

Personality questionnaires assess personal behavioural preferences, that is, how you like to work. They are not concerned with your abilities, but how you see yourself in the way you relate to others, your approach to problems, and how you deal with feelings and emotions. With this type of assessment, there are no right or wrong answers.

The questions that follow are examples of the type of question you may come across in personality questionnaires.

Making Choices

This is the second format widely used with personality questionnaires. You are given a block of statements. Your task is to choose one statement that is most like your behaviour in work situations and one statement that is least like your behaviour. You should indicate your choices by clicking the appropriate button in the columns marked "M" for most and "L" for least.

The first statement below has been completed; the person has indicated that he or she most likes trying out new activities and least like understanding the underlying theory. Try choosing which statements are most and least like you in the following example questions. Remember there are no right and wrong answers.

I am the sort of person who...

	M	L
1 A I try out new activities.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
B I consider other people's feelings.	<input type="checkbox"/>	<input type="checkbox"/>
C I like to understand the underlying theory.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<hr/>		
	M	L
2 A I have highly original ideas.	<input type="checkbox"/>	<input type="checkbox"/>
B I am prepared to tell people if they are mistaken.	<input type="checkbox"/>	<input type="checkbox"/>
C I am modest about what I have achieved.	<input type="checkbox"/>	<input type="checkbox"/>
<hr/>		
	M	L
3 A I conceal my feelings.	<input type="checkbox"/>	<input type="checkbox"/>
B I am nervous before big events.	<input type="checkbox"/>	<input type="checkbox"/>
C I review work critically.	<input type="checkbox"/>	<input type="checkbox"/>
<hr/>		
	M	L
4 A I like meeting new people.	<input type="checkbox"/>	<input type="checkbox"/>
B I enjoy setting long-term goals.	<input type="checkbox"/>	<input type="checkbox"/>
C I usually feel relaxed.	<input type="checkbox"/>	<input type="checkbox"/>