# What’s Your Type? How About Mine?

## Assessing Your Preferences

There are many ways to discuss the personality types of people that we work and play with. Whether you use initials like the MBTI, colors like Personality Dimensions, edutainment like True Colors, the names of animals, or Greek philosophers, the idea is that there are base temperaments that we can relate to, and that we prefer. The science behind this kind of assessment relates back to the work of Carl Jung. It has been substantiated through tens of thousands of people who have completed and validated questionnaires.

If you have ever wondered what type of person – or temperament – makes the best type of leader, the answer may surprise you. It’s not necessarily the person that achieves the greatest success (however you define that), nor is it necessarily the person with the greatest communication skills. The keys to being the best type of leader have to do with many things, including the way you approach work and life, and also in having a strong team that can offer a range of strengths.

Some people seem to be natural leaders with an enviable track record and lots of people turning to them for advice and mentorship. Others seem to have to work at it, and are constantly looking to the world for learning and working on developing their skills. In reality, all leaders need to work at something, because one strength of a leader is their continuing drive to learn.

This is an official assessment developed by Think Fast Training, Inc.

Identifying Your Characteristics and Preferences

We have developed an assessment that can help you identify what your base temperament is. First, look at each group of words. For each group, decide which of the four choices is most like you, a lot like you, somewhat like you, and least like you. It’s important to answer the questions according to what feels right, and not what you think people think about you, or may expect.

First, select the choice that is most like you and write the number 4 on the line. Then select the term that is a lot like you and write number 3 on the line, then 2, and then 1. You have to use the numbers 4,3,2,1 in each section. There are no ties allowed, so you need to make a decision on each group. You can see an example on the next page.

Remember that you are working on preferences and not a math exam, so don’t get overly tied up in absolute definitions. When you are finished the questionnaire, follow the instructions on the scoring sheet.

Sign your name below before you start this assessment.

Example

Scale

* 4 = Most like you
* 3 = A lot like you



* 2 = Somewhat like you
* 1 = Least like you

Terms

1. A driving need for you is:

|  |  |  |
| --- | --- | --- |
| 3 | C | To find meaning in life |
| 4 | A | To learn and gain knowledge |
| 2 | B | To belong |
| 1 | D | Freedom to do what you want |

Questionnaire

1. A driving need for you is:

|  |  |  |
| --- | --- | --- |
|  | C | To find meaning in life |
|  | A | To learn and gain knowledge |
|  | B | To belong |
|  | D | Freedom to do what you want |

1. primary need for you is:

|  |  |  |
| --- | --- | --- |
|  | D | Making an impact |
|  | A | Maintaining calm |
|  | C | Relationships |
|  | B | Responsibility and duty |

1. Which of these things interests you?

|  |  |  |
| --- | --- | --- |
|  | C | People |
|  | A | Ideas |
|  | B | Information |
|  | D | Actions |

1. You respect:

|  |  |  |
| --- | --- | --- |
|  | B | Authority |
|  | A | Intellect |
|  | D | Performance |
|  | C | Relationships |

1. You:

|  |  |  |
| --- | --- | --- |
|  | C | Stick up for what you believe |
|  | D | Are constantly busy |
|  | A | Look to the future |
|  | B | Like to provide for others |

1. You like:

|  |  |  |
| --- | --- | --- |
|  | A | Exploring |
|  | B | Security |
|  | C | Cooperation |
|  | D | Seizing opportunities |

1. You’re good at:

|  |  |  |
| --- | --- | --- |
|  | D | Making quick decisions |
|  | B | Looking after details |
|  | C | Inspiring others |
|  | A | Solving complicated problems |

1. You want:

|  |  |  |
| --- | --- | --- |
|  | D | Variety |
|  | A | Logic |
|  | C | Harmony |
|  | B | Stability |

1. You prefer to focus on:

|  |  |  |
| --- | --- | --- |
|  | B | Structure |
|  | C | Relationships |
|  | D | Action |
|  | A | Knowledge |

1. You value:

|  |  |  |
| --- | --- | --- |
|  | D | Action |
|  | B | Security |
|  | C | Self-improvement |
|  | A | Intelligence |

1. You make decisions by relying on:

|  |  |  |
| --- | --- | --- |
|  | C | Intuition |
|  | D | Senses |
|  | A | Data |
|  | B | Tradition |

1. You enjoy:

|  |  |  |
| --- | --- | --- |
|  | D | Adventure |
|  | B | Social gatherings |
|  | C | Meaningful interactions |
|  | A | Theories and data |

1. Your work stressors are:

|  |  |  |
| --- | --- | --- |
|  | D | Inefficiency |
|  | C | Boredom |
|  | B | Injustice |
|  | A | Not knowing |

1. You appreciate:

|  |  |  |
| --- | --- | --- |
|  | C | Skilled performance |
|  | A | Research and investigation |
|  | B | Cooperative interaction |
|  | D | Respect for policy and tradition |

1. Your leadership style is:

|  |  |  |
| --- | --- | --- |
|  | D | Firm, fair, respectful |
|  | C | Relaxed, flexible, open |
|  | B | Patient, supportive, encouraging |
|  | A | Logical, inspirational, direct |

Scoring Example

Add the total number of points that you wrote beside each letter of the alphabet in the questionnaire. Pay close attention, since the letters above are not always in order!

In our sample at the beginning of the questionnaire, we would add 4 points to the A column, 2 points to the B column, 3 points to the C column, and 1 to the D column.

|  |  |
| --- | --- |
| A | I I I I |
| B | I I |
| C | I I I |
| D | I |

Your Score

|  |  |
| --- | --- |
| A |  |
| B |  |
| C |  |
| D |  |

Total A’s \_\_\_\_\_\_\_\_\_ Total B’s \_\_\_\_\_\_\_\_\_\_ Total C’s \_\_\_\_\_\_\_\_\_\_ Total D’s \_\_\_\_\_\_\_\_\_\_

The letter with the highest total is most like you. Write it here: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

The other letters are your next preferred styles. If your numbers are close to each other (within 5 points), you probably find it pretty easy to flex your style to those other categories. If your numbers are far apart, or one is much lower than the others, that is the area you will find it challenging to work within. You’ll have the knowledge of how to do it once you work through the material in the next session.