

# ***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 must add up to 5 (0 & 5, 1 & 4, 2 & 3, etc.). Do not use fractions, such as 2 1/2.

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 step-by-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 out 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 am 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

I Item      E Item

- 1b. \_\_\_\_\_
- 5a. \_\_\_\_\_
- 9a. \_\_\_\_\_
- 13a. \_\_\_\_\_
- 17a. \_\_\_\_\_
- 21b. \_\_\_\_\_
- 25b. \_\_\_\_\_
- 29b. \_\_\_\_\_

- 1a. \_\_\_\_\_
- 5b. \_\_\_\_\_
- 9b. \_\_\_\_\_
- 13b. \_\_\_\_\_
- 17b. \_\_\_\_\_
- 21a. \_\_\_\_\_
- 25a. \_\_\_\_\_
- 29a. \_\_\_\_\_

Total I \_\_\_\_\_ Total E \_\_\_\_\_  
DIMENSION

T Item      F Item

- 3a. \_\_\_\_\_
- 7a. \_\_\_\_\_
- 11a. \_\_\_\_\_
- 15b. \_\_\_\_\_
- 19b. \_\_\_\_\_
- 23b. \_\_\_\_\_
- 27a. \_\_\_\_\_
- 31b. \_\_\_\_\_

- 3b. \_\_\_\_\_
- 7b. \_\_\_\_\_
- 11b. \_\_\_\_\_
- 15a. \_\_\_\_\_
- 19a. \_\_\_\_\_
- 23a. \_\_\_\_\_
- 27b. \_\_\_\_\_
- 31a. \_\_\_\_\_

Total T \_\_\_\_\_ Total F \_\_\_\_\_

DIMENSION

S Item      N Item

- 2b. \_\_\_\_\_
- 6a. \_\_\_\_\_
- 10b. \_\_\_\_\_
- 14b. \_\_\_\_\_
- 18b. \_\_\_\_\_
- 22b. \_\_\_\_\_
- 26a. \_\_\_\_\_
- 30b. \_\_\_\_\_

- 2a. \_\_\_\_\_
- 6b. \_\_\_\_\_
- 10a. \_\_\_\_\_
- 14a. \_\_\_\_\_
- 18a. \_\_\_\_\_
- 22a. \_\_\_\_\_
- 26b. \_\_\_\_\_
- 30a. \_\_\_\_\_

Total S \_\_\_\_\_ Total N \_\_\_\_\_  
DIMENSION

J Item      P Item

- 4b. \_\_\_\_\_
- 8b. \_\_\_\_\_
- 12b. \_\_\_\_\_
- 16b. \_\_\_\_\_
- 20a. \_\_\_\_\_
- 24a. \_\_\_\_\_
- 28b. \_\_\_\_\_
- 32a. \_\_\_\_\_

- 4a. \_\_\_\_\_
- 8a. \_\_\_\_\_
- 12a. \_\_\_\_\_
- 16a. \_\_\_\_\_
- 20b. \_\_\_\_\_
- 24b. \_\_\_\_\_
- 28a. \_\_\_\_\_
- 32b. \_\_\_\_\_

Total J \_\_\_\_\_ Total P \_\_\_\_\_

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**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???