

TEMPERAMENT ASSESSMENT

Part 1:

For each question below, write in the shaded box **8** points for the phrase that is “most like you,” **6** points for the one “next most like you,” **4** points for the “third most like you,” and **2** points for the “least like you.”

QUESTIONS	COLUMN			
	A	B	C	D
1. How important to you are the following <i>values</i> ?				
a. I value being competent, knowledgeable and skilled in everything I do				
b. I value security by being a responsible citizen and obeying the law				
c. I value taking risk-taking that tests the limits and is on the edge				
d. I value a life of significance that makes a lasting difference in the world				

QUESTIONS	A	B	C	D
2. How accurately do the following words describe your <i>strengths</i> ?				
a. I'm good at using my intellect to solve problems				
b. I'm good at working on tasks that need to be done and serve others				
c. I'm good at accomplishing what others think could not be done				
d. I'm good at perceiving emotions – my own and others				

QUESTIONS	A	B	C	D
3. How accurately do the following words describe your <i>basic drives</i> ?				
a. I want to know, understand and explain the world around me				
b. I want to be a contributing member of groups that are important to me				
c. I want to test the limits of my abilities and bend the rules, if necessary				
d. I want to become the person I was meant to be and reach my potential				

QUESTIONS	A	B	C	D
4. How accurately do the following words describe your <i>strengths</i> ?				
a. I use my mind to gather and apply information competently				
b. I use my hands to accomplish tasks with excellence				
c. I use my creativity in pioneering and imaginative ways				
d. I use my heart to develop greater intimacy and harmony with others				

QUESTIONS	A	B	C	D
5. How often do you use the following <i>factors to make decisions</i> ?				
a. I trust in reliable data such as facts and information.				
b. I follow the rules, procedures, laws and traditions				
c. I get a sudden idea and take action almost immediately				
d. I depend on my impressions, instincts, hunches and gut feelings				
Scoring: Add up the number of points in each column above.				



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6. How accurate are the following <i>descriptions</i> of you?	A	B	C	D
a. I tend to be logical, rational, reasonable and thorough				
b. I tend to be responsible, dependable, reliable and trustworthy				
c. I tend to be bold, daring, gutsy and brave				
d. I tend to be intuitive, perceptive, insightful and sensitive				

7. How much do you enjoy the following <i>activities</i> ?	A	B	C	D
a. I enjoy theories that explain <i>what, how</i> and <i>why</i>				
b. I enjoy tasks and getting things done				
c. I enjoy adventures that are risky and difficult				
d. I enjoy people and building relationships				

8. How accurate are the following <i>descriptions</i> of you?	A	B	C	D
a. I am objective, impartial and unbiased				
b. I am responsible, dependable and thorough				
c. I am fun, excited and full of life				
d. I am loyal, faithful and trustworthy				

9. How accurate are the following <i>descriptions</i> of you?	A	B	C	D
a. I value gaining wisdom, knowledge, insight and understanding				
b. I value living a life of stability, security and safety				
c. I value living a life of calculated risk, danger and excitement				
d. I value building harmony, friendship and peace with other people				

10. How accurately do the following <i>statements</i> describe you?	A	B	C	D
a. I place a high value on being intelligent				
b. I place a high value on being prepared				
c. I place a high value on being skillful				
d. I place a high value on being genuine				

Scoring:	COLUMN			
Add the column totals from the previous page to the totals for this page and transfer your scores to the boxes on the right. The points for the four columns should add up to 200.	A	B	C	D



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Part 2:

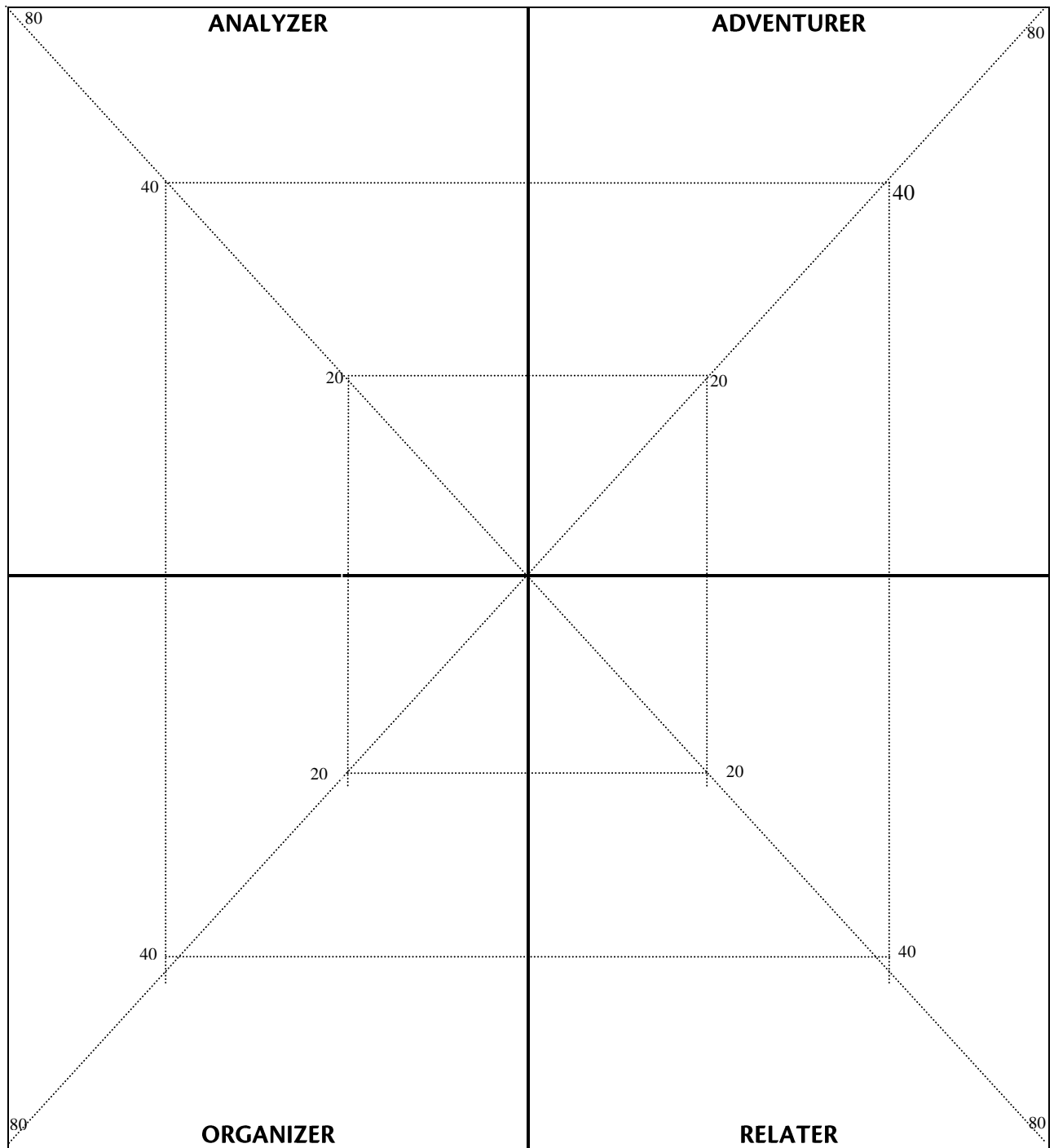
Look back on page 2. Which column has the highest number of points? Write a "1" in the space below next to that Column. This is your primary temperament type. Now write a "2" on the appropriate blank for the second highest score. Write a #3 on the appropriate blank for the third highest score. Finally, write a #4 in the appropriate blank for the fourth highest score.

Rank	Column	Type
_____	A	Analyzer
_____	B	Organizer
_____	C	Relater
_____	D	Adventurer

Part 3:

1. Look back at page 2 and find your total score for **Column A**.
2. Go to page 4 and put a dot on the diagonal line - \ - for the upper left square labeled "**Analyzer**."
3. Look back at page 2 and find your total score for **Column B**.
4. Go to page 4 and put a dot on the diagonal line - / - for the lower left square labeled "**Organizer**."
5. Look back at page 2 and find your total score for **Column C**.
6. Go to page 4 and put a dot on the diagonal line - / - for the upper right square labeled "**Adventurer**."
7. Look back at page 2 and find your total score for **Column D**.
8. Go to page 4 and put a dot on the diagonal line - \ - for the lower left square labeled "**Relater**."
9. On page 4 draw a straight line from the dot in the **Analyzer** square to the dot in the **Adventurer** square.
10. Then draw a straight line from the dot in the **Adventurer** square to the dot in the **Relater** square.
11. Next draw a straight line from the dot in the **Relater** square to the dot in the **Organizer** square.
12. Finally, draw a straight line from the dot in the **Organizer** square to the dot in the **Analyzer** square.
13. The resulting shape is your temperament profile.
14. If your diagram is square (or somewhat square) then you are relatively strong in all four types.
15. If your diagram is skewed in one quadrant, then that's your area of strength.

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Key

Inner area: Mild tendencies.

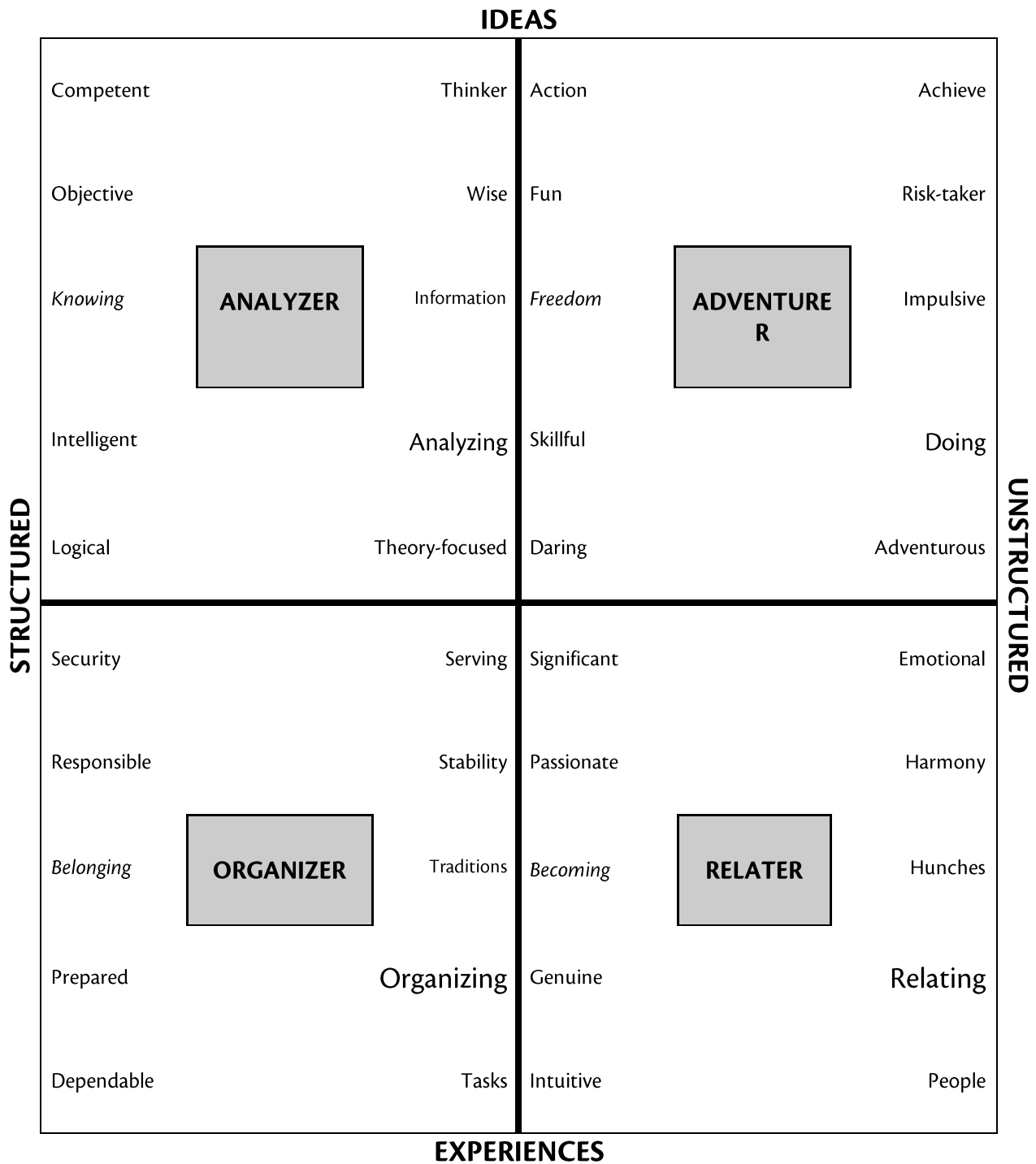
Middle area: Moderate tendencies.

Outer area: Strong tendencies.



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Part 4: In the chart below read carefully the various traits for your top temperament. You will have some of the traits in each of the temperaments, but focus on the ones related to your top temperament. Circle the 3 traits for your top temperament that describe you the best.



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Part 5: The jobs listed below for each temperament type tend to be jobs that people in that quadrant will excel at and enjoy. However, there may be jobs in other quadrants that will be of interest to you. Circle the three jobs that interest you the most.

ANALYZER		ADVENTURER	
Administrator	Judge	Airline Pilot	Land Developer
Architect	Labor Relations	Actor	Landscaper Designer
Attorney	Lawyer Literary Agent	Advertising Creative	Mgmt. Consultant
Biologist	Logician	Aircraft Mechanic	Marine Biologist
Biomedical Engineer	Logistics Consultant	Art Director	Mechanic
Biomedical Researcher	Mgmt. Consultant	Artist	Medical Technician
Budget Analyst	Management Trainer	Athletic Coach	Musician
Business Consultant	Mathematician	Beautician	New Business Develop.
Chemical Engineer	Media Planner/Buyer	Botanist	News Reporter
Chemist	Mortgage Broker	Carpenter	Occupational Therapist
Civil Engineer	Network Integration	Chef	Painter
College Professor	Neurologist	Chiropractor	Paralegal
Computer Analyst	Outplacement Consult.	Coach/Trainer	Physical Therapist
Computer Programmer	Personnel Manager	Commercial Artist	Police Officer
Corporate Team Trainer	Photographer	Computer Programmer	Private Investigator
Credit Investigator	Physicist	Computer Repair	Promoter
Curriculum Designer	Political Manager	Corrections Officer	Public Relations
Data Base Manager	Politician	Crisis Hotline Operator	Race Car Driver
Designer	Program Designer	Dental Assistant	Radio/TV Talk Host
Diversity Manager	Psychologist	EEG Technologist	Radiological Technician
Economist	Real Estate Agent	Electrical Engineer	Radiology Technologist
Editor/Art Director	Real Estate Developer	Emerg. Medical Tech.	Real Estate Agent
Educational Consultant	Research/Development	Emergency Room Nurse	Real Estate Broker
Environmental Engineer	Restaurant/Bar Owner	Entrepreneur	Receptionist
Environmental Planner	Sales Manager	Exercise Physiologist	Sales Representative
Financial Analyst	Scientist	Fire Fighter	Securities Analyst
Financial Planner	Software Designer	Flight Attendant	Software Developer
Franchise Owner	Special Projects Dev.	Floral Designer	Special Events Producer
Graphics Designer	Staff Development	Forester	Stock Broker
HR Systems Developer	Strategic Planner	Franchise Owner	Surveyor
Intellectual Prop. Lawyer	Systems Analyst	Fundraiser	Team Trainer
Inventor	Systems Designer	Gardener	Teacher – Kdg/The Arts
Investigator	Teacher – Math/Science	Geologist	Travel Sales
Investment Banker	Technical Trainer	Insurance Agent	Typist
Journalist	Venture Capitalist	Jeweler	Veterinarian
	Writer	Labor Relations Mediator	Waiter/Waitress

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ORGANIZER		RELATER	
Accounting	Government Employee	Alcohol/Drug Counselor	Massage Therapist Mental Health
Account Manager	HR Administrator	Architect	Health
Admin. Asst. /Secretary	Industrial Engineer	Actor	Musician
Alcohol/Drug Counselor	Insurance Agent	Artist	Nonprofit Director
Athletic Coach	Interior Decorator	Career Counselor	Merchandise Planner
Auditing	Legal Secretary	Child Care Provider	Missionary
Auditor	Lawyer	Child Welfare Worker	Musician/Composer
Bank Examiners	Library Work	Clergy/Minister	Newscaster
Bilingual Ed. Teacher	Management	Clerical Supervisor	Novelist/Poet
Bookkeeper	Massage Therapist	College Professor	Occupational Therapist
Budget Analyst	Medical Secretary	Conference Planner	Office Manager
Caterer	Medical/Dental Asst.	Counselor/Therapist	Ombudsman
Chief Info. Officer	Merchandise Planner	Dietitian/Nutritionist	Org. Dev. Specialist
Child Care Provider	Officer Manager	Diversity Manager	Playwright
Clergy/Minister	Organizational Dev.	Editor/Art Director	Poet
Compliance Officer	Paralegal	Educational Consultant	Politician
Computer Analyst	Pharmaceutical Sales	Entertainer	Program Designer
Computer Operator	Pharmacist	Environmental Lawyer	Psychologist
Computer Programmer	Physical Therapist	Facilitator	Radio/TV Talk Host
Construction Worker	Police Officer	Funeral Director	Recreation Director
Cook	Politician	Holistic Health Practit.	Recruiter
Counselor	Professional Volunteer	Housing Director	Researcher
Credit Analyst	Project Manager	HR Counselor	Sales Manager
Credit Counselor	Purchasing Agent	HR Specialist	Sales Trainer
Curators	Real Estate Agent	HR Trainer	Small Business Exec.
Data Base Manager	Retail Owner	HR Manager	Social Worker
Dental Hygienists	Sales Manager	Graphic Designer	Social Worker (Elderly)
Dentist	School Administrator	Interpreter/Translator	Special Ed. Teacher
Efficiency Expert	School Bus Drivers	Job Analyst	Speech Pathologist
Electrical Engineer	Secretary	Journalist	Teacher – any area
Electricians	Security Guard	Legal Mediator	Team Trainer
Engineer	Social Worker	Librarian	Travel Agent
Exercise Physiologist	Teacher	Marketer	Writer
Factory Supervisor	Stock Broker		
File Clerk	Teacher – any area		
Flight Attendant	Technical Writer		
General Contractor	Telemarketer		
Geologist			