Are you...

- more concerned with details? more concerned with the overall picture?

103. Which of these do you consider to be your greater strength?

- your ability to solve problems your ability to understand other people

104. Do you like to...

- organize things in advance? be as flexible as possible?

105. With regards to your interests, do you think you have...

- a few to which you can devote more time? a lot that you devote a little time to each?

106. Are you more likely to see yourself as someone who...

- questions traditional methods of doing things? adjusts to traditional methods of doing things?

107. Do you tend to...

- prefer to make "clever" decisions? prefer to make people happy?

108. When going on vacations, do you...

- plan what you want to see and do? see what each day brings?

109. At parties, are you...

- sociable and outgoing? somewhat quiet and reserved?

110. Do you...

- prefer to use established procedures? like to find new ways of doing things?

Section B

For each item, choose the answer that more closely resembles the way you behave or would prefer to behave from the two given answers.

111. Do you feel most rewarded when...

- other people's needs are met? a job is done well?

112. Do you enjoy...

- a flexible approach to your work? a planned approach to your work?

113. Do you find it easier to...

- follow the lead of others? take the lead yourself?

114. Which of these do you enjoy most?

- learning new skills applying skills you have already learned

115. When evaluating a situation, do you...

- use objective reasoning? prefer to be guided by your own values and beliefs?

116. When things are changing quickly, do you...

- find it easy to adapt to the new situation? find change a bit disconcerting?