

A SHORT PERSONALITY TEST

Beginning at the next page, is a short test of personality. The test measures personality preferences and provides 'typologies' along Jungian lines. This means that it measures your preferences on four dimensions of (normal) personality. For each dimension, you choose between two alternatives. These alternatives are:

Extraversion or Introversion
Sensing or Intuition
Thinking or Feeling
Judging or Perceiving

If you do not yet know what these dimensions represent, you need to go back to the file labelled **Jung's Personality Theory** - before or after taking the test - it doesn't matter which.

There are, of course, many tests of this sort available on the web. However, the one below (the TBI6B) is unusual in that it measures personality both in social life and when at work.

My research over many years suggests strongly that personality when socialising can be regarded as the nearest to a 'true' personality. And that many people, when at work, have to adopt the behaviours of a very different personality type. Some people seem to find this a problem - even a source of stress - while others are happy to adopt a changeable persona.

You will be able to work out your own personality type(s) below. And, at the very end of the test, there is a list of some of the supposed characteristics of each of the sixteen possible typologies.

Note that all sixteen typologies represent normal personality preferences. All are equally valid.

If you want to know more, you can contact me on [CONTACT DETAILS HERE](#) There will be a small charge, for a detailed report, to cover costs.

THE TYPOTYPICAL BEHAVIOUR INDEX (TBI)

SHORT VERSION 6B

The Purpose of the TBI

The TBI is designed to help you to understand more about your personality preferences. Including their relative strengths. Knowing your preferences can help you to understand yourself and others better, it can help you discover your special strengths, the kinds of things you might enjoy and do best, and how to relate to people with different preferences. There are many other tests that have similar aims, of course, but most other tests only try to measure 'basic personality' (or personality 'in every situation'): they overlook the way that we differ in different situations. What is distinctive about the TBI is that it measures your personality in two situations. First, when socialising and, second, at work.

How to Respond to Questions

Directly below are questions, divided into two sections. Each question provides you with a choice between two words or two sentences. In each case you will have a choice of five preference options. If you have a clear, or strong preference for the word or sentence on the left, put an x in the 1 column of the corresponding answer sheet (opposite the appropriate number, of course). If you have a slight to moderate preference for the word/sentence on the left, mark column 2. If your preference is just about equal, mark column 3. If you have a slight to moderate preference for the word/sentence on the right, mark column 4. And if you have a clear, or strong preference for the word/sentence on the right, mark column 5. Do not mark the questionnaire!

For some questions, you may find it more helpful to decide how **often** you would carry out the actions, or have the feelings and so on, that are depicted. Thus, for example, if you would carry out the action depicted in the left-hand sentence **clearly** more often than that on the right, mark column 1. If you would carry out the action depicted in the left-hand sentence **rather** more often than the alternative, mark column 2. If you consider that you would act in the two alternate ways depicted more-or-less equally often, mark column 3 and so on. Read each question carefully, but don't think too long about any question.

Try to avoid over-marking column 3 because you can't be bothered to think about what your real preferences are: a mark on column 3 should always indicate a **genuine equality** of the two answers for you. Remember that there are no 'right' or 'wrong' answers to these questions. They are designed to help you understand your everyday **preferences** in terms of how you see the world, how you take in information and how you make decisions.

Social Life

The questions in this first section are designed to help you to understand more about how you behave in your social environment – with friends and acquaintances. How you see your social life, take in things there and make decisions about it. And to know more about your strengths and possible weaknesses when relating to friends and as a friend.

Now spend a few moments thinking about your social life. For example, about how you feel when out with a few, or many friends, when setting out on a date, when in the middle of a party, when entertaining friends or when eating out. When you are ready, respond to the questions in this section. You will find that the questions are specifically directed towards your feelings, behaviours and attitudes and towards your preferences for taking things in and for making decisions when socialising.

1. Do you feel that being with a large group of friends tends to:

Energise you 1__2__3__4__5 Drain you of energy

2. When making something for friends, or planning a social event, are you more:

Practical 1__2__3__4__5 Creative

3. Are your interactions with friends and acquaintances generally more:

Unemotional 1__2__3__4__5 Kind

4. When spending a day out with friends, are you more likely to:

Plan out the day 1__2__3__4__5 Just let the day happen

5. In group situations, do you more often want friends and acquaintances to:

Rely on your social skills 1__2__3__4__5 Respect your privacy

6. When socialising, are you more suited to:

Assisting with pre-planned preparations 1__2__3__4__5 Responding to the unexpected

7. On what basis do you make decisions about your social life:

Available facts and analysis 1__2__3__4__5 Empathy, and understanding

8. To what extent, in your social life, do you prefer to:

Plan ahead, and anticipate outcomes 1__2__3__4__5 Plan as/if the need arises

9. To what extent, when with friends and acquaintances, do you prefer:

Being the centre of attention 1__2__3__4__5 Keeping out of the limelight

10. When you unpack a new gadget at home, you:

Read the instructions carefully before using it 1__2__3__4__5 Start it up; never mind the instructions!

11. Which of the following words better describes your behaviour in your social life:

Logic 1__2__3__4__5 Values

12. To what degree, in your social life, are you more:

Organised 1__2__3__4__5 Spontaneous

13. Which do you find more relaxing in your social life:

Being with friends 1__2__3__4__5 Time out by yourself

14. The most important part of one's social life is:

Attention to detail 1__2__3__4__5 Attention to creativity

15. When you argue with friends, to what degree are you:

More impressed by principles than emotions 1__2__3__4__5 More impressed by emotions than principles

16. Can you confidently write dates in your social calendar or diary?

Yes 1__2__3__4__5 What diary?

17. The proper number for an enjoyable social evening is:

More than twenty 1__2__3__4__5 Perhaps four to six

18. To what degree do you prefer your social life to be:

Fixed and decided 1__2__3__4__5 Flexible and open-ended

19. The most important part of a social gathering is:

The discussion of topics of interest 1__2__3__4__5 The good feeling generated

20. Parties should:

Start and end on schedule 1__2__3__4__5 Just evolve, to no particular time plan

21. Which of the following words more often describes your behaviour or demeanour in your social life:

Lively 1__2__3__4__5 Calm

22. Overall, when with friends, are you:

A hands-on, and practical person 1__2__3__4__5 Good at ideas and imaginative,

23. When push comes to shove in your social life, do you usually find that you need to determine things on the basis of:

Fairness and what is most logical 1__2__3__4__5 Creating the greatest satisfaction for most people

24. Which part of a social task or event do you enjoy more:

Getting off to an early start 1__2__3__4__5 Finishing off with a burst of energy

Work

The questions in this section are designed to help you to understand more about how you behave at work: how you see your work environment, take in things there and make work-related decisions. And to know more about your strengths and possible weaknesses on the job and when relating to colleagues.

Now spend a few moments thinking about your work environment: for example, about how you feel going in to work at the start of the working day, having a coffee break, coming back from lunch, at a meeting, or when flat out at the busiest part of the day. When you are ready, respond to the questions in this section. You will find that the questions are specifically directed towards your feelings, behaviours, attitudes and preferences for taking in things and making decisions when at work.

1. When you are at work, does your behaviour tend to be:

Assertively outgoing 1__2__3__4__5 Rather passive

2. Do you find unconventional colleagues at work:

Something of a hindrance 1__2__3__4__5 Refreshing

3. When you are at work, is your behaviour more usually ruled by:

Your head 1__2__3__4__5 Your heart

4. At the start of the working day, are you more likely to:

Plan out the day 1__2__3__4__5 Just let the day happen

5. Can you easily get some life into a dull work meeting:

Yes 1__2__3__4__5 No

6. When undertaking new tasks at work, do you prefer:

An established approach 1__2__3__4__5 A creative approach

7. Do you find, in your work environment, that people are more limited by their:

Lack of clarity of thought 1__2__3__4__5 Lack of compassion and Empathy

8. Are you more comfortable with work tasks that are:

Pre-arranged 1__2__3__4__5 Done on a casual basis

9. To what extent, when you are with colleagues at work, or work meetings, do you prefer:

Being the centre of attention 1__2__3__4__5 Keeping out of the limelight

10. Would you prefer the lunch menu/your lunch at work:

To be always much the same 1__2__3__4__5 To change daily

11. Which of the following words more often describes your behaviour at work:

Logic 1__2__3__4__5 Values

12. When you are at work, do you generally:

Arrange most things well in advance 1__2__3__4__5 Leave yourself free to just do things when the time comes

13. Which do you find more relaxing at work:

Being with colleagues 1__2__3__4__5 Time out by yourself

14. Which work situation **energises** you more:

One that requires the use of the tried-and-true and/or the proven 1__2__3__4__5 One that requires the use of imagination and/or dealing with the unknown

15. To what extent, when with work colleagues, are you::

Analytical and methodical 1__2__3__4__5 Sensitive and values-oriented

16. When things are 'up in the air' at work and nothing is decided, do you feel:

Uneasy, or even rather alarmed 1__2__3__4__5 Excited and perhaps energised

17. A work dining room or canteen should be:

Open plan, so that everyone can see everyone else 1__2__3__4__5 Divided into sections for privacy and quiet

18. To what degree do you prefer your work life to be:

Fixed and decided 1__2__3__4__5 Flexible and open-ended

19. When organising a work dinner, your most important responsibility is to::

Ensure efficiency and convenience 1__2__3__4__5 Make sure everyone is happy with the arrangements

20 Do you prefer the business at work meetings to be:

Scheduled 1__2__3__4__5 Open-ended

21. Which of the following words better describes how you are at work:

Public 1__2__3__4__5 Private

22. When you are at work, are you:

A hands-on and practical person 1__2__3__4__5 Good at ideas and imaginative

23. When you argue with colleagues at work, to what degree are you:

More impressed by logic than emotions 1__2__3__4__5 More impressed by values than logical argument

24. Which part of a work task do you enjoy more:

Getting off to an early start 1__2__3__4__5 Foreclosing with a burst of energy