

Personality Test

Compare the four words in each row. Circle the ONE that most describes you. Then add up the circles in each column.

Takes Charge	Entertaining	Supportive	Polite
Bold	Friendly	Satisfied	Precise
Likes to Get Things Done	Likes Attention	Likes to Serve Others	Likes to ask Why
Works hard	Daring	Indecisive	Logical
Relies on Self not others	Persuasive	Patient	Thinks it through
Demanding	Dramatic	Gentle	Orderly
Assertive	Personable	Passive	Perfectionist
Stubborn	Makes a good impression	Generous	Reserved
Does not give up	Adventurous	Good listener	Organized
Likes a challenge	Playful	Too Nice	Problem-solver
Strong-willed	Impulsive (acting before thinking it through)	Agreeable	Likes Routine
Pushy	Verbally manipulative	Avoids conflict	Pessimist
Independent	Exciting	Sympathetic	Suspicious
Out-spoken	Big Dreamer	Kind	Does quality work
Impatient	Spontaneous	Pleasant	Consistent
Determined	Lacks follow-through	Procrastinator	Critical

TOTAL

CIRCLED: _____

Total x 2: _____

D

I

S

C

SUMMARY OF THE FOUR STYLES

	D	I	S	C
Value to the Marriage Team	Initiates Change	Creates Enthusiasm	Builds Relationships	Pursues Excellence
Motivated by	RESULTS challenge and action	RECOGNITION approval and visibility	RELATIONSHIPS appreciation and service	BEING RIGHT quality and excellence
Using Time	Focus: NOW efficient use of time, likes to get to the point	Focus: FUTURE likes to rush to the next exciting thing	Focus: PRESENT enjoys spending time in personal interaction	Focus: PAST likes to work more slowly to ensure accuracy
Communicating	One-way, not a good listener, better at initiating communication	Enthusiastic, stimulating, often one-way, can inspire others	Two-way flow, a good listener, personable	Good listener, especially in relation to task details

	D	I	S	C
Emotional Response	Detached, independent	Highs and lows, excitable	Warm, friendly	Sensitive, careful
Making Decisions	DECISIVE Quick, action-oriented, always has a goal in mind	INTUITIVE Opportunistic, lots of wins and losses	INTERACTIVE Seeks the input of others, builds consensus	DELIBERATE Takes time to gather facts, thorough
Behavior under Tension	AUTOCRATIC	ATTACKS	ACQUIESCES	AVOIDS
Would Improve Effectiveness by	Listening	Pausing	Initiating	Adapting