Discover Your Personality Style?

circle a number for each statement

1 How are you organized?

1. While on vacation I prefer to...		
be spontaneous	1 - 2 ↔ 4 - 5	follow a set plan
2. I prefer to set guidelines that are...		
general	1 - 2 ↔ 4 - 5	specific
3. I prefer to...		
leave my options open	1 - 2 ↔ 4 - 5	settle things now
4. I prefer projects that have...		
variety	1 - 2 ↔ 4 - 5	routine
5. I like to...		
play it by ear	1 - 2 ↔ 4 - 5	stick to a plan
6. I find routine...		
boring	1 - 2 ↔ 4 - 5	restful
7. I accomplish tasks best...		
by working it out as I go	1 - 2 ↔ 4 - 5	by following a plan

Total ____ **This is your "O" score;** *Transfer this # to Response Form*

2 How are you energized?

1. I'm more comfortable...		
doing things for people	1 - 2 ↔ 4 - 5	being with people
2. When doing a task, I tend to...		
focus on the goal	1 - 2 ↔ 4 - 5	focus on relationships
3. I get more excited about...		
advancing a cause	1 - 2 ↔ 4 - 5	creating community
4. I feel I have accomplished something when I have...		
gotten a job done	1 - 2 ↔ 4 - 5	built a relationship
5. It is more important to start a meeting...		
on time	1 - 2 ↔ 4 - 5	when everyone gets there
6. I'm more concerned with...		
meeting a deadline	1 - 2 ↔ 4 - 5	maintaining the team
7. I place a higher value on...		
action	1 - 2 ↔ 4 - 5	communication

Total ____ **This is your "E" score;** *Transfer this # to Response Form*

Chart Your Personality Style!

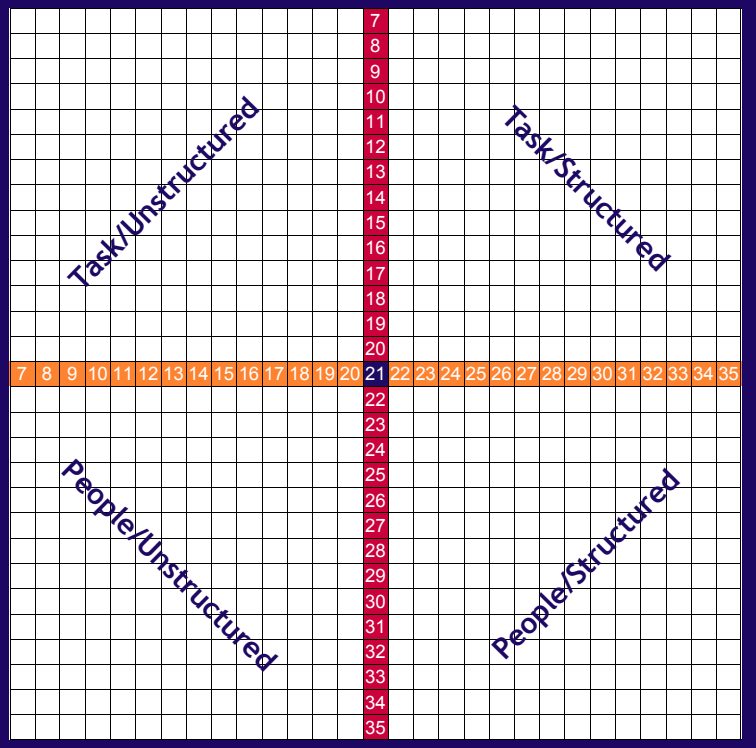
3

- On the grid below, place an X in the box that corresponds to the intersection of your **"O" and "E" scores.**
- Read the description of the quadrant your personal style falls into. The further you are from the center (21) the stronger your personal style in that quadrant.
- Record your Personality Style in your 1st Serve Response form by writing in your "O" and "E" scores

Task/Unstructured
You are energized by doing things, preferring to serve in a freeform environment

Task/Structured
You are energized by doing things, preferring an environment with clear expectations

"E" task-oriented



"O" unstructured

"O" structured

people-oriented "E"

People/Unstructured
You are energized by being with people, preferring to serve in a freeform environment

People/Structured
You are energized by being with people, preferring an environment with clear expectations