

Work-Related Personality Test (WPT)

Discover Your Personality Profile

How well do the following statements describe your behavior or attitudes?

Please enter one number (1, 2, 3, 4, or 5) in the "Points" column for each statement. Please be as honest as possible. *Would your colleagues, supervisors, and direct reports give you the same score?*

	1	2	3	4	5
	<i>never true of me</i>		<i>somewhat true of me</i>		<i>very true of me</i>
No.	Statement				Points
1	I am very confident that I can repeat or even improve on very good results.				_____
2	I identify and suggest opportunities for improvement that others simply do not see.				_____
3	Even in uncertain times, I can see interesting opportunities for myself.				_____
4	I consciously focus my energy on clearly defined goals.				_____
5	Other people have often expressed admiration for my moral courage.				_____
6	I stand up for my convictions, even if it puts me at a disadvantage.				_____
7	I set ambitious but realistic goals that give direction to myself and others.				_____
8	I strongly believe that I can achieve convincing results even under difficult conditions.				_____
9	Every two to three years, I learn new skills that I did not have before.				_____
10	When I start something new, I stay focused until I bring it to a successful conclusion.				_____
11	I feel a strong obligation to take on increasing responsibility.				_____
12	I stand for clear values and ideals that others can see.				_____
13	When I take responsibility for a new task, I put the common good before my own interests.				_____
14	When I meet someone for the first time, I usually assume that I can trust them.				_____
15	I feel a strong urge to help when someone is being treated unfairly.				_____
16	I always find ways to overcome obstacles that stand between me and my goals.				_____
17	I have effective methods that help me recover relatively quickly from emotional strain.				_____
18	I speak up clearly when I believe something is wrong.				_____
19	I do whatever I can to support equal rights for all, regardless of standing or status.				_____
20	I am willing to take responsibility for things that are not under my direct control.				_____

No.	Statement	Points
21	I always accept responsibility for the consequences of my mistakes.	_____
22	My view of the future is clear and convincing.	_____
23	I know what I want in any given situation.	_____
24	I behave in a way that encourages others to follow my example.	_____
25	My experience has repeatedly shown that my trust in other people is usually justified.	_____
26	I invest time and effort in building open and trusting relationships.	_____
27	The people around me consider me to be highly disciplined.	_____
28	Patience and perseverance are two of my greatest strengths.	_____
29	I enjoy solving problems at work that seem almost impossible to solve.	_____
30	Other people value my ability to create solutions that are both creative and effective.	_____
31	I stay disciplined until I turn my goals into results.	_____
32	I am drawn to new, uncertain, or risky situations without becoming reckless.	_____
33	I welcome new challenges as an opportunity to improve my skills.	_____
34	I usually look for better ways to complete tasks and learn from them.	_____
35	Other people see me as a very optimistic person.	_____
36	When conflict arises, it is especially important to me that all points of view are treated fairly.	_____
37	I take the initiative when other people are being treated unfairly.	_____
38	Other people have clearly told me that they trust me.	_____
39	I am one of the people in our team who bring the most new ideas to the table.	_____
40	I take almost every opportunity to work on tasks that help me learn useful things.	_____

Tip: Ask someone who knows you well — such as a colleague, supervisor, employee, or friend — to assess you using these questions. The result will be more objective, because self-image and the way others see you often differ. An even better option is a 360-degree feedback assessment, in which you are evaluated by different groups of people.

Scoring Key - Item Numbers by Dimension

Add the points for the item numbers listed under each dimension.

#	Dimension	Item numbers	Score
1	Effective creativity (finding creative and effective solutions)	2, 29, 30, 39	_____
2	Purposeful learning (learning what is useful, important, and meaningful)	9, 33, 34, 40	_____
3	Optimistic ambition (aiming for strong results with confidence)	1, 3, 8, 35	_____
4	Co-operative fairness (promoting fairness and team spirit)	15, 19, 36, 37	_____
5	Sincere trust (building open and trusting relationships)	14, 25, 26, 38	_____
6	Co-operative responsibility (taking responsibility for shared goals)	11, 13, 20, 21	_____
7	Courageous enthusiasm (facing challenges with courage and energy)	5, 6, 18, 32	_____
8	Focused role model (setting a clear example for others)	7, 12, 22, 24	_____
9	Resilient stamina (recovering quickly from setbacks)	10, 16, 17, 28	_____
10	Willpower (turning goals into results)	4, 23, 27, 31	_____

Plot your profile on the chart below and compare it with the profile of the person next to you

		<	2	3	4	5	6	7	8	9	10	>
1	Effective Creativity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2	Purposeful Learning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3	Optimistic Ambition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4	Co-operative Fairness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5	Sincere Trust	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6	Co-operative Responsibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7	Courageous Enthusiasm	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8	Focused Role Model	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9	Resilient Stamina	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10	Willpower	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>