

**WHAT'S YOUR
PERSONALITY
BLW 2018**

**HANDOUTS
PLAN /
AGENDA**

THURSDAY PLAN

TRUE COLORS

- True Colors Test
- Green Analysis
- Blue Analysis
- Gold Analysis
- Orange Analysis

HOGWARTS

- Sorting Hat Test Packet

QUOTES - "THERE'S NO 'I' IN TEAM"

- Giant sticky note pad
- Quotes
- Markers

FRIDAY PLAN

KEIRSEY TEMPERAMENT SORTER

- Keirsey Temperament Sorter Test
- Results Packet

LOVE LANGUAGES

- Love Languages packet

DRAW A TREE

- Colored pencils
- Paper

SATURDAY PLAN

DISC TEST

- DISC Test
- DISC Summary
- D Analysis
- I Analysis
- S Analysis
- C Analysis

FOUR TENDENCIES

- Four Tendencies Quiz
- Detailed Report: Obliger
- Detailed Report: Questioner
- Detailed Report: Upholder
- Detailed Report: Rebel

SHAPES

- Shapes Packet
- Giant sticky note pad
- Markers

SUNDAY PLAN

LOVE BIRDS

- Love Birds Quiz 1
- Love Birds Quiz 2
- Love Birds book

THE PAPER CLIP TEST

- Paper Clips Book
- Paper Clips

**TRUE
COLORS**

Discovering Our Personality Style Through TRUE COLORS

Outcomes In this module participants will :

- Discover the qualities and characteristics of their own particular personality style or type;
- Gain an understanding of other personality styles.

Key Concepts

- True Colors is a metaphor.
- Each person is a unique blend of the four colors or styles—a spectrum.
- There are no bad or good colors.
- There are wide individual variations within each color spectrum.

Each of us has a different and unique personality; however, there are commonalities that we share. True Colors is an attempt to identify various personality styles and label them with colors. This model of categorizing personality styles is based on many years of work by other researchers and psychologists. Essentially it draws heavily on the work of Isabel Briggs-Myers, Katherine Briggs, and David Keirsey. Don Lowry, a student of Keirsey, developed the system called True Colors which uses four primary colors to designate personality types and behavioral styles.

Lowry's objective was the application of temperament or personality style to facilitate deeper communications and understanding. He hoped it would result in positive self-worth and self-esteem. The True Colors program was designed to maximize the application of psychological style in the workplace, in the family and in education and in other types of communities. The ease of understanding and use in all human relationships and interactions make this model very functional.

The belief is that with increased understanding of ourselves and others that conflict will decrease. Once you learn your color and that of your co-workers, you will have a better understanding of why they behave the way they do!

Each color is associated with certain personality traits or behaviors. Everyone has some degree of each color, but one color is predominant. The following quiz will identify your color spectrum. Print out the following two pages. Follow the directions carefully and transfer your scores to the score sheet. If you have two colors with the same score, you pick which one you think more accurately describes you.

Instructions: Compare all 4 boxes in each row. Do not analyze each word; just get a sense of each box. **Score each of the four boxes in each row from most to least as it describes you:** 4 = most, 3 = a lot, 2 = somewhat, 1 = least.

Row 1	A Active Variety Sports Opportunities Spontaneous Flexible	B Organized Planned Neat Parental Traditional Responsible	C Warm Helpful Friends Authentic Harmonious Compassionate	D Learning Science Quiet Versatile Inventive Competent
	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>
Row 2	E Curious Ideas Questions Conceptual Knowledge Problem Solver	F Caring People Oriented Feelings Unique Empathetic Communicative	G Orderly On-time Honest Stable Sensible Dependable	H Action Challenges Competitive Impetuous Impactful
	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>
Row 3	I Helpful Trustworthy Dependable Loyal Conservative Organized	J Kind Understanding Giving Devoted Warm Poetic	K Playful Quick Adventurous Confrontive Open Minded Independent	L Independent Exploring Competent Theoretical Why Questions Ingenious
	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>
Row 4	M Follow Rules Useful Save Money Concerned Procedural Cooperative	N Active Free Winning Daring Impulsive Risk Taker	O Sharing Getting Along Feelings Tender Inspirational Dramatic	P Thinking Solving Problems Perfectionistic Determined Complex Composed
	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>
Row 5	Q Puzzles Seeking Info Making Sense Philosophical Principled Rational	R Social Causes Easy Going Happy Endings Approachable Affectionate Sympathetic	S Exciting Lively Hands On Courageous Skillful On Stage	T Pride Tradition Do Things Right Orderly Conventional Careful
	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>

Total Orange Score A, H, K, N, S <input type="text"/>	Total Green Score D, E, L, P, Q <input type="text"/>	Total Blue Score C, F, J, O, R <input type="text"/>	Total Gold Score B, G, I, M, T <input type="text"/>
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If any of the scores in the colored boxes are less than 5 or greater than 20 you have made an error. Please go back and read the instructions.

Congratulations! You now know your color spectrum. Here are some general descriptions of each color:

Greens

- Are innovative and logical
- Seek to understand the world
- Need to be competent
- Require intellectual freedom
- Are curious
- Question authority
- Push themselves to improve
- Seek perfection in play
- May become intellectually isolated
- Are slow to make decisions
- Value concise communication
- Look for intellectual stimulation
- Enjoy intriguing discussions
- Are sometimes oblivious to emotions
- Are detached
- Believe work is play
- Are drawn to technical occupations
- Analyze and rearrange systems
- Focus on the future
- Bring innovation to society

Oranges

- Are free and spontaneous
- Are impulsive risk-takers
- Are active
- Are optimistic
- Resist commitment
- Can become virtuosos
- Thrive on crises
- Are drawn to tools
- Like to be the center of attention
- Have great endurance
- Are drawn to action jobs
- Need variety
- Are dynamic, animated communicators
- Are competitive
- Deal with the here and now
- Are bold in relationships
- Are generous
- Have difficulty finding acceptance
- Like to live in a casual atmosphere
- Bring excitement to society

Golds

- Are dutiful and stable
- Need to be useful
- Want to be self-sufficient
- Value organization
- Desire punctuality
- Schedule their lives
- Make and keep commitments
- Measure worth by completion
- Are goal-oriented
- Value rules
- Prepare for the future
- Are inclined to join groups
- Believe work comes before play
- Safeguard tradition
- Prefer order and cleanliness
- Are responsible and dedicated
- Are drawn to respected occupations
- Enjoy positions of authority
- Desire structure
- Bring stability to society

Blues

- Are in search of themselves
- Need to feel unique
- Must be true to themselves
- Look for symbolism
- Value close relationships
- Encourage expression
- Desire quality time with loved ones
- Need opportunities to be creative
- Compromise and cooperate
- Nurture people, plants and animals
- Look beyond the surface
- Share emotions
- Make decisions based on feelings
- Need harmony
- Are adaptable
- Are drawn to literature
- Are drawn to nurturing careers
- Get involved in causes
- Are committed to ideals
- Bring unity to society

GREEN

I seek knowledge and understanding

Analytical, Global, Conceptual

I live by my own standards

Cool, Calm, Collected

I need explanation and answers

Inventive, Logical, Perfectionistic

I value intelligence, insight, fairness, and justice

Abstract, Hypothetical, Investigative

I am a natural non-conformist, a visionary, a problem solver

LEADERSHIP STYLE

Expects intelligence and competence - Assumes task relevancy - Seeks ways to improve systems - Visionary - Analytical - Encourages change for improvement - Constantly “in process” of change - Expects people to follow through

IN THE WORKPLACE

I am conceptual and an independent thinker. For me, work is play. I am drawn to constant challenge in careers, and like to develop models, explore ideas, or build systems to satisfy my need to deal with innovation. Once I have perfected an idea, I prefer to move on, leaving the project to be maintained and supported by others.

IN RELATIONSHIPS

I prefer to let my head rule my heart. I dislike repetition, so it is difficult for me to continuously express feeling. I believe that once feelings are stated, they are obvious to others. I am uneasy when my emotions control me; I want to establish a relationship, leave it to maintain itself, and turn my energies to my studies, work or other interests.

IN CHILDHOOD

I appeared to be older than my years and focused on my greater interests, achieving in subjects that were mentally stimulating. I was impatient with drill and routine, questioned authority, and found it necessary to respect teachers before I could learn from them.

RUNNING ON EMPTY

Indecisiveness - Refusal to comply or cooperate - Extreme aloofness and withdrawal - Snobbish, put-down remarks, and sarcasm - Refusal to communicate; the silent treatment - Perfectionism due to severe performance anxiety - Highly critical attitudes toward yourself or others

BLUE

I need to feel unique and authentic

Enthusiastic, Sympathetic, Personal

I look for meaning and significance in life

Warm, Communicative, Compassionate

I need to contribute, to encourage, and to care

Idealistic, Spiritual, Sincere

I value integrity and unity in relationships

Peaceful, Flexible, Imaginative

I am a natural romantic, a poet, a nurturer

LEADERSHIP STYLE

Expects others to express views - Assumes “family spirit” - Works to develop others’ potential - Individuals oriented - Democratic, unstructured approach - Encourages change VIA human potential - Change (time allows for sense of security) - Expects people to develop their potential

IN THE WORKPLACE

I have a strong desire to influence others so they may lead more significant lives. I often work in the arts, communication, education, and helping professions. I am adept at motivating and interacting with others.

IN RELATIONSHIPS

I seek harmonious relationships. I am a true romantic and believe in drama, warmth, and empathy to all relationships. I enjoy the symbols of romance such as flowers, candlelight, and music and cherish the small gestures of affection.

IN CHILDHOOD

I was extremely imaginative and found it difficult to fit into the structure of school life. I reacted with great sensitivity to discordance or rejection and sought recognition. I responded to encouragement rather than competition

RUNNING ON EMPTY

Attention-getting misbehaving - Lying to save face - Withdrawal - Fantasy, daydreaming, and trancing-out - Crying and depression - Passive resistance - Yelling and screaming

GOLD

Gold I need to follow rules and respect authority

Loyal, Dependable, Prepared

I have a strong sense of what is right and wrong in life

Thorough, Sensible, Punctual

I need to be useful and belong

Faithful, Stable, Organized

I value home, family, and tradition

Caring, Concerned, Concrete

I am a natural preserver, a parent, a helper

LEADERSHIP STYLE

Expects punctuality, order, loyalty - Assumes “right” way to do things - Seldom questions tradition - Rules oriented - Detailed/thorough approach— threatened by change - Prolonged time to initiate any change - Expects people to “play” their roles

IN THE WORKPLACE

I provide stability and can maintain organization. My ability to handle details and to work hard make me the backbone of many organizations. I believe that work comes before play, even if I must work overtime to complete the task.

IN RELATIONSHIPS

I am serious and tend to have traditional, conservative views of both love and marriage. I enjoy others who can work along with me, building secure, predictable relationships together. I demonstrate admiration through the practical things I do for the ones I love.

IN CHILDHOOD

I wanted to follow the rules and regulations of the school. I understood and respected authority and was comfortable with academic routine. I was the easiest of all types of children to adapt to the education system.

RUNNING ON EMPTY

Complaining and self-pity - Anxiety and worry - Depression and fatigue - Psychosomatic problems - Malicious judgments about yourself or others - Herd mentality exhibited in blind following of leaders - Authoritarianism and phobic reactions

ORANGE

I act on a moment's notice

Witty, Charming, Spontaneous

I consider life a game, here and now

Impulsive, Generous, Impactful

I need fun, variety, stimulation, and excitement

Optimistic, Eager, Bold

I value skill, resourcefulness, and courage

Physical, Immediate, Fraternal

I am a natural trouble shooter, a performer, a competitor

LEADERSHIP STYLE

Expects quick action - Assumes flexibility - Works in the here and now - Performance oriented - Flexible approach - Welcomes change - Institutes change quickly - Expects people to “make it fun”

IN THE WORKPLACE

I am bored and restless with jobs that are routine and structured. I am satisfied in careers that allow me independence and freedom, while utilizing my physical coordination and my love of tools. I view any kind of tool as an extension of myself. I am a natural performer.

IN RELATIONSHIPS

I seek a relationship with shared activities and interests. I like to explore new ways to energize the relationship. In a relationship, I need to be bold and thrive on physical contact. I enjoy giving extravagant gifts that bring obvious pleasure to special people in my life.

IN CHILDHOOD

Of all types of children, I had the most difficult time fitting into academic routine. I learned by doing and experiencing rather than by listening and reading. I needed physical involvement in the learning process and was motivated by my own natural competitive nature and sense of fun.

RUNNING ON EMPTY

Rudeness and defiance - Breaking the rules intentionally - Running away and dropping out - Use of stimulants - Acting out boisterously - Lying and cheating - Physical aggressiveness

Group Processing

What are the needs of your primary color (preferred personality style)?

What frustrates you about your color (personality style)?

What does your color (preferred style) give to this/a group?

What frustrates you about other colors (personality styles)?

What do other colors (personality styles) give to this/a group?

HOGWARTS SORTING HAT



Personality Sorting Self Assessment

Directions:

In each row, there are four words that are personality characteristics. Read all four words in the row and decide which trait is most like you. If the characteristic is most like you, assign it a “4” and then the next trait most like you a “3”, then the other a “2” and finally the characteristic least like you a “1”. Repeat the directions for each of the rows (there are 12 rows). When you are finished add each column and write the total at the bottom of the chart.

Logical		Ethical		Community Builder		Ambitious	
Quiet		Adventurous		Family Oriented		Resourceful	
Quick Minded		Loyal		Multi-tasker		Clever	
Impatient		Passionate		Values Justice		Calculating	
Book worm		Idealistic		Tolerant		Private	
Respected		Emotional		Energetic		Powerful	
Skillful		Well-mannered		Giving		Intense	
Collector		Dreamer		Social		Materialistic	
Sharp		Noble		Generous		Stealth	
Problem Solver		Courageous		Hard Working		Driven	
Proud		Careless		Indecisive		Arrogant	
Critical		Competitive		Conforming		Secretive	
TOTAL		TOTAL		TOTAL		TOTAL	

Write the total of each column in the table provided below.

Column	Score	House
Column 1		Ravenclaw
Column 2		Gryffindor
Column 3		Hufflepuff
Column 4		Slytherin

What Hogwart's House did you score highest? _____

What was your second highest score? _____

Were any of your scores a tie or very close? _____, If yes, which ones? _____

Group Activity

After reviewing the descriptions of each house engage in a discussion by using the following talking points.

1. Introduce yourself and share with your group what house/s you sorted into?
2. Talk about what influenced your character/personality development. Do you remember it changing significantly at one point? If so, when and how. What values influence your working habits?
3. Share with your group examples of personal interactions that "stress you out" when working in groups.
4. Talk about how the different groups (Ravenclaw, Slytherin, Gryffindor, Hufflepuff) might interact in the following situations.
 - a. Scenario I – The work space you share with your leadership team is always a mess. People leave their food containers on the printers and some people abuse the office equipment. It is getting difficult to get work done and the office environment is tense.
 - b. Scenario II – You are working with a group of 8 to plan the leadership training for high school students. The group is made up of people with a variety of personalities and working styles. Who do you expect will assume a leadership role within the group? Why? What sort of person will you turn to for the following tasks? Brainstorming, workshop scheduling, budgeting, theme, social activities, cutting through the red tape, marketing, others..... Why? Why is it important to have a diversity in working styles or personalities on committees or in work groups? How do you get along if you are missing key people?

Hogwart's House Characteristics

Ravenclaw House

People who sort into the “Ravenclaw House” value the following: intelligence, learning, and wit. Other people see them as the “smart group” who often possess a quick mind that absorbs facts and information. Their decision making process is based on logic and what they know rather than on how they feel. An eagle is the mascot for the Ravenclaw house because they are smart animals and avoid danger when possible. Eagles are also feared and respected in the animal kingdom for their skills and cutting edge vision.

Element: Air

Book Characters: Luna Lovegood, Cho Chang, Professor Flitwick

Real Examples: Barak Obama, Susan B. Anthony, Albert Einstein, Indiana Jones

Gryffindor House

The people who sort into “Gryffindor House” value the following: courage, bravery, daring, nerve and chivalry. Other people view them as daring group who is willing to take a risk. Their decision making process is often based on their “gut” – they take facts into consideration but follow their feelings before their mind. The lion is the animal mascot for Gryffindor because they are strong and courageous animals who are also known to be a vulnerable species.

Element: Fire

Book Characters: Neville Longbottom, Hermione Granger, Professor McGonagall, Peter Pettigrew

Real Examples: Malcolm X, Elizabeth Cady Stanton, Maximus (Russell Crowe in the Gladiator Movie)

Hufflepuff House

The people who sort into “Hufflepuff House” value the following: work, loyalty, tolerance, relationship and a playful environment. Other people may view them as gentle natured people who symbolize love and loyalty. Their decision making process is often based on relationships and the connection they have with the individuals involved in the situation. The badger is the animal mascot for Hufflepuff because of their calm, loyal and hardworking nature. However, badgers may be gentle, but are fierce animals when forced to defend themselves.

Element: Earth

Book Characters: Cedric Diggory, Professor Sprout, Hannah Abbott

Real Examples: Nelson Mandela, Cesar Chavez, Santa Claus

Slytherin House

The people who sort into “Slytherin House” value the following: ambition, cunning, and resourcefulness. Other people may view them as clever and skilled at their craft and they don’t let others see their true self very easily. Their decision making process is often based on calculations designed to *achieve an end result*. The serpent is the animal mascot for Slytherin because of the snake’s power. Ancient cultures used them as symbols of guardianship, renewal, and duplicity.

Element: Water

Book Characters: Servius Snape, Horace Slughorn, Regulus Black, Voldemort

Real Examples: William Jefferson Clinton, Donald Trump, Tony Soprano

Developed by Mandy Ellertson, August 2009

QUOTES ACTIVITY

Quotes Activity

Choose quotes that demonstrate different types of leaders / leadership styles and post them around the room. Ask the participants to stand by the quote that stands out to them the most. Then have each small group come up with how they would describe the type of leader / leadership style / characteristics or personality traits that they associate with their chosen quote.

**KEIRSEY
TEMPERAMENT**

SORTER

The Keirsey Temperament Sorter

- At a party do you
 - interact with many, including strangers
 - interact with a few people you know well
- Are you more
 - realistic than speculative
 - speculative than realistic
- Is it worse to
 - be someone who likes variety and new ideas
 - be someone who likes predictable routine
- Are you more impressed by
 - principles
 - emotions
- Are you more drawn towards the
 - convincing
 - touching
- Do you prefer to work
 - on a schedule with a deadlines
 - whenever you are inspired to work
- Do you tend to chose
 - rather carefully
 - somewhat impulsively
- At parties do you
 - stay late, with increasing energy
 - leave early, with decreasing energy
- Are you more attracted to
 - practical people
 - imaginative people
- Are you more interested in
 - what is actual
 - what is possible
- In judging others are you more swayed by
 - laws than circumstances
 - circumstances than laws
- In approaching others is your inclination to be somewhat
 - objective
 - personal
- Are you more
 - punctual
 - leisurely
- Does it bother you having things
 - incomplete
 - completed
- In your social groups do you
 - keep abreast of other's happenings
 - get behind on the news
- In doing ordinary things are you more likly to
 - do it the usual way
 - do it your own way
- Writers should
 - "say what they mean and mean what they say"
 - express things more by use of analogy
- Which appeals to you more
 - consistency of thought
 - harmonious human relationships
- Are you more comfortable in making
 - logical judgments
 - value judgments
- Do you want things
 - settled and decided
 - unsettled and undecided
- Would you say you are more
 - serious and determined
 - easy-going
- In phoning do you
 - rarely think about what you will say
 - rehearse what you'll say
- Facts
 - are valuable in themselves
 - are useful because they illustrate principles
- Are visionaries
 - somewhat annoying
 - rather fascinating
- Are you more often
 - a cool-headed person
 - a warm-hearted person
- Is it worse to be
 - unjust
 - without mercy for others
- Should one usually let events occur
 - by careful selection and choice
 - randomly and by chance
- Do you feel better about
 - having purchased something
 - having the option to buy something
- In company do you
 - initiate the conversation
 - wait to be approached
- Common sense is
 - rarely mistaken
 - frequently mistaken and unreliable
- Children often do not
 - make themselves useful enough
 - exercise their fantasy enough
- In making decision do you feel more comfortable with
 - standards
 - feelings
- Are you more
 - firm than gentles
 - gentle than firm
- Which is more admirable:
 - the ability to organize and be methodical
 - the ability to adapt and adjust quickly
- Do you put more value on what is
 - definite
 - open-ended
- Does new and non-routine interaction with others
 - stimulate and energize you
 - leave you feeling tied
- Are you more frequently
 - a practical sort of person
 - a fanciful sort of person
- Are you more likely to
 - see how others are useful
 - see how others see

The Keirsey Temperament Sorter

39. Which is more satisfying:
 - (a) to discuss an issue thoroughly
 - (b) to arrive at agreement on an issue
40. Which rules you more:
 - (a) your head
 - (b) your heart
41. Are you more comfortable with work that is
 - (a) contracted and agreed upon
 - (b) done on a casual basis
42. Do you tend to look for
 - (a) the orderly
 - (b) whatever turns up
43. Do you prefer
 - (a) many friends with brief contact
 - (b) a few friends with more lengthy contact
44. Which has more value for you?
 - (a) Accurate facts
 - (b) Theoretical principles
45. Are you more interested in
 - (a) production and distribution
 - (b) design and research
46. Which is more of a compliment:
 - (a) "That person is very logical"
 - (b) "That person is gentle and caring"
47. Which do you value most in yourself?
 - (a) being unwavering
 - (b) being devoted
48. Do you more often prefer the
 - (a) final and unalterable statement
 - (b) tentative and preliminary statement
49. Are you more comfortable
 - (a) after a decision
 - (b) before a decision
50. Do you
 - (a) speak easily and at length with strangers
 - (b) find little to say to strangers
51. Are you more likely to trust your
 - (a) experience
 - (b) hunch
52. Do you feel
 - (a) more practical than creative
 - (b) more creative than practical
53. Which person is more to be complimented: one of
 - (a) clear reason
 - (b) strong feeling
54. Are you inclined more to be
 - (a) fair minded
 - (b) sympathetic
55. Is it preferable mostly to
 - (a) make sure things are arranged
 - (b) just let things happen
56. In relationships should most things be
 - (a) renegotiable
 - (b) random and circumstantial
57. When the phone rings do you
 - (a) hasten to get it first
 - (b) hope someone else will answer
58. Do you prize more in yourself
 - (a) a strong sense of reality
 - (b) a vivid imagination
59. Are you drawn more to
 - (a) fundamentals
 - (b) overtones and nuance
60. Which seems the greatest error
 - (a) to be too passionate
 - (b) to be too objective
61. Do you see yourself as basically
 - (a) hard-headed
 - (b) soft-hearted
62. Which situation appeals to you more:
 - (a) the structured and scheduled
 - (b) the unstructured and unscheduled
63. Are you a person that is more
 - (a) organized than playful
 - (b) playful than organized
64. Are you more inclined to be
 - (a) easy to approach
 - (b) somewhat reserved
65. In writings do you prefer
 - (a) the more literal
 - (b) the more figurative
66. Is it harder for you to
 - (a) identify with others
 - (b) utilize others
67. Which do you wish more for yourself
 - (a) clarity of reason
 - (b) strength of compassion
68. Which is the greater fault:
 - (a) being indiscriminate
 - (b) being critical
69. Do you prefer the
 - (a) planned event
 - (b) unplanned event
70. Do you tend to be more
 - (a) deliberate than spontaneous
 - (b) spontaneous than deliberate

Answer Sheet

Enter a check for each answer in the column for a or b.

a		b		a		b		a		b		a		b		a		b									
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				65				66				67				68				69				70			
1		2		3		4		3		4		5		6		5		6		7		8		7		8	
↓		↓		↓		↓		↓		↓		↓		↓		↓		↓		↓		↓		↓		↓	
1		2		3		4		3		4		5		6		5		6		7		8		7		8	
E		I		S		N		T		F		J		P													

Directions for scoring

- Add down so that the total number of "a" answers is written in the box at the bottom of each column (see next page for illustration). Do the same for the "b" answers you have checked. Each of the 14 boxes should have a number in it.
- Transfer the number in box No. 1 of the answer sheet to box No. 1 below the answer sheet. Do this for box No. 2 as well. Note, however, that you must have two numbers for boxes 3 through 8. Bring down the first number for each box beneath the second, as indicated by arrows. Now add all the pairs of numbers and enter the total in the boxes below the answer sheet, so each box has only one number.
- Now you have four pairs of numbers. Circle the letter below the larger of each pair. You have now identified your "type." It should be one of the following:

INFP	ISFP	INTP	ISTP
ENFP	ESFP	ENTP	ESTP
INFJ	ISFJ	INTJ	ISTJ
ENFJ	ESFJ	ENTJ	ESTJ

Portrait of the Guardian Provider ESFJ

integrity

Providers seek to conduct themselves with integrity in all of their interactions with others. For these individuals integrity is about being moral, dependable, beneficent and respectable. They have a strong set of values with clear "should" and "shouldn'ts" which they expect others to abide by. Being integrity means that they are consistently applying the same rules of consideration across all of their relationships. They are naturally conscientious and orderly—and make for extremely loyal team players.

providing

Providers make it their aim in life to be a supplier of life necessities to those under their care. Their providing skills extend across the board from physical needs to social, emotional, and financial needs. These great nurturers appreciate being needed, and may spend much energy making sure that they deserve to be. They make outstanding hosts, able to remember people's names, even after a single introduction. Providers are always concerned about the needs of their guests, wanting to insure that all are involved and cared for.

sociable

Providers are the most outgoing and most sociable of all; always expressing themselves to others in a friendly winsome manner. They are natural social contributors happily giving their time and energy to make sure that social functions are a success. These expressive individuals are personable and talkative, and may become restless when isolated from human interaction. With their pleasant outgoing personalities, Providers strike up conversations about any concrete topic with just about anyone.

caring

Providers are happiest when they express themselves in a personal manner as they give nurture. Their caring is most evident in the way they are continually checking up on others, to make sure that all is well. In serving others, they do so out of a genuine concern more than out of duty and responsibility. The recipients of this kind of care can sense a high degree of warmth and sincerity from them. Providers are fiercely devoted to their loved ones, and they are usually fond hearted and sentimental.

procedural

Providers prefer to take a step-by-step approach where tasks are completed precisely as a part of a process. They rely heavily on the past, going with the tried and true rather than inventing new ways of doing things. They also believe that the future is uncertain and can often have a pessimistic outlook. This perspective makes them carry out their duties with a great deal of caution. Providers seek for a structured environment where there is little fuss, and schedules are set and plans are correctly executed.

collaborating

Providers yearn for belonging and therefore enjoy making others feel as though they are an important part of the group. They have an inclusive attitude and like to work together to get the job done. When they belong to a team they look for players who will add value. They seek out potential members who are diligent, responsible, and cooperative. They believe that collaborating is about everyone marching together flawlessly to achieve success.

A Collection of Guardian Providers

Barbara Walters
Mary Kay Ash
Betty Ford
Pauline Esther Friedman
Esther Pauline Friedman

Sam Walton
Ray Kroc
Zhou Enlai
Col. Sanders
Gerald Ford

Portrait of the Guardian Inspector ISTJ

reliable

Inspectors are characterized by decisiveness in practical affairs. They are the guardians of institutions, and can best be described as being steadfast, dedicated, and consistent. They can be counted on to follow through—to get the job done in a precise and thorough manner. Inspectors are rock solid dependable—responsible and trustworthy—standing as honorable men and women of great character. In all matters, their highest commitment is to be diligent in keeping their duties.

straight-forward

A promise made is a promise kept. For Inspectors, they naturally communicate a message of trustworthiness and stability, which can make them successful in business and in many other affairs. Their words tend to be simple and down home, not showy or high-flown. More often than not, they are conservative and modest. Their home and work environments are kept neat, orderly, and simple. "What you see, is what you get" with these straightforward individuals.

institutional

Inspectors are likely to be involved in community service organizations that transmit traditional values. Whether it is donating their time or their financial resources, they invest for future returns that benefit society. They understand and appreciate the contributions these institutions make in preserving cultural values, and national pride. At work, Inspectors are patient with their job and with established institutional procedures.

inspecting

Inspectors are careful examiners, always attentive in their scrutinizing. They must ensure that all is certified as right and proper. They pay close attention to the details, so that no irregularities or discrepancies are permitted. When it comes to the due diligence required, they do not cut corners or take any shortcuts—nothing escapes their inspecting eyes. When they uncover errors or inconsistencies, they are eager to bring about correction, and are not afraid to confront those who have missed the mark.

standardizing

Inspectors quietly see to it that uniform quality of product is maintained, and that those around them uphold certain standards of attitude and conduct. They are most comfortable when people know their duties, follow the guidelines, and operate within the rules. Rules are there to be followed, they say, not meant to be worked around for any reason. Inspectors will see to it that goods are examined and schedules are kept, that resources will be up to standard and delivered when and where they are supposed to be.

conservative

Inspectors are firm and consistent; they make the rules of the game clear and expect them to be followed. They do not tolerate rebelliousness, nonconformity, and waywardness. When there is work to be done, there is no time for fun and games—play must be earned through hard work. "Better safe than sorry" is their motto, and they would rather err on the side of being redundant than leaving a procedure up to chances. In all circumstances, Inspectors seek to do what is right, fitting, and appropriate.

A Collection of Guardian Inspectors

Queen Elizabeth II
Queen Victoria
Andrea Mitchell
Barbara Jordan
Katherine Graham

Warren Buffet
Harry Truman
John D. Rockefeller
Thurgood Marshall
Roy Disney

Portrait of the Guardian Protector ISFJ

dedicated

Protectors derive a great deal of satisfaction from caring for others, and they offer their comfort gently and helpfully. Though they present a quiet reserve, these individuals are friendly and fondhearted in nature. They enjoy assisting the downtrodden and can handle disability and neediness in others better than most. Protectors are devoted and loyal to their superiors. They influence those around them by setting an example of humility, service, and dedication.

self-sacrificing

Protectors are extremely industrious, working tirelessly, as they sacrificially give of themselves to the institution. They offer their service in the form of guarding against life's pitfalls and perils, that is, seeing to the security of all those they care for. Their greatest contributions often stem from their selfdenial, as they go about their caretaking tasks modestly and unassumingly. Protectors are the least self-serving of all, and when they undertake a task, they will complete it if at all humanly possible.

preserving

To save, to put something aside against an unpredictable future, to prepare for emergencies—these are important actions to Protectors. Frugality is a virtue for them, for they know the value of a dollar and abhor the squandering or misuse of resources. They are devoted to family, and expect the places where they reside to be kept neat and orderly. Protectors seek to get their money's worth, and will do everything possible to preserve any of their belongings whether big or small for as long as they possibly can.

thorough

Thoroughness, and attention to detail are trademarks of Protectors. They base their self-image on being seen as dependable, beneficent, and respectable—and to that end, they are extremely careful in their work. With their extraordinary sense of safety and responsibility, and with their unusual talent for executing routines in a precise manner, they do well in roles that allow for their logistical brilliance to shine. Protectors possess a sincerity and seriousness of purpose that causes them to be focused on completion.

respectful

Protectors value tradition, whether it be cultural, institutional, or familial. They carry with them a sense of pride and respect for history; a sense of continuity with past events and relationships. They are keenly aware of status given by birth, titles, offices, and credentials. They believe in the safety of a traditional social hierarchy, and do everything they can to uphold custom and convention. Protectors expect others to respect traditions and to do the "right thing" at the "right time"—and always for the "right reason."

stabilizing

Protectors usually work quietly behind the scenes to create stability. They proceed with diligence, as they go about completing their tasks. These stabilizers are exceptionally dependable and are seldom happy leading others down an uncertain road. For Protectors, regulations are tried and true, and they rarely question the effectiveness of going by the book. They expect everyone to conform to the established rules, feeling a personal responsibility to ensure that standards are not only adhered to but honored.

A Collection of Guardian Protectors

Mother Teresa
Clara Barton
Rosa Parks
Sonia Gandhi
Helen Bamber

George H. W. Bush
Robert Kennedy
George VI
Pope Benedict XVI
J.W. Marriott, Jr.

Portrait of the Guardian Supervisor ESTJ

responsible

Earnestness and industriousness shows up quite early on for Supervisors. They are dependable and dutiful almost from infancy. Above all else, they do what they are supposed to do, and rarely question authority. They see compliance as their primary responsibility. They follow routines well, are neat and orderly, are extremely punctual, and expect others to be so as well. Supervisors are loyal to their institutions, are unbelievably hard working in their jobs, and the bright ones frequently rise to positions of responsibility.

honorable

Supervisors bring a sense of honor and duty to every facet of their lives, whether it is in their business dealings, or personal relationships with friends and family. Being a good citizen is viewed as one's duty. They view involvement in all levels of society as the most noble and honorable part of life. In social situations, these individuals are direct, straightforward, and have very little to hide. Supervisors are faithful and conscientious, generously offering their time and energy to the significant people in their lives.

structured

Supervisors are the best at scheduling orderly procedures and in detailing rules and regulations. In their view, things are to be done correctly and what has been established is to be observed. They are comfortable evaluating others and tend to judge how a person is doing in terms of his or her compliance with protocol. They take control of any group they are a part of by defining roles, assigning duties, and by creating structure. Supervisors pay very careful attention to those details that will get the job done right.

forceful

Supervisors not only establish rules and procedures, but are eager to enforce them. They can be serious about seeing to it that others toe the mark, or else face the consequences. They do not withhold their directions or demands for improvement. They have zero tolerance for those who might wish to abandon or radically change these codes of conduct. For Supervisors, compliance from subordinates is not merely an expectation, it is expressed with force.

authoritative

For Supervisors, rank has its obligations, but it also has its privileges. As leaders, they are comfortable issuing orders, so demands, commands, requests, and directions come easily from them. In every social system, whether it is in the home, or in an enterprise, these tough and outspoken authoritarians insist that each member has an assigned position in a hierarchy. For Supervisors, title, position, expertise, experience, and time served, are ascribed with esteem and respect.

experienced

Supervisors rise to positions of prominence after many years of service. They earn their way to the top, with careful steps, and are not apt to take shortcuts or the easy way. Established methods are the product of a proven track-record of experience. These individuals give much credence to the experts—firmly believing that their experience warrants that they be listened to. When an idea is brought to the table, "who said it" matters. For Supervisors, the credibility of the person proposing the idea is crucial.

A Collection of Guardian Supervisors

Martha Stewart
Nancy Pelosi
Rose Kennedy
Estee Lauder
Sonia Sotomayor

Vince Lombardi
George Washington
Bernard Law Montgomery
Chiang Kai-Shek
John Edgar Hoover

Portrait of the Rational Architect INTP

autonomy

Architects enjoy influencing others to be individuals—to be independent—as "free thinkers." They provide critical insights framed within the broader context, to ensure that the whole picture is presented. They take responsibility for their own lives and chart their own course. They are apt to refrain from instructing others what to do, and how to do it; instead, they focus on results. As Architects give autonomy, they appreciate it in return, for they prefer to work quietly, often alone, and without interruption.

conceptual

Architects are gifted in Architectonics, that is the "systematization of all knowledge" and the science of spatial relationships—that is, organization, structure, build, and configuration. From an early age they are preoccupied with spatial relativity and systems design. These theoretical conceptualists are likely to think of themselves as the master organizers who must pit themselves against nature and society in an unending effort to create organization out of the raw materials of nature.

inquiring

For Architects, seeking to uncover the fundamental structures of the universe is their driving force. They are insatiably curious, and care little whether others understand or accept their ideas. They are far more concerned about attaining useful input for analysis, over helpful output for others. Architects will learn in any manner and degree they can. Freedom of intellectual inquiry is a way of life for them. Because of their breadth and depth of knowledge, Architects can be both intriguing and stimulating for the curious follower.

logical

Architects are the foremost exhibitors of precision in thought and language. More often than not, they are learned, well read, and they tend to see distinctions and inconsistencies in rhetoric and written arguments instantaneously. Only sentences that are coherent carry weight with them, and thus authority derived from office, credential, or celebrity does not impress them. Architects influence others by appealing to logic and reason, expecting that what is obvious to them ought to be apparent to all.

preoccupied

Architects retreat quite often into the world of books and emerge only when physical needs become imperative. If left to their own devices, they would prefer to reside in the world of ideas, where there are no limitations. They are not likely to welcome much social activity, content to leave the scheduling of such interactions to others. When they are around others, rather than being fully present, they often step back into an analytical world, where they become preoccupied with understanding words stated and behaviors observed.

complex

Architects prize intelligence, and seem constantly on the lookout for the technological principles and natural laws upon which the real world is structured. They may have difficulty in being understood by others because they tend to think in a complicated fashion. They are obsessed with analysis, and their distinctive view of reality allows them to see multi-dimensions and various levels of complexity for seemingly straightforward issues. Their rare perspective of the macro view is what makes them differentiated from others.

A Collection of Rational Architects

Harper Lee
Virginia Apgar
Barbara McClintock
Emmy Noether
Marie Curie

Srinivasa Ramanujan
Albert Einstein
Karl Marx
Charles Darwin
Thomas Jefferson

Portrait of the Rational Inventor ENTP

imaginative

"It can't be done" is a challenge to an Inventor and elicits a reaction of "I can do it." These individuals have faith in their ability to come up with solutions to problems, and they display an extraordinary drive for rising to the demands of even the most impossible situations. They are imaginative, and think "outside-the-box" fixing their eyes on possibilities. They are continuously devising new and intriguing ideas to get others involved in learning. Inventors are great leaders of innovative projects that test their ingenuity.

prospecting

Inventors have an entrepreneurial spirit, always prospecting for the new idea. As they prospect, all that is necessary is a rough draft of the vision or strategy to feel confident and ready to proceed into action. In the spur-of-the-moment, they are able to seize the opportunity in front of them while simultaneously being able to see the wider perspective. For Inventors, big risks equals big rewards; they would much rather go for it and fail, then play it safe to only make incremental progress.

prototyping

The trademark characteristic of Inventors is that they build prototypes that work to make systems more efficient. These individuals get such a kick out of inventing that they really never stop exercising their creative talent. Inventors are interested in building the replicable model. These experimental individuals are often deeply engrossed in their work; their curiosity is the root of their persistence and keeps them focused until they figure out the solution.

curious

Inventors are intensely curious and continuously probe for possibilities, especially concerning complex problems. Such curiosity can be inspiring to others, who find themselves admiring their insatiable hunger for know-how. They seek to understand the unknown, and as a result, they tend to have all sorts of hobbies and tend to be experts in unexpected areas. Their curiosity about themselves and their own capabilities extend to a broader quest to understand others.

pragmatic

Inventors are the most reluctant of all the types to do things in a particular manner just because that is the way things have always been done. They characteristically have an eye out for a better way, always on the lookout for new projects, new activities, and new procedures. They are confident in the value of their approaches and display a charming apacity to ignore the standard, the traditional, and the authoritative. As a result of their pragmatic style, they often bring fresh, new approaches to their work and their lives.

open-minded

Inventors are innately collaborative. They often have lively discussions filled with interesting ideas. Their open-mindedness makes them the natural brainstormer, as they focus on the sharing of concepts. For these individuals collaboration is about synergizing for exponential results. They are keen listeners while at the same time being ruthless and rigorous about analyzing, debating, and integrating ideas and concepts. This sort of dynamic exchange is the essence of their open-mindedness.

A Collection of Rational Inventors

Maria Montessori
Sally Ride
Ruth Handler
Arianna Huffington
Gertrude Elion

Walt Disney
Steve Jobs
Nicola Tesla
Thomas Edison
Richard Feynman

Portrait of the Rational Mastermind INTJ

planning

Masterminds understand the logical consequences of each move, and easily grasp how each step necessitates or entails the next. They design plans for all the contingencies which are bound to arise. They see the forest from the trees, and foresee systemic errors when any complex project is undertaken. With a supremely objective view, these pragmatists are not easily swayed by emotion, hope, luck, or chance. Masterminds always have a Plan A in mind, but are always prepared to switch to Plan B, C, or D if necessary.

self-confident

Self-confidence is the trademark for Masterminds, and therefore, decisions come easily to them. They are driven toward completion and results, always with an eye to long-term consequences. They have an inner drive that is unparalleled, and are completely self-assured. When their mind is made up, it is because they have sufficiently analyzed the situation, to leave very little room for doubt. Masterminds have a certainty about their capabilities to overcome any obstacles which stand in the way of winning the prize.

systemic

Challenges and difficulties are highly stimulating to Masterminds, who thrive on confronting a problem that requires a creative solution. They take a systemic approach in their analysis. Therefore, when they encounter problems of overlapping functions, duplication of effort, inefficient communication channels, and waste of human and material resources, they are quick to realign operations toward the forgotten goal. Masterminds are dedicated individuals whose commitments are directed toward the system.

utilitarian

For Masterminds, every plan has a purpose, and every step exists for a reason. Order is never arbitrary—every part must have a deliberate, strategic intent if it is to be included in the master design. At the same time, they are highly adaptive and are always ready to change course if new factors are presented. Plans are never set in stone, as they are always subject to improvement. Masterminds are not concerned with ideas, for their own sake, but rather are interested in ideas for their use and utility in reality.

willful

Masterminds have an unusually strong will; they are tenacious, determined, and resolute. At times, because of their drive, and intensity of focus, they can often become single-minded, and can be hard driving with others. They have a competitive force that comes from within, and a fierce iron will, which drives them toward excellence and superiority in every undertaking. They are high achievers, and push themselves harder than anybody else. Masterminds work best when the stakes are high, with people who are highly competent.

ingenious

Masterminds make their best contributions with their insights, and are often heralded as providing thought leadership to their various domains of influence. They seek ideas which are relevant for reframing, and aim to reshape reality as it is conventionally perceived. They are ingenious in integrating seemingly contradictory concepts into a unified framework. Masterminds are thoroughgoing pragmatists, seeing reality as nothing more than a chess board for working out and refining their strategies.

A Collection of Rational Masterminds

Ayn Rand

Susan B. Anthony

Hillary Clinton

Lisa Meitner

Ayaan Hirsi Ali

Peter Drucker

Bill Gates

Alan Greenspan

Dwight D. Eisenhower

Lee Kwan Yew

Portrait of the Rational Fieldmarshal ENTJ

commanding

Fieldmarshals are born to lead—always proactive, always taking charge of groups and situations, to rally for successful outcomes. They cannot sit idly by waiting for something to happen. From early on, they are readily seen as the types who are "bound to lead others." Even as children, whether it be on the playground, or in organized leagues, they can be observed taking command of groups. These decisive and outspoken leaders take total command, and leverage all available resources to reach their objective.

enterprising

Fieldmarshals have the natural ability to marshal forces in preparation for launching major enterprises and strategic initiatives. Once they can visualize their objective, they commit, and move at lightning speed. These leaders want to get to it right away; they have no patience for delays. They aggressively seek out, and capitalize on opportunities by leveraging anyone who can help to make it happen. Fieldmarshals are always moving forward to build their enterprise.

strategic

Fieldmarshals are gifted with strategic intelligence, and they set their sights high at achieving worldwide aims. They are extremely talented at coordinating personnel and resources in the service of reaching a well-defined goal. They are deliberate and focused on ensuring that every course of action is relevant, and bears lasting results. They have a macro-level perspective, keeping a big picture view at all times. Fieldmarshals are intent on creating alignment of every effort to the strategy so that the goal is accomplished.

communicating

Fieldmarshals have a gift for turning lofty, abstract ideas into concrete directives. This ability to clarify complex concepts is what causes others to get on board with their mission. They are direct in their communication, always seeking to bring clarity on their vision, and the direction they are asking others to take. They can be quite expressive, and will in no uncertain terms get their point across. They find ways to creatively communicate their ideas through multiple channels in order to reach a wide range of people.

efficient

Fieldmarshals have a strong natural urge to bring order and efficiency wherever they are. Every operation required to achieve an objective is executed, and all unnecessary operations are eliminated from the planned sequence of events. They do not hold any processes or regulations to be sacred. Ineffective actions are easily abandoned when it can be shown to be misaligned with the goal. They question the status quo, assuming that more can be learned, and that change must occur in order to be effective.

visionary

Fieldmarshals are able to mobilize with confidence because the vision is so clear to them and must be achieved. The vision is the fuel they use to create action. They make every effort to make their visions sound compelling in order to generate momentum. They make the vision specific, so that it can be implemented. They understand that great visions attract great people like a magnet. Fieldmarshals do whatever it takes, to see their vision come to full fruition.

A Collection of Rational Fieldmarshals

Margaret Thatcher
Golda Meir
Grace Murray Hopper
Francis Hesselbein
Indra Nooyi

Rick Warren
Jack Welch
Frederick Douglass
Douglas MacArthur
Edward Teller

Portrait of the Artisan Promoter ESTP

magnetic

Promoters have a knack for knowing where the action is. They have an appreciation and palate for the finer things of life, the best food, the best wine, expensive cars, and fashionable clothes. They have a natural instinct for reading people, and are smooth in social circles, knowing many people by name, and knowing how to say just the right thing to most everyone they meet. Promoters exude charisma and their flamboyant style makes them irresistibly captivating.

present

Promoters are engaging and fully present with their audience. They poetically persuade others to have confidence in them and to go along with whatever they propose. They are highly energetic and can energize others. Their "in the moment" spontaneity keeps things exciting, and keeps the enterprise moving on the cutting edge. Promoters are so engaging with people; they are uncanny at reading people's faces and observing their body language, hypersensitive to the tiniest nonverbal cues that give away the other's attitudes.

unpredictable

These smooth operators are usually something of a mystery to others. Promoters are always in motion—they become restless when they are not on the move. Since they are always jumping from one activity to the next, they come across as unpredictable, but to themselves, they are actually quite deliberate about their movements. Those that are closest to them are fellow sprinters who move just as quickly. In relationships, others may feel that the only certainty in Promoters is that things are uncertain.

risk-taking

Promoters are daring thrill seekers, and feel quite at ease exposing themselves and their enterprises to risk. They firmly believe in the axiom, "The greater the risk, the greater the reward." The higher the stakes, the more emboldened they become—for it is only when excitement looms in the air, that they are stimulated and come alive. They encourage others to take bold risks as well, and can be impatient with weakness or timidity. These high-rolling entrepreneur are decisive, and are comfortable with "letting it ride."

proactive

Promoters cannot not take initiative. They are extremely proactive, and move quickly, aggressively, and preemptively to get to it first before all others do. They have a bias for action, seeking new experiences. And because of their high energy and lightning speed they can be sharp entrepreneurs, able to swing deals and kick-start enterprises in a way very few others can. Rather than working from behind the scenes, Promoters work best when they are out in front at the helm of the ship.

tactical

Promoters are optimistic and persuasive—without peer as dealmakers, promoters, and negotiators. They are bold, aggressive, and produce results. They can be hard-nosed utilitarians, willing to do whatever it takes to achieve their goals. They are able to advertise or publicize their endeavors, and to maneuver others in the direction they want them to go. It might be said that people are instruments in the hands of these Promoters, and that they play them artistically.

A Collection of Artisan Promoters

Madonna	Donald Trump
Winston Churchill	Helen Gurley Brown
Billie Jean King	Mohammad Ali
Hugh Hefner	Eva Peron
George S. Patton	Anna Wintour

Portrait of the Artisan Performer ESFP

engaging

Performers have a magnetic energy which draws people into their orbit. They radiate warmth and festivity. They are able to lift others' spirits with their contagious good humor and their irrepressible joy for living. They love working with people, their sociability and adaptability makes them easy to get along with and fun to be around. Performers are playful, friendly, and outspoken, making them very exciting and entertaining.

generous

Performers are the most generous of all. They haven't a mean or stingy bone in their body—what's theirs is yours—and they seem to have little idea of saving or conserving. They are generous because of their abundance mentality. They see life as an endless supply of pleasures. They love freely, without expecting anything in return. Performers simply bring their best without holding anything back and prefer to work in an environment where everyone gives with no inhibitions.

optimistic

Performers are ever optimistic in their approach to life, always looking at the bright side. When the ship starts to sink, they still remain positive, and have confidence that it will all work out. In the midst of difficulty, they have no problem putting on a smile to ease any angst that others may feel. Performers will find ways to turn discomforting moments into something positive; for their aim is to bring joy to all those around.

charming

The trademark of Performers is the way they use their charm to get what they want. Even when they are not fully aware of their intent, they use charming tactics to discover what is advantageous. They are emotionally expressive and

affectionate people, virtually unable to hide their feelings. They cannot help but be charismatic, exuding a warm and cheerful presence. Their charm allows them to be at the center of the action, and to be in the limelight at all times.

sensational

Performers love the excitement of playing to an audience, and they generate a sense of "showtime" wherever they are. Even where it is not necessary, they make the ordinary into something extraordinary, as they seek to make a sensational impression. Being sensational stems from a place where they yearn for impact. Intent on making everyone feel amazed, Performers are improvisational with their humor and expressive with their entire body, creating a spectacle for everyone.

immediate

Performers live in the here and now. They are not interested in what they will receive years from now; they seek instant gratification and speedy outcomes. They place a high value in remarkable results, and like to provide rewards immediately for a job well done. Pleasure-seeking seems to be an end in itself. If not careful, they can give in easily to the desire of the moment or to the wishes of others rather than what is good for them in the long run. They are open to trying almost anything that promises a good time.

A Collection of Artisan Performers

Marilyn Monroe
Bill Clinton
Josephine Baker
Billy Graham
Elvis Presley

Ronald Reagan
Elizabeth Taylor
Magic Johnson
Julia Child
Dolly Parton

Portrait of the Artisan Composer ISFP

sensory

Composers are attuned to sensory variation, which gives them an extraordinary ability to work with the slightest nuances of color, tone, texture, aroma, and flavor. They have an unusual gift for grasping what fits and what does not fit in any and all kinds of artistic works. When an especially gifted painter, sculptor, choreographer, film director, song writer, playwright, poet, novelist, chef, decorator, or fashion designer shows up, he or she is likely a Composer.

graceful

Composers make it a non-negotiable to carry themselves with grace and elegance. They create their art in a way that reveals beauty and finesse. It could be said that their movements are poetic. These quiet individuals make impactful statements through their actions. They carry themselves with a calm composure where beauty and sophistication radiates from within. Composers take great pride in treating others with dignity, grace, and class.

absorbed

Composers are so absorbed in their art, that their artistic expressions naturally emerge as though it is an extension of who they are. Often seized by the act of artistic composition, it is easy for them to get caught up in a whirlwind. The creation of their art is not preparation for something later, nor is it artful play; it is a deep sensual connection with the art itself. This ability to lose themselves in action accounts for the spectacular individual works some Composers produce.

spontaneous

Composers approach their art by spontaneous impulse. When these individuals feel the itch, they cannot resist the urge to give in to the moment. They work best when they have flexibility, freedom, and space to be creative. Sticking to a strict regimen or script stifles them. They prefer to create the moment by allowing the moment to take on a life of its own. They live intensely in the here and now, with very little planning or preparation.

internal

Composers reside in their own internal world, where an array of vibrant movements governs their reality. These sensitive individuals have a quiet reserve, and in general are very difficult to observe, making them probably the least understood of all. Perhaps such misunderstanding comes from their tendency not to express themselves verbally, but through action. In those cases where virtuosity is achieved, they may be celebrated but their nature is still far from visible.

kind

Composers are considered to be the kindest of all. Their kindness is unconditional, when carried to its most extreme form. They lead with a gentle touch in a friendly manner. These tenderhearted leaders are especially sensitive to the pain and suffering of others, and with a sympathetic impulsivity they give freely to the sufferer. While they enjoy their personal freedom, and roam when the opportunity presents itself, they seem to value the intimacy and loyalty of a small group.

A Collection of Artisan Composers

Martha Graham
Jackie Onassis
Barbra Streisand
Meryl Streep
Coco Chanel

Steven Spielberg
Wolfgang Amadeus Mozart
Bob Dylan
Gerry Spence
Mel Brooks

Portrait of the Artisan Crafter ISTP

fearless

Crafters have a risk taking nature, and are utterly fearless in their actions. They exude an inaudible intense energy, which cannot go without notice. They display a piercing and penetrating expression through their eyes, focusing on the goal at hand. Crafters are decisive and act quickly in the moment, unhindered by the threat of consequences. In everything they do, they seek adventure. They thrive when they are stimulated, as they live on the adrenaline and rush of peak experiences.

audacious

Crafters are bold and courageous in their approach to life. They do not let other's opinions of them determine how they should act or be. They are ever confident, and see themselves as an exception to the norm, not needing to comply with others or with the majority group. They have the audacity to go with their gut impulses in making bold moves. When others say, "It can't be done!" They step up to the plate and go for the home run.

camaraderie

Crafters seek out a common foe to defeat. They expect others to be able to hold their own, and to step it up whenever called upon. Friendship with a Crafter is not for the faint of heart. They stick together with the fierce. Those who do not meet this criterion are excluded from their pack without apology. To those they love, they give generously of their time, and are committed to go the distance. They see their partners as fellow warriors who they are willing to die for.

coordinated

Crafters are naturally coordinated with using their body movements and senses. They connect themselves to objects they intend to utilize for manipulation. While coordination is often a skill to be learned or practiced by most people, for Crafters it is a part of who they are and how their body naturally moves. They work tirelessly to master their technique and skills. Their desire for mastery is an addiction. They endlessly pursue perfection, and stick to something until it's just right.

instinctive

Crafters use their primal instinct to gain any advantage they can to ensure victory. Extremely utilitarian, they pick up on things immediately, and they use whatever they have at their disposal to achieve their aims. Listening to their gut is not something which they have to contemplate or ponder before taking action. They are tactical and can maneuver at a moment's notice to adapt to the situation. They take action without giving regard to anyone's approval.

freedom

Crafters must be free to vary their moves as the urge strikes them. These fiercely independent lone wolves will not be tied to schedules and commitments, and thus they cannot always be counted on to follow through on everything according to plan. They use their freedom to seek adventure. They need to be free to move in order to feel alive. They forge onward with bold steps without giving any credence to rules or regulations. Crafters cannot be contained or tamed.

A Collection of Artisan Crafters

Katharine Hepburn

Amelia Earhart

Frida Kahlo

Jackie Joyner Kersee

Babe Didrikson Zaharias

Bruce Lee

Michael Jordan

Chuck Yeager

Lance Armstrong

John Ford

Portrait of the Idealist Healer INFP

reconciling

Healers find a tremendous sense of purpose in being a facilitator of reconciliation. They seek internal healing within themselves, external healing with others, and eternal healing with the sacred. They seek to mend those divisions which plague their private life and their relationships. They yearn to conciliate, to lead others to a place of restoration—that is, to restore lost unity, integrity, or harmony. They are the reconcilers of all that does not fit. They extend their hands to those who have been excluded, discarded, and forgotten.

inspiring

When it comes to the matters of the heart, Healers can be enormously inspiring because they are willing to be vulnerable with others. They are the first to be willing to sacrifice, and the first to confess their fears, and admit their weaknesses. This kind of authenticity inspires others to engage in community by being open about their shortcomings. Healers influence others by connecting on a very personal level. They connect their own stories to their listener's stories.

harmonious

Healers seek harmony, going to great lengths to avoid interpersonal conflict. They are sensitive to the feelings of others, and with sincere devotion they aim to please wherever possible. They are well aware of people and their feelings, and relate well to most others, but with some reserve. Absolute loyalty is what they provide and expect, so any act of divisiveness is considered an act of betrayal. Healers want to do things differently, by coming at a situation from an alternative, yet harmonious angle.

nurturing

Compassion is defined as a "sympathetic consciousness of others' distress together with a desire to alleviate it." For Healers, their expressions of nurturing stem from their profound personal journey of redemption. Healers connect by sharing in people's suffering, challenges, difficulties, and pain. This sensitivity to pain allows them to connect with those who feel downtrodden and brokenhearted. They approach people in need with a sensitivity that is unparalleled.

fervent

Healers have a fervent aim to bring peace to the world and wholeness to themselves and their loved ones. They care deeply and passionately about others, especially for the special persons in their lives, or for a worthy cause. They live in a dynamic tension, where they intensely battle themselves, fervently seeking unity within. Their zealous cries are met with comfort in those safe places where they can confess their inner struggle. It is here, in community where they can be an inspiration for others who share similar struggles.

dreamers

Healers have dreams; this is their greatest gift. Their dreams fuel them, and keep them inspired. They often hear a calling to go forth into the world to help others, and they are ready to make the personal sacrifices involved. They live for their dreams, and look for connections with others who share in their vision. Healers have a profound sense of idealism about who they are and who they hope to become. When they are convinced that their dream must be fulfilled, they believe in it, and they forge ahead with perseverance.

A Collection of Idealist Healers

Princess Diana
Audrey Hepburn
Anne Lindbergh
Karen Armstrong
Somaly Mam

Albert Schweitzer
Aldous Huxley
George Orwell
Henry Dunant
Fyodor Dostoyevsky

Portrait of the Idealist Champion ENFP

passionate

Champions have a wide range and variety of emotions, and a great passion for novelty. It is important for them to embark on a journey that feels fresh, new, original, and unique. Anything less feels stale and something that they cannot be passionate about. Their feelings are powerful, and so they seek to inspire and motivate others to feel as they do. Champions inspire because they have first been inspired. Their passion can only be displayed when it is the natural overflow of what resides within.

exploring

Champions have a probing nature, always exploring to find the idea or opportunity which holds promise. Believing that the world is interconnected, people are interrelated, and ideas are interdependent, these natural surveyors look for patterns and relationships. Their continual exploration makes them exciting to be around. Once people or projects become routine, Champions are likely to lose interest. For "what might be" is always more fascinating than "what is."

networking

People-to-people work is essential for Champions. They are outstanding in getting people together, and are good at initiating meetings and conferences. They are good with people and make extensive use of their interpersonal powers. They usually have a wide range of personal contacts, expending energy in maintaining both professional and personal relationships. Champions prefer to approach relationships in an inclusive and collaborative fashion, where everyone has a voice, and mutual respect is paramount.

enthusiastic

Champions are tireless in conversing with others. Their enthusiasm is boundless and is often contagious, making them the most vivacious of all. Their irrepressible expressiveness compels them to be the champions of causes, and their exuberance emanates from within. Their enthusiasm is received by others as an authentic expression. For Champions, "what they do" is not mere activity, it is an extension of "who they are"—it is tied to their identity.

authentic

Champions strive toward a kind of spontaneous personal authenticity. This intention always to be themselves is usually communicated both verbally and nonverbally to others, who find it quite attractive. They feel most alive when they are authentically expressing themselves and connecting with others. When Champions do not feel connected in a personal way, they can feel as though their efforts are somehow disingenuous. Their yearning for authenticity is not just for themselves, but they seek it out in others as well.

eclectic

Champions are always seeking to find new outlets for their inspirations. They find themselves scattered with many interests. This allows them to pull together elements from unusual places to create an integrated juxtaposition. They are unconventional and possess a nonconformist nature. This creativity empowers them to be great at having an alternative perspective. Champions are dreamy and highly imaginative, leading them down various paths which eventually merge together in ways that are meaningful for them.

A Collection of Idealist Champions

Helen Keller
Martin Luther King, Jr.
Elizabeth Cady Stanton
Nelson Mandela
Molly Brown
Dalai Lama
Joan Baez
Sargent Shriver
Ariel Durant
Bono

Portrait of the Idealist Counselor INFJ

intensity

Counselors are complex individuals possessing a quiet but very certain intense aura. They will almost always go the extra mile even when it is not necessary. Their intensity is revealed in their perfectionistic pursuits and in their judicious nature. They stand their ground at all costs when their core beliefs are questioned or threatened. The intensity which manifests during these contentions can be extremely infectious. Even when words are not present the intensity can still be felt.

developing

Counselors make mentoring their focus as they help people to realize their true human potential. They thrive when they are involved in one-to-one interactions where they are nurturing personal development. In fostering growth they trust their intuition as they seek to discover a person's identity. Rather than refining mere skills and abilities, they yearn to take on an individual as a disciple. Growth must be personal and meaningful for it to be authentic and lasting.

wholeness

Counselors value harmony in all of their relationships and want all the groups they are a part of to feel healthy and whole. They make every effort to bring people and processes together, so that all is well integrated. They desire for the whole group to run smoothly and pleasantly. These individuals enjoy pleasing others and they find conflict disagreeable and destructive. They respond well to affirmation and use approval as a means of motivating others.

private

Counselors tend to be private, sensitive people, and thus are not usually highly vocal or visible. Sometimes they can be hard to get to know, for they have an unusually rich inner life. Even their closest friends who have known them for many years may find sides emerging which come as a surprise. Their inner circle of friends and colleagues is likely to be small, deep, and longstanding. Counselors find their source of energy in contemplation and solitude, where they often retreat to gain perspective and renew themselves.

empathy

Counselors have a strong empathic nature which makes them feel that they are aware of others' emotions or intentions. They have exceptional intuitive ability, extending to insight regarding people, things, and often events, even taking the form of visions and premonitions. They are outstanding at counseling others because they have a unique gift to get in touch with people's inner lives. They are successful in dealing individually with others because of their personal warmth, insight, devotion, and interpretive skills.

connecting

Counselors have a natural talent for reaching people through authentic connection. They yearn for connections which are soulful and deep. They look at life through a romantic lens where all of their relationships must be characterized by a special bond that is idealistic. Connecting for them is conveyed in a heartfelt and careful manner through either written or verbal expression. Their great talent for metaphorical language is usually directed toward communicating with people in a very personalized way.

A Collection of Idealist Counselors

Eleanor Roosevelt
Daw Aung San Suu Kyi
Mary Baker Eddy
Jane Goodall
Queen Noor

Mohandas Gandhi
Dietrich Bonhoeffer
Vaclav Havel
T. E. Lawrence
C.S. Lewis

Portrait of the Idealist Teacher ENFJ

expressive

Teachers are extremely expressive and have extraordinary charisma. They are always finding ways to enlighten all those around. Whether they are experiencing positive or negative feelings, they do not hesitate to communicate their emotions with great passion. Their expressiveness is so contagious that they can raise the level of excitement for any group they are involved in. Teachers use empathy to connect and know how to express themselves in a unique manner where their respondent feels understood.

intuitive

Teachers have well developed intuition, and so they are able to understand people and engage situations with an empathic approach. Their intuitive nature enables them to feel comfortable in complex circumstances involving people. They can navigate through challenging social situations in a winsome manner. When their intuition is on, they have just the right words at just the right time for any occasion. Their intuitive sense is so powerful to them, that they can find it difficult not to expect others to feel the same as they do.

idealistic

Teachers are natural visionaries and dreamers, for they have an extraordinary imagination. What occurs in their imagination is so strong that their thoughts and feelings can often feel more real to them than what they feel with their physical senses. Ideality is often preferred over reality for them. They prefer to live in future possibilities rather than in present day reality, and so they are primarily interested in a person's growth and development over what they can do today. Teachers long for the ideal in all of their pursuits.

influence

Teachers are natural educators with the uncanny ability to influence those around them without much effort. They are influential in groups, having no hesitation about speaking out, no matter how large or small the group may be. Followers buy into them as real persons, and not just as figureheads who hold a position. Teachers take aim at empowering people to live their best lives. They operate on the assumption that when they are passing on what they have learned, that they will make a difference in the world

interpersonal

Teachers consider people their highest priority. They naturally communicate care, concern, and a desire to become involved with others. They engage people with charm and warmth, and are usually popular wherever they are. As a result, people often turn to them for nurture and support. They show sincere interest in the problems of those around them, whether they be colleagues, students, family, friends or even strangers. When it comes to insight on personal and interpersonal matters, Teachers are incomparable.

principled

Teachers make it a must to be absolutely reliable in honoring their commitments. They place a high value on integrity, and live authentically from their core values. They prefer to be structured and they expect everyone, including themselves, to be cooperative by honoring agreements. Teachers live by their convictions, and will not compromise what they believe. They seek what is noble and just, and are dedicated to teaching the principles they live by to as many people as they can.

A Collection of Idealist Teachers

Oprah Winfrey
Jane Addams
Margaret Mead
Maria Shriver
Maya Angelou

John Wooden
Mikhail Gorbachev
Pope John Paul II
Leo Tolstoy
Desmond Tutu

THE 5 LOVE LANGUAGES

The 5 Love Languages[®]

What if you could say or do just the right thing guaranteed to make that special someone feel loved? The secret is learning the right love language! Millions of couples have learned the simple way to express their feelings and bring joy back into marriage: *The 5 Love Languages*, Dr. Gary Chapman's New York Times bestseller.

- **#1: Words of Affirmation**

Actions don't always speak louder than words. If this is your love language, unsolicited compliments mean the world to you. Hearing the words, "I love you," are important—hearing the reasons behind that love sends your spirits skyward. Insults can leave you shattered and are not easily forgotten.

- **#2: Quality Time**

For those whose love language is spoken with Quality Time, nothing says, "I love you," like full, undivided attention. Being there for this type of person is critical, but really being there—with the TV off, fork and knife down, and all chores and tasks on standby—makes your significant other feel truly special and loved. Distractions, postponed dates, or the failure to listen can be especially hurtful.

- **#3: Receiving Gifts**

Don't mistake this love language for materialism; the receiver of gifts thrives on the love, thoughtfulness, and effort behind the gift. If you speak this language, the perfect gift or gesture shows that you are known, you are cared for, and you are prized above whatever was sacrificed to bring the gift to you. A missed birthday, anniversary, or a hasty, thoughtless gift would be disastrous—so would the absence of everyday gestures.

- **#4: Acts of Service**

Can vacuuming the floors really be an expression of love? Absolutely! Anything you do to ease the burden of responsibilities weighing on an "Acts of Service" person will speak volumes. The words he or she most want to hear: "Let me do that for you." Laziness, broken commitments, and making more work for them tell speakers of this language their feelings don't matter.

- **#5: Physical Touch**

This language isn't all about the bedroom. A person whose primary language is Physical Touch is, not surprisingly, very touchy. Hugs, pats on the back, holding hands, and thoughtful touches on the arm, shoulder, or face—they can all be ways to show excitement, concern, care, and love. Physical presence and accessibility are crucial, while neglect or abuse can be unforgivable and destructive.

The Five Love Languages Quiz

Select the one you prefer most of your two options, the one that fits the best right now.
Circle the letter to the right of the option you most prefer.

1.	I like to receive notes of affirmation.	A
	I like to be hugged.	E
2.	I like to spend one-to-one time with a person who is special to me.	B
	I feel loved when someone gives practical help to me.	D
3.	I like it when people give me gifts.	C
	I like leisurely visits with friends and loved ones.	B
4.	I feel loved when people do things to help me.	D
	I feel loved when people touch me.	E
5.	I feel loved when someone I love or admire puts his or her arm around me.	E
	I feel loved when I receive a gift from someone I love or admire.	C
6.	I like to go places with friends and loved ones.	B
	I like to high-five or hold hands with people who are special to me.	E
7.	Visible symbols of love (gifts) are very important to me.	C
	I feel loved when people affirm me.	E
8.	I like to sit close to people whom I enjoy being around.	E
	I like for people to tell me I am beautiful/handsome.	A
9.	I like to spend time with friends and loved ones.	B
	I like to receive little gifts from friends and loved ones.	C
10.	Words of acceptance are important to me.	A
	I know someone loves me when he or she helps me.	D
11.	I like being together and doing things with friends and loved ones.	B
	I like it when kind words are spoken to me.	A
12.	What someone does affects me more than what he or she says.	D
	Hugs make me feel connected and valued.	E
13.	I value praise and try to avoid criticism.	A
	Several small gifts mean more to me than one large gift.	C
14.	I feel close to someone when we are talking or doing something together.	B
	I feel closer to friends and loved ones when they touch me often.	E
15.	I like for people to compliment my achievements.	A
	I know people love me when they do things for me that they don't enjoy doing.	D
16.	I like to be touched as friends and loved ones walk by.	E
	I like it when people listen to me and show genuine interest in what I am saying.	B
17.	I feel loved when friends and loved ones help me with jobs or projects.	D
	I really enjoy receiving gifts from friends and loved ones.	C
18.	I like for people to compliment my appearance.	A
	I feel loved when people take time to understand my feelings.	B

19.	I feel secure when a special person is touching me.	E
	Acts of service make me feel loved.	D
20.	I appreciate the many things that special people do for me.	D
	I like receiving gifts that special people make for me.	C
21.	I really enjoy the feeling I get when someone gives me undivided attention.	B
	I really enjoy the feeling I get when someone helps me make decisions.	D
22.	I feel loved when a person celebrated my birthday with a gift.	C
	I feel loved when a person celebrates my birthday with meaningful words.	A
23.	I know a person is thinking of me when he or she gives me a gift.	C
	I feel loved when a person helps with my chores.	D
24.	I appreciate it when someone listens patiently and doesn't interrupt me.	B
	I appreciate it when someone remembers special days with a gift.	C
25.	I like knowing loved ones are concerned enough to help with my daily tasks.	D
	I enjoy extended trips with someone who is special to me.	B
26.	I enjoy kissing or being kissed by people with whom I am close.	E
	I enjoy receiving a gift given for no special reason.	C
27.	I like to be told that I am appreciated.	A
	I like for a person to look at me when we are talking.	B
28.	Gifts from a friend or loved one are always special to me.	C
	I feel good when a friend or loved one touches me.	E
29.	I feel loved when a person enthusiastically does some task I have requested.	D
	I feel loved when I am told how much I am needed.	A
30.	I need to be touched every day.	E
	I need words of encouragement daily.	A

Totals: A: B: C: D: E:

Count the number of A's, B's, C's, D's and E's you have circled, and record them below. What is your "love language"?

- A = Words of Affirmation
- B = Quality Time
- C = Receiving Gifts
- D = Acts of Service
- E = Physical Touch

To take the quiz online, go to www.5lovelanguages.com/assessment.

Dr. Gary Chapman's book, *The Five Love Languages*, can be purchased at your local bookstore, or through www.amazon.com.

DRAW A TREE

Tree Drawing : The Interpretation

www.popehorticulture.com



This is a good activity to use as an ice breaker for the beginning of the school year or as a warm up activity to stimulate interaction between students and/or fellow teachers.

Objective:

- Students will demonstrate knowledge in reading and comprehension.
- Students will interpret the drawing of a fellow student based on the guidelines provided in the handout.
- Students will introduce fellow students to the class and will tell some interesting information about each other based on their drawing of a tree.

Procedure:

- Tell the students you have only three words of instruction for them.
- Post the instructions on the board or screen.
- The only instructions are “DRAW A TREE.” Say no more.
- Students are given 8-10 minutes to draw a tree on a blank sheet of paper.
- At the end of the time limit, take up all of the class drawings in random order.
- Next, distribute the tree drawings to the students making sure that no student receives their own tree drawing.
- Next, distribute the Tree Drawing Interpretation handout to each.
- Students are to interpret the drawing based on the criteria presented on the handout. Place a check mark in all the categories that apply to the drawing.
- Follow the instructions that directs each student to summarize their findings by writing a paragraph about that person based on their tree drawing.

Conclusion:

- Students will take turns orally introducing the person of whom they interpreted the tree drawing. Students are encouraged to take the findings “with a grain of salt”, however most will agree that the tree interpretation gives a fairly close description of that person’s personality.

Materials Needed:

- Blank paper, colored pencils or crayons, timer.
- Approximate time of activity with 28 students is 1 hour.

Tree Drawing : The Interpretation



Tree Drawn By: _____

Interpretation by: _____

SIZE

- ___ 1. Small in relation to the paper: *You are frugal, careful with money and time.*
- ___ 2. Large in relation to the paper.: *You are generous to a fault. You tend to take on more than you can.*

LINE QUALITY

- ___ 1. Firm, strong lines: *Indicates an aggressive, positive, self-assured person.*
- ___ 2. Light lines: *Indicates you are soft spoken and gentle. May tend to be inconspicuous.*

TREE PLACEMENT

- ___ 1. Tree in top half of paper: *You tend to be and up-in-the-air person, an independent spirit who needs a lot of freedom.*
- ___ 2. Tree at bottom of page: *Indicates a down-to-earth person, practical, sensible and reliable.*
- ___ 3. Tree in the center of the page: *Indicates a well organized person, good at planning ahead.*
- ___ 4. Tree drawn crosswise on the page: *Indicates broad mindedness type of person. Open to new ideas.*

DETAIL

- ___ 1. Few lines or outlined only: *You like to work with overall concepts, the big picture, but let others handle the details.*
- ___ 2. Lots of detail : *You like to immerse yourself in the details of anything you do.*

VALUE

- ___ 1. Tree is shaded or darkened: *Indicates a serious quality in the person.*
- ___ 2. Tree is light and airy, without shading: *You tend to be an easy going person, carefree.*
- ___ 3. One part of the tree is shaded: *Indicates a serious concern about one aspect of your life:*
 - Trunk: *concerned about home situations.*
 - Roots: *indicates a troubled or difficult past*
 - Treetop: *indicates concern about the future.*

SHAPE

- ___ 1. Tall: *You are a tall-thinking person. You aim high and often inspire others.*
- ___ 2. Pointed top: *You are ambitious and like to feel that you are always moving forward.*
- ___ 3. Tree bent as if blowing in the wind: *You tend to be restless, full of energy and often get caught up in the activity around you.*
- ___ 4. Short and wide: *You are contented, stable, satisfied with your life. If the tree is wide relative to its height, you also tend to be protective of those close to you.*

BASE

- ___ 1. Ground included: *Indicates a need for security and planning*
- ___ 2. Tree floating in the air: *You are perfectly comfortable when things are spontaneous and you function equally well in any surroundings.*
- ___ 3. Earth drawn as soft, graceful line under the tree: *You are happy and contented.*
- ___ 4. Tree drawn in a pot: *You like to be on-the-go, you can take off on a trip at a moment's notice.*
- ___ 5. Tree drawn on a hill: *You like attention and want to be noticed.*

ROOTS

- ___ 1. Roots included: *The past is important to you. It has a strong influence on the way you live and think. Graceful roots suggest a warm feeling about childhood.*
- ___ 2. Tree base is open, without roots: *You draw strength from the person you are today. A base drawn in a straight line indicates you have cut yourself off from the past.*

TRUNK

- ___ 1. Wide and sturdy: *Indicates strength. You can stand up in adverse circumstances.*
- ___ 2. Slim and narrow: *You are flexible and adaptable.*
- ___ 3. Trunk is very straight: *You tend to be well organized.*
- ___ 4. Trunk is clear and uncluttered: *You are content with your home life. Gnarled, twisted or darkened trunk indicates an unhappy home situation.*
- ___ 5. Knothole drawn: *You are forgiving. And if the knothole is dark, you tend to be forgiving of others weaknesses, but have a hard time forgiving your own.*

TOP OF TREE

- ___ 1. Drawn as fluffy cotton ball – *Indicates a warm, gracious person, contented with life and comfortable to be around.*
- ___ 2. Simple, round top: *You tend to be private and like to keep to yourself.*
- ___ 3. Winter tree, branches without leaves: *You are honest. How things are done is more important to you than the final result.*
- ___ 4. Summer tree with swirls and curves suggesting leaves: *Indicates that you care more about the end result than the methods used to accomplish the task.*
- ___ 5. Tree without branches and leaves: *Indicates a well rounded person who cares both about the end result and the methods used to achieve it.*
- ___ 6. All branches up: *You are forward-looking and more interested in the future than the past.*
- ___ 7. Branches spread out in all directions: *Indicates an outgoing person who reaches out to others.*
- ___ 8. Treetop with a lot of lines: *Indicates energy and movement. You like to keep busy. If lines are very tangled, you may be confused about where your life is going. Sometimes you feel like you are just spinning your wheels.*
- ___ 9. Each individual leaf is drawn: *You tend to be methodical and like things well organized.*
- ___ 10. Tree looks cut off at the top: *You are holding yourself back and can't progress in the direction you want to go.*

THINGS DRAWN IN OR AROUND THE TREE

- ___ 1. Any extra features: *You are aware of things going on around you.*
- ___ 2. Fruits and nuts: *You want your home to be a comfortable place*
- ___ 3. Grass: *You want your home to be a comfortable place.*
- ___ 4. Flowers: *Beauty is important to you and you like to fill your home with beautiful things.*
- ___ 5. Birds, animals, people: *You are kind, warm hearted and like to be with people.*
- ___ 6. Sun: *Indicates an optimistic outlook.*
- ___ 7. Clouds: *Indicates expectations of sorrow and disappointment.*
- ___ 8. A swing: *Indicates you enjoy life and find fun in all you do.*

CONCLUSION:

With the information you have gathered from above, write a paragraph about the person on the back of the tree drawing. The paragraph should *summarize the personality* of the person based on your findings from this checklist. See if you can find the person in the room and return your evaluation to them.

Draw a Tree Instructions

1. Draw a tree – any size, any shape, any kind, etc.
2. Read each section on handout. Compare your tree to what the handout says.
3. Make a list of character traits.
4. Determine how accurate this was for you.
5. Write paragraph ---

Summary --- What did this test say about you?
What parts were accurate?
Inaccurate?

1. The Size of the Tree

If the tree is small in relation to the size of the paper, you're likely to be frugal—the kind of person who doesn't waste anything, including space on the paper you're using. You're careful with your money and your time, and you're usually well-prepared for tomorrow.

A large tree signifies a generous person. You give everything you can and when you're asked to do something, you go all out. If it's so large you couldn't get it all on the page, you're generous to a fault. You tend to take on more than you can handle and are always trying to do more than you have time to do.

2. The Firmness or Softness of the Lines

Firm, strong lines are drawn by aggressive, positive people who are sure of themselves and know what they want out of life.

Lines that have a light, delicate touch mean that you're soft-spoken, gentle, and tend to be self-effacing.

Most of us draw lines which are somewhere between very firm and very light, because we are somewhere between being very self-assured or very self-effacing. The firmer your lines, the more self-assured you are, but this can change as your circumstances change. A person who has been successful in a profession for many years will draw stronger lines than someone just starting out. The same person will later draw softer lines if professional or financial setbacks cause him or her to lose some of that self-assurance.

3. The Placement of the Tree on the Page

If it's in the top half of the page, you're what I call an "up-in-the-air" person—an independent spirit who doesn't like to be tied down and wants a lot of freedom.

If it sits at the bottom of the page, you're a down-to-earth person. You have a practical nature, and people often

describe you as sensible or reliable.

A tree that is placed in the center of the page means that you're well-organized; you're good at planning ahead.

A tree drawn crosswise on the page indicates broad-mindedness.

4. The Amount of Detail in the Tree

Did you draw your tree as an outline or with just a few lines? This shows that you like to work with the overall concept and let someone else handle the details. A few lines just barely suggesting a tree mean you don't want people to know how you really think or feel.

A lot of detail in your tree indicates that you like to immerse yourself in the details of anything you do. You're thorough. You make sure that all the loose ends are tied up.

5. The Darkness or Lightness of the Tree

You have a serious quality about you if you shaded or darkened the tree. A light and airy drawing without any shading shows that you are easygoing. This is a different characteristic than the darkness or lightness of the lines themselves. For example, a shy, serious person will use light, delicate lines to fill in and darken the tree. A self-assured, easygoing person will use dark, firm lines to draw an open, airy tree.

Sometimes a person will draw a light, airy tree that is darkened or shaded in one part. This indicates a serious concern about one aspect of his or her life. A shaded trunk means the person has concerns about his or her home situation, while shaded roots mean a troubled or difficult past, and a shaded treetop signifies concern about the future.

6. The Shape of the Tree

If it's tall, you're a "tall-thinking" person. You aim high and are an inspiration to others.

If it has a point at the top, you're an ambitious person who's always reaching for the stars. You like to feel that you are always moving forward in your life.

A tree that bends as though it's blowing in the wind shows that you're restless, full of energy, and get caught up in the activity around you.

A tree that's short and wide shows that you're contented and stable, and that you're satisfied with what you've made of your life.

If the tree is very wide compared to its height, you're a protective person. Your tree protects the ground around it just like you want to protect those close to you.

7. The Base of the Tree

A tree planted in the ground indicates a need for security. You want to know where you'll be sleeping tonight. When you travel, you want to be sure that all the arrangements have been made before you leave.

The opposite is true for trees left floating in the air. You're perfectly comfortable when things are spontaneous. You can function equally well in any surroundings.

If the earth is drawn as a soft, graceful line under your tree, you are happy and contented.

A slanting base for your tree indicates insecurity.

A tree planted in a pot means you like to be on-the-go and are ready to take off on a trip at a moment's notice.

A tree on the top of a hill means you like attention and want to be noticed.

If your tree is on an island, you are a loner by nature or else you may feel very much alone at the present time.

8. The Roots of the Tree

Roots tell me that your past is important to you and is a strong influence on the way you live and think. Gracefully drawn roots suggest warm feelings about your childhood.

Dark, gnarled roots reveal unpleasant associations with your childhood.

The past isn't important to you if you left the base of your tree open with no roots. You draw your strength from the person you are today. If the base of your tree is a straight line, you've actually cut yourself off from your past.

9. The Trunk of the Tree

A wide, sturdy trunk is as strong as you are. You can stand up to even the most adverse of circumstances, just as your tree could stand up to the most violent storms.

A slim and narrow trunk bends with the wind. It and you survive by your flexibility. The problems you encounter in life don't cause you to break because you are able to adapt.

A very straight trunk means that you are an orderly person and like to have your home and work place well-organized.

Is the trunk of your tree clear and uncluttered? If so, you're content with your home life. A gnarled, twisted or darkened trunk says you're unhappy with your situation at home.

A knothole in the trunk of your tree shows that you're a forgiving person. A knothole is a mistake in a tree, but you drew it anyway just as you accept people despite their flaws. If it's a dark knothole, you are forgiving of other people's weaknesses, but you hate to make a mistake yourself and have a hard time forgiving yourself.

10. The Top of the Tree

A fluffy treetop that looks like a cotton ball indicates that you're a warm, gracious person who is contented with life and comfortable to be around.

You're a private person and keep to yourself, if your

tree has a simple, round top. Children often draw round treetops because they haven't learned to express themselves. Adults who draw round treetops choose not to express themselves.

A winter tree with branches and no leaves means that you're an honest person. Not much can hide behind a winter tree. You are also likely to feel that how things are done is more important than the final result. You feel that the branches that hold up the leaves are more important than the leaves themselves.

A summer tree drawn with curves and swirls that suggest a leafy tree means that you care more about the end result of the things you do than the methods used to accomplish it.

If your tree has both branches and leaves, you're a well-rounded person who cares about both the end result and the methods used to achieve it.

You are what I like to call a "tomorrow" person when all the branches on your tree point upwards. You look forward rather than back and are more interested in what tomorrow might bring than in what happened in the past.

A tree with branches reaching out in all directions shows that you are an outgoing person who reaches out to people.

A treetop that has lots and lots of lines that suggest energy and movement shows that you like to keep busy. You're always involved in many activities at once. Sometimes, though, a treetop with a lot of lines will look like a tangled mess. That's a sign that you're confused about the direction your life is going—you're spinning your wheels a lot of the time.

If you drew the branches of the tree and then placed the leaves in clusters on the branches, you like to finish one project before you start another.

A methodical person often draws each individual leaf

on the tree. If you did that, you like everything to have a place and your life to be well-ordered.

If your tree looks as though it has been cut off at the top, you're holding yourself back. For some reason, you can't progress in the direction you want to go.

11. Things in or Around the Tree

Any extra features added to your tree show an awareness of the things going on around you.

Fruit or nuts in your tree indicate that you like the things you do to have a purpose. You need to feel that your work is productive.

If you drew grass under your tree, you want your home to be a comfortable place and your friends to feel at ease there.

Flowers under your tree mean that beauty is important to you, and you like to fill your home with beautiful things.

Birds, animals, or people in or around your tree show that you're a kind, warm-hearted person who welcomes friends into your home. You'd rather have other people around you than be alone.

A sun shining on your tree means you're an optimist. You believe that the future will be bright.

Clouds above your tree symbolize expectations of sorrow and disappointment in your life.

A swing in your tree means that you enjoy life and find fun in everything that you do.

12. Special Kinds of Trees

People who draw Christmas trees are joyful people who love to celebrate all kinds of happy occasions. They are also usually very sentimental.

People who draw palm trees are dreamers with ambitious goals and lots of plans for achieving them.

Willow trees are drawn by those who are sad or wistful.

13. Unusual Distinguishing Features

If the branches of your tree are chopped off at the ends or if you drew a stump, you feel thwarted in fulfilling your goals. If your tree is a stump that started growing again, you felt hindered in the past but you have overcome the problems that were holding you back and are moving forward again.

A broken branch indicates you have lost someone or something that you cared about deeply.

An odd, out of place branch in the top of your tree or sticking out of the trunk means that someone or something is causing a problem for you and is not fitting easily into your life. If it is pointing downward, the problem is holding you back and preventing you from doing what you want.

If your tree has a distinct split at the top, you are being torn between two different directions that your life is taking. If one side of the split is much larger than the other, you are repressing some part of yourself.

You're torn by things that happened to you in the past if your tree has a distinct split at the base.

A falling leaf means a sense of loss, a sadness.

Did you write the word "tree" or identify the kind of tree it is? If so, you're sometimes afraid that no one understands you.

If you drew more than one tree, you are a generous person who always gives more than you were asked for. If you drew several different types of trees, you are a versatile person with many moods. You always have several ways to approach everything you do.

Now that you have a list of the characteristics describing your tree, you need to analyze how those characteristics interact and alter each other. For instance, a winter tree indicates an honest person. But a winter tree drawn with aggressive, strong lines is different from a winter tree drawn

with soft, delicate lines. The person who drew the first tree will give you an honest answer in a blunt, straightforward fashion. The person who drew the second tree will be open and honest, but the response will be gentle and kind.

In the next chapter are some examples of trees that I have analyzed that illustrate how all the characteristics of the tree fit together to reveal the unique personality of the person who drew it. So go on to the next chapter and look at the examples. Then you'll be able to complete your analysis and have a descriptive profile of yourself.

DISC PERSONALITY TEST

DISC Personality Test

For each row, circle the personality trait that describes you best. For each column, count the no. of circles in the column and put the total score at the bottom of the column.

1	Strong-Willed	Persuasive	Kind	Humble
2	Independent	Sociable	Pleasant	Cooperative
3	Bold	Lively	Loyal	Passive
4	Competitive	Cheerful	Obliging	Open-minded
5	Daring	Humorous	Calm	Precise
6	Pioneering	Trusting	Lenient	Tolerant
7	Persistent	Entertaining	Obedient	Neat
8	Energetic	Sociable	Lenient	Peaceful
9	Risk Taker	Good-mixer	Patient	Precise
10	Determined	Energetic	Self-controlled	Systematic
11	Aggressive	Charismatic	Good-natured	Careful
12	Restless	Talkative	Controlled	Conventional
13	Decisive	Popular	Neighbourly	Organized
14	Adventurous	Friendly	Moderate	Receptive
15	Brave	Inspiring	Submissive	Shy
Total Score				

D (DOMINANCE)

If you have most of your checks on the first column, then you are a D (dominant) person.

A dominant person generally is a direct, positive, and straightforward person. He or she likes to be in charge, do things fast, and wants immediate results for his or her efforts. He or she is a determined, independent person who likes to solve problems and face challenges.

People who belong to this category are probably the sales superstars or strong, entrepreneurial leaders. They are people you want to have around in your organization. They are very results oriented and you can expect to see them getting things done efficiently. However, they have very low patience and you must continually engage them to keep them in the organization.

They will stay with you to the extent that following you helps them to achieve their personal goals for their life. Also, they might be cause for some conflicts between people because they tend to be more task oriented which may result in them stepping on some toes along the way. Be careful about putting two Ds in the same team, conflict will often arise from two strong-headed individuals.

I (INFLUENCE)

If you have most of your checks in the second column, you're an I (influential) person.

An influential person is a very people-oriented person. They are friendly, outgoing, sociable, and they are often around friends. They define themselves by their relationships and thrive on social contact. They can get along well with most people because they are generally interested in people.

These people are important in an organization because they bring the human touch to the group. They can make newer people in your organization feel welcome and a sense of belonging.

However, these people are generally not very good at completing a list of tasks; they are generally less task-oriented so might be less meticulous, often missing certain details in their work. Learn to use these people accordingly because, while they may not perform certain tasks well, they are essential to building a relationship-based organization.

S (STEADINESS)

If you have most of the checks in the third column, you're a S (steady) person.

Steady individuals generally thrive supporting a D (dominant) leader and doing the work behind the scenes. They are responsible and organized.

These people are loyal, have good self-control, are often good listeners, and tend to want to avoid disagreements and conflicts.

They are good in an organization because you need people who can be supportive and loyal in your organization. Not everyone can be the one to receive the honor, not everyone can be the head of the team or organization, but the S (steady) individuals are usually most happy being in that role. They prefer to get the work done and do not need constant praise for their work. That's why S (steady) people are absolutely essential for any team to work.

S (steady) personalities generally work well in support roles like managerial roles or assistants to heads of departments.

C (CONSCIENTIOUSNESS)

If you have most of your checks in the fourth column, you're a C (conscientious) person.

Conscientious people are very useful in any organization; they are precise and called to detail. They are very systematic people and tend to need a lot of information when performing a project. They are like the S (steady) people and would choose to avoid conflict and tend to be more accommodating to others.

When you are planning something in your organization, you will need conscientious people to be around to check you. Sometimes they are able to see things that you can't and have the foresight about particular events or scenarios that might arise and make provision for them.

D (DOMINANCE)

People with the D style place an **emphasis on shaping the environment by overcoming opposition to accomplish results.**

A person with a D style

- is motivated by winning, competition and success.
- prioritizes accepting challenge, taking action and achieving immediate results.
- is described as direct, demanding, forceful, strong willed, driven, and determined, fast-paced, and self-confident.
- may be limited by lack of concern for others, impatience and open skepticism.
- may fear being seen as vulnerable or being taken advantage of.
- values competency, action, concrete results, personal freedom, challenges.

Goals:

- unique accomplishments
- new opportunities
- control of audience
- independence

Will need to expend more energy to:

- show patience
- display sensitivity
- get into the details
- allow deliberation

When communicating with the D style individuals, give them the bottom line, be brief, focus your discussion narrowly, avoid making generalizations, refrain from repeating yourself, and focus on solutions rather than problems.

Leadership styles: Commanding, Resolute, Pioneering

We know that D-style people tend to be fast-paced and outspoken. They also display questioning and skeptical traits. You'll notice the D-style acting assertively, making quick decisions, and speaking rather bluntly. But how do the D-styles differ?

Leadership style: Commanding / Solid D Type

They want to see bottom-line results. If you're playing a game, even a friendly social game, they are going to want to win. They looking for ways to maximize their efficiencies and their results. But they don't want to be given an easy win. They also love a challenge.

If you work or live with a strong D you might wish they were more patient and less demanding. They struggle to show empathy. You might have to explain other people to them and ask them to show more patience.

Commanding leaders can be powerful and decisive, enlisting others to work quickly toward ambitious goals. Or they can be forceful, egotistical leaders who push others at the expense of morale.

Leadership style: Resolute / The Dc style

How does DC differ from D? They are even more strongly focused on the CHALLENGE. Challenges energize them. They love to explore options and give them all a good evaluation.

This style can drive you crazy with questions. In fact, like strong Cs they can be overly blunt or sarcastic. While they probably don't mean to, they can even be condescending and make harsh judgements.

If you want to support a DC, you might help them understand the feelings of others. They can struggle with group activities or tasks that seem routine. Remind them that there's a fascinating challenge involved in working with others. Routine tasks can give them a break from having to find the most advantageous strategies and allow their brains to flex creativity.

They can be questioning, independent leaders who aren't afraid to challenge the status quo to get better results. They can also be cynical, insensitive leaders who seem intent on putting a negative spin on everything.

Leadership style: Pioneering / The Di style

The type of D is the most fast-paced. They are quick to act, perhaps too quick. They are often the most charming of Ds, probably because it's easier for them to display more enthusiasm.

It can be a challenge to keep the focused attention of a person with this style. They are easily bored. They love ACTION.

Di styles frequently need help not to act in way other styles will consider overly aggressive. They can come across as egotistic, manipulative or overpowering when they are stressed or just trying really hard to get people to take action.

They can be bold, passionate leaders who inspire others to take chances on new directions. They might be impulsive, overconfident leaders who use their charm to gain support for wild ideas.

I (INFLUENCE)

People with the i style place an **emphasis on shaping the environment by influencing or persuading others.**

A person with an i style

- may be limited by being impulsive and disorganized and having lack of follow-through
- is described as convincing, magnetic, enthusiastic, warm, trusting and optimistic
- prioritizes taking action, collaboration, and expressing enthusiasm
- is motivated by social recognition, group activities, and relationships
- may fear loss of influence, disapproval and being ignored
- values coaching and counseling, freedom of expression and democratic relationships

Goals

- victory with flair
- friendship and happiness
- authority and prestige status symbols
- popularity

Will need to expend more energy to:

- follow-through completely
- research all the facts
- speak directly and candidly
- stay focused for long periods

When communicating with the i style individual, share your experiences, allow the i style person time to ask questions and talk themselves, focus on the positives, avoid overloading them with details, and don't interrupt them.

Leadership styles: Energizing, Pioneering, Affirming

You can often recognize i-style people by their outgoing energy, optimism, warmth, and gift of gab. These are the people who want to experience life. They want to touch it, smell it, see it, talk about it and then move on to the next experience. They aren't typically seen at work buried in the details of a spreadsheet. But how do the i-styles differ?

Leadership style: Energizing / The solid i

The the strong i personality is characterized by ENTHUSIASM. They remain upbeat and excited by possibilities a little to a lot longer than others. He might be seen energetically telling a story, with wild gesticulations, sound effects, or expressive metaphors and then lose the main point.

They are usually popular because of their social skills and charm. Sometimes they go overboard with praise and excitement, making others uncomfortable with their emotional candor. You can help out an i by helping her be more objective and making her follow through on assigned tasks.

If you're in conflict with a high i, be sure to employ your active listening skills. Collaboration is important to him, so stress teamwork and new opportunities if able.

Energizing leaders can be upbeat, eager, and willing to take chances on colorful new ideas. They can also be scattered, erratic leaders who see little need for consistency.

Leadership style: Pioneering / The iD style

How does iD differ from the i? They want to see ACTION. They are excited by breakthroughs, by a fast pace, by seeing progress. They are energized by momentum. This means they can also be impulsive and even lash out if overly stressed.

You might spot your iD colleague fidgeting during long meetings, especially if he hasn't been doing much talking. Or you might find her monopolizing the conversation. If so, she's probably delivering her points with passion.

Getting the iD to patiently look through a home budget might be a challenge. He might enjoy looking at savings goals, but not sticking to a budget for meals. She might come up with clever ways to track and celebrate meeting budget goals.

They can be bold, passionate leaders who inspire others to take chances on new directions. They might be impulsive, overconfident leaders who use their charm to gain support for wild ideas.

Leadership style: Affirming / The iS style

This is the calmer and moderately-paced of the i styles. They value COLLABORATION.

If you want someone to remind you about the goodness in people, this is the style to seek out. They are warm, friendly, and accepting.

You might notice an iS colleague suggesting adding another person to your deliberations or collaborating with another department. They probably volunteer for the United Way campaign or other fundraising activities. She will have a very hard time firing someone.

The iS influences others by being supportive and empathetic. Teamwork seems to come naturally. However, he tends to take criticism personally and will avoid conflict. She doesn't like having to pressure someone. He uses carrots more often than sticks.

At their best, they can be supportive leaders who work to create a respectful, positive environment. At their worst, they can be indirect, conflict-averse leaders who fail to hold others accountable.

S (STEADINESS)

People with the S style place an **emphasis on cooperating with others within existing circumstances to carry out the task.**

A person with an S style

- is motivated by cooperation, opportunities to help and sincere appreciation
- prioritizes giving support, collaboration and maintaining stability
- is described as calm, patient, predictable, deliberate, stable and consistent.
- may be limited by being indecisive, overly accommodating and tendency to avoid change
- may fear change, loss of stability and offending others.
- values loyalty, helping others and security

Goals:

- personal accomplishments
- group acceptance
- power through formal roles and positions of authority
- maintenance of status quo and controlled environment

Will need to expend more energy to:

- quickly adapt to change or unclear expectations
- multitask
- promote themselves
- confront others

When communicating with the S style individuals, be personal and amiable, express your interest in them and what you expect from them, take time to provide clarification, be polite, and avoid being confrontational, overly aggressive or rude.

Leadership styles: Inclusive, Humble, Affirming

We know that S-style people tend to be more cautious and reflective than fast-paced and outspoken. They are also warm, sincere and accepting personalities. If you want someone to listen patiently to you, this might be the person you go to. If you want to escape after a hectic and chaotic day, theirs might be the home or office to which you turn. But how do the S-styles differ?

“DiSC Steadiness (S) Profile Overview.” *Discprofile*, <https://www.discprofile.com/what-is-disc/overview/steadiness/>

Sugerman, Jeffrey, et al. *The 8 Dimensions of Leadership: DiSC Strategies for Becoming a Better Leader*. Berrett-Koehler Publishers, 2011.

Leadership style: Inclusive / The solid S

If you just look at the three images on this page, you'll see the the strong S personality prioritizes SUPPORT. They tend to be great listeners, offering a friendly and open ear. Even though they can be accommodating to other styles, they prefer that you be sincere and dependable.

If you work or live with a strong S, you might wish they were open with their own opinions, less passive in their conflicts with you, and put on a more self-confident countenance. They can be overly cautious but others might appreciate their focus on providing a predictable and orderly environment.

When things aren't going well for you, the S friend can be a comfort. When you're looking for thrills and want someone to go on adventures with you, another friend might be a better choice.

Inclusive leaders can be sincere, accommodating people who collaborate with others to make decisions where everyone wins. Sometimes they can be passive, overly trusting leaders who let others take advantage of their supportive, patient nature.

Leadership style: Affirming / The Si style

How does Si differ from the S? They are even more strongly focused on COLLABORATION.

In the workplace you'll find the Si involving others in their decisions and actions. They might be taking on more than they can handle because they dislike saying "no". They are probably well-liked and know everyone.

If you want to support an Si, you might help them by addressing conflicts directly. They really dislike upsetting people and have a hard time seeing that conflict can be part of healthy collaboration. If you disagree with them, let them know that the disagreement won't end your personal or professional relationship.

At their best, they can be supportive leaders who work to create a respectful, positive environment. At their worst, they can be indirect, conflict-averse leaders who fail to hold others accountable.

Leadership style: Humble / The Sc style

This type of S is the least fast-paced. They place a high priority on STABILITY, so much so that they are sometimes seen as inflexible. They are really just very cautious and don't like surprises.

Like the other S styles, they can be slow to speak up or to take the lead. They are less likely to be emotional when stressed by time pressure or uncertainty, however. But just because they comply with your wishes, you shouldn't assume they agree with you.

You might think of your SC colleague as a workhorse because of their reliability, their even temperament, diplomacy, and self-control. People might assume that their work will be accurate, systematic and thorough and they'd probably be right.

They can be modest, fair-minded leaders who provide reliable outcomes through steadiness and consistency. They can also be rigid, overly cautious and afraid to move beyond the status quo.

C (Conscientiousness)

People with the C style place an **emphasis on working conscientiously within existing circumstances to ensure quality and accuracy.**

A person with a C style

- is motivated by opportunities to gain knowledge, showing their expertise, and quality work.
- prioritizes ensuring accuracy, maintaining stability, and challenging assumptions.
- is described as careful, cautious, systematic, diplomatic, accurate and tactful.
- may be limited by being overcritical, overanalyzing and isolating themselves.
- may fear criticism and being wrong.
- values quality and accuracy

Goals:

- unique accomplishments
- correctness
- stability
- predictable accomplishments
- personal growth

Will need to expend more energy to:

- let go of and delegate tasks
- compromise for the good of the team
- join in social events and celebrations
- make quick decisions

When communicating with the C style individual, focus on facts and details; minimize "pep talk" or emotional language; be patient, persistent and diplomatic.

Leadership styles: Deliberate, Humble, Resolute

The standard tendencies for C-style people is that they are questioning and skeptical, as well as cautious and reflective. They value high standards, careful analysis and diplomacy. They might shy away from new ideas or respond poorly to criticism of their work. In the workplace they tend to seek the analytical tasks they can complete on their own. You seldom see them making small talk. But how do the C-styles differ?

“DiSC Conscientiousness (C) Profile Overview.” *Discprofile*, <https://www.discprofile.com/what-is-disc/overview/conscientiousness/>

Sugerman, Jeffrey, et al. *The 8 Dimensions of Leadership: DiSC Strategies for Becoming a Better Leader*. Berrett-Koehler Publishers, 2011.

Leadership style: Deliberate / The solid C

The the strong C personality prioritizes ACCURACY. They might carefully review your work or project, give very specific feedback, and do it all with a detached air. They don't like being wrong and can focus all their attention on data rather than on people.

The strong C can be hard to get to know well. They tend to display personal restraint that conceals their reactions and emotions. If you're looking for sympathy or a sensation ear, you might want to turn elsewhere. Strong displays of emotion can make them uncomfortable.

Often they need to be challenged to acknowledge the feelings of others and to look beyond the data.

Deliberate leaders can be conscientious, disciplined leaders who provide high-quality outcomes through careful analysis and planning. They can also be risk-averse, perfectionist leaders who pay little attention to the human element.

Leadership style: Humble / The Cs style

How does CS differ from the C? They have a bit more accepting and warm manner and value STABILITY. They like outcomes to be reliable, whether that means the actions of a friend or the performance of their stove.

The CS colleague probably has an orderly desk and office. They like to be well-prepared, taking time to refine their ideas and plan before taking action. They tend to be even-tempered and patient with people or situations others find difficult, but can withdraw if they do become uncomfortable.

You probably won't get a CS to take a spontaneous trip to a vacation spot or to the movies, especially if you try applying pressure. But they will try to help you out if you need their expertise.

They can be modest, fair-minded leaders who provide reliable outcomes though steadiness and consistency. They can also be rigid, overly cautious and afraid to move beyond the status quo.

Leadership style: Resolute / The Cd style

This type of CD is the least cautious of the C styles. They enjoy a good CHALLENGE.

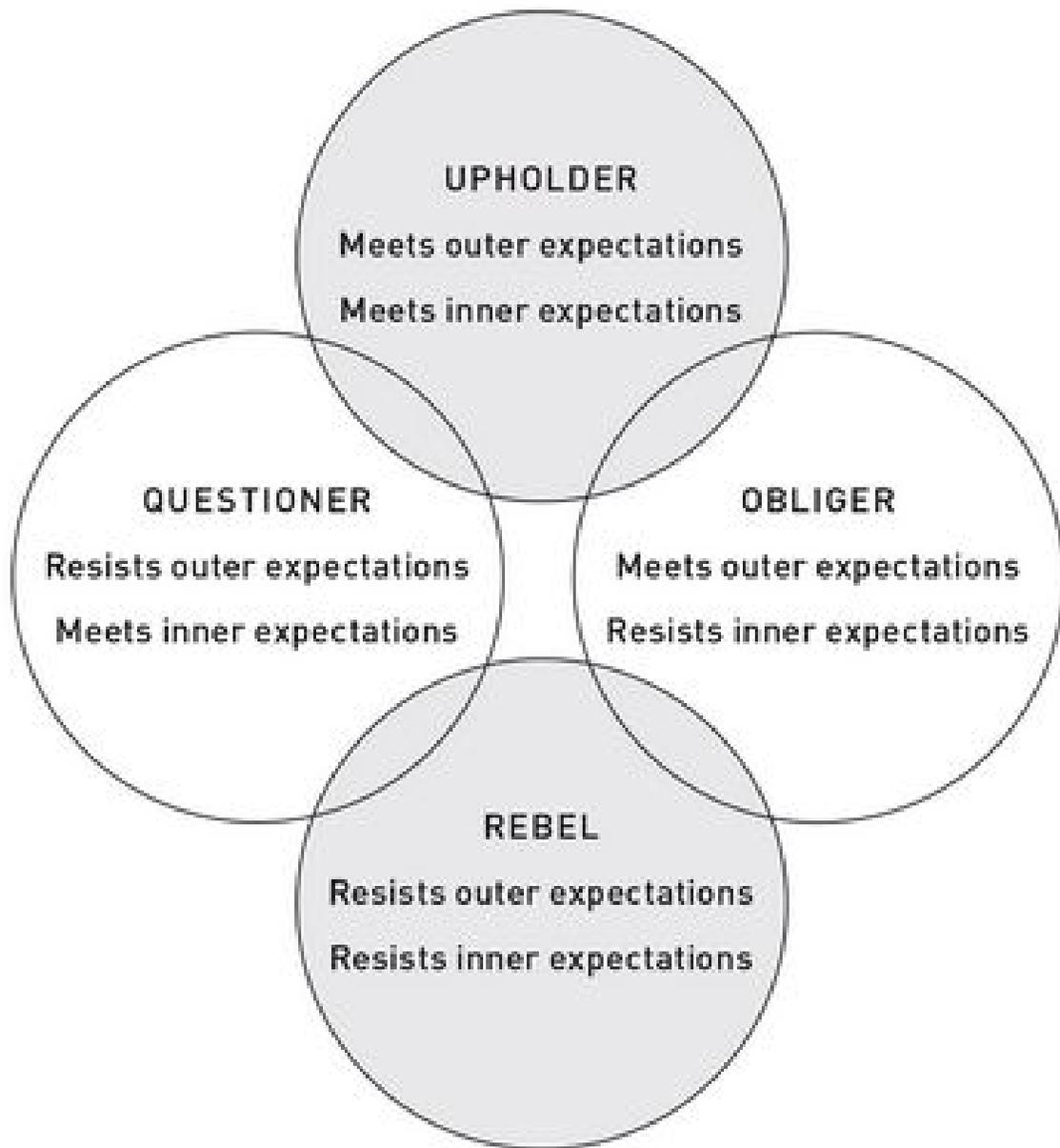
The CD-style person can come across as skeptical, determined, cold, strict, or stubborn. They expect others to be competent at their jobs. And they won't accept new ideas without first asking a lot of questions.

They are blunt and critical and assume that their listeners can appreciate that. They are often blind to the needs or feelings of others. But they also avoid letting their own emotions get in the way of making rational decisions. Their goal is getting the desired results.

They can be questioning, independent leaders who aren't afraid to challenge the status quote to get better results, or they can be cynical, insensitive leaders who seem intent on putting a negative spin on everything.

FOUR TENDENCIES

Four Tendencies Quiz



Upholder

- I love crossing items off my to-do list.
- I feel uncomfortable if I'm with someone who's breaking a rule—whispering to me during someone's giving a work presentation, or using a cell phone when a sign reads "No cell phones."
- Usually, I'm punctual and meet deadlines. In fact, I really dislike being late or missing a deadline, even if it's somewhat arbitrary.
- I've made New Year's resolutions in the past, and I usually have good success in keeping them.
- If something is on my calendar, it gets done.
- I hate making mistakes or letting people down.
- It's just as important to keep my promises to *myself* as it is to keep my promises to *other people*.
- I want to know what's expected of me.
- Sometimes other people feel annoyed by my level of discipline. I've been accused of being rigid.
- I embrace habits.
- It's painful for me not to do something I've agreed to do, even if it doesn't really matter, so I'm very careful about making commitments—to other people or to myself.

Questioner

- It's very important for me to make well-reasoned decisions.
- If I want to make a change in my life, I'll make it right away. I won't make a New Year's resolution, because January 1 is an arbitrary date.
- Even when a decision isn't particularly important, I sometimes have trouble deciding, because I want more information.
- I get very agitated if I have to wait in line.
- If I'm asked to do something that doesn't make sense, I won't do it—which sometimes causes conflicts with other people.
- Other people sometimes become frustrated by my demand for information and sound reasons.
- It really bothers me when things are unfair or arbitrary.
- I like to hear from experts, but I always decide for myself what course to follow.
- I can start a new habit without much effort, if it's something that makes sense for my aims.
- Occasionally, I arrive at conclusions that violate conventional wisdom or common practice (which can cause problems with other people); I want to act on the basis of my own reasoning.
- I question the validity of the Rubin Tendencies.

Rebel

- I never make New Year's resolutions. Why would I commit myself to do something in advance?
- If someone asks or tells me to do something, I often have the impulse to refuse—or to do just the opposite.
- I resist habits.
- I enjoy flouting rules and expectations.
- Other people sometimes become frustrated because I won't do what they want me to do.
- If someone tells me I can't do something, I think, "I'll show you," and I do it.
- People sometimes accuse me of being irresponsible or unnecessarily contrarian.
- I'm not particularly persuaded by arguments such as, "People are counting on you," "You've already paid for it," "You said you'd do it," "Someone will be upset if you don't," "It's against the rules," "This is the deadline," or "It's rude."
- Sometimes I find myself attracted to institutions with lots of rules—the military, the police, the clergy.
- If I'm expected to do something—even something fun, like a wood-working class—I have the urge to resist; the expectation takes the fun out of an activity that I enjoy.
- My significant other is an Obliger.

Obliger

- I sometimes describe myself as a "people-pleaser."
- People often turn to me for help—to edit a report, to take over a carpool run, to speak at a conference at the last minute.
- I've given up making New Year's resolutions, because I never keep them.
- I get frustrated by the fact that I make time for other people's priorities, but struggle to make time for my own.
- Every once in a while, I snap, and in a sudden moment of rebellion, I refuse to do what other people expect of me.
- Promises to other people can't be broken, but promises to myself can be broken.
- Unless someone is enforcing a deadline, it's hard for me to get work done.
- I sometimes feel burned out, and it's hard for me to take the time and effort for myself, to recharge my battery.
- I'll do something to be a good role model, even if it's not something that I'd do for myself. Practice piano, eat vegetables, quit smoking.
- It's hard for me to tell people "no."
- I've made some good habits, but I often struggle without success to form others.

Score:

Upholder : _____

Questioner : _____

Rebel : _____

Obliger: _____



My experiments in the pursuit of happiness and good habits

GRETCHEN RUBIN



Four Tendencies Quiz

Detailed Report : Upholder

For even more insights into your Tendency, check out my book, *[Better Than Before](#)*, about how we can change our habits.

Four Tendencies Quiz

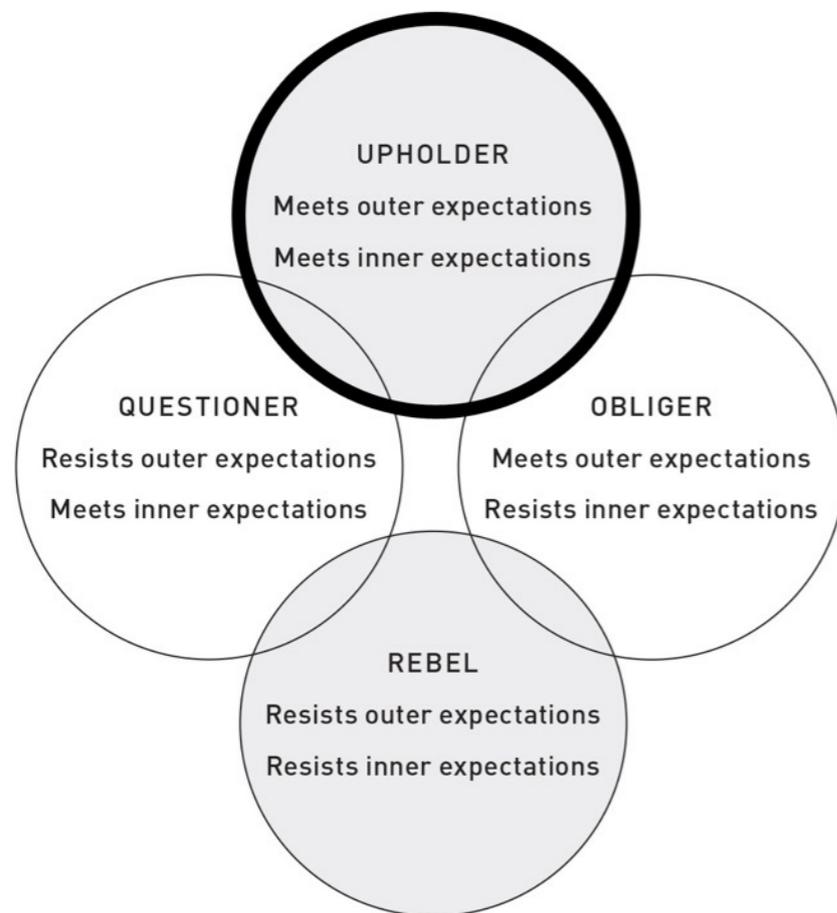
Detailed Report : Upholder

Thanks for taking my “Four Tendencies” quiz.

According to your answers, your dominant Tendency is **Upholder**.

The “Four Tendencies” describe how we respond to expectations. We all face two kinds of expectations:

- *outer expectations*, such as meeting work deadlines or observing traffic regulations, and
- *inner expectations*, such as quitting napping or keeping a New Year’s resolution.



Upholder: “I do what others expect of me—and what I expect from myself.”

Questioner: “I do what I think is best, according to my judgment. If it doesn’t make sense, I won’t do it.”

Obliger: “I do what I have to do. I don’t want to let others down, but I may let myself down.”

Rebel: “I do what I want, in my own way. If you try to make me do something—even if I try to make myself do something—I’m less likely to do it.”

Four Tendencies Quiz

Detailed Report : Upholder

Upholders respond readily to outer and inner expectations.

They wake up and think: “What’s on the schedule and the to-do list for today?” They want to know what’s expected of them, and to meet those expectations. They avoid making mistakes or letting people down—including themselves.

Others can rely on Upholders, and Upholders can rely on themselves. They’re self-directed and have little trouble meeting commitments, keeping resolutions, or hitting deadlines (they often finish early). They want to understand the rules, and often they search for the rules beyond the rules—as in the case of art or ethics.

Because Upholders feel a real obligation to meet their expectations for themselves, they have a strong instinct for self-preservation, and this helps protect them from their tendency to meet others’ expectations.

However, Upholders may struggle in situations where expectations aren’t clear. They may feel compelled to meet expectations, even ones that seem pointless. They may feel uneasy when they know they’re breaking the rules, even unnecessary rules. There’s a relentless quality to Upholder-ness, which can be tiring both to Upholders and the people around them.

Note: Upholders and Obligers are the two Tendencies that readily meet external expectations, so they have much in common. In fact, Obligers sometimes mistake themselves for Upholders. If this description of Upholders doesn’t quite ring true to you, as a description of yourself, you may be an Obliger. (Also, very few people are Upholders, and many, many, people are Obligers.) The key difference is: How do you respond to an expectation *you* impose on *yourself*?” If you readily meet that expectation, you’re an Upholder. If you struggle to meet that expectation, you’re an Obliger.

Four Tendencies Quiz

Detailed Report : Upholder

Upholders embrace habits, and form them fairly easily, because they find habits gratifying. The fact that even habit-loving Upholders must struggle to foster good habits shows how challenging it is to shape our habits.

Certain strategies tend to have special appeal for Upholders. For instance, if you're trying to exercise more, you might:

- Schedule exercise for a specific time instead of fitting it into your day at some point (Strategy of Scheduling)
- Keep a chart where you get a check mark every time you exercise, or use a pedometer to track your steps (Strategy of Monitoring)
- Take advantage of a big life change—new house, new job, or new relationship—to start strong with a new habit (Strategy of the Clean Slate)

When we change our habits, we change our lives.

For more discussion of the Upholder Tendency, and the Four Tendencies framework in general, see the [Better Than Before](#), chapter on “The Four Tendencies.”



My experiments in the pursuit of happiness and good habits

GRETCHEN RUBIN



Four Tendencies Quiz

Detailed Report : Questioner

For even more insights into your Tendency, check out my book, *Better Than Before*, about how we can change our habits.

Four Tendencies Quiz

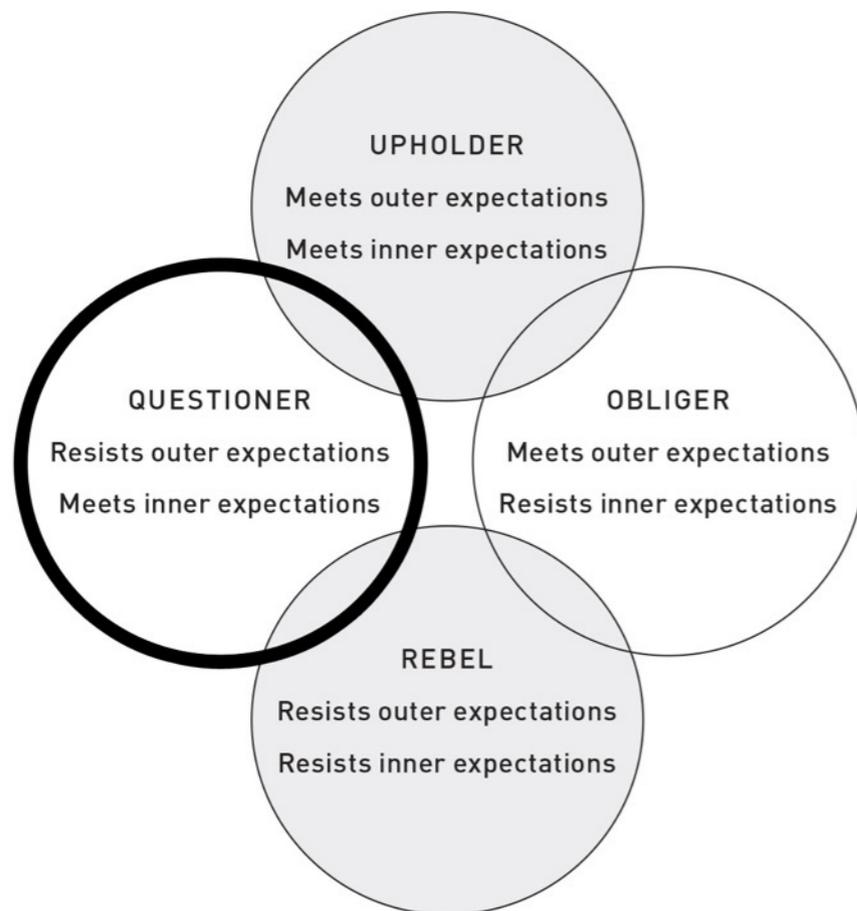
Detailed Report : Questioner

Thanks for taking my “Four Tendencies” quiz.

According to your answers, your dominant Tendency is **Questioner**.

The “Four Tendencies” describe how we respond to expectations. We all face two kinds of expectations:

- *outer expectations*, such as meeting work deadlines or observing traffic regulations, and
- *inner expectations*, such as quitting napping or keeping a New Year’s resolution.



Upholder: “I do what others expect of me—and what I expect from myself.”

Questioner: “I do what I think is best, according to my judgment. If it doesn’t make sense, I won’t do it.”

Obliger: “I do what I have to do. I don’t want to let others down, but I may let myself down.”

Rebel: “I do what I want, in my own way. If you try to make me do something—even if I try to make myself do something—I’m less likely to do it.”

Four Tendencies Quiz

Detailed Report : Questioner

Questioners question all expectations, and they respond to an expectation only if they conclude that it makes sense.

They're motivated by reason, logic, and fairness. They wake up and think, "What *needs* to get done today, and *why*?"

They decide for themselves whether a course of action is a good idea, and they resist doing anything that seems to lack sound purpose. Essentially, they turn all expectations into inner expectations.

Because Questioners want to make well-considered decisions and come to their own conclusions, they're very intellectually engaged, and they're often willing to do exhaustive research.

If they decide there's sufficient basis for an expectation, they'll follow it; they won't follow it if they think it's arbitrary or ineffective. They tend to take direction only from people they respect.

At times, people get tired of feeding a Questioner's appetite for information and justification. Questioners themselves sometimes complain that they suffer "analysis paralysis," or wish they could accept expectations without probing them so relentlessly.

Questioners are motivated by sound reasons—or at least what *they believe* to be sound reasons. In fact, to others, Questioners can sometimes seem like crackpots, because they may reject expert opinion in favor of their own conclusions.

Four Tendencies Quiz

Detailed Report : Questioner

Questioners come in two flavors: some Questioners have an inclination to Uphold, and others have an inclination to Rebel; the first type accepts expectations fairly readily, the second type is very hard to persuade.

Once Questioners believe that a particular habit is worthwhile, they'll stick to it—but only if they're satisfied about the habit's usefulness.

Certain strategies tend to have special appeal for Questioners. For instance, if you're trying to exercise more, you might:

- Design a habit very specifically to suit your particular character and idiosyncrasies (Strategy of Distinctions)
- Consider exactly *why* and *how* a particular habit should be kept (Strategy of Clarity)
- Get more information about your habits by wearing a pedometer or charting your exercise (Strategy of Monitoring).

When we change our habits, we change our lives.

For more discussion of the Questioner Tendency, and the Four Tendencies framework in general, see the [Better Than Before](#), chapter on "The Four Tendencies."



My experiments in the pursuit of happiness and good habits

GRETCHEN RUBIN



Four Tendencies Quiz

Detailed Report : Rebel

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Four Tendencies Quiz

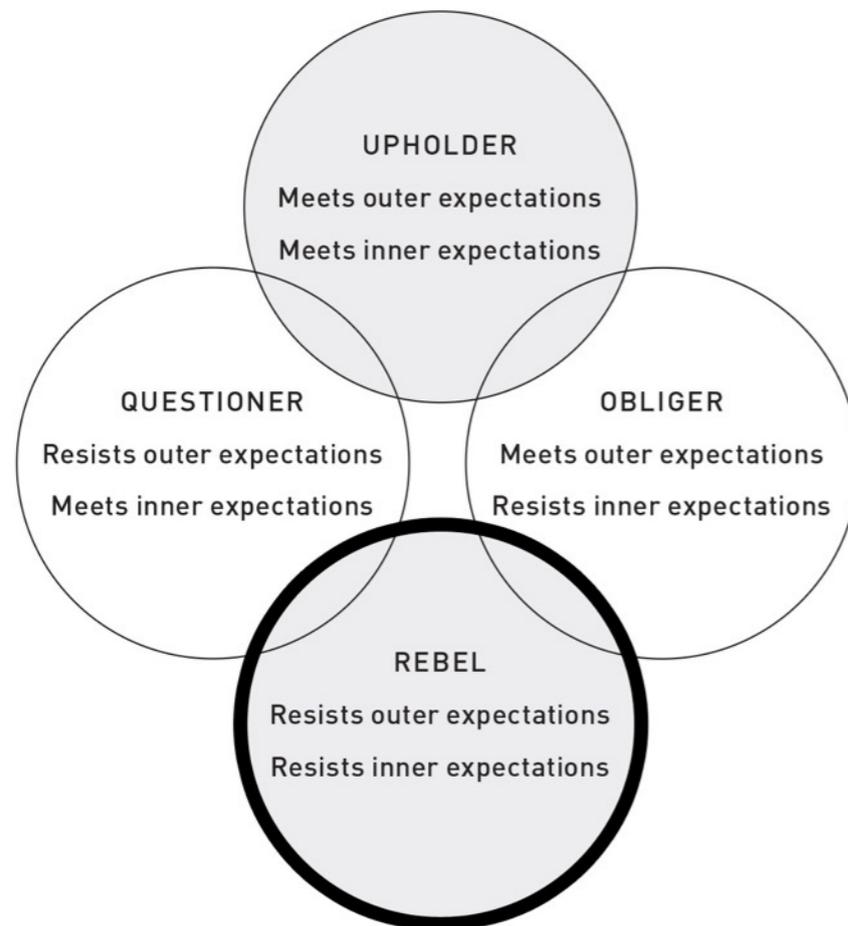
Detailed Report : Rebel

Thanks for taking my “Four Tendencies” quiz.

According to your answers, your dominant Tendency is **Rebel**.

The “Four Tendencies” describe how we respond to expectations. We all face two kinds of expectations:

- *outer expectations*, such as meeting work deadlines or observing traffic regulations, and
- *inner expectations*, such as quitting napping or keeping a New Year’s resolution.



Upholder: “I do what others expect of me—and what I expect from myself.”

Questioner: “I do what I think is best, according to my judgment. If it doesn’t make sense, I won’t do it.”

Obliger: “I do what I have to do. I don’t want to let others down, but I may let myself down.”

Rebel: “I do what I want, in my own way. If you try to make me do something—even if I try to make myself do something—I’m less likely to do it.”

Four Tendencies Quiz

Detailed Report : Rebel

Rebels resist all expectations, outer and inner alike.

They choose to act from a sense of choice, of freedom. Rebels wake up and think, “What do I *want* to do today?”

They resist control, even self-control, and usually enjoy flouting rules and expectations.

Rebels place a high value on authenticity and self-determination, and bring an unshackled spirit to what they do. Rebels work toward their own goals, in their own way, and while they refuse to do what they’re “supposed” to do, they can accomplish their own aims.

But Rebels often frustrate others because they can’t be asked or told to do anything. They don’t care if “people are counting on you,” “you said you’d do it,” “your parents will be upset,” “it’s against the rules,” “this is the deadline,” or “it’s rude.” In fact, asking or telling Rebels to do something often makes them do just the *opposite*.

The people around Rebels must guard against accidentally igniting their spirit of opposition—particularly challenging for the parents of Rebel children.

In fact, Rebels sometimes frustrate even themselves, because they can’t tell *themselves* what to do.

Four Tendencies Quiz

Detailed Report : Rebel

Rebels tend to resist habits, because they want to act with a sense of choice and freedom. Nevertheless, if you're trying to form a habit-like behavior of exercise, you might:

- Focus on why you *want* to exercise—it makes you feel energetic, it's fun, you love a challenge (Strategy of Clarity)
- Consider how exercise allow you to be true to yourself (Strategy of Identity)
- Exercise in a way that sets you apart from what people usually do (Strategy of Other People)

When we change our habits, we change our lives.

For more discussion of the Rebel Tendency, and the Four Tendencies framework in general, see the [Better Than Before](#), chapter on "The Four Tendencies."



My experiments in the pursuit of happiness and good habits

GRETCHEN RUBIN



Four Tendencies Quiz

Detailed Report : Obliger

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Four Tendencies Quiz

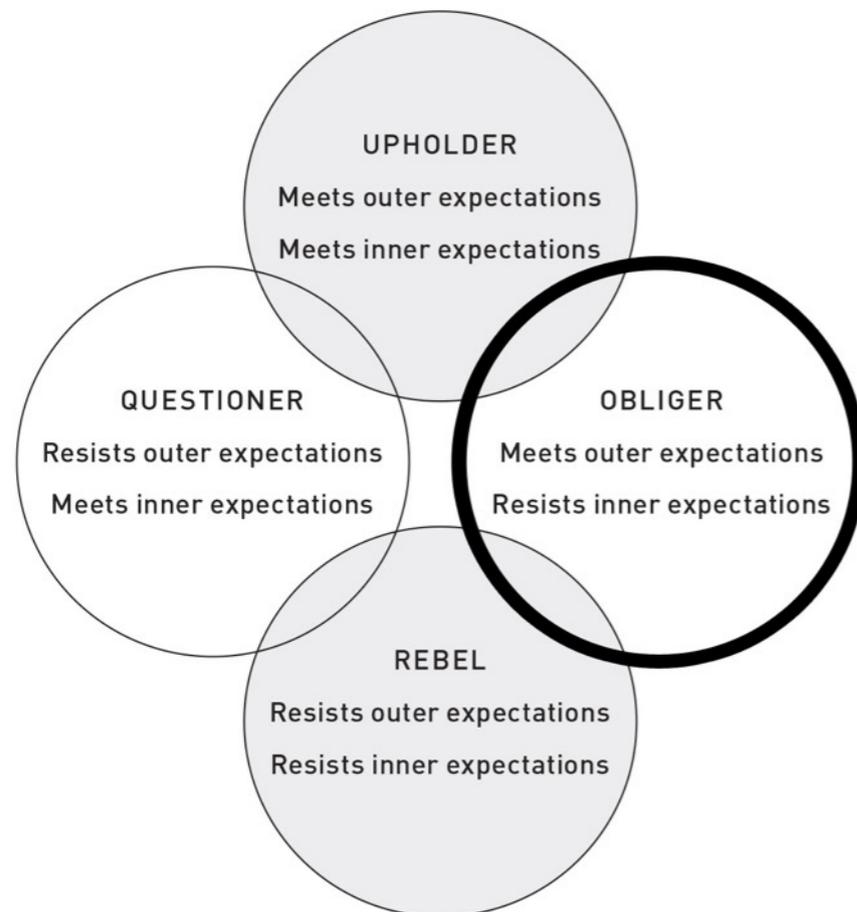
Detailed Report : Obliger

Thanks for taking my “Four Tendencies” quiz.

According to your answers, your dominant Tendency is **Obliger**.

The “Four Tendencies” describe how we respond to expectations. We all face two kinds of expectations:

- *outer expectations*, such as meeting work deadlines or observing traffic regulations, and
- *inner expectations*, such as quitting napping or keeping a New Year’s resolution.



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Four Tendencies Quiz

Detailed Report : Obliger

Obligiers meet outer expectations, but struggle to meet inner expectations. They're motivated by *external accountability*; they wake up and think, "What *must* I do today?"

Obligiers excel at meeting external demands and deadlines, and go to great lengths to meet their responsibilities, so they make terrific colleagues, family members, and friends. Others rely on them tremendously.

However, because Obligiers resist inner expectations, it can be difficult for them to self-motivate—to work on a Ph.D. thesis, to attend networking events, to get their car serviced.

Obligiers depend on external accountability, with consequences such as deadlines, late fees, or the fear of letting other people down. In fact, Obligiers need external accountability even for activities that they *want* to do.

Behavior that Obligiers sometimes attribute to *self-sacrifice* or *lack of self-esteem*—"Why do I always make time for other people's priorities at the expense of my own?"—is often better explained as *need for accountability*.

The weight of outer expectations can make Obligiers susceptible to burnout, because they have trouble telling people "no." They may describe themselves as "people-pleasers." They may, in fact, reach the point of Obliger rebellion, a striking pattern in which they abruptly refuse to meet an expectation. They may rebel in symbolic ways, with their hair, clothes, car, and the like.

Four Tendencies Quiz

Detailed Report : Obliger

Obligiers may find it difficult to form a habit, because often we undertake habits for our own benefit, and Obligiers do things more easily for others than for themselves.

For Obligiers, the Strategy of Accountability is the *crucial* strategy of habit formation. For instance, if you're trying to exercise more, you might:

- Hire a fitness trainer, personal organizer, financial planner, coach, nutritionist, or other accountability partner
- Team up with a friend who will be disappointed if you don't follow through, or take a class with a teacher who will notice if you don't participate
- Consider yourself as a role model to children, employees, friends, and the like, to be an example of fulfilling commitments, showing respect for yourself, or modeling good behavior

When we change our habits, we change our lives.

For more discussion of the Obliger Tendency, and the Four Tendencies framework in general, see the [Better Than Before](#), chapter on "The Four Tendencies."

Praise for *Better Than Before*

“Gretchen Rubin combines deep research and observations from her own life to explain how habits emerge and—more important—how they can change. It's indispensable for anyone hoping to overhaul how they (almost unthinkingly) behave.”

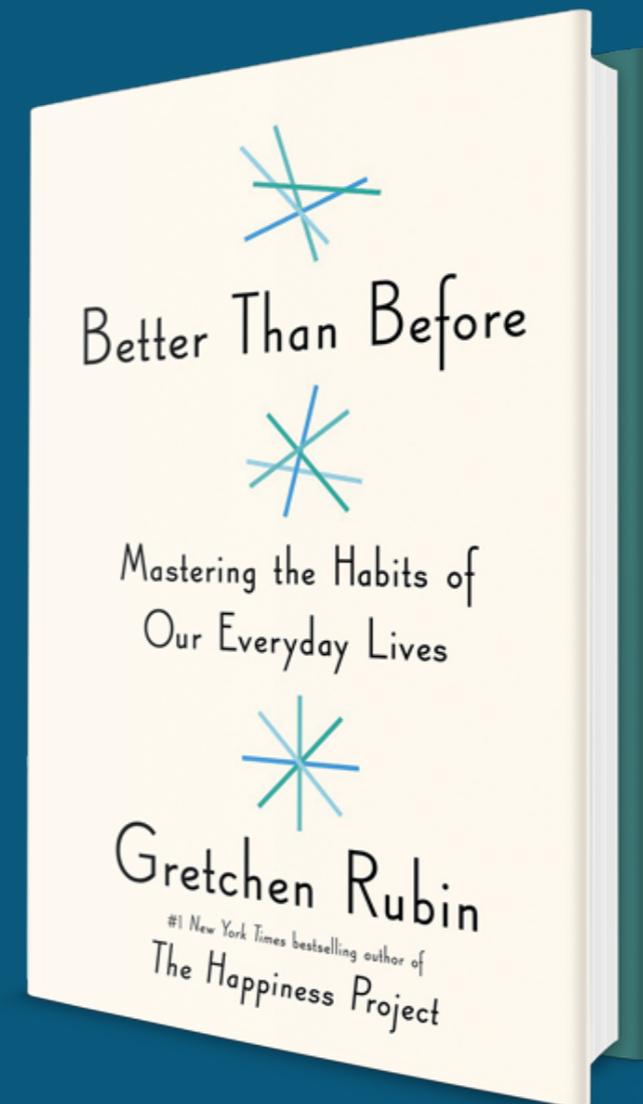
—**Charles Duhigg**, author of the *New York Times* bestseller, *The Power of Habits*

“Filled with insights about our patterns of behavior, *Better Than Before* addresses one of life's big and timeless questions: how can we transform ourselves?”

—**Arianna Huffington**, author of the *New York Times* bestseller, *Thrive*

“Is there a habit in your life you'd like to change? If so, here's your first step: Read this book.”

—**Dan Heath**, co-author of the *New York Times* bestsellers, *Made to Stick*, *Switch*, and *Decisive*



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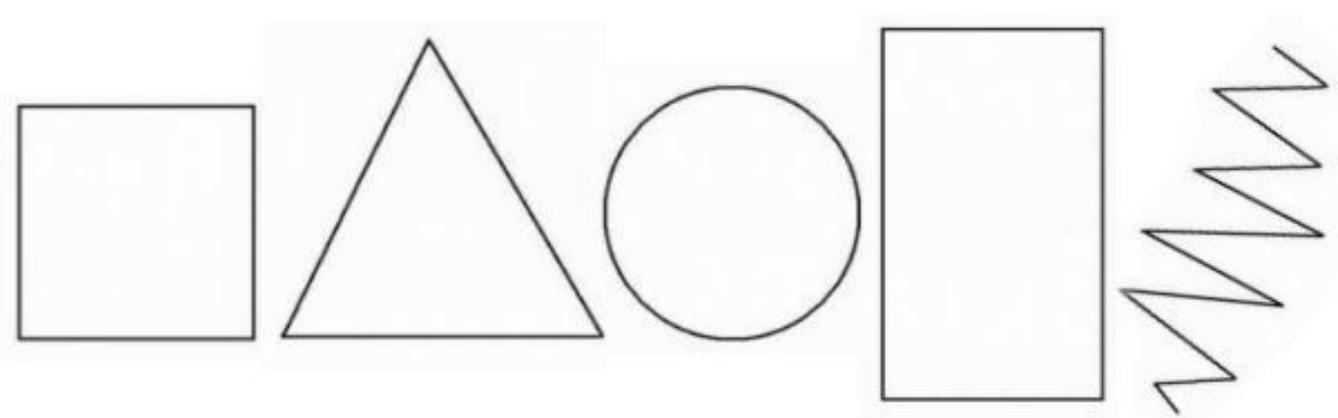
SHAPES ACTIVITY

SHAPES ACTIVITY

Here is a very simple, but at the same time quite an insightful personality test.

All you have to do is to **look at the proposed geometric shapes and choose the one that you think best represents you as a person**. In other words, choose the shape that you can clearly identify yourself with. Then arrange the remaining shapes **in order of preference**.

Alternate: Draw a shape on an index card, do not tell the participants why they are doing so.



Square

The tireless worker. Exhibits **hard work, diligence, perseverance**, and always strives for completion. **Patience and a methodical nature** make squares skilled specialists. A Square collects information, and has it neatly organized on his shelves, he is able to quickly retrieve the desired facts and earns a deserved reputation of being a scholar in his field.

The Square refers to **left hemisphere thinkers**, who are characterized by logical thought and mathematical mindsets. Squares **analyze and calculate answers to problems**, rather than trusting instinct or inference.

Square's ideal is a planned, regular, life where **everything is predictable**. They do not like the unexpected or surprises. In the business world, such people often become **good administrators and executives** but rarely succeed as managers because the constant need for additional information for decision-making deprives them of their speed. In addition, their cold rationality often prevents squares from quickly connecting with other people.

Triangle

This form symbolizes **leadership**. Main ability of triangles is to **focus on goals and deeply and quickly analyze situations**. A Triangle is a very **confident person** who wants to be right in everything. Triangles find it difficult to admit their mistakes, are easy to train, and **absorb information like a sponge**. Their career gives their life meaning. Negative qualities: **excessive self-absorption**. Triangles are very good at presenting the importance of their own work to senior management, can sense profitable business decisions from a mile away, and, struggling for success, may “knock heads” with rivals.

Rectangle

Is a transitional form from one shape to another. People that see themselves as Rectangles **are not satisfied with their lives** and are busy looking for chances to better their circumstances. The main mental state of a rectangle is **a perceived sense of confusion**, bogged by their problems and uncertainty. Their most important features are **inconsistent and unpredictable behavior and low self-esteem**. Positive qualities: **curiosity, inquisitiveness, a lively interest in everything, courage**. Tries to do things that have never been done, asks questions that he did not have the spirit for before.

Circle

The Circle is **a symbol of harmony**. Those who choose this shape are interested in **good interpersonal relations**. The highest value for the circle is **people and their well being**. This is **the most benevolent of the five figures**. The Circle is the glue that holds the team or the family together. They stabilize the group and have a **high capacity for sympathy and empathy**. Circles feel the pain and joy of others as their own. They are **right-brain thinkers**, not logical but creative and more emotionally charged. The processing of information in such people is not consistent and resembles a mosaic pattern. The main feature of their style of thinking is **a focus on the subjective aspects of the problem**.

Zigzag

The Zigzag is **a symbol of creativity**. The Zigzag focuses on imagery. The **right-brain thinking** zigzag is not fixated on the details, which simplifies the way he views the world, this allows him to construct a **holistic and harmonious conceptual view of the world**, to see its intrinsic beauty. The Zigzag can not work in one place for a long time – this is after all, boring and there are so many other interesting things to see and experience! The main purpose of the zigzag is **the generation of new ideas and methods**, and not their actual realization. The Zigzag looks to the future and is **more interested in possibilities than in reality**.

LOVE BIRDS



“By reading this book, I intend to get you thinking about how you relate to people and to teach you how to do it better, While its focus is on intimate relationships, the benefits will be far broader - because if you can learn to relate clearly with your partner, then your friends, colleagues and bosses will be a doddle.

The differences between people that I’m going to focus on are the ones that fly largely beneath the radar. I’m expecting you to nod in recognition at them, and wonder how you never realised their importance in the daily impact on the way you live your life and run, or ruin, your relationships (2).”

-- Trevor Silvester

One of the best-known ways of describing differences in the way people think is the Myers-Briggs Personality Inventory. It’s been used on over thirty million people, and aspects of it became integrated into an area of neuro-linguistic programming (NLP) called metaprograms. NLP was originally developed by Richard Bandler and Jessica Griner as a means of describing an individual’s way of seeing the world (and the different ways individuals do so), and using the knowledge that came from it to help people gain control of their own behaviours. Metaprograms are just a set of descriptions of particular differences.

QUIZ 1

When you've completed the quiz, circle the 'G' or the 'S' letter in the grid below that corresponds with each answer.

1. What is the most true of you?
 - (a) I like most this to be done a certain way
 - (b) As long as things get done it doesn't matter much

2. Is it worse to:
 - (a) Have your head in the clouds?
 - (b) Be in a 'rut'?

3. Do you tend to be more annoyed when:
 - (a) People do something the wrong way?
 - (b) People insist there's a right way?

4. Are you more interested in:
 - (a) What is actual?
 - (b) What is possible?

5. In doing ordinary things are you more likely to:
 - (a) Do it the usual way?
 - (b) Do it your own way?

6. I am better at working with:
 - (a) The big picture?
 - (b) The detail?

7. Are you more attracted to:
 - (a) Sensible people?
 - (b) Imaginative people?

8. Do you:
 - (a) Prefer to look at patterns and go with your gut instinct?
 - (b) Prefer to systematically work through problems?

9. When asked a question would your friends say you:
 - (a) Tend to be brief?
 - (b) Tend to go into detail?

10. Would you say you are best at:
 - (a) Strategy and ideas?
 - (b) Organisation and planning?

11. Is it better to:
 (a) Deal with what comes up as it comes up?
 (b) Prepare for any eventuality?
12. Are you more:
 (a) Methodical?
 (b) Creative?
13. What's worse:
 (a) To be unprepared?
 (b) To be over-prepared?

	1	2	3	4	5	6	7	8	9	10	11	12	13
(a)	G	G	G	G	G	G	G	G	G	G	G	G	G
(b)	S	S	S	S	S	S	S	S	S	S	S	S	S

Now add up the total number of S and G responses and insert each number in the box below. If you have more of the letter S circled, you are predominantly sky-bird; if you have more of the letter G circled, you are more of a ground-bird! (What this means is explained below.)

Scores:

G:	S:
----	----

QUIZ 2

For each of the following nine statements, please place a number 1-4 next to every phrase, using each number only once per question. Use the following system to indicate your preferences:

- 4 = Closest to describing you
- 3 = Close to describing you
- 2 = Less close to describing you
- 1 = Least close to describing you

1. To come to a decision:

- _____ I habitually talk to myself in my head (T)
- _____ I need to talk things through with other people (So)
- _____ I go with my gut feeling (F)
- _____ I like to see everything clearly in front of me (Si)

2. At parties:

- _____ I hate having to stand around, I like to be comfortable (F)
- _____ I hate it when the music is so loud it's hard to talk (So)
- _____ Half the fun is having the chance to dress up (Si)
- _____ I get bored making small talk (T)

3. To find my way:

- _____ I prefer to look at a map myself (Si)
- _____ Things seem clearest when someone describes them to me (So)
- _____ I really need to have been there before (F)
- _____ I need the route to make sense in my head (T)

4. When listening to an argument I go with:

- _____ What feels right (F)
- _____ Which way sounds the best (So)
- _____ What looks best to me (Si)
- _____ What makes most sense (T)

5. What I tend to enjoy most about holidays (vacations) is:

- _____ The sights (Si)
- _____ Visiting places interesting to me (T)
- _____ The chance to relax (F)
- _____ The opportunity to talk to different people (So)

6. What attracts me most is:

- _____ The way someone looks (Si)
- _____ The way they make me feels (F)
- _____ A good listener (So)
- _____ Someone who is interesting (T)

7. What turns me off is:

- A horrible voice (So)
- A bore (T)
- Someone who is scruffy (Si)
- A cold personality

8. I learn best:

- From hands -on experience (F)
- From watching someone or something (Si)
- By getting the chance to discuss things (So)
- By making sense of the subject (T)

9. I find it hardest to:

- Listen to music I hate (So)
- Sit somewhere really uncomfortable (F)
- Have to do something that doesn't make sense (T)
- Wear something that doesn't suit me (Si)

STEP ONE:

Copy the answers from the test to the lines below:

1. T _____
So _____
F _____
Si _____

2. T _____
So _____
Si _____
T _____

3. Si _____
So _____
F _____
T _____

4. F _____
So _____
Si _____
T _____

5. Si _____
T _____
F _____
So _____

6. Si _____
F _____
So _____
T _____

7. So _____
T _____
Si _____
F _____

8. F _____
Si _____
So _____
T _____

9. So _____
F _____
T _____
Si _____

	Si	F	So	T
1.				
2.				
3.				
4.				
5.				
6.				
7.				
8.				
9.				
TOTAL				

STEP TWO:

Now compare the total scores with each other and write Si, F, So and T below in their corresponding descending order: e.g. if you have your highest total for F, then that will be the letter you put in first place.

1st _____ 2nd _____ 3rd _____ 4th _____

What was that about?

Another idea from NLP is that people tend to have a preference for which sight they pay most attention to, dividing people into the categories of visuals (seeing), auditorys (hearing), kinaesthetics (feeling) and a fourth category of people who pay most attention to their own thoughts; to what is going on inside their head as a result of what is going on outside. These are usually described as auditory digitals. (Catchy, huh? In this book I'm calling them thinkers.)

So, the quiz you've just taken will have identified you as a sight bird, a song bird, a feeling bird or a thinking bird. I do find that sight and feeling birds are most common, followed by thinking birds, with song birds being the rarest -- some estimates I've seen put them as low as 10 percent of the population.

You'll see from the list below that I've created the eight types of birds and grouped them together as either ground- or sky-birds: i.e. birds that tend to spend most time hopping around the garden, or sitting high in a branch (my apologies again to anyone with even a passing interest in birds, I know that several I've chosen can be seen doing both; it's strictly a metaphor).

	Ground-birds	Sky-birds
Si - Sight bird	Peacock	Swift
So - Song bird	Robin	Nightingale
F - Feeling bird	Swan	Dove
T - Thinking bird	Kingfisher	Owl

By matching the two quiz results you've taken, you'll be able to see which Lovebird you are. If you came out with little difference between ground- and sky-bird in quiz 1, then it might help you to read more than one of the types - i.e. if you came out a song bird in the second quiz and evenly balanced as a ground- or sky-bird in the first quiz, then I think you'll find it useful to read about both the Robin and the Nightingale in Part Two . . . Similarly, if your top type in quiz 2 is close to your second type - let's say you're a ground-bird and got 30 for thinking bird and 28 for sight bird, then you might like to read about both Kingfisher and Peacock.

These quizzes come from Trevor Silvester's book *Love Birds: Discover Your Love Type - One of 8 Birds - and the Secrets to Living with the One You Love*. For more information and the full descriptions of each type of bird, please purchase this book.