

1. When the phone rings do you
 - a. Hurry to get to it first
 - b. hope someone else will answer
2. Are you more
 - a. Observant than introspective
 - b. introspective than observant
3. Is it worse to
 - a. Have your head in the clouds
 - b. be in a rut
4. With people are you usually more
 - a. Firm than gentle
 - b. gentle than firm
5. Are you more comfortable in making
 - a. Critical judgments
 - b. value judgments
6. Is clutter in the workplace something you
 - a. Take time to straighten up
 - b. tolerate pretty well
7. Is it your way to
 - a. Make up your mind quickly
 - b. pick and choose at some length
8. Waiting in line, do you often
 - a. Chat with others
 - b. stick to business
9. Are you more
 - a. Sensible than ideational
 - b. ideational than sensible
10. Are you more interested in
 - a. What is actual
 - b. what is possible
11. In making up your mind are you more likely to go by
 - a. Data
 - b. desires
12. In sizing up others do you tend to be
 - a. Objective and impersonal
 - b. friendly and personal
13. Do you prefer contracts to be
 - a. Signed, sealed and delivered
 - b. settled on a handshake
14. Are you more satisfied having
 - a. A finished product
 - b. work in progress
15. At a party, do you
 - a. Interact with many, even strangers
 - b. interact with a few friends

16. Do you tend to be more
 - a. Factual than speculative
 - b. speculative than factual
17. Do you like writers who
 - a. Say what they mean
 - b. use metaphors and symbolism
18. Which appeals to you more
 - a. Consistency of thought
 - b. harmonious relationships
19. If you must disappoint someone are you usually
 - a. Frank and straightforward
 - b. warm and considerate
20. On the job do you want your activities
 - a. Scheduled
 - b. unscheduled
21. Do you more often prefer
 - a. Final, unalterable statement
 - b. tentative, preliminary statements
22. Does interacting with strangers
 - a. Energize you
 - b. tax your reserves
23. Facts
 - a. Speak for themselves
 - b. illustrate principles
24. Do you find visionaries and theorists
 - a. Somewhat annoying
 - b. rather fascinating
25. In a heated discussion, do you
 - a. Stick to your guns
 - b. look for common ground
26. Is it better to be
 - a. Just
 - b. merciful
27. At work, is it more natural for you to
 - a. Point out mistakes
 - b. Try to please others
28. Are you more comfortable
 - a. After a decision
 - b. before a decision
29. Do you tend to
 - a. Say right out what's on your mind
 - b. keep your ears open
30. Common sense is
 - a. Usually reliable
 - b. frequently questionable

31. Children often do not
- a. Make themselves useful enough
 - b. exercise their fantasy enough
32. When in charge of others do you tend to be
- a. Firm and unbending
 - b. forgiving and lenient
33. Are you more often
- a. A cool-headed person
 - b. a warm-hearted person
34. Are you prone to
- a. Nailing things down
 - b. exploring the possibilities
35. In most situations are you more
- a. Deliberate than spontaneous
 - b. spontaneous than deliberate
36. Do you think of yourself as
- a. An outgoing person
 - b. a private person
37. Are you more frequently
- a. A practical sort of person
 - b. a fanciful sort of person
38. Do you speak more in
- a. Particulars than generalities
 - b. generalities than particulars
39. Which is more of a compliment
- a. "There's a logical person"
 - b. "There's a sentimental person"
40. Which rules you more
- a. Your thoughts
 - b. your feelings
41. When finishing a job, do you like to
- a. Tie up all the loose ends
 - b. move on to something else
42. Do you prefer to work
- a. To deadlines
 - b. just whenever
43. Are you the kind of person who
- a. Is rather talkative
 - b. doesn't miss much
44. Are you inclined to take what is said
- a. More literally
 - b. more figuratively
45. Do you more often see
- a. What's right in front of you
 - b. what can only be imagined

46. Is it worse to be
- a. A softy
 - b. hard-nosed
47. In trying circumstances are you sometimes
- a. Too unsympathetic
 - b. too sympathetic
48. Do you tend to choose
- a. Rather carefully
 - b. somewhat impulsively
49. Are you inclined to be more
- a. Hurried than leisurely
 - b. leisurely than hurried
50. At work do you tend to
- a. Be sociable with your colleagues
 - b. keep more to yourself
51. Are you more likely to trust
- a. Your experiences
 - b. your conceptions
52. Are you more inclined to feel
- a. Down to earth
 - b. somewhat removed
53. Do you think of yourself as a
- a. Tough-minded person
 - b. tender-hearted person
54. Do you value in yourself more that you are
- a. Reasonable
 - b. devoted
55. Do you usually want things
- a. Settled and decided
 - b. just penciled in
56. Would you say you are more
- a. Serious and determined
 - b. easy going
57. Do you consider yourself
- a. A good conversationalist
 - b. a good listener
58. Do you prize yourself
- a. A strong hold on reality
 - b. a vivid imagination
59. Are you drawn more to
- a. Fundamentals
 - b. overtones
60. Which seems the greater fault
- a. To be too compassionate
 - b. to be too dispassionate

61. Are you swayed more by
- a. Convincing evidence
 - b. a touching appeal
62. Do you feel better about
- a. Coming to closure
 - b. keeping your options open
63. Is it preferable mostly to
- a. Make sure things are arranged
 - b. just let things happen naturally
64. Are you inclined to be
- a. Easy to approach
 - b. somewhat reserved
65. In stories do you prefer
- a. Action and adventure
 - b. fantasy and heroism
66. Is it easier for you to
- a. Put others to good use
 - b. identify with others
67. Which do you wish more for yourself
- a. Strength of will
 - b. strength of emotion
68. Do you see yourself as basically
- a. Thick-skinned
 - b. thin-skinned
69. Do you tend to notice
- a. Disorderliness
 - b. opportunities for change
70. Are you more
- a. Routinized than whimsical
 - b. whimsical than routinized

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