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**READ CAREFULLY BEFORE COMMENCING**

This is NOT a test. There are no right or wrong answers. The way you respond to the questions must reflect how you tend to behave **AT WORK**.

It is important that you answer the questions honestly. Make the selection yourself and avoid asking your partner or friend what they think you are.

**Behavioural  
Personality  
Assessment**

You will be presented with 8 sections of 4 groups with 4 questions in each group. Each question describes an event at work and asks you to choose a sentence that **MOST** accurately describes you at work and which sentence **LEAST** accurately describes you at work.

Even though you consider that none of the questions describe your character exactly you **MUST** nevertheless make a choice.

**Remember for every group of 4 questions you can only choose one MOST and one LEAST and they cannot be in answer to the same question.**

There are 32 questions so allow 20 minutes to complete.

**Example**

		<small>(only select 2 in this group)</small>		Most	Least
<b>Resourceful</b>	I always find ways and means of doing things	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Hasty</b>	I am always in a rush and "have no time"	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Adaptable</b>	I can easily adapt to new situations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Inflexible</b>	I am not adaptable and do not like to bend and change	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		<small>(only select 2 in this group)</small>		Most	Least
<b>Autonomous</b>	I like to work independently and be my own boss	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Eager to change</b>	I enjoy change very much	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Sincere</b>	I always speak the truth and am honest with others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Meticulous</b>	I want everything to be in order and perfect	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

You must choose **one** answer from the **most** and one from the **least** column in each **group** of 4 questions



# Profile Questionnaire - Section 1/8

Here we go , this is the first of a total eight sections.

Remember there are no wrong answers so relax, take your time and answer truthfully.

(only select 2 in this group)

		<b>Most</b>	<b>Least</b>
<b>Resourceful</b>	I always find ways and means of doing things	<input type="checkbox"/>	<input type="checkbox"/>
<b>Hasty</b>	I am always in a rush and "have no time"	<input type="checkbox"/>	<input type="checkbox"/>
<b>Adaptable</b>	I can easily adapt to new situations	<input type="checkbox"/>	<input type="checkbox"/>
<b>Inflexible</b>	I am not adaptable and do not like to bend and change	<input type="checkbox"/>	<input type="checkbox"/>

(only select 2 in this group)

		<b>Most</b>	<b>Least</b>
<b>Autonomous</b>	I like to work independently and be my own boss	<input type="checkbox"/>	<input type="checkbox"/>
<b>Eager to change</b>	I enjoy change very much	<input type="checkbox"/>	<input type="checkbox"/>
<b>Sincere</b>	I always speak the truth and am honest with others	<input type="checkbox"/>	<input type="checkbox"/>
<b>Meticulous</b>	I want everything to be in order and perfect	<input type="checkbox"/>	<input type="checkbox"/>

(only select 2 in this group)

		<b>Most</b>	<b>Least</b>
<b>Doer</b>	I like being busy all the time doing things	<input type="checkbox"/>	<input type="checkbox"/>
<b>Fidgety</b>	I am restless and hate it when it is slow	<input type="checkbox"/>	<input type="checkbox"/>
<b>Reliant</b>	I rely on other people to help me	<input type="checkbox"/>	<input type="checkbox"/>
<b>Hesitant</b>	I never make fast decisions or act fast	<input type="checkbox"/>	<input type="checkbox"/>

(only select 2 in this group)

		<b>Most</b>	<b>Least</b>
<b>Producer</b>	I always produce results	<input type="checkbox"/>	<input type="checkbox"/>
<b>Emotional</b>	I can't control my feelings	<input type="checkbox"/>	<input type="checkbox"/>
<b>Restrained</b>	I hold myself back and do not show my emotions	<input type="checkbox"/>	<input type="checkbox"/>
<b>Controlled</b>	I have a great deal of self-control	<input type="checkbox"/>	<input type="checkbox"/>



## Profile Questionnaire - Section 2/8

(only select 2 in this group) **Most** **Least**

- |                     |  |                          |                          |
|---------------------|--|--------------------------|--------------------------|
| <b>Competitive</b>  | I like to win and achieve results and rewards          | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>Talkative</b>    | I enjoy making conversation                            | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>Conventional</b> | I always follow the accepted customs, values and norms | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>Follow rules</b> | I always accept the rules, act and behave accordingly  | <input type="checkbox"/> | <input type="checkbox"/> |

(only select 2 in this group) **Most** **Least**

- |                    |   |                          |                          |
|--------------------|---|--------------------------|--------------------------|
| <b>Adventurous</b> | I like doing things that are exciting and sometimes dangerous | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>Convincing</b>  | Most people believe what I say                                | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>Trusting</b>    | I generally believe what other people tell me                 | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>Thoughtful</b>  | I always think things through before I act                    | <input type="checkbox"/> | <input type="checkbox"/> |

(only select 2 in this group) **Most** **Least**

- |                  |  |                          |                          |
|------------------|--|--------------------------|--------------------------|
| <b>Restless</b>  | I can't sit still. I like to be busy doing things all the time | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>Promoter</b>  | I can make it sound good, advertise it and sell it             | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>Amiable</b>   | I am friendly, good-natured and have a likeable attitude       | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>Sceptical</b> | I usually question or doubt information I see or hear.         | <input type="checkbox"/> | <input type="checkbox"/> |

(only select 2 in this group) **Most** **Least**

- |                    |   |                          |                          |
|--------------------|---|--------------------------|--------------------------|
| <b>Dominant</b>    | I like to govern, have the authority and be in control            | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>Spontaneous</b> | I am impulsive and like to do things right away                   | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>Agreeable</b>   | I usually consent and agree with others                           | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>Tactful</b>     | I have a sense of what is right and proper in dealing with people | <input type="checkbox"/> | <input type="checkbox"/> |



## Profile Questionnaire - Section 3/8

(only select 2 in this group)

		<b>Most</b>	<b>Least</b>
<b>Daring</b>	I have the courage to take risks	<input type="checkbox"/>	<input type="checkbox"/>
<b>Optimistic</b>	I always expect the best to happen.	<input type="checkbox"/>	<input type="checkbox"/>
<b>Accepting</b>	I accept other people's opinions easily	<input type="checkbox"/>	<input type="checkbox"/>
<b>Diplomatic</b>	I always find the right things to say in difficult situations	<input type="checkbox"/>	<input type="checkbox"/>

(only select 2 in this group)

		<b>Most</b>	<b>Least</b>
<b>Forceful</b>	I force my way and opinions on others	<input type="checkbox"/>	<input type="checkbox"/>
<b>Impulsive</b>	If something sounds good and I like it, I do it right away	<input type="checkbox"/>	<input type="checkbox"/>
<b>Kind</b>	I have a friendly attitude and helpful nature	<input type="checkbox"/>	<input type="checkbox"/>
<b>Detailed</b>	I like to know all the details and facts	<input type="checkbox"/>	<input type="checkbox"/>

(only select 2 in this group)

		<b>Most</b>	<b>Least</b>
<b>Results Oriented</b>	I always like to get results, be successful and win	<input type="checkbox"/>	<input type="checkbox"/>
<b>Good Mixer</b>	I mix easily with people in social situations	<input type="checkbox"/>	<input type="checkbox"/>
<b>Tolerant</b>	I put up with other peoples ideas or opinions, even when I don't agree with them.	<input type="checkbox"/>	<input type="checkbox"/>
<b>Critical Thinker</b>	I like to examine and analyse all details in depth before I make a decision	<input type="checkbox"/>	<input type="checkbox"/>

(only select 2 in this group)

		<b>Most</b>	<b>Least</b>
<b>Determined</b>	I have a fixed and firm mind	<input type="checkbox"/>	<input type="checkbox"/>
<b>Outgoing</b>	I like to talk and don't mind telling people about my ideas or myself	<input type="checkbox"/>	<input type="checkbox"/>
<b>Good Natured</b>	I am kind, generous and tolerant	<input type="checkbox"/>	<input type="checkbox"/>
<b>Reserved</b>	I'm usually quiet and rarely express my feelings or emotions.	<input type="checkbox"/>	<input type="checkbox"/>



## Profile Questionnaire - Section 4/8

(only select 2 in this group)

		<b>Most</b>	<b>Least</b>
<b>Brave</b>	I have and display courage and resolution	<input type="checkbox"/>	<input type="checkbox"/>
<b>Inspiring</b>	My words usually move people to take action	<input type="checkbox"/>	<input type="checkbox"/>
<b>Peaceful</b>	I don't like conflicts and desire a peaceful environment	<input type="checkbox"/>	<input type="checkbox"/>
<b>Analytical</b>	I enjoy breaking down tasks and ideas and figuring out how and why they work.	<input type="checkbox"/>	<input type="checkbox"/>

(only select 2 in this group)

		<b>Most</b>	<b>Least</b>
<b>Purposeful</b>	I know what I want and am determined to get it	<input type="checkbox"/>	<input type="checkbox"/>
<b>Stimulating</b>	I excite and arouse people to take action	<input type="checkbox"/>	<input type="checkbox"/>
<b>Calm</b>	I am relaxed and not easily excited or disturbed	<input type="checkbox"/>	<input type="checkbox"/>
<b>Accurate</b>	I am precise and don't make errors	<input type="checkbox"/>	<input type="checkbox"/>

(only select 2 in this group)

		<b>Most</b>	<b>Least</b>
<b>Original</b>	I am able to think of and carry out new ideas and concepts	<input type="checkbox"/>	<input type="checkbox"/>
<b>Appealing</b>	People find me attractive and like to get close to me	<input type="checkbox"/>	<input type="checkbox"/>
<b>Gentle</b>	I am a mild mannered and kindly person	<input type="checkbox"/>	<input type="checkbox"/>
<b>Systematic</b>	I like to operate according to a clear and concise method	<input type="checkbox"/>	<input type="checkbox"/>

(only select 2 in this group)

		<b>Most</b>	<b>Least</b>
<b>Strong Willed</b>	When I know I'm right, I don't give in and I do it my way	<input type="checkbox"/>	<input type="checkbox"/>
<b>Cheerful</b>	I am happy and have a cheerful and friendly personality	<input type="checkbox"/>	<input type="checkbox"/>
<b>Accommodating</b>	I usually go along with what other people want and help them achieve their goals	<input type="checkbox"/>	<input type="checkbox"/>
<b>Cautious</b>	I am very careful about what I say or do	<input type="checkbox"/>	<input type="checkbox"/>



## Profile Questionnaire - Section 5/8

(only select 2 in this group)

		<b>Most</b>	<b>Least</b>
<b>Firm</b>	I am fixed in my opinions and beliefs	<input type="checkbox"/>	<input type="checkbox"/>
<b>Changeable</b>	I don't like to do the same things again and again	<input type="checkbox"/>	<input type="checkbox"/>
<b>Stable</b>	I am steady and not easily shaken.	<input type="checkbox"/>	<input type="checkbox"/>
<b>Precise</b>	I do things exactly and accurately without mistakes	<input type="checkbox"/>	<input type="checkbox"/>

(only select 2 in this group)

		<b>Most</b>	<b>Least</b>
<b>Fearless</b>	I display courage and am daring	<input type="checkbox"/>	<input type="checkbox"/>
<b>Expressive</b>	I can easily communicate and transform ideas to words	<input type="checkbox"/>	<input type="checkbox"/>
<b>Loyal</b>	I am faithful and trustworthy to my company, co-workers and friends even in difficult times	<input type="checkbox"/>	<input type="checkbox"/>
<b>Logical</b>	I think and present things that make common sense	<input type="checkbox"/>	<input type="checkbox"/>

(only select 2 in this group)

		<b>Most</b>	<b>Least</b>
<b>Aggressive</b>	I am vigorous, competitive and do not hesitate to attack opponents	<input type="checkbox"/>	<input type="checkbox"/>
<b>Sociable</b>	I enjoy meeting people and having fun	<input type="checkbox"/>	<input type="checkbox"/>
<b>Modest</b>	I am reserved and shy in talking about my achievements and myself	<input type="checkbox"/>	<input type="checkbox"/>
<b>Procedural</b>	I always follow rules and procedures	<input type="checkbox"/>	<input type="checkbox"/>

(only select 2 in this group)

		<b>Most</b>	<b>Least</b>
<b>Argumentative</b>	I am quarrelsome, challenging and confrontational	<input type="checkbox"/>	<input type="checkbox"/>
<b>Influential</b>	I can affect or sway other people's opinions or actions.	<input type="checkbox"/>	<input type="checkbox"/>
<b>Helpful</b>	I always support and assist others	<input type="checkbox"/>	<input type="checkbox"/>
<b>Calculated</b>	I examine all of the possibilities before taking an action or making a decision	<input type="checkbox"/>	<input type="checkbox"/>



## Profile Questionnaire - Section 6/8

		(only select 2 in this group)		<b>Most</b>	<b>Least</b>
<b>Independent</b>	I like to work alone and don't like people keeping an eye on what I do	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Friendly</b>	I am friendly and good at helping others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Easy Going</b>	I am easy to get along with	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Perceptive</b>	Using my insight and intuition I can see things clearly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

		(only select 2 in this group)		<b>Most</b>	<b>Least</b>
<b>Uncompromising</b>	When I'm right, I don't give in.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Confident</b>	I strongly believe in myself and in my abilities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Sympathetic</b>	I feel sorry for people who are having problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Factual</b>	I do things and relate to others based on facts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

		(only select 2 in this group)		<b>Most</b>	<b>Least</b>
<b>Insistent</b>	I am unrelenting and make persistent demands	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Charming</b>	I am pleasant, fascinating and appealing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Peaceful</b>	I like to keep the peace and live without conflict	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Conscientious</b>	I am very dedicated and take great care in my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

		(only select 2 in this group)		<b>Most</b>	<b>Least</b>
<b>Self-reliant</b>	I do not need other people to help me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Extroverted</b>	I am talkative, expressive and outgoing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Patient</b>	I am understanding, tolerant, and even-tempered in difficult situations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Perfectionist</b>	I am unhappy unless everything is correct, in its place and completed without mistakes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



## Profile Questionnaire - Section 7/8

(only select 2 in this group) **Most** **Least**

- |                   |  |                          |                          |
|-------------------|--|--------------------------|--------------------------|
| <b>Impatient</b>  | I have no patience and can't stand slow processes or delays  | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>Persuasive</b> | I can persuade or convince people to accept my point of view | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>Supportive</b> | I often help, assist and support others.                     | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>Careful</b>    | I am very cautious before I say or do things.                | <input type="checkbox"/> | <input type="checkbox"/> |

(only select 2 in this group) **Most** **Least**

- |                    |  |                          |                          |
|--------------------|--|--------------------------|--------------------------|
| <b>Direct</b>      | I am direct and straightforward in dealing with others | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>Motivating</b>  | I inspire people and encourage them to take action     | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>Considerate</b> | I am kind and thoughtful to other people               | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>Private</b>     | I like to keep things to myself                        | <input type="checkbox"/> | <input type="checkbox"/> |

(only select 2 in this group) **Most** **Least**

- |                    |   |                          |                          |
|--------------------|---|--------------------------|--------------------------|
| <b>Assertive</b>   | I present my ideas and opinions in a strong and clear way                 | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>Attractive</b>  | People find me attractive and appealing                                   | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>Generous</b>    | I am always willing to give my time and money to others                   | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>Disciplined</b> | I am trained, have self-control and follow systems and rules of behaviour | <input type="checkbox"/> | <input type="checkbox"/> |

(only select 2 in this group) **Most** **Least**

- |                   |   |                          |                          |
|-------------------|---|--------------------------|--------------------------|
| <b>Risk Taker</b> | I enjoy taking a gamble, especially if the rewards are great. | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>Lively</b>     | I am full of life and energy                                  | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>Deliberate</b> | I have a reason for everything I do and say.                  | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>Thorough</b>   | I do everything carefully and methodically                    | <input type="checkbox"/> | <input type="checkbox"/> |



## Profile Questionnaire - Section 8/8

(only select 2 in this group)

		<b>Most</b>	<b>Least</b>
<b>Demanding</b>	I expect a lot from myself and from others, to do their job well	<input type="checkbox"/>	<input type="checkbox"/>
<b>Creative</b>	I usually come up with new and different ideas and concepts	<input type="checkbox"/>	<input type="checkbox"/>
<b>Satisfied</b>	I'm easily pleased and satisfied	<input type="checkbox"/>	<input type="checkbox"/>
<b>Obedient</b>	I am dutiful and follow rules set by the authority	<input type="checkbox"/>	<input type="checkbox"/>

(only select 2 in this group)

		<b>Most</b>	<b>Least</b>
<b>Pioneering</b>	I always explore and develop new things	<input type="checkbox"/>	<input type="checkbox"/>
<b>Enthusiastic</b>	I am excited about the things I believe in	<input type="checkbox"/>	<input type="checkbox"/>
<b>Co-operative</b>	I like to help, work and act with others	<input type="checkbox"/>	<input type="checkbox"/>
<b>Respectful</b>	I always show respect to others	<input type="checkbox"/>	<input type="checkbox"/>

(only select 2 in this group)

		<b>Most</b>	<b>Least</b>
<b>Direct</b>	I am direct and straightforward in dealing with others	<input type="checkbox"/>	<input type="checkbox"/>
<b>Playful</b>	I am good natured, humorous and full of high spirits and fun	<input type="checkbox"/>	<input type="checkbox"/>
<b>Compliant</b>	I do what ever I'm told	<input type="checkbox"/>	<input type="checkbox"/>
<b>Neat</b>	I am clean, orderly and tidy	<input type="checkbox"/>	<input type="checkbox"/>

(only select 2 in this group)

		<b>Most</b>	<b>Least</b>
<b>Self Directed</b>	I know what to do and don't need anybody to tell me	<input type="checkbox"/>	<input type="checkbox"/>
<b>Animated</b>	I communicate in a lively manner with a lot of hand and body movements	<input type="checkbox"/>	<input type="checkbox"/>
<b>Predictable</b>	My behaviour is consistent and expected.	<input type="checkbox"/>	<input type="checkbox"/>
<b>Planner</b>	I plan what to do ahead of time.	<input type="checkbox"/>	<input type="checkbox"/>

