Personality Style Inventory

Just as everyone has differently shaped feet and toes from every other person, we also have differently shaped personalities. Just as no person's feet size is "right" or "wrong", so no person's personality shape is right or wrong. The purpose of this inventory is to give you a picture of the shape of your preferences, but that shape, while different from the shapes of others, has nothing to do with mental health issues or problems.

The following items are arranged in pairs (a and b), and each number of the pair represents a preference you may or may not hold. **Rate** your preference for each item by giving it a score of **0 to 5** (0 meaning you really feel negative about it or strongly about the other member of the pair, 5 meaning you strongly prefer it or do not prefer the other member of the pair). One of the pair must have a higher score than the other and the scores for a and b <u>must add up to 5</u> (0 & 5, 1 & 4, 2 & 3, etc.). Do not use fractions, such as 21/2.

I prefer:

- 1a. _____ making decisions after finding out what others think.
- 1b. _____ making decisions without consulting others.
- 2a. _____ being called imaginative or intuitive.
- 2b. _____ being called factual and accurate.

3a. _____ making decisions about people in organizations based on available data and systematic analysis of situations.

3b. _____ making decisions about people in organizations based on empathy, feelings, and understanding their needs and values.

- 4a. _____ allowing commitments to occur if others want to make them.
- 4b. _____ pushing for definite commitments to ensure that they are made.
- 5a. _____ quiet, thoughtful time alone.

5b. _____active, energetic time with people.

6a. ______ using methods I know well that are effective to get the job done. 6b. ______ trying to think of new methods of doing tasks when confronted with them.

7a. _____ drawing conclusions based on unemotional logic and careful stepby-step analysis.

7b. _____ drawing to conclusions based upon what I feel and believe about life and people from past experiences.

8a. _____ avoiding deadlines.

8b. _____ setting a schedule and sticking to it.

9a. _____ talking a while and then thinking to myself about the subject. 9b. _____ talking freely for an extended period and thinking to myself at a later time.

10a. _____ thinking about possibilities.

10b. _____ dealing with actualities.

11a. _____ being thought of as a thinking person.

11b. _____ being thought of as a feeling person.

12a. _____ considering every possible angle for a long time before and after making a decision.

12b. _____ getting the information I need, considering it for a while, and then making a fairly quick, firm decision.

13a. _____ inner thoughts and feelings others cannot see.

13b. _____ activities and occurrences in which others join.

14a. _____ the abstract or theoretical.

14b. _____ the concrete or real.

15a. _____ helping others explore their feelings.

15b. _____ helping others make logical decisions.

16a. _____ change and keeping options open.

16b. _____ predictability and knowing in advance.

17a. _____ communicating little of my inner thinking and feelings.

17b. _____ communicating freely my inner thinking and feelings.

18a. _____ possible views as a whole.

18b. _____ the factual details available.

19a. _____ using common sense and conviction to make decisions.

19b. _____ using data, analysis, and reason to make decisions.

20a. _____ planning ahead based upon projections.

20b. _____ planning as necessities arise, just before carrying out plans.

21a. _____ meeting new people.

21b. _____ being alone or with one person I know well.

22a. _____ ideas.

22b. _____ facts.

23a. _____ convictions.

23b. _____ verifiable conclusions.

24a. _____ keeping appointments and notes about commitments in notebooks or in appointment books as much as possible.

24b. _____ using appointment books and notebooks as minimally as possible (although I may use them).

25a. _____ discussing a new, unconsidered issue at length in a group. 25b. _____ puzzling out issues in my mind, then sharing the results with another person.

26a. _____ carrying our carefully laid, detailed plans with precision.
26b. _____ designing plans and structures without necessarily carrying them out.

- 27a. _____ logical people.
- 27b. _____ feeling people.
- 28a. _____ being free to do things on the spur of the moment.
- 28b. _____ knowing well in advance what I an expected to do.
- 29a. _____ being the center of attention.
- 29b. _____ being reserved.

30a. _____ imagining the nonexistent.

- 30b. _____ examining details of the actual.
- 31a. _____ experiencing emotional situations, discussions, movies.
- 31b. _____ starting meetings when all are comfortable and ready.
- 32a. _____ starting meetings at a prearranged time.
- 32b. _____ starting meetings when all are comfortable and ready.

INSTRUCTIONS:

Transfer your scores for each item of each pair to the appropriate blanks. Be careful to check **a** and **b** letters to be sure you are recording scores in the right places. Then total the scores for each dimension.

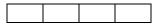
You will notice that there are four (4) dimensions: I-E, S-N, T-F, I-P

In each pair of letters, one score will be higher than the other. Total the scores of each column. Take the higher score of each dimension and enclose in the four (4) boxes at the bottom of the page. These four (4) letters make up your profile. Look at the thumbnail sketch of your personality profile.

DIMENSION

DIMENSION

I Item	E Item	S Item	N Item
1b 5a 9a 13a 17a 21b 25b 29b	13b 17b 21a 25a	2b 6a 10b 14b 18b 22b 26a 30b	6b 10a 14a 18a 22a 26b
	Total E NSION F Item	Total S DIMEN J Item	
3a 7a 11a 15b 19b 23b 27a 31b	15a 19a 23a 27b	4b 8b 12b 16b 20a 24a 28b 32a	4a 8a 12a 16a 20b 24b 28a
Total T	Total F	Total J	Total P



CHARACTERISTICS FREQUENTLY ASSOCIATED WITH EACH LETTER

The following phrases and words describe the various letter designations. Circle the applicable letter and descriptions on the page.

E for Extraversion

Expend energies Interaction External events Multiplicity of relationships

I for Introversion

Conserves energy Concentration Internal reactions Limited relationships

S for Sensing

N for Intuition

Experience Realistic Actual Practicality

T for Thinking

Objective Principles Laws Logical analysis

J for Judging

Decided Closure Let's get the show on the road Deadline!!! Hunches Speculative (what if?) Possible Ingenuity

F for Feeling

Subjective Values Extenuating circumstances Sympathy

P for Perception

Gather more data Open options There's plenty of time What deadline???

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