



Work Personality Index

A Self-Assessment Exercise

In the following questionnaire there are a number of statements that may or may not describe you. Read each statement carefully and decide whether you tend to agree or disagree with it. Choose the one answer that best describes your agreement or disagreement.

Choose **Strongly Disagree** if you strongly disagree with the statement or if the statement is definitely not true.

Choose **Disagree** if you disagree with the statement or the statement is mostly untrue.

Choose **Neutral** if you are neutral or the statement is equally true or false.

Choose **Agree** if you agree with the statement or the statement is mostly true.

Choose **Strongly Agree** if you strongly agree with the statement or the statement is definitely true.

There are no right or wrong answers. Please answer as honestly as you can. Please answer all the statements.

There is no time limit for this questionnaire, but you should be able to finish in 15 to 30 minutes.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
People describe me as very understanding.					
I enjoy helping people reach their goals.					
I prefer working with others than working alone.					
I like to make friends at work.					
I have few original ideas.					
I am someone who can be counted on.					
I sometimes miss a deadline.					
I enjoy highly detailed work.					
I always see the job through to the end.					
I always do things by the book.					
I do not always follow the rules.					
I enjoy having a consistent routine at work.					
I like trying out new things.					
I do not tire easily.					
It is hard for me to relax after a stressful day.					

I do not take criticism personally.					
I get upset when things go wrong.					
I am not usually aware of how people feel.					
Working on a team slows me down.					
I prefer little or no supervision.					
I am usually an introverted person.					
I find it easy to come up with new ideas.					
People describe me as logical.					
People describe me as responsible.					
I am well organized.					
I sometimes give up when things become difficult.					
I believe that rules should be strictly enforced.					
I establish tough goals for myself.					
I prefer variety to routine.					
I often take the initiative.					
I enjoy work less when there is lots to do.					
I enjoy telling others what to do.					
I tolerate stress well.					
People describe me as calm and easy going.					
I am sensitive to the needs of others.					
I dislike working with a group.					
I rarely make a decision without consulting others.					
I enjoy working with others.					
I have lots of original ideas.					
I don't have much time for abstract theories.					
I have a hard time finishing what I start.					
People describe me as disorganized.					
I keep going until the job is done.					

I sometimes ignore regulations at work.					
I set goals that are easily achievable.					
I like my work to be predictable.					
I dislike having new responsibilities added to my workload.					
I have lots of energy.					
People describe me as forceful and decisive.					
I become tense when too many things happen at once.					
I hardly ever lose my temper.					
People describe me as insensitive.					
I prefer to work with lots of people.					
I seldom look for advice when making a decision.					
I like to spend time by myself.					
I find it difficult to generate new ideas.					
I enjoy discussing abstract concepts.					
I can be relied upon to fulfil my obligations.					
I pay careful attention to detail.					
People describe me as persistent.					
I follow a strict code of ethics.					
I do more than what is expected of me.					
I rarely enjoy routine work.					
I enjoy taking on new responsibilities.					
Demanding tasks quickly drain my energy.					
I rarely tell people what to do.					
I dislike high-pressure work.					
I am easily annoyed.					
I am affectionate and caring at work.					
I do my best work when I am working alone.					
I look to others for supervision and guidance.					

I would rather work by myself than with others.					
I prefer working where I can be creative.					
I enjoy thinking things through.					
I sometimes cannot keep my promises.					
I rarely concern myself with minor details.					
I sometimes do not complete my tasks.					
I dislike having to follow a strict set of rules.					
I work hard to get ahead.					
Changing routines is stressful for me.					
I have little interest in new challenges.					
I like to keep busy.					
I take charge in most situations.					
I am able to cope with many things at once.					
It takes a lot to upset me.					
I am interested in other peoples' feelings.					
People describe me as cooperative.					
I get things done more efficiently when I do them myself.					
I enjoy meeting new people.					
I find it difficult to be inventive.					
I rarely base my decisions on logical analysis.					
I always get the job done.					
People describe me as methodical.					
I do not give up easily.					
I conduct myself according to a strict set of principles.					
I set demanding goals for myself.					
I like work with lots of variety.					
I volunteer to do things that are not in my job description.					
I prefer to work at a leisurely pace.					

I dislike giving directions to others.					
I generally remain calm and composed in stressful situations.					
I am sometimes rude to people.					
I am rarely interested in what people need.					
I like to encourage people to work together.					
I consult others when making a decision.					
I feel uncomfortable working in large groups.					
I enjoy finding new solutions to problems.					
I enjoy analysing a problem from all possible angles.					
I rarely get things done on time.					
I sometimes cut corners to get things done quickly.					
I enjoy overcoming difficulties on the job.					
I do not enjoy working where there is a strict code of ethics.					
I do not enjoy challenging situations.					
I like to have order and stability.					
I look forward to accepting new challenges.					
I enjoy work that requires a high level of energy.					
I enjoy being in charge.					
I get stressed easily.					
I maintain my composure even in difficult situations.					
I have the ability to understand other peoples' feelings.					
I put the groups success before my own success.					
I can solve a problem quicker when I do it by myself.					
I prefer to work with others rather than alone.					
People describe me as inventive.					
I like critically analysing information.					
I follow through on my commitments.					
I like every detail to be perfect.					

No matter how difficult a job is, I see it through to the end.					
I follow rules and procedures at work even when it is personally inconvenient.					
I set high standards for myself.					
I enjoy change.					
I rarely take the initiative at work.					
I have lots of stamina.					
I like taking charge.					
I take criticism personally.					
I am more intense than calm.					
I sometimes have little sympathy for people.					
I enjoy cooperating with others.					
I find it difficult to make decisions on my own.					
I rarely share my feelings with my co-workers.					
I am not particularly creative.					
I dislike using logical analysis to solve problems.					
I rarely let people down.					
I dislike detailed work.					
I sometimes leave things unfinished.					
I am prepared to ignore the rules and regulations when it is necessary.					
I do just enough to get by.					
I prefer established ways of working.					
I often start projects without help from others.					
I like having lots to do.					
I like to be the one making the decisions.					
I work well in demanding situations.					
I am sometimes impatient with people.					