

PERSONAL STYLE INVENTORY  
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Just as every person has differently shaped feet and toes from every other person, so we all have differently "shaped" personalities. Just as no person's foot shape is "right" or "wrong," so no person's personality shape is right or wrong. The purpose of this inventory is to give you a picture of the shape of your preferences, but that shape, while different from the shapes of other persons' personalities, has nothing to do with mental health or mental problems.

The following items are arranged in pairs (a and b), and each member of the pair represents a preference you may or may not hold. Rate your preference for each item by giving it a score of 0 to 5 (0 meaning you *really* feel negative about it or strongly about the other member of the pair, 5 meaning you *strongly* prefer it or do not prefer the other member of the pair). The scores for a and b MUST ADD UP TO 5 (0 and 5, 1 and 4, 2 and 3, etc.). *Do not use fractions such as 2½.*

**I prefer:**

- 1a. \_\_\_\_ making decisions after finding out what others think.
- 1b. \_\_\_\_ making decisions without consulting others.
- 2a. \_\_\_\_ being called imaginative or intuitive.
- 2b. \_\_\_\_ being called factual and accurate.
- 3a. \_\_\_\_ making decisions about people in organizations based on available data and systematic analysis of situations.
- 3b. \_\_\_\_ making decisions about people in organizations based on empathy, feelings, and understanding of their needs and values.
- 4a. \_\_\_\_ allowing commitments to occur if others want to make them.
- 4b. \_\_\_\_ pushing for definite commitments to ensure that they are made.
- 5a. \_\_\_\_ quiet, thoughtful time alone.
- 5b. \_\_\_\_ active, energetic time with people.
- 6a. \_\_\_\_ using methods I know well that are effective to get the job done.
- 6b. \_\_\_\_ trying to think of new methods of doing tasks when confronted with them.
- 7a. \_\_\_\_ drawing conclusions based on unemotional logic and careful step-by-step analysis.
- 7b. \_\_\_\_ drawing conclusions based on what I feel and believe about life and people from past experiences.

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## PERSONAL STYLE INVENTORY SCORING SHEET

*Instructions:* Transfer your scores for each item of each pair to the appropriate blanks. Be careful to check the a and b letters to be sure you are recording scores in the right blank spaces. Then total the scores for each dimension.

Dimension		Dimension	
I	E	N	S
<i>Item</i>	<i>Item</i>	<i>Item</i>	<i>Item</i>
1b. _____	1a. _____	2a. _____	2b. _____
5a. _____	5b. _____	6b. _____	6a. _____
9a. _____	9b. _____	10a. _____	10b. _____
13a. _____	13b. _____	14a. _____	14b. _____
17a. _____	17b. _____	18a. _____	18b. _____
21b. _____	21a. _____	22a. _____	22b. _____
25b. _____	25a. _____	26b. _____	26a. _____
29b. _____	29a. _____	30a. _____	30b. _____
<b>Total I</b> _____	<b>Total E</b> _____	<b>Total N</b> _____	<b>Total S</b> _____

Dimension		Dimension	
T	F	P	J
<i>Item</i>	<i>Item</i>	<i>Item</i>	<i>Item</i>
3a. _____	3b. _____	4a. _____	4b. _____
7a. _____	7b. _____	8a. _____	8b. _____
11a. _____	11b. _____	12a. _____	12b. _____
15b. _____	15a. _____	16a. _____	16b. _____
19b. _____	19a. _____	20b. _____	20a. _____
23b. _____	23a. _____	24b. _____	24a. _____
27a. _____	27b. _____	28a. _____	28b. _____
31b. _____	31a. _____	32b. _____	32a. _____
<b>Total T</b> _____	<b>Total F</b> _____	<b>Total P</b> _____	<b>Total J</b> _____

- 8a. \_\_\_ avoiding making deadlines.
- 8b. \_\_\_ setting a schedule and sticking to it.
- 9a. \_\_\_ talking awhile and then thinking to myself about the subject.
- 9b. \_\_\_ talking freely for an extended period and thinking to myself at a later time.
- 10a. \_\_\_ thinking about possibilities.
- 10b. \_\_\_ dealing with actualities.
- 11a. \_\_\_ being thought of as a thinking person.
- 11b. \_\_\_ being thought of as a feeling person.
- 12a. \_\_\_ considering every possible angle for a long time before and after making a decision.
- 12b. \_\_\_ getting the information I need, considering it for a while, and then making a fairly quick, firm decision.
- 13a. \_\_\_ inner thoughts and feelings others cannot see.
- 13b. \_\_\_ activities and occurrences in which others join.
- 14a. \_\_\_ the abstract or theoretical.
- 14b. \_\_\_ the concrete or real.
- 15a. \_\_\_ helping others explore their feelings.
- 15b. \_\_\_ helping others make logical decisions.
- 16a. \_\_\_ change and keeping options open.
- 16b. \_\_\_ predictability and knowing in advance.
- 17a. \_\_\_ communicating little of my inner thinking and feelings.
- 17b. \_\_\_ communicating freely my inner thinking and feelings.
- 18a. \_\_\_ possible views of the whole.
- 18b. \_\_\_ the factual details available.
- 19a. \_\_\_ using common sense and conviction to make decisions.
- 19b. \_\_\_ using data, analysis, and reason to make decisions.
- 20a. \_\_\_ planning ahead based on projections.
- 20b. \_\_\_ planning as necessities arise, just before carrying out the plans.
- 21a. \_\_\_ meeting new people.
- 21b. \_\_\_ being alone or with one person I know well.
- 22a. \_\_\_ ideas.
- 22b. \_\_\_ facts.

- 23a. \_\_\_\_ convictions.
- 23b. \_\_\_\_ verifiable conclusions.
- 24a. \_\_\_\_ keeping appointments and notes about commitments in notebooks or in appointment books as much as possible.
- 24b. \_\_\_\_ using appointment books and notebooks as minimally as possible (although I may use them).
- 25a. \_\_\_\_ discussing a new, unconsidered issue at length in a group.
- 25b. \_\_\_\_ puzzling out issues in my mind, then sharing the results with another person.
- 26a. \_\_\_\_ carrying out carefully laid, detailed plans with precision.
- 26b. \_\_\_\_ designing plans and structures without necessarily carrying them out.
- 27a. \_\_\_\_ logical people.
- 27b. \_\_\_\_ feeling people.
- 28a. \_\_\_\_ being free to do things on the spur of the moment.
- 28b. \_\_\_\_ knowing well in advance what I am expected to do.
- 29a. \_\_\_\_ being the center of attention.
- 29b. \_\_\_\_ being reserved.
- 30a. \_\_\_\_ imagining the nonexistent.
- 30b. \_\_\_\_ examining details of the actual.
- 31a. \_\_\_\_ experiencing emotional situations, discussions, movies.
- 31b. \_\_\_\_ using my ability to analyze situations.
- 32a. \_\_\_\_ starting meetings at a prearranged time.
- 32b. \_\_\_\_ starting meetings when all are comfortable or ready.