

GENERAL PERSONALITY EXPLORING

What people perceive as your personality is the result of the typical or expected patterns of behavior they observe when interacting with you. Behavior is the way you think, act and respond to external and internal stimuli. Review the following ranges of behavior and check the box that best describes your typical behavior (behavior patterns under normal circumstances that do not vary significantly over a long period of time). Choosing a particular behavior pattern does not mean you cannot behave in an opposite manner if the situation calls for it, it simply means you prefer to behave in the manner describe by the box you checked. Of course, if you want this exercise to provide you with meaningful information, you must be totally honest when making the choices (even if you do not like or feel comfortable making them). Make sure each is the best answer in terms of describing the reality in your situation. Circle only one for each set of three choices:

1)

- 1) No strong desire to control the agenda
- 2) No strong preference between controlling or not controlling the agenda
- 3) Strong desire to control the agenda

2)

- 1) Strong desire to work with and get along with others; prefer consensus decision-making
- 2) No strong preference between depending on others and independence
- 3) Strong desire to operate independently; prefer to make independent decisions

3)

- 1) Choose words carefully, even when angry with others; speak diplomatically
- 2) No strong preference between speaking diplomatically and bluntness
- 3) Straightforward and direct in communication with others; frank, blunt and outspoken

4)

- 1) Highly reserved; interacting with people often drains energy
- 2) No strong preference between interacting with others and being alone
- 3) Highly engaging; energized by interactions with others

5)

- 1) Detached from strong emotions; willing to challenge and question things; comfortable with conflict
- 2) No strong preference between being objective and challenging, and being harmonious
- 3) Highly compassionate, sympathetic, supportive; prefer harmonious relationships

6)

- 1) Unstructured, spontaneous; prefer the “big picture” over the details; respond quickly
- 2) Not strong preference between being spontaneous and being methodical
- 3) Precise, organized, methodical; prefer a well-thought-out response; like to get things right

7)

- 1) Comfortable in a rapidly changing environment with general goals that are frequently adjusted
- 2) No strong preference between flexible goals and well-defined goals
- 3) Prefer a more stable environment with well-defined, stable, long-term goals

8)

- 1) Prefer to proceed into new areas with caution; typically avoid high-risk situations
- 2) No strong preference between cautiousness and adventurousness; willing to take measured risk
- 3) Highly competitive; like to win; like to take advantage of opportunities

9)

- 1) Get a lot of pleasure out of helping others win and be successful; prefer win-win solutions
- 2) No strong preference between supporting others and competing with them
- 3) Highly competitive; like to win; like to take advantage of opportunities

10)

- 1) Innovate by significantly improving current proven ideas and techniques; look for successful existing patterns before “reinventing the wheel”
- 2) No strong preference between concrete and abstract thinking
- 3) Abstract thinker; like very out-of-the-box ideas; good at making abstract mental connections

GENERAL PERSONALITY EXPLORING (SUPPLEMENT #10)

Next, for each of the 10 questions above, circle the number that you picked (to the right of the number is your personality preference based on what you selected above).

#1 Accommodating to Controlling

1) Highly Accommodating 2) Adaptable 3) Highly Controlling/Assertive

#2 Dependence to Independence

1) Very Inter-Dependent 2) Neutral 3) Very Independent

#3 Diplomatic to Blunt

1) Very Diplomatic 2) Neutral 3) Very Blunt/Outspoken

#4 Reserved to Engaging

1) Reserved/Introvert 2) Neutral 3) Engaging/Extrovert

#5 Objective to Harmonious

1) Objective 2) Neutral 3) Harmonious

#6 Spontaneous to Methodical

1) Very Spontaneous 2) Neutral 3) Very Methodical

#7 Flexible Goals to Well-Defined Goals

1) Flexible Goals 2) Neutral 3) Well-Defined Goals

#8 Cautious to Adventurous

1) Cautious 2) Neutral 3) Adventurous

#9 Competitive

1) Not Competitive 2) Neutral 3) Very Competitive

#10 Innovative to Abstract

1) Innovative 2) Neutral 3) Abstract Thinker

Think about your responses. What do your behavior preferences tell you about your potential strengths and struggles? After thinking about your responses, transfer your choices to the corresponding lines below. Read your responses. Think about your responses. What do your behavior preferences tell you about your potential strengths and struggles?

Accommodating/Controlling	
Dependence/Independence	
Diplomatic/Blunt	
Reserved/Engaging	
Objective/Harmonious	
Spontaneous/Methodical	
Flexible Goals/Well-Defined Goals	
Cautious/Adventurous	
Competitive	
Innovation	

GENERAL PERSONALITY EXPLORING

List your three most important job-related responsibilities below (e.g., sales, teaching, service, detail, etc.) and think about how your personality traits match up with those responsibilities. For example, if your job calls for you to be assertive and methodical and you are accommodating and spontaneous, you have a mismatch. Mismatches typically cause stress, drain your energy, and lower your productivity.

1. _____
2. _____
3. _____

This is a very informal, nonscientific evaluation of some of the aspects of your personality. Use this evaluation to look for job mismatches or to help determine if you might benefit from a more formal personality assessment.

Learn what your strengths are, what triggers activate those strengths.

What was the best day at work I have had in the past three months and why?

What was the worst day at work I have had in the past three months and why?

Focus on strengths not weaknesses.

Find out what motivates you and make sure your manager knows what it is!!

If you find the above assessment intriguing, you will find taking the *RightPath* 4 and 6 ten times more intriguing!! <http://www.rightpath.com/site/>