



Look at the pairs of traits below. For each group of pairs, ask yourself which pair you most relate to and assign that pair a value of 4. Then for the pair of traits you least relate to assign a value of 1. You can't have the same value assigned to more than one set of traits. Then lastly decide a value of 3 and 2 for the trait pairs with 3 being the next highest value and 2, designating the trait just above the one which is least like you.

A Formal and exacting	4
B Active and effective	1
C Diplomatic and caring	3
D Social and outgoing	2

A Methodical and conventional	
B Forceful and goal orientated	
C Reliable and restrained	
D Amicable and good humored	

A Detailed and critical	
B Determined and daring	
C Calm and kind	
D Buoyant and light hearted	

A Logical and accurate	
B Persistent and vigorous	
C Familiar and stable	
D Talkative and challenging	

A Composed and specific	
B Direct and assertive	
C Accommodating and loyal	
D Sociable and cheerful	

A Thoughtful and reserved	
B Restless and self-assured	
C Empathic and sensitive	
D Expressive and lively	

A Analytical and formal	
B Resolute and bold	
C Faithful and helpful	
D Eloquent and persuasive	

A Cautious and traditional	
B Courageous and strong-willed	
C Watchful and considerate	
D Extroverted and personable	

A Restrained and discreet	
B Controlling and tenacious	
C Nurturing and selfless	
D Friendly and receptive	

A Shrewd and prudent	
B Forceful and determined	
C Supportive and good natured	
D Welcoming and helpful	

Add up all the A's and B's etc, until you have a number for each of the categories:

A Technical Developer.....Manager

B Performance Driver..... Entrepreneur

C Culture Supporter.....Coach

D Creative Champion..... Founder

