

Quik-TIP

P

Strengths:
 Loyal
 Even Keel
 Content
 Tolerant
 Reliable

Weaknesses:
 Indecisive
 Detached
 Sluggish

I lead by diplomacy and mediation.

E

Strengths:
 Analytical
 Reserved
 Discerning
 Sensitive
 Detailed

Weaknesses:
 Perfectionistic
 Moody
 Unforgiving

I lead by precision and planning.

P
a
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e

People-Oriented **STYLE** Task-Oriented

T

Strengths:
 Convincing
 Charming
 Promotor
 Animated
 Resourceful

Weaknesses:
 Shallow
 Undisciplined
 Restless

I lead by inspiration and motivation.

R

Strengths:
 Decisive
 Positive
 Adventurous
 Leader
 Independent

Weaknesses:
 Brash/Bossy
 Stubborn
 Manipulative

I lead by purpose and by will.

A
c
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e

Column A	Total	Column B
It really bothers me when I sense that someone does not like me.	<input type="checkbox"/> <input type="checkbox"/> t <input type="checkbox"/>	When I communicate, I'm demonstrative and lively.
I am firm in my conclusions when I think I'm right.	<input type="checkbox"/> <input type="checkbox"/> r <input type="checkbox"/>	I communicate very passionately and forcefully.
I am not sure I really appreciate criticism.	<input type="checkbox"/> <input type="checkbox"/> e <input type="checkbox"/>	I am great at memos.
I am pretty tolerant of others.	<input type="checkbox"/> <input type="checkbox"/> p <input type="checkbox"/>	I am considerate toward coworkers and team members.
I often see life as a game or a competition.	<input type="checkbox"/> <input type="checkbox"/> r <input type="checkbox"/>	I do not mind risks.
I like to observe life and other people.	<input type="checkbox"/> <input type="checkbox"/> p <input type="checkbox"/>	I strive for security and stability.
I am genuinely objective with other people.	<input type="checkbox"/> <input type="checkbox"/> e <input type="checkbox"/>	I tend to be "by the book."
I like being the center of attention.	<input type="checkbox"/> <input type="checkbox"/> t <input type="checkbox"/>	I enjoy doing a variety of tasks.
I attentively read instruction manuals.	<input type="checkbox"/> <input type="checkbox"/> e <input type="checkbox"/>	I may disagree, but I probably will not say anything about it.
I can be haphazard in completing projects.	<input type="checkbox"/> <input type="checkbox"/> t <input type="checkbox"/>	I am glad I can influence others.
I am somewhat deliberate in my approach to projects and tasks.	<input type="checkbox"/> <input type="checkbox"/> p <input type="checkbox"/>	Sometimes I may be too considerate.
I aggressively pursue finishing tasks. I am ready to get it done.	<input type="checkbox"/> <input type="checkbox"/> r <input type="checkbox"/>	Other people consider me to be assertive.
I am often told that I am an excellent listener.	<input type="checkbox"/> <input type="checkbox"/> p <input type="checkbox"/>	I am persistent in completing tasks.
I am sensitive and aware of what others are saying.	<input type="checkbox"/> <input type="checkbox"/> e <input type="checkbox"/>	I tend to be thorough and systematic in my approach to tasks.
I have to work at focused listening.	<input type="checkbox"/> <input type="checkbox"/> t <input type="checkbox"/>	I may seem a little disorganized, but I'll get some help.
I am decisive in helping to remedy the issue.	<input type="checkbox"/> <input type="checkbox"/> r <input type="checkbox"/>	I'll will this thing to completion.
Once a job is done, I am ready to move on.	<input type="checkbox"/> <input type="checkbox"/> r <input type="checkbox"/>	I have a habit of taking on too many tasks at once.
I have lots of things going on at once.	<input type="checkbox"/> <input type="checkbox"/> t <input type="checkbox"/>	I would much rather have someone else handle all those details.
You can count on me to do what needs to be done.	<input type="checkbox"/> <input type="checkbox"/> p <input type="checkbox"/>	I don't tend to be extreme or excessive.
What is next on the list?	<input type="checkbox"/> <input type="checkbox"/> e <input type="checkbox"/>	Analyze this! (That's me.)

Total Values of:

Boxes marked "p" _____

Boxes marked "e" _____

Boxes marked "t" _____

Boxes marked "r" _____

Column A	Total	Column B
I am very social.	<input type="checkbox"/> <input type="checkbox"/> t <input type="checkbox"/>	I generally see the good side of life.
I do not initiate most of my relationships.	<input type="checkbox"/> <input type="checkbox"/> e <input type="checkbox"/>	I am a realist, even to the point of seeming pessimistic.
People say that I have a pleasing demeanor.	<input type="checkbox"/> <input type="checkbox"/> p <input type="checkbox"/>	I am not all that demanding.
I cultivate relationships that help me get things done.	<input type="checkbox"/> <input type="checkbox"/> r <input type="checkbox"/>	I am direct in dealing with people and situations.
I have trouble saying no to people who request my help.	<input type="checkbox"/> <input type="checkbox"/> p <input type="checkbox"/>	I adapt well to change.
It is important to me to know everyone in my group.	<input type="checkbox"/> <input type="checkbox"/> t <input type="checkbox"/>	I am known as spontaneous in the crunch.
I will make great personal sacrifice to help others.	<input type="checkbox"/> <input type="checkbox"/> e <input type="checkbox"/>	Don't surprise me. Give me a chance to process the change.
It bothers me when I feel someone is taking advantage of me.	<input type="checkbox"/> <input type="checkbox"/> r <input type="checkbox"/>	Opportunities to try something no one else has tried motivates me.
There are many people who call me friend.	<input type="checkbox"/> <input type="checkbox"/> t <input type="checkbox"/>	Before a decision, I want to know what everyone else thinks.
My friendships are usually quite deep.	<input type="checkbox"/> <input type="checkbox"/> p <input type="checkbox"/>	People may think I am indecisive.
I usually take the lead in my friendships.	<input type="checkbox"/> <input type="checkbox"/> r <input type="checkbox"/>	I am ready to act! Let's go.
I am an extremely loyal friend.	<input type="checkbox"/> <input type="checkbox"/> e <input type="checkbox"/>	To help decide, let's focus in on the facts.
I am confident in my ability to make things work.	<input type="checkbox"/> <input type="checkbox"/> r <input type="checkbox"/>	I am innovative in my approach.
I believe I am very patient with life.	<input type="checkbox"/> <input type="checkbox"/> p <input type="checkbox"/>	Convince me it is a better way, and I'll do it.
I am good at convincing others.	<input type="checkbox"/> <input type="checkbox"/> t <input type="checkbox"/>	I am resourceful in my problem solving.
I make lots of lists and schedules.	<input type="checkbox"/> <input type="checkbox"/> e <input type="checkbox"/>	Procedures are my friend.
My standards are extremely high.	<input type="checkbox"/> <input type="checkbox"/> e <input type="checkbox"/>	I recognize and accept the role of authority in my life.
The bottom line is the bottom line, as far as I'm concerned.	<input type="checkbox"/> <input type="checkbox"/> r <input type="checkbox"/>	If a rule interferes with a task, it needs to be changed.
Friends tell me I am easy to please.	<input type="checkbox"/> <input type="checkbox"/> p <input type="checkbox"/>	I respect those over me, and I keep them apprised of my progress.
It turned out okay. At least we are finished.	<input type="checkbox"/> <input type="checkbox"/> t <input type="checkbox"/>	I am good at inspiring people to pull together.

Total Values of:

Boxes marked "p" _____

Boxes marked "e" _____

Boxes marked "t" _____

Boxes marked "r" _____

Temperament Inventory Profile

The profile on pages 2 and 3 is comprised of 80 statements. The statements are divided into twenty sets of four statements. Each set of statements is contained in its own color bar. **Respond to the statements in each color bar as a group**, scoring the statements 4-3-2-1 in the box nearest to that statement.

As you respond, you may want place yourself in a home, work, school, or church setting to observe what you would do or think. (i.e. At work, I...)

Choose the statement in each group that *most* describes you, and mark it as a **4**. Choose the statement that next best describes you and mark it as a 3 in the box to its right. Continue with the two remaining statements, marking each as either a 2 or a 1. Do not leave any boxes blank. Here is an example:

	Column A	Total	Column B
I am very social.	4	7 _t	3
I do not initiate most of my relationships.	1	3 _e	2
People say that I have a pleasing demeanor.	2	6 _p	4
I cultivate relationships that help me get things done.	3	4 _r	1

Make sure you take each set of questions in the column and color bar as its own separate group.

When you have completed all the questions on the page, go back and add the two values in each line. Place the total in the **center** box, as indicated. (For instance, in the first line “4” from Column A plus “3” from Column B totals “7.” Place a “7” in the center box.)

In each center box is a letter “p,” “e,” “t,” or “r.” Add all the “p” boxes together and place the value on the corresponding line at the bottom of the page. Do the same for the values in all the “e,” “t,” and “r” boxes as well. Transfer the totals for each letter to the boxes below and total.

	P	E	T	R
Page 2				
Page 3				
Total				

To better understand your temperament, look at the diagram on page 4. The colors in the boxes correspond with the colors on the diagram above. That is your temperament. (Note: Most people score highest in two of the temperament categories. Generally, your highest score is your dominant temperament and the second highest score is generally your modifying temperament.) No one has “all” the temperaments.