An example of a personality test

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| For each item below choose ‘a’ or ‘b’. In some cases, both ‘a’ and ‘b’ may apply to you but you should decide which is more like you, even if it is only slightly more true. |
| 1 | I would rather:  | a  | Solve a new and complicated problem  |
| b  | Work on something I have done before  |
| 2 | I like to:  | a  | Work alone in a quiet place  |
| b | Be where ‘the action’ is |
| 3 | I want a boss who:  | a  | Establishes and applies criteria in decisions  |
| b | Considers individual needs and makes exceptions |
| 4 | When I work on a project, I:  | a  | Like to finish it and get some closure  |
| b  | Often leave it open for possible change  |
| 5 | When making a decision, the most important considerations are:  | a  | Rational thoughts, ideas and data  |
| b | People’s feelings and values |
| 6 | On a project, I tend to:  | a  | Think it over and over before deciding how to proceed  |
| b | Start working on it right away, thinking about it as I go along  |
| 7 | When working on a project, I prefer to:  | a  | Maintain as much control as possible  |
| b | Explore various options |
| 8 | In my work I prefer to:  | a  | Work on several projects at a time, and learn as much as possible about each one |
| b  | Have one project that is challenging and keeps me busy  |
| 9 | I often:  | a  | Make lists and plans whenever I start something and may hate to seriously alter my plans |
| b  | Avoid plans and just let things progress as I work on them |
| 10 | When discussing a problem with colleagues, it is easy for me:  | a  | To see the ‘big picture’  |
| b | To grasp the specifics of the situation |
| 11 | When the phone rings in my office or at home, I usually: | a  | Consider it an interruption  |
| b  | Don’t mind answering it  |
| 12 | The word that describes me best is: | a  | Analytical  |
| b  | Empathetic  |
| 13 | When I’m working on an assignment, I tend to:  | a  | Work steadily and consistently  |
| b  | Work in bursts of energy with ‘down time’ in between  |
| 14 | When I listen to someone talk on a subject, I usually try to:  | a  | Relate it to my own experience and see if it fits  |
| b  | Assess and analyse the message  |
| 15 | When I come up with new ideas, I generally:  | a  | ‘Go for it’  |
| b  | Like to contemplate the ideas some more  |
| 16 | When working on a project, I prefer to:  | a  | Narrow the scope so it is clearly defined  |
| b  | Broaden the scope to include related aspects  |
| 17 | When I read something, I usually:  | a  | Confine my thoughts to what is written there  |
| b  | Read between the lines and relate the words to other ideas  |
| 18 | When I have to make a decision in a hurry, I often:  | a  | Feel uncomfortable and wish I had more information  |
|  | b  | Am able to do so with available data  |
| 19 | In a meeting, I tend to:  | a  | Continue formulating my ideas as I talk about them  |
| b  | Only speak out after I have carefully thought the issue through |
| 20 | In work, I prefer spending a great deal of time on issues of:  | a  | Ideas  |
| b  | People  |
| 21 | In meetings, I am most often annoyed with people who:  | a  | Come up with many sketchy ideas  |
| b  | Lengthen the meeting with many practical details  |
| 22 | I tend to be:  | a  | A morning person  |
| b  | A night owl  |
| 23 | My style for preparing for a meeting is:  | a  | To be willing to go in and be responsive  |
| b  | To be fully prepared and sketch out an outline of the meeting |
| 24 | In meetings, I would prefer for people to:  | a  | Display a fuller range of emotions  |
| b  | Be more task oriented  |
| 25 | I would rather work for an organisation where:  | a  | My job was intellectually stimulating  |
| b  | I was committed to its goals and mission  |
| 26 | On weekends, I tend to:  | a  | Plan what I will do  |
| b  | Just see what happens and decide as I go along  |
| 27 | I am more:  | a  | Outgoing  |
| b  | Contemplative  |
| 28 | I would rather work for a boss who is:  | a  | Full of new ideas  |
| b  | Practical  |
| In the following, choose the word in each pair that appeals to you more: |
| 29 |  | a | Social |
| b | Theoretical |
| 30 |  | a  | Ingenuity |
| b  | Practicality |
| 31 |  | a  | Organised |
| b  | Adaptable |
| 32 |  | a  | Activity |
| b  | Concentration |