



PERSONALITY PROFILE

Created by Fred Littauer

Name: _____

DIRECTIONS: In each of the following rows of **four words across**, place an X in front of the **one** word that most often applies to you. Continue through all forty lines. Be sure each number is marked. If you are not sure of which word "most applies," ask a spouse or a friend, and think of what your answer would have been **when you were a child**. (Note: Definitions of test words are found inside.)

STRENGTHS

1	_____ Adventurous	_____ Adaptable	_____ Animated	_____ Analytical
2	_____ Persistent	_____ Playful	_____ Persuasive	_____ Peaceful
3	_____ Submissive	_____ Self-sacrificing	_____ Sociable	_____ Strong-willed
4	_____ Considerate	_____ Controlled	_____ Competitive	_____ Convincing
5	_____ Refreshing	_____ Respectful	_____ Reserved	_____ Resourceful
6	_____ Satisfied	_____ Sensitive	_____ Self-reliant	_____ Spirited
7	_____ Planner	_____ Patient	_____ Positive	_____ Promoter
8	_____ Sure	_____ Spontaneous	_____ Scheduled	_____ Shy
9	_____ Orderly	_____ Obliging	_____ Outspoken	_____ Optimistic
10	_____ Friendly	_____ Faithful	_____ Funny	_____ Forceful
11	_____ Daring	_____ Delightful	_____ Diplomatic	_____ Detailed
12	_____ Cheerful	_____ Consistent	_____ Cultured	_____ Confident
13	_____ Idealistic	_____ Independent	_____ Inoffensive	_____ Inspiring
14	_____ Demonstrative	_____ Decisive	_____ Dry humor	_____ Deep
15	_____ Mediator	_____ Musical	_____ Mover	_____ Mixes easily
16	_____ Thoughtful	_____ Tenacious	_____ Talker	_____ Tolerant
17	_____ Listener	_____ Loyal	_____ Leader	_____ Lively
18	_____ Contented	_____ Chief	_____ Chartmaker	_____ Cute
19	_____ Perfectionist	_____ Pleasant	_____ Productive	_____ Popular
20	_____ Bouncy	_____ Bold	_____ Behaved	_____ Balanced

WEAKNESSES

21	_____ Blank	_____ Bashful	_____ Brassy	_____ Bossy
22	_____ Undisciplined	_____ Unsympathetic	_____ Unenthusiastic	_____ Unforgiving
23	_____ Reticent	_____ Resentful	_____ Resistant	_____ Repetitive
24	_____ Fussy	_____ Fearful	_____ Forgetful	_____ Frank
25	_____ Impatient	_____ Insecure	_____ Indecisive	_____ Interrupts
26	_____ Unpopular	_____ Uninvolved	_____ Unpredictable	_____ Unaffectionate
27	_____ Headstrong	_____ Haphazard	_____ Hard to please	_____ Hesitant
28	_____ Plain	_____ Pessimistic	_____ Proud	_____ Permissive
29	_____ Angered easily	_____ Aimless	_____ Argumentative	_____ Alienated
30	_____ Naive	_____ Negative attitude	_____ Nervy	_____ Nonchalant
31	_____ Worrier	_____ Withdrawn	_____ Workaholic	_____ Wants credit
32	_____ Too sensitive	_____ Tactless	_____ Timid	_____ Talkative
33	_____ Doubtful	_____ Disorganized	_____ Domineering	_____ Depressed
34	_____ Inconsistent	_____ Introvert	_____ Intolerant	_____ Indifferent
35	_____ Messy	_____ Moody	_____ Mumbles	_____ Manipulative
36	_____ Slow	_____ Stubborn	_____ Show-off	_____ Skeptical
37	_____ Loner	_____ Lord over	_____ Lazy	_____ Loud
38	_____ Sluggish	_____ Suspicious	_____ Short-tempered	_____ Scatterbrained
39	_____ Revengeful	_____ Restless	_____ Reluctant	_____ Rash
40	_____ Compromising	_____ Critical	_____ Crafty	_____ Changeable

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Personality Test Word Definitions

(Adapted From Personality Patterns by Lana Bateman)

STRENGTHS

- | | | | |
|------------------|--|-------------------|--|
| 1. ADVENTUROUS | ♦One who will take on new and daring enterprises a determination to master them. | 12. CHEERFUL | ♦Consistently in good spirits and promoting happiness in others. |
| ADAPTABLE | ♦Easily fits and is comfortable in any situation. | CONSISTENT | ♦Stays emotionally on an even keel, responding as one might expect. |
| ANIMATED | ♦Full of life, lively use of hand, arm, and face gestures. | CULTURED | ♦One whose interests involve both intellectual and artistic pursuits, such as theatre, symphony, ballet. |
| ANALYTICAL | ♦Likes to examine the parts for their logical and proper relationships. | CONFIDENT | ♦Self-assured and certain of own ability and success. |
| 2. PERSISTENT | ♦Sees one project through to its completion before starting another. | 13. IDEALISTIC | ♦Visualizes things in their perfect form, and has a need to measure up to that standard himself. |
| PLAYFUL | ♦Full of fun and good humor. | INDEPENDENT | ♦Self-sufficient, self-supporting, self-confident and seems to have little need of help. |
| PERSUASIVE | ♦Convinces through logic and fact rather than charm or power. | INOFFENSIVE | ♦A person who never says or causes anything unpleasant or objectionable. |
| PEACEFUL | ♦Seems undisturbed and tranquil and retreats from any form of strife. | INSPIRING | ♦Encourages others to work, join, or be involved and makes the whole thing fun. |
| 3. SUBMISSIVE | ♦Easily accepts any other's point of view or desire with little need to assert his own opinion. | 14. DEMONSTRATIVE | ♦Openly expresses emotion, especially affection and doesn't hesitate to touch others while speaking to them. |
| SELF-SACRIFICING | ♦Willingly gives up his own personal being for the sake of, or to meet the needs of others. | DECISIVE | ♦A person with quick, conclusive, judgment-making ability. |
| SOCIABLE | ♦One who sees being with others as an opportunity to be cute and entertaining rather than as a challenge or business opportunity. | DRY HUMOR | ♦Exhibits "dry wit", usually humorous one-liners which can be sarcastic in nature. |
| 4. STRONG-WILLED | ♦One who is determined to have his own way. | DEEP | ♦Intense and often introspective with a distaste for surface conversation and pursuits. |
| CONSIDERATE | ♦Having regard for the needs and feelings of others. | 15. MEDIATOR | ♦Consistently finds himself in the role of reconciling differences in order to avoid conflict. |
| CONTROLLED | ♦Has emotional feelings but rarely displays them. | MUSICAL | ♦Participates in or has a deep appreciation for music, is committed to music as an artform, rather than the fun of performance. |
| COMPETITIVE | ♦Turns every situation, happening, or game into a contest and always plays to win! | MOVER | ♦Driven by a need to be productive, is a leader whom others follow, finds it difficult to sit still. |
| CONVINCING | ♦Can win you over to anything through the sheer charm of his personality. | MIXES EASILY | ♦Loves a party and can't wait to meet everyone in the room, never meets a stranger. |
| 5. REFRESHING | ♦Renews and stimulates or makes others feel good. | 16. THOUGHTFUL | ♦A considerate person who remembers special occasions and is quick to make a kind gesture. |
| RESPECTFUL | ♦Treats others with deference, honor, and esteem. | TENACIOUS | ♦Holds on firmly, stubbornly, and won't let go until the goal is accomplished. |
| RESERVED | ♦Self restraint in expression of emotion or enthusiasm. | TALKER | ♦Constantly talking, generally telling funny stories and entertaining everyone around, feeling the need to fill the silence in order to make others comfortable. |
| RESOURCEFUL | ♦Able to act quickly and effectively in virtually all situations. | TOLERANT | ♦Easily accepts the thoughts and ways of others without the need to disagree with or change them. |
| 6. SATISFIED | ♦A person who easily accepts any circumstance or situation. | 17. LISTENER | ♦Always seems willing to hear what you have to say. |
| SENSITIVE | ♦Intensively cares about others, and what happens. | LOYAL | ♦Faithful to a person, ideal, or job, sometimes beyond reason. |
| SELF-RELIANT | ♦An independent person who can fully rely on his own capabilities, judgment, and resources. | LEADER | ♦A natural born director, who is driven to be in charge, and often finds it difficult to believe that anyone else can do the job as well. |
| SPIRITED | ♦Full of life and excitement. | LIVELY | ♦Full of life, vigorous, energetic. |
| 7. PLANNER | ♦Prefers to work out a detailed arrangement beforehand, for the accomplishment of project or goal, and prefers involvement with the planning stages and the finished product rather than the carrying out of the task. | 18. CONTENTED | ♦Easily satisfied with what he has, rarely envious. |
| PATIENT | ♦Unmoved by delay, remains calm and tolerant. | CHIEF | ♦Commands leadership and expects people to follow. |
| POSITIVE | ♦Knows it will turn out right if he's in charge. | CHARTMAKER | ♦Organizes life, tasks, and problem solving by making lists, forms or graphs. |
| PROMOTER | ♦Urges or compels others to go along, join, or invest through the charm of his own personality. | CUTE | ♦Precious, adorable, center of attention. |
| 8. SURE | ♦Confident, rarely hesitates or wavers. | 19. PERFECTIONIST | ♦Places high standards on himself, and often on others, desiring that everything be in proper order at all times. |
| SPONTANEOUS | ♦Prefers all of life to be impulsive, unpremeditated activity, not restricted by plans. | PLEASANT | ♦Easy going, easy to be around, easy to talk with. |
| SCHEDULED | ♦Makes, and lives, according to a daily plan, dislikes his plan to be interrupted. | PRODUCTIVE | ♦Must constantly be working or achieving, often finds it very difficult to rest. |
| SHY | ♦Quiet, doesn't easily instigate a conversation. | POPULAR | ♦Life of the party and therefore much desired as a party guest. |
| 9. ORDERLY | ♦A person who has a methodical, systematic arrangement of things. | 20. BOUNCY | ♦A bubbly, lively personality, full of energy. |
| OBLIGING | ♦Accommodating. One who is quick to do it another's way. | BOLD | ♦Fearless, daring, forward, unafraid of risk. |
| OUTSPOKEN | ♦Speaks frankly and without reserve. | BEHAVED | ♦Consistently desires to conduct himself within the realm of what he feels is proper. |
| OPTIMISTIC | ♦Sunny disposition who convinces himself and others that everything will turn out all right. | BALANCED | ♦Stable, middle of the road personality, not subject to sharp highs or lows. |
| 10. FRIENDLY | ♦A responder rather than an initiator, seldom starts a conversation. | 21. BLANK | ♦A person who shows little facial expression or emotion. |
| FAITHFUL | ♦Consistently reliable, steadfast, loyal, and devoted sometimes beyond reason. | BASHFUL | ♦Shrinks from getting attention, resulting from self-consciousness. |
| FUNNY | ♦Sparkling sense of humor that can make virtually any story into an hilarious event. | BRASSY | ♦Showy, flashy, comes on strong, too loud. |
| FORCEFUL | ♦A commanding personality whom others would hesitate to take a stand against. | BOSSY | ♦Commanding, domineering, sometimes overbearing in adult relationships. |
| 11. DARING | ♦Willing to take risks; fearless, bold. | | |
| DELIGHTFUL | ♦A person who is upbeat and fun to be with. | | |
| DIPLOMATIC | ♦Deals with people tactfully, sensitively, and patiently. | | |
| DETAILED | ♦Does everything in proper order with a clear memory of all the things that happened. | | |

WEAKNESSES

Understanding Your Personality Profile Scores

Having transferred your checked words from the "Profile", page 1, to the scoring sheet on page 4, you should now have a pattern of your personality. Be sure to subtotal each column separately for strengths and for weaknesses.

Normal Healthy Patterns

Natural combinations of birth personalities are:

Sanguine/Choleric Choleric/Melancholy
Phlegmatic/Sanguine Melancholy/Phlegmatic

One of the two will be your dominant and the other will be your secondary. Most everyone has a dominant and a secondary, but the numbers may vary greatly. For example 32 Choleric, with 8 Melancholy would be described as a very strong Choleric with some Melancholy traits.

However, it is also quite possible to have more evenly balanced scores in two columns. One or two checks in the remaining two columns can generally be ignored as insignificant. Any test such as this can be assumed to have a ten percent margin of error, for the words simply represent how you perceive yourself. Normal healthy patterns are usually characterized by similar and balancing scores of strengths and weaknesses in any single column.

Unnatural Combinations

There are two combinations, though often seen, that are not natural:

1. Sanguine/Melancholy, and 2. Choleric/Phlegmatic

Either of these two appearing on the scoring sheet in significant numbers is evidence of a "personality mask" as they are diametrically opposite and are not natural birth personality combinations. They are

inevitably (1) the result of outside forces working in our life to make us conform to someone else's concept of who we should be or (2) put on in childhood to survive in a difficult or dysfunctional family living situation.

Causes of Masking

1. A **domineering parent** in childhood, constantly requiring the child to conform to the personality they want the child to have. A Melancholy/Choleric parent, for example, tries to make a spontaneous sanguine child into a meticulously neat melancholy.

2. An **alcoholic parent** in childhood, forcing unnatural pressures for the child to perform, or contribute to the household, often assuming parental roles not natural for a child or his God-given birth personality.

3. **Strong rejection feelings** in childhood. A child who does not feel the love of one parent, or especially true if it is both parents. Child will often try to "be perfect" for the unloving parent in order to win the love, attention, and approval so eagerly craved and needed by every child.

4. Any form of **emotional or physical abuse** will quickly teach the child that the only way to hope to stop the harsh treatment is to conform to the demands of the abusing parent.

5. **Childhood sexual interference** or violation is inevitably a cause of masking, particularly when perpetrated by a parent or a person playing the parental role. The child subconsciously rationalizes that maybe if I would just be good enough, they would leave me alone. This is especially true when the knowledge of these childhood experiences has been completely suppressed and unknown in adult life. This mask may be seen in a person with a high score in melancholy weaknesses, without a comparable number of strengths; or in a person with a high number of sanguine strengths without balancing weaknesses.

6. **Single Parent Home.** A child raised in a single parent home, especially a first born, may often be required to fulfill some of the roles of the absent parent. When these functions are not consistent with the child's natural personality, he is apt to put on a mask which he generally continues wearing in adult life.

7. **Birth Order.** Young parents frequently pour on their first child an overzealous energy to make that child conform to their concept of what he/she should be. When this does not coincide with the natural personality, masking may result.

8. **Legalistic Religious Home.** Intensely regulatory standards where appearance and conformance are required will often throttle a child's natural personality and zest for living, as the child learns to conform to legalism rather than respond to love.

9. A **domineering and controlling spouse** in adult life can have a similar effect as a domineering parent in childhood. This is most often seen, for example, when a strong melancholy/choleric husband tries to change a sanguine wife into his concept of what his wife should be, and how she should act. After a period of such control she may perceive herself to be melancholy/phlegmatic, when in fact it is nothing more than a mask to cope or survive in the marriage.

10. **Adult abuse or rejection** in marriage will often have the same effect in distorting the natural personality, as the lonely or hurting person puts on a mask and simply gives up.

Combination of Three

Any combination of three personalities indicates one must be a mask, for the reasons described above. Generally, the "center" of the three is the natural, and one of the "ends" is a mask. For example, for a person scoring relatively evenly in Sanguine/Choleric/Melancholy, the Choleric is generally the natural and either the Sanguine or the Melancholy is the mask, as you were not born with both. You should try to determine which is the real and which is the mask.

Frequently a person who knows you well can objectively review your two columns in question and help you better select the word that they feel describes you better. Or, you can think back to how you felt or would have answered as a child before life's experiences distorted your perception of yourself. Such a review of the words you selected will frequently transfer enough of them to another column to clearly define your correct and natural birth personalities.

Combination of Four

When your profile scores are fairly even across, there are two possibilities. **One**, you really don't know yourself and probably don't care; or you are phlegmatic, it doesn't matter, and you have trouble making choices. Or, **two**, you are "double masked". The way you perceive yourself has been so distorted by life's experiences that

you really don't know who you are. Refer to the Causes of Masking to see if any apply to you.

Remember, it takes a great deal of energy to wear a mask and live in a personality role that is not naturally yours. Our goal should be to take off the mask and live life to the fullest for which God created us.

Resources For Further Study

1. To Understand Personality Strengths and Weakness: **Personality Plus**, Florence Littauer, Fleming H. Revell Co
2. To Understand Masking: **Your Personality Tree**, Florence Littauer, Word Books
3. To Understand Effects of Childhood Trauma: **Freeing Your Mind from Memories that Bind**, Fred & Florence Littauer, and **The Promise of Healing**, Fred Littauer, Thomas Nelson Publishers
4. To Understand Children's Personalities: **Raising Christians, Not**

- Just Children**, Florence Littauer, Word Books
 5. To Understand Your Leadership Potential: **Put Power in Your Personality**, Florence Littauer, Fleming H. Revell Co.
 6. To Understand Personalities in the Workplace: **Personality Puzzle**, Florence Littauer & Marita Littauer, Fleming H. Revell Co
- These invaluable books are available at your Christian bookstore, or can be ordered direct by calling CLASS Book Service, 1-800-433-6633.

- 22. UNDISCIPLINED** ♦A person whose lack of order permeates most every area of his life.
- UNSYMPATHETIC** ♦Finds it difficult to relate to the problems or hurts of others.
- UNENTHUSIASTIC** ♦Tends to not get excited, often feeling it won't work anyway.
- UNFORGIVING** ♦One who has difficulty releasing or forgetting a hurt or injustice done to them, apt to hold onto a grudge.
- 23. RETICENT** ♦Unwilling or struggles against getting involved, especially when complex.
- RESENTFUL** ♦Often holds ill feelings as a result of real or imagined offenses.
- RESISTANT** ♦Strives, works against, or hesitates to accept any other way but his own.
- REPETITIOUS** ♦Retells stories and incidents to entertain you without realizing he has already told the story several times before, is constantly needing something to say.
- 24. FUSSY** ♦Insistent over petty matters or details, calling for great attention to trivial details.
- FEARFUL** ♦Often experiences feelings of deep concern, apprehension or anxiousness.
- FORGETFUL** ♦Lack of memory which is usually tied to a lack of discipline and not bothering to mentally record things that aren't fun.
- FRANK** ♦Straightforward, outspoken, and doesn't mind telling you exactly what he thinks.
- 25. IMPATIENT** ♦A person who finds it difficult to endure irritation or wait for others.
- INSECURE** ♦One who is apprehensive or lacks confidence.
- INDECISIVE** ♦The person who finds it difficult to make any decision at all. (Not the personality that labors long over each decision in order to make the perfect one.)
- INTERRUPTS** ♦A person who is more of a talker than a listener, who starts speaking without even realizing someone else is already speaking.
- 26. UNPOPULAR** ♦A person whose intensity and demand for perfection can push others away.
- UNINVOLVED** ♦Has no desire to listen or become interested in clubs, groups, activities, or other people's lives.
- UNPREDICTABLE** ♦May be ecstatic one moment and down the next, or willing to help but then disappears, or promises to come but forgets to show up.
- UNAFFECTIONATE** ♦Finds it difficult to verbally or physically demonstrate tenderness openly.
- 27. HEADSTRONG** ♦Insists on having his own way.
- HAPHAZARD** ♦Has no consistent way of doing things.
- HARD TO PLEASE** ♦A person whose standards are set so high that it is difficult to ever satisfy them.
- HESITANT** ♦Slow to get moving and hard to get involved.
- 28. PLAIN** ♦A middle-of-the road personality without highs or lows and showing little, if any, emotion.
- PESSIMISTIC** ♦While hoping for the best, this person generally sees the down side of a situation first.
- PROUD** ♦One with great self-esteem who sees himself as always right and the best person for the job.
- PERMISSIVE** ♦Allows others (including children) to do as they please in order to keep from being disliked.
- 29. ANGERED EASILY** ♦One who has a childlike flash-in-the-pan temper that expresses itself in tantrum style and is over and forgotten almost instantly.
- AIMLESS** ♦Not a goal-setter with little desire to be one.
- ARGUMENTATIVE** ♦Incites arguments generally because he is certain he is right no matter what the situation may be.
- ALIENATED** ♦Easily feels estranged from others often because of insecurity or fear that others don't really enjoy his company.
- 30. NAIVE** ♦Simple and child-like perspective, lacking sophistication or comprehension of what the deeper levels of life are really about.
- NEGATIVE ATTITUDE** ♦One whose attitude is seldom positive and is often able to see only the down or dark side of each situation.
- NERVY** ♦Full of confidence, fortitude, and sheer guts, often in a negative sense.
- NONCHALANT** ♦Easy-going, unconcerned, indifferent.
- 31. WORRIER** ♦Consistently feels uncertain, troubled, or anxious.
- WITHDRAWN** ♦A person who pulls back to himself and needs a great deal of alone or isolation time.
- WORKAHOLIC** ♦An aggressive goal-setter who must be constantly productive and feels very guilty when resting, is not driven by a need for perfection or completion but by a need for accomplishment and reward.
- WANTS CREDIT** ♦Thrives on the credit or approval of others. As an entertainer this person feeds on the applause, laughter, and/or acceptance of an audience.
- 32. TOO SENSITIVE** ♦Overly introspective and easily offended when misunderstood.
- TACTLESS** ♦Sometimes expresses himself in a somewhat offensive and inconsiderate way.
- TIMID** ♦Shrinks from difficult situations.
- TALKATIVE** ♦An entertaining, compulsive talker who finds it difficult to listen.
- 33. DOUBTFUL** ♦Characterized by uncertainty and lack of confidence that it will ever work out.
- DISORGANIZED** ♦Lack of ability to ever get life in order.
- DOMINEERING** ♦Compulsively takes control of situations and/or people, usually telling others what to do.
- DEPRESSED** ♦A person who feels down much of the time.
- 34. INCONSISTENT** ♦Erratic, contradictory, with actions and emotions not based on logic.
- INTROVERT** ♦A person whose thoughts and interest are directed inward, lives within himself.
- INTOLERANT** ♦Appears unable to withstand or accept another's attitudes, point of view or way of doing things.
- INDIFFERENT** ♦A person to whom most things don't matter one way or the other.
- 35. MESSY** ♦Living in a state of disorder, unable to find things.
- MOODY** ♦Doesn't get very high emotionally, but easily slips into low lows, often when feeling unappreciated.
- MUMBLES** ♦Will talk quietly under the breath when pushed, doesn't bother to speak clearly.
- MANIPULATIVE** ♦Influences or manages shrewdly or deviously for his own advantage, will get his way somehow.
- 36. SLOW** ♦Doesn't often act or think quickly, too much of a bother.
- STUBBORN** ♦Determined to exert his own will, not easily persuaded, obstinate.
- SHOW-OFF** ♦Needs to be the center of attention, wants to be watched.
- SKEPTICAL** ♦Disbelieving, questioning the motive behind the words.
- 37. LONER** ♦Requires a lot of private time and tends to avoid other people.
- LORD OVER** ♦Doesn't hesitate to let you know that he is right or is in control.
- LAZY** ♦Evaluates work or activity in terms of how much energy it will take.
- LOUD** ♦A person whose laugh or voice can be heard above others in the room.
- 38. SLUGGISH** ♦Slow to get started, needs push to be motivated.
- SUSPICIOUS** ♦Tends to suspect or distrust others or ideas.
- SHORT-TEMPERED** ♦Has a demanding impatience-based anger and a short fuse. Anger is expressed when others are not moving fast enough or have not completed what they have been asked to do.
- SCATTER-BRAINED** ♦Lacks the power of concentration, or attention, flighty.
- 39. REVENGEFUL** ♦Knowingly or otherwise holds a grudge and punishes the offender, often by subtly withholding friendship or affection.
- RESTLESS** ♦Likes constant new activity because it isn't fun to do the same things all the time.
- RELUCTANT** ♦Unwilling or struggles against getting involved.
- RASH** ♦May act hastily, without thinking things through, generally because of impatience.
- 40. COMPROMISING** ♦Will often relax his position, even when right, in order to avoid conflict.
- CRITICAL** ♦Constantly evaluating and making judgments, frequently thinking or expressing negative reactions.
- CRAFTY** ♦Shrewd, one who can always find a way to get to the desired end.
- CHANGEABLE** ♦A child-like, short attention span that needs a lot of change and variety to keep from getting bored.

PERSONALITY SCORING SHEET

NAME _____

STRENGTHS

	SANGUINE POPULAR		CHOLERIC POWERFUL		MELANCHOLY PERFECT		PHLEGMATIC PEACEFUL	
1	_____	Animated	_____	Adventurous	_____	Analytical	_____	Adaptable
2	_____	Playful	_____	Persuasive	_____	Persistent	_____	Peaceful
3	_____	Sociable	_____	Strong-willed	_____	Self-sacrificing	_____	Submissive
4	_____	Convincing	_____	Competitive	_____	Considerate	_____	Controlled
5	_____	Refreshing	_____	Resourceful	_____	Respectful	_____	Reserved
6	_____	Spirited	_____	Self-reliant	_____	Sensitive	_____	Satisfied
7	_____	Promoter	_____	Positive	_____	Planner	_____	Patient
8	_____	Spontaneous	_____	Sure	_____	Scheduled	_____	Shy
9	_____	Optimistic	_____	Outspoken	_____	Orderly	_____	Obliging
10	_____	Funny	_____	Forceful	_____	Faithful	_____	Friendly
11	_____	Delightful	_____	Daring	_____	Detailed	_____	Diplomatic
12	_____	Cheerful	_____	Confident	_____	Cultured	_____	Consistent
13	_____	Inspiring	_____	Independent	_____	Idealistic	_____	Inoffensive
14	_____	Demonstrative	_____	Decisive	_____	Deep	_____	Dry humor
15	_____	Mixes easily	_____	Mover	_____	Musical	_____	Mediator
16	_____	Talker	_____	Tenacious	_____	Thoughtful	_____	Tolerant
17	_____	Lively	_____	Leader	_____	Loyal	_____	Listener
18	_____	Cute	_____	Chief	_____	Chartmaker	_____	Contented
19	_____	Popular	_____	Productive	_____	Perfectionist	_____	Pleasant
20	_____	Bouncy	_____	Bold	_____	Behaved	_____	Balanced

SUB TOTALS _____

WEAKNESSES

21	_____	Brassy	_____	Bossy	_____	Bashful	_____	Blank
22	_____	Undisciplined	_____	Unsympathetic	_____	Unforgiving	_____	Unenthusiastic
23	_____	Repetitious	_____	Resistant	_____	Resentful	_____	Reticent
24	_____	Forgetful	_____	Frank	_____	Fussy	_____	Fearful
25	_____	Interrupts	_____	Impatient	_____	Insecure	_____	Indecisive
26	_____	Unpredictable	_____	Unaffectionate	_____	Unpopular	_____	Uninvolved
27	_____	Haphazard	_____	Headstrong	_____	Hard-to-please	_____	Hesitant
28	_____	Permissive	_____	Proud	_____	Pessimistic	_____	Plain
29	_____	Angered easily	_____	Argumentative	_____	Alienated	_____	Aimless
30	_____	Naive	_____	Nervy	_____	Negative attitude	_____	Nonchalant
31	_____	Wants credit	_____	Workaholic	_____	Withdrawn	_____	Worrier
32	_____	Talkative	_____	Tactless	_____	Too sensitive	_____	Timid
33	_____	Disorganized	_____	Domineering	_____	Depressed	_____	Doubtful
34	_____	Inconsistent	_____	Intolerant	_____	Introvert	_____	Indifferent
35	_____	Messy	_____	Manipulative	_____	Moody	_____	Mumbles
36	_____	Show-off	_____	Stubborn	_____	Skeptical	_____	Slow
37	_____	Loud	_____	Lord-over-others	_____	Loner	_____	Lazy
38	_____	Scatterbrained	_____	Short tempered	_____	Suspicious	_____	Sluggish
39	_____	Restless	_____	Rash	_____	Revengeful	_____	Reluctant
40	_____	Changeable	_____	Crafty	_____	Critical	_____	Compromising

SUB TOTALS _____

GRAND TOTAL _____

STRENGTHS

	SANGUINE-POPULAR	CHOLERIC-POWERFUL	MELANCHOLY-PERFECT	PHLEGMATIC-PEACEFUL
E M O T I O N S	Appealing personality Talkative, storyteller Life of the party Good sense of humor Memory for color Physically holds on to listener Emotional and demonstrative Enthusiastic and expressive Cheerful and bubbling over Curious Good on stage Wide-eyed and innocent Lives in the present Changeable disposition Sincere at heart Always a child	Born leader Dynamic and active Compulsive need for change Must correct wrongs Strong-willed and decisive Unemotional Not easily discouraged Independent and self-sufficient Exudes confidence Can run anything	Deep and thoughtful Analytical Serious and purposeful Genius prone Talented and creative Artistic or musical Philosophical and poetic Appreciative of beauty Sensitive to others Self-sacrificing Conscientious Idealistic	Low-key personality Easygoing and relaxed Calm, cool, and collected Patient, well balanced Consistent life Quiet, but witty Sympathetic and kind Keeps emotions hidden Happily reconciled to life All-purpose person
W O R K	Volunteers for jobs Thinks up new activities Looks great on the surface Creative and colorful Has energy and enthusiasm Starts in a flashy way Inspires others to join Charms others to work	Goal oriented Sees the whole picture Organizes well Seeks practical solutions Moves quickly to action Delegates work Insists on production Makes the goal Stimulates activity Thrives on opposition	Schedule oriented Perfectionist, high standards Detail conscious Persistent and thorough Orderly and organized Neat and tidy Economical Sees the problems Finds creative solutions Needs to finish what he starts Likes charts, graphs, figures, lists	Competent and steady Peaceful and agreeable Has administrative ability Mediates problems Avoids conflicts Good under pressure Finds the easy way
F R I E N D S	Makes friends easily Loves people Thrives on compliments Seems exciting Envid by others Doesn't hold grudges Apologizes quickly Prevents dull moments Likes spontaneous activities	Has little need for friends Will work for group activity Will lead and organize Is usually right Excels in emergencies	Makes friends cautiously Content to stay in background Avoids causing attention Faithful and devoted Will listen to complaints Can solve other's problems Deep concern for other people Moved to tears with compassion Seeks ideal mate	Easy to get along with Pleasant and enjoyable Inoffensive Good listener Dry sense of humor Enjoys watching people Has many friends Has compassion and concern

WEAKNESSES

	SANGUINE-POPULAR	CHOLERIC-POWERFUL	MELANCHOLY-PERFECT	PHLEGMATIC-PEACEFUL
E M O T I O N S	Compulsive talker Exaggerates and elaborates Dwells on trivia Can't remember names Scares others off Too happy for some Has restless energy Egotistical Blusters and complains Naive, gets taken in Has loud voice and laugh Controlled by circumstances Gets angry easily Seems phony to some Never grows up	Bossy Impatient Quick-tempered Can't relax Too impetuous Enjoys controversy and arguments Won't give up when losing Comes on too strong Inflexible Is not complimentary Dislikes tears and emotions Is unsympathetic	Remembers the negatives Moody and depressed Enjoys being hurt Has false humility Off in another world Low self-image Has selective hearing Self-centered Too introspective Guilt feelings Persecution complex Tends to hypochondria	Unenthusiastic Fearful and worried Indecisive Avoids responsibility Quiet will of iron Selfish Too shy and reticent Too compromising Self-righteous
W O R K	Would rather talk Forgets obligations Doesn't follow through Confidence fades fast Undisciplined Priorities out of order Decides by feelings Easily distracted Wastes time talking	Little tolerance for mistakes Doesn't analyze details Bored by trivia May make rash decisions May be rude or tactless Manipulates people Demanding of others End justifies the means Work may become his god Demands loyalty in the ranks	Not people oriented Depressed over imperfections Chooses difficult work Hesitant to start projects Spends too much time planning Prefers analysis to work Self-deprecating Hard to please Standards often too high Deep need for approval	Not goal oriented Lacks self-motivation Hard to get moving Resents being pushed Lazy and careless Discourages others Would rather watch
F R I E N D S	Hates to be alone Needs to be center stage Wants to be popular Looks for credit Dominates conversations Interrupts and doesn't listen Answers for others Fickle and forgetful Makes excuses Repeats stories	Tends to use people Dominates others Decides for others Knows everything Can do everything better Is too independent Possessive of friends and mate Can't say, "I'm sorry" May be right, but unpopular	Lives through others Insecure socially Withdrawn and remote Critical of others Holds back affection Dislikes those in opposition Suspicious of people Antagonistic and vengeful Unforgiving Full of contradictions Skeptical of compliments	Dampens enthusiasm Stays uninvolved Is not exciting Indifferent to plans Judges others Sarcastic and teasing Resists change

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