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ASSESS PERSONALITY QUESTIONNAIRE

The ASSESS Personality Survey measures a number of personality traits and characteristics which can impact a person’s job performance. The following is a description of the individual characteristics and what they measure. Please keep in mind that for personality characteristics low scores are not necessarily bad and high scores are not necessarily good. The significance of the score depends on what is needed in the job. In each of the Thinking Style Characteristics listed below and on the following pages please select one box choice of Low – Moderate -High:

THINKING STYLE CHARACTERISTICS

- | | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Reflective/Probing:
The tendency to be perceptive; introspective; and philosophical, as opposed to a tendency to be less contemplative. | <input type="checkbox"/> Low <input type="checkbox"/> Moderate
Low: May spend little time in reflective thought. Feels little need to probe deeply in order to understand. May show preference for doing, for taking action. | <input type="checkbox"/> High
High: Likes to think things over in depth; look at a situation from several sides, consider alternatives, consider why things have happened in the past and wonder about the future. |
| Organized/Structured:
Preference for thinking through problems or situations using logical, systematic procedures and a structured approach as opposed to problem solving or reaching conclusions in a more direct, single-step fashion. | <input type="checkbox"/> Low <input type="checkbox"/> Moderate
Low: May express little interest in math or logic. May not feel much need to develop a step-by-step approach for most projects or tasks. | <input type="checkbox"/> High
High: Tends to think through situations in an organized, systematic manner. May plan a step-by-step approach for most projects or tasks. May express interest in math or logic. |
| Serious/Restrained:
The tendency to be serious-minded and deliberate in dealing with information/situations. | <input type="checkbox"/> Low <input type="checkbox"/> Moderate
Low: Usually comfortable making decisions on the spur of the moment. Has a carefree attitude about life. | <input type="checkbox"/> High
High: Tends to take things seriously and to plan carefully decisions and actions. |
| Objective/Factual:
The tendency to view information and situations factually and dispassionately, as opposed to viewing situations from a more personal frame of reference. | <input type="checkbox"/> Low <input type="checkbox"/> Moderate
Low: Views things subjectively. May allow emotions to impact decisions. | <input type="checkbox"/> High
High: Views things objectively. Considers primarily the facts when making a decision. |
| | <input type="checkbox"/> Low <input type="checkbox"/> Moderate | <input type="checkbox"/> High |

Realistic/Pragmatic:

The tendency to be an imaginative, perhaps wishful thinker, as opposed to a more serious-minded and here-and-now thinker.

Low: Tends to think in imaginative or wishful terms. May be a dreamer who generates a lot of possibilities and ideas.

High: Tends to think in no-nonsense, here-and-now, and realistic terms.

WORK STYLE CHARACTERISTICS

Energy Level:

The pace at which you prefer to do things.

Low **Moderate**
Low: Acts slowly, deliberately, or methodically. Prefers an unhurried work style or the opportunity to think before taking action. May emphasize accuracy over speed.

High
High: Moves fast or keeps going for long periods with little rest. Prefers a vigorous schedule where things happen quickly and there is a lot to do.

Self-Reliance:

Preference for relying on oneself and accepting responsibility as opposed to relying on or seeking/accepting support from others.

Low **Moderate**
Low: Tends to rely on others for support or assistance. May be a “team player” willing to share tasks with others.

High
High: Tends to be independent of others and self-reliant. Likes to make independent decisions and accept responsibility.

Acceptance of Control:

The extent to which you are willing to accept direction or work in a structured environment.

Low **Moderate**
Low: Prefers a less structured, more loosely defined work setting.

High
High: Prefers to have structure to guide work. Likely to follow rules, procedures, and guidelines.

Detail Interest:

The extent to which you like to do work that requires precision, exactness, neatness and/or attention to fine detail.

Low **Moderate**
Low: Tends to avoid or dislike personal involvement in tasks requiring high levels of precision.

High
High: Likely to be personally involved with the detail aspects of a task. Enjoys doing detailed work.

Need for Personal Freedom:

The extent to which you prefer personal freedom and independence in your job.

Low **Moderate**
Low: Shows little need for personal freedom. Generally comfortable functioning in a structured work environment.

High
High: Needs and values personal or organizational freedom. May feel that any outside structure and influences are undue constraints.

Need for Personal Attention/Recognition:

The extent to which you want or need personal attention, recognition, and positive feedback.

Low **Moderate**
Low: Can be a quiet achiever for whom recognition is unimportant. Motivation comes from personal standards or values. May reject or be uncomfortable with public recognition.

High
High: Can have a strong need to be noticed and to be seen as important and successful. Seeks positive feedback and recognition from others.

EMOTIONAL STYLE CHARACTERISTICS:

Emotional Evenness:

The tendency to remain cheerful, optimistic, and even-tempered under most circumstances, as opposed to having a more sensitive or pessimistic outlook.

Low **Moderate**
Low: Tends to experience fluctuations in mood. May be pessimistic, moody, or feel “down”.

High
High: Tends to be emotionally consistent or even-tempered.

Frustration Tolerance:

The tendency to be resilient when faced with frustrations and irritations as opposed to feeling their effects.

Low **Moderate**
Low: Tends to be sensitive to and show concern for problems.

High
High: Views situations optimistically; not easily upset. Seldom worries.

Criticism Tolerance:

The response to actual or perceived criticism. “Thick-skinned” vs. “thin-skinned”.

Low **Moderate**
Low: Highly attuned to the personal aspects of a situation. Takes performance feedback as an indication of self-worth.

High
High: Usually looks at problems objectively, rather than in terms of personal implications. Accepts criticism as constructive.

Emotional Control:

The tendency toward a highly self-controlled, deliberate, and serious style as opposed to a more unrestrained and carefree style.

Low **Moderate**
Low: Tends to be spontaneous in action. Tends to act or speak without restraint. Tends to show emotions.

High
High: Likely to show consistent and controlled behavior. May not reveal a great deal about self to others. Tends to show restraint over emotions.

INTERPERSONAL STYLE CHARACTERISTICS:

Assertiveness:

The tendency to take the initiative with people and make your presence felt, as opposed to a preference for remaining in the background.

Low **Moderate**
Low: May appear quiet or exhibit a “low profile” approach in dealing with people. May not “speak up” and offer opinions.

High
High: Likely to express self forcefully. Comfortable in positions of control and influence.

Sociability:

The extent to which one seeks and feels comfortable in social situations.

Low **Moderate**
Low: May be shy or may prefer to be alone to read, work, etc. Tends to avoid or be uninterested in extensive people contact for long periods.

High
High: Likely to seek out and engage people. Enjoy social activity. Be comfortable with strangers.

Need to Please/Be Liked:

Desire to be accepted and liked by others, as opposed to having little concern about acceptance.

Low **Moderate**
Low: May be competitive and try hard to be the best. May place more emphasis on protecting personal rights and opinions than on being liked and accepted.

High
High: Tends to be accommodating with others. Being liked and accepted by others is important.

How One Views Others:

The tendency to be trusting and optimistic in your outlook toward

Low **Moderate**
Low: May be skeptical in the evaluation of people in general and cautious in trusting others.

High
High: Likely to give people the “benefit of the doubt” and take people at their word. Tends to

people, as opposed to being critical or cynical.

Insight:

The extent to which you are “aware of” or “tuned in” to others’ feelings.

Low

Moderate

Low: Have little interest in analyzing or understanding others’ actions or motives.

concentrate most on the positive attributes in others.

High

High: Tends to be understanding of and sensitive to others’ feelings.

