



#1 - *Helping HELPER*

You are easy to approach and like to get along with people.

You are very uncomfortable in controversial positions.

You prefer situations where you can be of service to people.

You prefer situations with procedures that can be followed calmly/methodically.

You believe that there's more to winning a race than speed.

You Probably

- **look for acceptance when working with others**
 - **are reserved and supportive**
 - **fear a loss of stability**
 - **follow established procedures and proven practices**
 - **follow tasks through to completion**
 - **are concrete, specific, and practical**
 - **prefer to complete a limited/specific tasks in a comfortable time period**
 - **become submissive when under pressure**
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#2 - *Socialising HELPER*

You are one of the most accepting of all the personality styles.

You enjoy being around people but prefer the focus to be on them not you.

You have a naturally warm disposition.

You are adept at starting and sustaining harmonious relationships.

You are understanding, supportive, a natural listener, good at building relationships.

You Probably

- **project a warm, caring attitude**
- **prefer warm and caring people**
- **enjoy displays of affection and approval**
- **dislike aggression and conflict**
- **often serve as a 'sounding board' for others**
- **are turned off by confusion or complexity**
- **tend to be overly helpful and sympathetic**
- **are more expressive or emotional under pressure**



#3 - Analysing HELPER

You are a private person and prefer a stable environment.

You prefer fewer, more predictable and stable interactions.

You approach tasks and change cautiously.

You like to do what you 'know' - and 'know' what you do.

You are detailed and dislike ambiguity, changes, and surprises.

You Probably

- **like checklists and schedules**
- **prefer familiar relationships, situations and tasks**
- **dislike unpredictable or unmanageable changes**
- **minimise risk before taking action**
- **prefer to think hard before acting or reacting**
- **have a defined scope of interests and activities**
- **get very cautious when under pressure**
- **are VERY detail oriented**

4 - Directing HELPER

You are identified by your busy, industrious approach to tasks.

You are constantly active at work or at play and display lots of energy.

You are driven and goal-oriented.

You like schedules and meeting deadlines.

You take a disciplined, step-by-step approach to getting things done.

You Probably

- **enjoy being industrious**
- **dive into your work with enthusiasm**
- **are somewhat competitive**
- **break tasks down into 'chunks'**
- **like concrete, short-term results**
- **like personal rewards and recognition**
- **become rigid and guarded when under pressure**
- **have a tendency to take on more than you can handle**



#5 - *Helping SOCIALISER*

You are warm and approachable.

You make others feels comfortable and wanted.

You are a natural conversationalist who listens and expresses yourself with ease.

You enjoy many different people and different situations — the more, the merrier.

You are an esteem builder and a cheerleader.

You Probably

- **are empathetic and project genuine concern for others**
 - **avoid conflict and tension**
 - **listen to people's feelings and like sharing yours**
 - **show confidence and trust in people**
 - **prefer people-oriented, positive work environments**
 - **are submissive under pressure and have difficulty saying 'no' to people**
 - **don't mind looking to others to provide direction**
 - **interpret conflict as a personal rejection**
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#6 - *Socialising SOCIALISER*

You like being friendly and you're fun to be with.

Being the 'life of the party' energizes you, and if there is no party, you create one.

You like recognition, and without it you lose interest and energy.

You are very receptive to change and as a result infuse others with enthusiasm.

You are a quick decision-maker and exude personal warmth.

You Probably

- **seek to avoid conflicts at all costs**
- **are exuberant, emotional, outgoing, optimistic, and praise others**
- **give free rein to your emotions**
- **are very liberal with your use of time**
- **overlook physical, emotional, and philosophical differences**
- **start a lot of activities than you don't finish**
- **are sentimental and even careless under pressure**
- **prefer to avoid extensive detail**



#7 - Analysing SOCIALISER

You are a people-oriented thinker.

You have high expectations for yourself and others.

You like to make good impressions and believe that style is as important as content.

You show an admirable balance between thinking and feeling, analytical and intuitive.

You have the ability to develop relationships with a wide range of people.

You Probably

- **like to do things with flair**
- **judge people by their ability to make things happen**
- **work harder when bigger risks or rewards are at stake**
- **like to share work and goals with others**
- **want to do things the 'best' way**
- **are concerned about looking bad**
- **can be impatient and short-tempered under pressure**
- **tend to underestimate the time and effort required to finish something**

#8 - Directing SOCIALISER

You are exuberant, bubbly, and well spoken.

You are very persuasive and have an ability to attract others!

You are good at cultivating relationships and have a network of 'contacts'.

You love being a spokesperson or presenter of new ideas.

You motivate people by appealing to their emotions hopes, dreams, and fascinations.

You Probably

- **admire people who express themselves well**
- **disliking routines, slow paces, and needless details**
- **exude a positive, enthusiastic outlook on life**
- **are persuasive and inspirational**
- **trust others quickly and give them a lot of latitude**
- **can be evasive when under pressure**
- **focus on the big picture as opposed to the details**
- **are impulsive during conflict or negotiations**



#9 - *Helping ANALYSER*

You like to work independently on familiar tasks.

You prefer to avoid being embarrassed by inferior work or other surprises.

You are restrained, diplomatic, accommodating.

You are a true perfectionist.

You always see a better way and a worse way of doing things.

You Probably

- **follow established expectations and rules**
- **attend precisely to details and follow-through**
- **dislike opposition, hostility, and adversity**
- **tend to be restrained and can be judgemental**
- **are comfortable in administrative or supporting roles**
- **are reserved, perhaps even secretive, when under pressure**
- **tend to avoid 'risky' situations preferring stability and clarity**
- **are careful in expressing your thoughts**

#10 - *Socialising ANALYSER*

You are a highly analytical, quick-thinking person

You can relate very well to people if you want to.

You prefer a private lifestyle with a limited number of close friends and co-workers.

Your self-esteem is tied up in what you do and how well you do it.

You are very sensitive as to how others view you and your work.

You Probably

- **are tense when under pressure**
- **having a natural curiosity about people**
- **underestimate the time required to complete tasks**
- **are intuitive and observant about situations and people**
- **associate your self-worth with your work**
- **are intrigued by concepts, ideas, and processes - an 'idea' person**
- **can be very intense**
- **tend to be impatient with yourself and others**



#11 - *Analysing* ANALYSER

You are an individualist and a bit of a loner.

You tend to be formal, quiet, and detached from people.

You like to be in control of your work so you can minimise things going wrong.

You are cautious and intense, and value precision and accuracy.

You evaluate others on how well and consistently they deliver on their promises.

You Probably

- **have a reputation for acting and thinking logically and like to be right**
- **like accumulating data, research, and information**
- **avoid those who are irrational, volatile, or overly direct**
- **emphasise reason and logic**
- **worry excessively when under pressure**
- **indecisive when dealing with complex or risky situations**
- **are deeply affected by criticism**
- **are less communicative than many and are demanding and critical of yourself**

#12 - *Directing* ANALYSER

You are a creator - not a follower and resent constraints that limit your performance.

You like to be in personal in control.

You're more into controlling procedures than controlling people.

You can never get 'too much' quality, discovery, or originality.

You are very sensitive to conflict especially when your goals are affected.

You Probably

- **take calculated risks when making decisions**
- **appear to be focused and self-controlled with others**
- **are very alert to conflict and resistance**
- **prefer to work alone or work with people of your choosing**
- **fear losing your autonomy and individuality**
- **enjoying planning, monitoring, and measuring**
- **tend to procrastinate when under pressure**
- **tend to overanalyse and can be overly self-critical**



#13 - *Helping DIRECTOR*

You are an industrious go-getter who focuses on goals and proceeds at full-speed.

You can be very supportive of others especially if it will help achieve your objectives.

You place a great deal of importance on completing tasks from start to finish.

You prefer to work by yourself when you can.

You seem to be in constant motion and totally engrossed in your projects.

You Probably

- **dislike being told what, when and how to do something**
- **are reluctant to change what you think or how you feel**
- **delegate tasks only if absolutely necessary**
- **like pushing yourself to new levels or in new directions**
- **insist that things be completed on schedule**
- **become tenacious when under pressure**
- **are competitive and very focused on everything you do**
- **are very 'black & white' in your decision making**

#14 - *Socialising DIRECTOR*

You have a strong need for control and independence.

You are goal oriented and risk friendly.

You are very wary of anyone who might take advantage of you or beat you to a goal.

You often find yourself surrounded by people who are attracted to your charisma.

You like results even more than people.

You Probably

- **are very tenacious**
- **like to make things happen and happen quickly**
- **focus on successes and strengths and downplay mistakes and weaknesses**
- **cut corners to reach your goals more quickly and efficiently**
- **are forceful and less team-oriented under pressure**
- **are often impatient when dealing with complex situations**
- **prefer short-term projects to long-term projects**
- **have a tendency to 'force-fit' solutions**



#15 - Analysing DIRECTOR

You are future-oriented 'possibility' person.

You like to accomplish the unusual.

You are often bored with day-to-day routines and details.

Your goals and standards are generally more rigorous than those of most people.

You can be quite self-critical—even unrealistically demanding of yourself.

You Probably

- **want to change the way things are done**
- **perform to your own standards**
- **seek control over people, situations, and procedures**
- **do not express your innermost thoughts and feelings**
- **fear you won't meet your self-imposed requirements**
- **are demanding and even more detached under pressure**
- **have very high expectations and are often hard on yourself**
- **appear aloof and calculating**

#16 - Directing DIRECTOR

You are motivated by new opportunities, by the thrill of 'the chase'.

You speak your mind and you do take risks.

You are who's driven to pursue his or her own ideas and interests.

You are often an entrepreneur or manager.

You have a fierce desire to win but then you quickly move on to new conquests.

You Probably

- **want to do things your way - have a strong need to control**
- **dislike inaction and predictability**
- **dislike the status quo**
- **love to take on new challenges**
- **want to pursue your own path**
- **take charge of most situations**
- **decide things yourself - whether others agree or not**
- **stop listening and can become dictatorial under pressure**