Personality Profile Questionnaire

Select in each instance the alternative that you believe better describes you. Don’t attempt to analyse the answers or predict their significance. Simply complete the questionnaire honestly and without dwelling too long on any one question. There are no wrong or bad responses. Answer all questions please.

1. At a party do you
   a. interact with many, including strangers
   b. interact with a few, known to you

2. Are you more
   a. realistic than speculative
   b. speculative than realistic

3. Is it worse to
   a. have your “head in the clouds”
   b. be “in a rut”

4. Are you more impressed by
   a. principles
   b. emotions

5. Are you more drawn toward the
   a. convincing
   b. touching

6. Do you prefer to work
   a. to deadlines
   b. just “whenever”

7. Do you tend to choose
   a. rather carefully
   b. somewhat impulsively

8. At parties do you
   a. stay late, with increasing energy
   b. leave early, with decreased energy

9. Are you more attracted to
a. sensible people
b. imaginative people

10. Are you more interested in
   a. what is actual
   b. what is possible

11. In judging others are you more swayed by
   a. laws than circumstances
   b. circumstances than laws

12. In approaching others is your inclination to be somewhat
   a. objective
   b. personal

13. Are you more
   a. punctual
   b. leisurely

14. Does it bother you more having things
   a. incomplete
   b. completed

15. In your social groups do you
   a. keep abreast of other’s happenings
   b. get behind on the news

16. In doing ordinary things are you more likely to
   a. do it the usual way
   b. do it your own way

17. Writers should
   a. “say what they mean and mean what they say”
   b. express things more by use of analogy

18. Which appeals to you more
   a. consistency of thought
   b. harmonious human relationships

19. Are you more comfortable in making
a. logical judgements  
b. value judgements

20. Do you want things  
a. settled and decided  
b. unsettled and undecided

21. Would you say you are more  
a. serious and determined  
b. easy-going

22. In phoning do you  
a. rarely question that it will all be said  
b. rehearse what you’ll say

23. Facts  
a. “speak for themselves”  
b. illustrate principles

24. Are visionaries  
a. somewhat annoying  
b. rather fascinating

25. Are you more often  
a. a cool-headed person  
b. a warm-hearted person

26. Is it worse to be  
a. unjust  
b. merciless

27. Should one usually let events occur  
a. by careful selection and choice  
b. randomly and by chance

28. Do you feel better about  
a. having purchased  
b. having the option to buy
29. In company do you
   a. initiate conversation
   b. wait to be approached

30. Common sense is
   a. rarely questionable
   b. frequently questionable

31. Children often do not
   a. make themselves useful enough
   b. exercise their fantasy enough

32. In making decisions do you feel more comfortable with
   a. standards
   b. feelings

33. Are you more
   a. firm than gentle
   b. gentle than firm

34. Which is more admirable
   a. the ability to organise and be methodical
   b. the ability to adapt and make do

35. Do you put more value on the
   a. definite
   b. open-minded

36. Does new and non-routine interaction with others
   a. stimulate and energise you
   b. tax your reserves

37. Are you more frequently
   a. a practical sort of person
   b. a fanciful sort of person

38. Are you more likely to
   a. see how others are useful
   b. see how others see
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
   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. Do you go more by
   a. facts
   b. principles

45. Are you more interested in
   a. production and distribution
   b. design and research

46. Which is more of a compliment
   a. “There is a very logical person.”
   b. “There is a very sentimental person.”

47. Do you value in yourself more that you are
   a. unwavering
   b. 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 then ingenious
   b. more ingenious 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 to 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

60. Which seems the greater 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. routinised than whimsical
   b. whimsical than routinised

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. utilise 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
Your type indicator is determined by a combination of the following fundamental psychological types identified by Isabel Myers and Katheryn Briggs in their widely recognised and used Myers-Briggs Type Indicator Test:

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Your type indicator is a combination of the following fundamental psychological types:

- **(I)** INTROVERSION
- **(N)** INTUITION
- **(F)** FEELING
- **(G)** PERCEIVING
- **(E)** EXTROVERSION
- **(S)** SENSING
- **(T)** THINKING
- **(J)** JUDGING
The following grid may be employed to help identify candidates’ likely suitability for project employment, but it is not a definitive instrument. Nevertheless, it may be a useful prelude to project selection interviews.

**The MBTI Grid and Suitability to Project Teamwork**

Potential project leaders covering four different styles

People most likely best suited as followers: 20-25%

People most likely unsuited to project work: 30-35%
The MBTI Grid as Seen from the Project Management Perspective

Explorer

INTJ 1%
- Compelling vision
- Self-confidence
- Strategic
- Creative
- Drive

INTP 1%
- Vision
- Concentrated
- Analytical
- Impatient
- Not a builder

ENTP 5%
- Alert to next move
- Analytical
- Good judge
- Too many projects
- Restless

ENTJ 5%
- Drive to lead
- Harnesses people
- Structured
- Pushes hard
- Enjoys responsibility

INFJ 1%
- Strong contributor
- Consistent
- Looks to future
- Enjoys problems
- Good at public relations

INFP 1%
- Idealistic
- Prefers values, not goals
- Perfectionist
- Impatient with detail

ENFP 5%
- Has influence
- Skilled with people
- Likes drama
- Emotional
- Gets team off track

ENFJ 5%
- Good leader
- Charismatic
- Cooperative
- Organised
- Good follower

ISFJ 6%
- Service oriented
- Works hard
- Dependable/responsible
- Likes stability
- Down-to-earth

ISFP 5%
- Hedonic
- Impulsive
- Not a planner
- Spender, not saver
- Insubordinate

ESFP 13%
- Adept at selling
- Excellent at PR
- Enjoys entertaining
- Impulsive
- Conceals problems

ESFJ 13%
- Sociable
- Interacts well
- Orderly
- Conscientious
- Needs appreciation

ISTJ 6%
- Practical, thorough
- Persevering
- Patient
- Decisive
- Not a risk taker

ISTP 7%
- Impulsive
- Thrives on excitement
- Hunger for action
- Irresponsible
- Dislike of authority

ESTP 13%
- Resourceful
- Manipulative
- Ruthless
- pragmatic
- No follow-through
- Antisocial

ESTJ 13%
- Responsible
- Dependable
- Highly organised
- Loyal, in tune
- Pillar of strength

Coordinator

S

Administrator
Personality Profile Descriptions

More detailed descriptions often contain these adjectives. If you have an X in your type, yours is a mixed or balanced type and will therefore contain elements from both of the two types that you have scored equally.

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<th>Quiet</th>
<th>Logical</th>
<th>Tactual</th>
<th>Thorough</th>
<th>Systematic</th>
<th>Dependable</th>
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<td>Responsible Empathetic Loyal Idealistic Personable Verbal Responsive Expressive Enthusiastic Energetic Diplomatic Concerned Supportive Congenial Sympathetic</td>
<td>Frank Logical Decisive Leader Rational Tough Informed Strategic Critical Controlled Challenging Straight-forward Objective Fair</td>
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