Work Personality Inventory

Choose which option best fits you.
When handed a new assignment, first I like to:

	A		B		C		D
1.	___take action	or	___ coordinate with others				
2.	___take action			or	___gather information		
3.	___take action					or	___Follow procedures
4.			___ coordinate with others	or	___gather information		
5.					___gather information	or	___Follow procedures
6.			___ coordinate with others			or	___Follow procedures

I prefer work assignments that allow me to:

	A		B		C		D
7.	___Reach a tangible goal	or	___ work in a team				
8.	___Reach a tangible goal			or	___use my creativity		
9.	___Reach a tangible goal					or	___Analyze data
10.			___ work in a team	or	___use my creativity		
11.					___use my creativity	or	___Analyze data
12.			___ work in a team			or	___Analyze data

I am best prepared for an assignment when I:

	A		B		C		D
7.	___Know what needs to be done	or	___ Know who I should work with				
8.	___Know what needs to be done			or	Know why the ___assignment needs done		
9.	___Know what needs to be done					or	Know how the ___assignment is to be done
10.			___ Know who I should work with	or	Know why the ___assignment needs done		
11.					Know why the ___assignment needs done	or	Know how the ___assignment is to be done
12.			___ Know who I should work with			or	Know how the ___assignment is to be done

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To score your test, add up your total number of A, B, C and D answers and write them in the space below. The personalities with the highest scores can be considered your dominant work personalities.

A. _____ B. _____ C. _____ D. _____

	Principal	**Guardian**	**Examiner**	**Pioneer**
Nickname:	"The Doer"	"Mother Hen"	"The Analyst"	"The Questioner"
Known as:	The busiest person	The shoulder to cry on	The numbers person	The idea person
Project focus:	Wants to complete projects	Wants to help people	Follows the rules/navigates the system	Problem solves/ Builds the system
Happiest when:	Being productive	Getting along	In compliance	Brainstorming
Wants:	Authority	Influence	Order and accountability	Innovation and efficiency
Needs:	To see the big picture	More task orientation	Creativity	Follow-through
Learns by:	Doing	Observing	Repetition	Listening
Works best:	As a leader	As a facilitator	Alone	As a team
Motto:	"I can do anything!"	"How would you feel about this approach?"	"Does this fit our mission?"	"Is this logical?"