



## Form P

Personality-assessment for executives, specialists and employees

---

Company:	<input type="text"/>		
Street:	<input type="text"/>		
ZIP:	<input type="text"/>	City:	<input type="text"/>
Phone:	<input type="text"/>	Fax:	<input type="text"/>
eMail:	<input type="text"/>	www:	<input type="text"/>
Date:	<input type="text"/>	Administrator:	<input type="text"/>
Signature:	<input type="text"/>		

Pseudonym for the applicant:	<input type="text"/>		
Age:	<input type="text"/>	Male:	<input type="checkbox"/>
		Female:	<input type="checkbox"/>
Applicant for position:	<input type="text"/>		
Notes:	<input type="text"/>		
	<input type="text"/>		
	<input type="text"/>		

**How the test is done:**

Make sure you understand each question; read it as many times as necessary. Please answer one question after the other. Do not stay too long with one question. Answer it as soon as you understand it and go on to the next question. When an answer would be different if one considered the past rather than the present, answer as of the present. Be honest when answering. Any manipulated or missing answers will influence the result negatively. The answering of the test should not last for longer than 45 minutes. Answer the questions without any interruption. You have three choices to answer:

- + (Plus) means mostly YES or decidedly YES.
- m (Mid) means uncertain, maybe, neither definitely yes or no.
- (Minus) means mostly NO or decidedly NO.

---

	+	m	-
1. Do you make thoughtless remarks or accusations which you later regret?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Is it hard on you when you fail?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. When others are getting rattled do you remain fairly composed?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Do you find yourself being extra active for periods lasting several days?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Do you browse through railway timetables, directories or dictionaries just for pleasure?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Do you resent the efforts of others to tell you what to do?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. When asked to make a decision would you be swayed by your like or dislike of the personality involved?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Is it normally hard for you to "own up and take the blame"?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Do you intend two or less children in your family even though your health and income will permit more?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Do you have a small circle of close friends rather than a large number of friends and speaking acquaintances?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Are your actions considered unpredictable by others?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Do you often sing or whistle just for the fun of it?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Do you get occasional twitches of your muscles when there is no logical reason for it?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Does "everything" seem glorious to you even though you are aware of some things that should be changed?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Would you prefer to be in a position where you did not have the responsibilities of making decisions?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

---

- 16. Would you rather give orders than take them?
- 17. Do the affairs of other people interest you very much?
- 18. Do you put quite a few depreciations into your conversation?
- 19. Do you consider too much money is spent on social security?
- 20. Are you considered warm-hearted by your friends?
- 21. Do you act impulsively rather than deliberately?
- 22. Do you make efforts to get others to laugh or smile?
- 23. Is your voice quite varied rather than calm?
- 24. Can your world "cave in on you" without your being upset?
- 25. Do you say little except in response?
- 26. Are you strict in the matter of discipline rather than being easy going?
- 27. Are you readily interested in other people's conversation?
- 28. Do you refrain from complaining when the other person is late for an appointment?
- 29. When hunting or fishing do you feel concern for the pain you inflict on game, live bait or fish?
- 30. Do you find it easy to express your emotions?
- 31. Are you generally careless of accepted rules for protecting your health?
- 32. Are you sometimes considered by others a "spoil sport" or a "wet blanket"?
- 33. When unexpected things happen do some of your muscles have jerking motions?
- 34. Are you constantly happy even though there is no real reason for it?
- 35. Do you speak slowly?
- 36. Would you admit you were wrong just to keep the peace?
- 37. Do you give a judgement only after looking at the pros and cons?
- 38. Do you consider there are other people who are definitely unfriendly towards you and work against you?
- 39. Are you normally considerate in your demands on your employees, relatives and friends?
- 40. Do you have only a few people of whom you are really fond?

- 
41. Do you take reasonable precautions to prevent accidents?
42. Do you speedily recover from the effects of bad news?
43. Does the idea of talking in front of people make you nervous?
44. Do you ever get a “dreamlike” feeling towards life when it all seems unreal?
45. Do you “circulate around” at a social gathering?
46. Do you often keep your opinions to yourself because they do not seem important enough to tell others?
47. Do you sometimes think others are looking at you or talking about you, when they are really not doing so?
48. When you criticize, do you at the same time try to encourage?
49. If you saw an article in a shop which was obviously mistakenly marked lower than its correct price, would you try to get it at that price?
50. Do some people consider you to be cheerful?
51. Do you get into trouble occasionally?
52. Does life seem worthwhile?
53. Do you have a particular hate or fear?
54. Do you spontaneously give things away even though you have a use for them?
55. Do you prefer to be an onlooker rather than participate in any active sport?
56. Are you so sure of yourself that you sometimes annoy others?
57. Do you find it easy to be impartial?
58. Do you completely condemn a person because he is a rival or opponent in some aspect of your relations to him?
59. Have you a definitely set standard of courteous behaviour in front of other members of your family?
60. Does emotional music have quite an effect on you?
61. Would you “buy on credit” with the hope that you can keep up payments?
62. Do you often “sit and think” about death, sickness, pain and sorrow?
63. Do you remain upset for some time following an accident or other disturbing incident?
64. Do you hold onto things for which you have no real use?
-

65. Can you “start the ball rolling” at a social gathering?
66. Are you rather indifferent to maintaining the dignity of your job or place in life?
67. When hearing a lecturer, do you sometimes experience the idea that the speaker is referring entirely to you?
68. Do you give much time in your conversation to the criticism of people and things?
69. Do you consider the good of all concerned rather than your own personal advantages?
70. Are you openly appreciative of beautiful things?
71. Do you make plans well in advance of an event and then carry them out?
72. Do you often ponder on past misfortunes?
73. Does “external noise” rarely interfere with your concentration?
74. Do you sometimes give away articles which, strictly speaking, do not belong to you?
75. Do you pay less attention to things going on around you than most people?
76. Are you sometimes considered “overbearing”?
77. Are you inclined to be jealous?
78. Do you accept criticism easily without resentment?
79. Do you consider the modern prisons without bars system "doomed to failure"?
80. Do you greet people cordially?
81. Do you tend to put off doing things and then discover that it is too late?
82. Does the youth of today have more opportunity than that of a generation ago?
83. Are you usually undisturbed by “noises off” when you are trying to rest?
84. Do you throw things away only to discover that you need them later?
85. Is it easy for you to get yourself started?
86. Would you give up easily on a given course if it were causing you a considerable amount of inconvenience?
87. Are there some things about yourself on which you are touchy?
88. Do you rarely suspect the actions of others?
89. When you see someone in pain are you sympathetic enough as to want to do something about it?

90. Do you live the kind of life where you have only a few expressions of enthusiasm?
91. Do you break out in more explosive words or actions than would be expected from the cause?
92. Do you sometimes wonder if anyone really cares about you?
93. Do you bite your fingernails or chew objects?
94. Do you sometimes feel compelled to repeat some interesting item or habit?
95. Are your interests and activities modified somewhat by someone else?
96. Do you turn down responsibility because you doubt your fitness to cope?
97. Are you prejudiced in favour of your own school, college, club, team etc.?
98. If you have a disagreement, do you think as well of the person afterwards?
99. If you were invading another country would you feel sympathetic towards conscientious objectors in this country?
100. Is your facial expression varied rather than set?
101. Can you be a stabilizing influence when others get panicky?
102. Would it take a definite effort on your part to consider the subject of suicide?
103. Do you ever get a single thought which hangs around for days?
104. When you have an opinion can you simply state it without outlining how you arrived at it?
105. Are you a slow eater?
106. Would you consider yourself energetic in your attitude towards life?
107. Are you scientific in your thinking?
108. Is it hard to please you?
109. Would you stop and find out whether a person needed help even though they had not directly asked for?
110. When passing a beautiful child do you avoid showing interest rather than looking and smiling?
111. Do you pay your debts and keep your promises when it is possible?
112. Does a minor failure on your part rarely trouble you?
113. Do you sleep well?
114. Do you sometimes feel that you talk too much?

115. Do you prefer to take a passive role in any club or organization to which you belong?
116. Do you seek to have your own way rather than being likely to give in to the wishes of others?
117. Is your opinion influenced by looking at things from the standpoint of your education, experience or occupation?
118. Do you usually criticize a film or show that you see or a book that you read?
119. Would you use corporal punishment on a child aged 10 if it refused to obey you?
120. Do you smile much?
121. Do you often make tactless blunders?
122. Do you remember illness or pain for some time?
123. Do you ever get disturbed by the noise of the wind or a "house settling down"?
124. Do you get very ill at ease in disordered surroundings?
125. Provided the distance was not too great, would you still prefer to ride than walk?
126. Do you try to convert others to your ideas about several subjects on which you are not an expert?
127. Are personal interests unable to sway you from sound decisions?
128. Do you get frustrated at not being able to do something, rather than finding a substitute activity or system?
129. Have you made more than one loan which you were persuaded to do against your wishes and were never repaid?
130. When recounting some amusing incident, can you easily imitate the mannerisms or the dialect in the original incident?
131. Do you frequently take actions, even though you know your own good judgement would indicate otherwise?
132. Do you often feel depressed?
133. Are you aware of any habitual physical mannerisms such as pulling your hair, nose, ears and such like?
134. Does disorder bother you so much that you feel you must take immediate and drastic action against it?
135. Do you sometimes get quite exhilarated?
136. Can you accept defeat easily without the necessity of "swallowing your disappointment"?

137. Can you see things from someone else's point of view when you wish to?
138. Do you rarely express your grievances?
139. Are you in favour of colour bar and class distinction?
140. Would you rather be with adults all the time rather than with children part of the time?
141. Can you quickly adapt to new conditions and situations even though they may be difficult?
142. Are you sometimes completely unable to enter the spirit of things?
143. Do some noises "set your teeth on edge"?
144. Do you work in "spurts," being relatively inactive and then furiously active for a day or two?
145. Do you frequently stay up late?
146. Does the number of uncompleted jobs on hand bother you?
147. When voting, do you study the candidates and issues, rather than voting the same party straight?
148. Do you consider the best points of most people and only rarely speak slightly of them?
149. Do the "petty foibles" of others make you impatient?
150. Do people enjoy being in your company?
151. Do you usually carry out assignments promptly and systematically?
152. Do you laugh or smile quite readily?
153. Do children irritate you?
154. Can you quietly watch another work, without feeling you must insist on helping when they indicate they would rather do it themselves?
155. Are you less talkative than your associates?
156. Are you definite and emphatic in voice and manner?
157. Do you place too high an importance on your own interests and fields of knowledge in comparison to others?
158. Do you suspect someone does not like you and criticizes you to others?
159. Would you assist a fellow traveller rather than leave it to the officials?
160. Are you cordial only to close friends, if at all?

161. Do you quickly return to normal rather than being disturbed for a while after seeing a tragic movie or play?
162. Does some inferiority make you feel sad?
163. Is it easy for you to relax?
164. When you “really want to do something do you feel your desires are paramount to all oppositions”?
165. Do you attempt to “start things in your area”?
166. Do you feel strongly convinced of the correctness of your opinions when in a controversy, excluding those subjects about which you are an expert?
167. Do you find it annoying to have any criticism made of you, even though it is justified and from which you could profit?
168. Having settled an argument, do you continue to feel disgruntled for a while?
169. Would you stand by and fail to protect some animal from needless suffering?
170. Do you give a kiss, hug, pat on the back or otherwise manifest pleasure in meeting friends you haven't seen for some time, rather than just being polite?
171. Do you find it hard to get started on a task that needs to be done?
172. Is the idea of death, or even reminders of death, abhorrent to you?
173. Do you sometimes get so frightened or apprehensive that you have physical reactions?
174. Do you find yourself “going off in all directions at once”?
175. Could someone else consider that you were really active?
176. Is your opinion of your abilities less than the facts warrant?
177. Do your emotions sway your judgement much?
178. If you lose an article do you get the idea that “someone must have stolen or mislaid it”?
179. Are you opposed to the "probation system" for criminals?
180. Are you friendly in voice, attitude and expression?
181. Do you “stand up” well under difficult situations?
182. Do you feel upset about the fate of war victims and political refugees?
183. Do you spend much time on “needless worries”?
184. Does life seem rather vague and unreal to you?
-

185. Do you frequently find yourself “waiting” for something to happen instead of taking action?
186. If you thought that someone was suspicious of you and your actions, would you tackle them on the subject, rather than leave them to work it out?
187. In a disagreement do you find it hard to understand how the other person fails to see your side and thus agree with you?
188. Do you spend very little if any time grumbling about the conditions of your work?
189. Are you usually truthful to others?
190. Do mere acquaintances appeal to you for aid or advice in their personal difficulties?
191. Do you spend too freely in relation to your income?
192. Do you sometimes feel that your age is against you (too young or too old)?
193. Can you take a “calculated risk” without too much worry?
194. Do you have spells of being sad and depressed rather than staying about the same level?
195. Do others push you around?
196. Do you tend to hide your feelings?
197. Do you make allowances for your friends where with others you might judge more severely?
198. Are you frequently dismayed by the actions of others not being able to understand their duplicity or stupidity?
199. If you were involved in a slight car accident would you really take the trouble to see that any damage you did was made good?
200. Do you consider you have many warm friends?

– END –