**Team Values – Personality Test**

For each question, indicate if the statement is true by putting a check mark in the box. If the statement is not true, leave the box blank. After all questions have been answered, total the number of check marks in each column. The column in each section with the higher total is your dominant characteristic.

1. You enjoy having a wide circle of acquaintances.
2. You are a person somewhat reserved and distant in communication.
3. It's difficult to get you excited.
4. You are more interested in a general idea than in the details of its realization.
5. You tend to be unbiased even if this might endanger your good relations with people.
6. You willingly involve yourself in matters, which engage your sympathies.
7. You are almost never late for your appointments.
8. You often appreciate freedom and variety more than structure.
9. You are usually the first to react to a sudden event: the telephone ringing or unexpected question.
10. After prolonged socializing you feel you need to get away and be alone.
11. Your desk, workbench, etc. is usually neat and orderly.
12. You often think about humankind and its destiny.
13. It is in your nature to assume responsibility.
14. Your actions are frequently influenced by emotions.
15. You are consistent in your habits.
16. You believe the best decision is one that can be easily changed.
17. You prefer to act immediately rather than speculate about various options.
18. You find it difficult to speak loudly.
19. You tend to rely on your experience rather than on theoretical alternatives.
20. You often contemplate about the complexity of life.
21. Objective criticism is always useful in any activity.
22. You readily help people while asking nothing in return.
23. You usually plan your actions in advance.
24. You are inclined to rely more on improvisation than on careful planning.
25. You spend your leisure time actively socializing with a group of people, attending parties, shopping, etc.
26. Often you prefer to read a book than go to a party.
27. It's essential for you to try things with your own hands.
28. You easily see the general principle behind specific occurrences.
29. You trust reason rather than feelings.
30. You frequently and easily express your feelings and emotions.
31. You know how to put every minute of your time to good purpose.
32. You often do jobs in a hurry.
33. You rapidly get involved in social life at a new workplace.
34. You prefer to isolate yourself from outside noises.
35. When solving a problem you would rather follow a familiar approach than seek a new one.
36. You are more inclined to experiment than to follow familiar approaches.
37. You value justice higher than mercy.
38. You tend to sympathize with other people.
39. You like to keep a check on how things are progressing.
40. You avoid being bound by obligations.
41. You enjoy being at the center of events in which other people are directly involved.
42. You usually place yourself nearer to the side than in the center of the room.
43. When considering a situation you pay more attention to the current situation and less to a possible sequence of events.
44. You think that almost everything can be analyzed.
45. The process of searching for solution is more important to you than the solution itself.
46. The more people with whom you speak, the better you feel.
47. You do your best to complete a task on time.
48. Deadlines seem to you to be of relative, rather than absolute, importance.
49. You feel at ease in a crowd.
50. You prefer meeting in small groups to interaction with lots of people.
51. You feel more comfortable sticking to conventional ways.
52. You often spend time thinking of how things could be improved.
53. You find it difficult to talk about your feelings.
54. You easily empathize with the concerns of other people.
55. You take pleasure in putting things in order.
56. A thirst for adventure is close to your heart.
57. It is easy for you to communicate in social situations.
58. You prefer to spend your leisure time alone or relaxing in a tranquil family atmosphere.
59. As a rule, current preoccupations worry you more than your future plans.
60. You consider the scientific approach to be the best.
61. You easily perceive various ways in which events could develop.
62. You are strongly touched by the stories about people's troubles.
63. You have good control over your desires and temptations.
64. Your decisions are based more on the feelings of a moment than on the careful planning.

| Extroverted | Introverted | Sensing | Intuitive | Thinking | Feeling | Judging | Perceiving |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 |
| 33 | 34 | 35 | 36 | 37 | 38 | 39 | 40 |
| 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 |
| 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 |
| 57 | 58 | 59 | 60 | 61 | 62 | 63 | 64 |
| **TOTAL** | **TOTAL** | **TOTAL** | **TOTAL** | **TOTAL** | **TOTAL** | **TOTAL** | **TOTAL** |
|  |  |  |  |  |  |  |  |

**What does this test mean?** Listed below are the primary characteristics of each personality trait.

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| --- | --- | --- |
| **Extroverted** | **Introverted** | Every person has two faces. One is directed towards the OUTER world of activities, excitements, people and things. The other is directed inward to the INNER world of thoughts, interest, ideas and imagination. While these are two different but complementary sides of our nature, most people have an innate preference towards **energy** from either the OUTER or the INNER world. Thus one of their faces, either the **Extraverted** or **Introverted**, takes the lead in their personality development and plays a more **dominant role** in their behavior. |
| * acts first, thinks/reflects later * feels deprived when cut off from interaction with the outside world * is usually open to and motivated by the outside world of people and things * enjoys a wide variety and change in people relationships | * thinks/reflects first, then acts * requires regularly an amount of “private time” to recharge batteries * is motivated internally, mind is sometimes so active it is “closed to outside world * prefers one-to-one communication and relationships |
|  |  |  |
| **Sensing** | **Intuitive** | The **Sensing** side of our brain notices the sights, sounds, smells and all the sensory details of thePRESENT. It categorizes, organizes, records and stores the specifics from the here and now. It is REALITY-based, dealing with “what is.” It also provides the specific details of memory and recollections from PAST events. The **Intuitive** side of our brain seeks to understand, interpret and form OVERALL patterns of all the information that is collected and records these patterns and relationships. It speculates on POSSIBILITIES, including looking into and forecasting the FUTURE. It is imaginative and conceptual. While both sides of perceiving are necessary and used by all people, each of us instinctively tends to favor one over the other. |
| * lives mentally in the “now,” attending to present opportunities * uses common sense and creates practical solutions automatically/instinctually * recalls memories rich in detail of facts * improvises best from past experience * likes clear and concrete information; dislikes guessing when facts are “fuzzy” | * lives mentally in the future, attending to future possibilities * uses imagination and creates/invents new possibilities automatically/instinctually * recalls memories with emphasis on patterns, contexts and connections * improvises best from theoretical understanding * is comfortable with ambiguous, fuzzy data and with guessing its meaning |
|  |  |  |
| **Thinking** | **Feeling** | The **Thinking** side of our brain analyzes information in a DETACHED, objective fashion. It operates from factual principles, deduces and forms conclusions systematically. It is our logical nature. The **Feeling** side of our brain forms conclusions in an ATTACHED and somewhat global manner, based on likes/dislikes, impact on others, and human and aesthetic values. It is our subjective nature. While everyone uses both means of forming conclusions, each person has a natural bias towards one over the other so that when they give us conflicting directions – one side is the natural trump card or tiebreaker. |
| * searches instinctively for facts and logic in a decision situation * notices tasks and work to be accomplished naturally * is able easily to provide an objective and critical analysis * accepts conflict as a natural, normal part of relationships with people | * employs personal feelings and impact on people in decision situations instinctively * is naturally sensitive to people needs and reactions * seeks consensus and popular opinions naturally * is unsettled by conflict; has almost a toxic reaction to disharmony |
|  |  |  |
| **Judging** | **Perceiving** | All people use both **judging** (thinking and feeling) and **perceiving** (sensing and intuition) processes to store information, organize our thoughts, make decisions, take actions and manage our lives. Yet **one** of these processes tends to **take the lead** in our relationship with the **outside world**…while the other governs our inner world. A **Judging** style approaches the outside world WITH A PLAN and is oriented towards organizing one’s surroundings, being prepared, making decisions and reaching closure and completion. A **Perceiving** style takes the outside world AS IT COMES and is adopting and adapting, flexible, open-ended and receptive to new opportunities and changing game plans. |
| * plans many of the details in advance before moving into action * focuses on task-related action; completes meaningful segments before moving on * works best and avoids stress when able to keep ahead of deadlines * uses targets, dates and standard routines naturally to manage life | * is comfortable moving into action without a plan; plans on-the-go * likes to multitask, have variety and mix work and play * is naturally tolerant of time pressure; works best close to the deadlines * avoids commitments instinctively which interfere with flexibility, freedom and variety |