

Example questions - Personality questionnaire

Personality questionnaires measure your behavioural preferences. They usually use various scales or types to describe this behaviour. Behavioural preferences rarely describe a person's only way to behave, but indicate their most typical behaviour in situations where they are not deliberately trying to modify it. Most people will be extremely uncomfortable in acting very different from their preferred behaviour, which is why a good personality match in a job is as important as having the right qualifications.

Notice: As there is no "right" or "wrong" when it comes to personality, there are no "model answers" to the questionnaire below.

Think about yourself at work and then, in each table below, select the *one* of the four statements that is most like you and the *one* that is least like you (leave the other two statements unmarked).

	Most Me	Least Me
I am outgoing	<input type="checkbox"/>	<input type="checkbox"/>
I am not afraid to criticize a bad suggestion	<input type="checkbox"/>	<input type="checkbox"/>
I like competition	<input type="checkbox"/>	<input type="checkbox"/>
I believe that the most important things are in the details	<input type="checkbox"/>	<input type="checkbox"/>

	Most Me	Least Me
Details often draw my attention away from other things	<input type="checkbox"/>	<input type="checkbox"/>
I like that others notice me	<input type="checkbox"/>	<input type="checkbox"/>
I prefer doing things over talking about them	<input type="checkbox"/>	<input type="checkbox"/>
I make sure things are done right	<input type="checkbox"/>	<input type="checkbox"/>

	Most Me	Least Me
I like to get going quickly	<input type="checkbox"/>	<input type="checkbox"/>
I often take the lead in a group	<input type="checkbox"/>	<input type="checkbox"/>
I don't like leaving things undone	<input type="checkbox"/>	<input type="checkbox"/>
I have trust in others	<input type="checkbox"/>	<input type="checkbox"/>

	Most Me	Least Me
If I find a discussion boring I stop listening	<input type="checkbox"/>	<input type="checkbox"/>
I believe that People's feelings are important	<input type="checkbox"/>	<input type="checkbox"/>
Details are not my strong side	<input type="checkbox"/>	<input type="checkbox"/>
I like theoretical discussions	<input type="checkbox"/>	<input type="checkbox"/>

You may notice that some choices are hard, because more than one – or none – of the statements seem most/least like you. This is quite normal and you should not be concerned, if you find some choices difficult to make.

Other formats

Personality questionnaires may also come in the so called "normative" format (the format above is called "ipsative"). Below are the same questions as above but in the normative format.

Read each statement and rate it on the scale to the right. Only select *one* of the options "strongly agree", "agree", "disagree" and "strongly disagree" for each question.

	Strongly Agree	Agree	Disagree	Strongly Disagree
I am outgoing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am not afraid to criticize a bad suggestion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I like competition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I believe that the most important things are in the details	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Details often draw my attention away from other things	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I like that others notice me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I prefer doing things over talking about them	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I make sure things are done right	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I like to get going quickly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I often take the lead in a group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I don't like leaving things undone	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have trust in others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
If I find a discussion boring I stop listening	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I believe that People's feelings are important	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Details are not my strong side	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I like theoretical discussions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>