

Instructions: Please select from each pair of attributes the one which is most typical of your personality by circling the number. No pair is an either-or proposal. Make your choice as spontaneously as possible. There is no wrong answer.

1. I like action.
2. I deal with problems in a systematic way.

3. I believe that teams are more effective than individuals.
4. I enjoy innovation very much.

5. I am more interested in the future than in the past.
6. I enjoy working with people.

7. I like to attend well-organized group meetings.
8. Deadlines are important to me.

9. I cannot stand procrastination.
10. I believe that new ideas have to be tested before being used.

11. I enjoy the stimulation of interaction with others.
12. I am always looking for new possibilities.

13. I want to set up my own objectives.
14. When I start something, I go through until the end.

15. I basically try to understand other people's emotions.
16. I do challenge people around me.

17. I look forward to receiving feedback on my performance.
18. I find the step-by-step approach very effective.

19. I think I am good at reading people.
20. I like creative problem solving.

21. I extrapolate and project all the time.
22. I am sensitive to others' needs.

- 23. Planning is the key to success.
- 24. I become impatient with long deliberations.

- 25. I am cool under pressure.
- 26. I value experience very much.

- 27. I listen to people.
- 28. People say I'm a fast thinker.

- 29. Cooperation is a key word for me.
- 30. I use logical methods to test alternatives.

- 31. I like to handle several projects at the same time.
- 32. I always question myself.

- 33. I learn by doing.
- 34. I believe that my head rules my heart.

- 35. I can predict how others may react to a certain action.
- 36. I do not like details.

- 37. Analysis should always precede action.
- 38. I am able to assess the climate of a group.

- 39. I have a tendency to start things and not finish them up.
- 40. I perceive myself as decisive.

- 41. I search for challenging tasks.
- 42. I rely on observation and data.

- 43. I can express my feelings openly.
- 44. I like to design new projects.

- 45. I enjoy reading very much.
- 46. I perceive myself as a facilitator.

- 47. I like to focus on one issue at a time.
- 48. I like to achieve.

- 49. I enjoy learning about others.
- 50. I like variety.

- 51. Facts speak for themselves.
- 52. I use my imagination as much as possible.

- 53. I am impatient with long, slow assignments.
- 54. My mind never stops working.

- 55. Key decisions have to be made in a cautious way.
- 56. I strongly believe that people need each other to get work done.

- 57. I usually make decisions without thinking too much.
- 58. Emotions create problems.

- 59. I like to be liked by others.
- 60. I can put two and two together very quickly.

- 61. I try out my ideas on people.
- 62. I believe in the scientific approach.

- 63. I like to get things done.
- 64. Good relationships are essential.

- 65. I am impulsive.
- 66. I accept differences in people.

- 67. Communicating with people is an end in itself.
- 68. I like to be intellectually stimulated.

- 69. I like to organize.
- 70. I usually jump from one task to another.

71. Talking and working with people is a creative art.

72. Self-actualization is a key word for me.

73. I enjoy playing with ideas.

74. I dislike wasting time.

75. I enjoy doing what I'm good at.

76. I learn by interacting with others.

77. I find abstractions interesting and enjoyable.

78. I am patient with details.

79. I like brief, to the point statements.

80. I feel confident in myself.