

INSIGHTS PERSONALITY TEST

Choose the ONE description you most naturally identify with.

Ask yourself: Am I someone who (is)...

1. A. Ready to jump into new tasks, energized by challenges
 B. Agreeable, easy to get along with
 C. Sensitive to emotions of others
 D. Excitable, passionate, quick to say yes
2. A. Motivated to achieve goals, eager to be the leader
 B. Energetic, lively, exhibits love and affection openly
 C. Logical, gathers facts and data like lists
 D. Flexible, able to adjust to new conditions, calm in the midst of chaos
3. A. Avoids conflict and drama, levelheaded
 B. Fun to be around, a good storyteller with a sense of humor
 C. Self-motivated, usually right
 D. Careful, thoughtful, doesn't rush into things
4. A. Upbeat, always sees the best people and situations
 B. Detail-oriented, orderly, tidy
 C. Confident and assertive with my opinion
 D. Cooperative, open to the needs and ideas of others
5. A. A determined problem solver, finds a way to get it done
 B. Playful, spontaneous, lives in the moment
 C. Considerate, kind, polite
 D. Serious, avoids being impulsive or flashy
6. A. Friendly, outgoing, talkative
 B. Efficient and effective with my time and effort
 C. Relaxed, hard to provoke or annoy
 D. Precise, thorough, has very high standards
7. A. Not confident in social situations
 B. Can be quick-tempered
 C. Struggles to make decisions quickly
 D. Can dominate conversations
8. A. Unafraid to disagree with others, bossy
 B. Uncomfortable with solitude, afraid of missing out
 C. Rarely set goals for myself, unclear on purpose or direction
 D. Sometimes feels isolated, too introspective
9. A. Can be overbearing, prefers to be in control
 B. Unsure of myself, reluctant to jump into conversation or activities
 C. Seeks diversions from tasks, can waste time or daydream
 D. Prone to feeling sad or gloomy, gets hung up on bad news

- 10. A. Persuades other to do things my way, thinks the end justifies the means
B. Often exaggerates stories, compulsive talker
C. Uses sarcasm or silent treatment when upset
D. Struggles to express enthusiasm
- 11. A. No sense of urgency, resents being pushed
B. Skeptical, sees obstacles, thinks about the worst-case scenario
C. Fickle, forgetful, makes excuses, repeats stories
D. Reluctant to admit mistakes or say I'm sorry, rarely compliments others
- 12. A. Struggles with follow-through, especially when things stop being fun
B. Slow to get moving, a procrastinator
C. Dislikes tears and emotions in others, can be unsympathetic
D. Hard to please, can be critical

Choose the ONE statement that best represents you.

- 13. A. I like to talk through my decisions out loud with others
B. I am decisive and my decisions are usually right
C. I want all the information before I make a decision
D. I sometimes just want someone else to make the decision for me
- 14. A. I like knowing a little about a lot of things and a lot about the things that really interest me
B. I like to stick to the schedule
C. I like accomplishing things and feeling productive
D. I like coming up with creative ideas people will enjoy
- 15. A. I tend to notice imperfections and mistakes
B. I tend to forget or disregard thing I'm not interested in
C. I tend to not even think of bad or sad things
D. I tend to not show my emotions
- 16. A. I frequently tell stories about my personal experiences
B. I consider every thought an details before communicating
C. I cut to the chase in conversations; I don't need every last detail
D. I hesitate to speak up and advocate for myself when I disagree with the group
- 17. A. I want freedom to do projects in my own time frame
B. I want time to process my thoughts and answers so I know they're correct
C. I want to the know the why behind a project so I know it's worth my time
D. I want variety and spontaneity with projects
- 18. A. I'm good at delegating to others
B. I'm good at teaching others
C. I'm good at inspiring others
D. I'm good at caring for others
- 19. A. I get stressed when I feel like I'm not liked
B. I get stressed when I feel like I'm not understood
C. I get stressed when I feel like I'm not in control
D. I get stressed when I feel like I'm being pulled into conflict

Choose the ONE phrase you are most likely to say in your head or out loud.

- 20. A. Who else is going to be there?
 B. What will I be doing?
 C. Do I have to go?
 D. You go. I have better things to do.

- 21. A. Are you sure that's safe?
 B. Hurry up! We're late.
 C. That sounds like fun!
 D. I'm good with whatever.

- 22. A. It's done. I took care of it.
 B. I'll do it, someone will do it with me.
 C. I've been giving it some thought.
 D. No worries, it will all work out.

- 23. A. No thanks. I'll just watch.
 B. I didn't mean it that way.
 C. I'd be happy to help!
 D. I'm not sure I trust them.

- 24. A. I totally forgot about that. I'm sorry.
 B. I don't really care. You decide.
 C. That won't work. I've already planned to...
 D. Just give me the bottom line.

**Choose ONE word/phrase of the four options that best describes you.
If you get stuck, just pick the best option available.**

- 25. A. Easygoing
 B. Ambitious
 C. Energetic
 D. Analytical

- 26. A. Enthusiastic
 B. Fearless
 C. Agreeable
 D. Empathetic

- 27. A. Cautious
 B. Capable
 C. Calm
 D. Charming

- 28. A. Positive
 B. Organized
 C. Assertive
 D. Content

- 29. A. Resourceful
 B. Considerate
 C. Lighthearted
 D. Reserved

- 30. A. Productive
 B. Patient
 C. Detail-oriented
 D. People-oriented

- 31. A. Pessimistic
 B. Bossy
 C. Indifferent
 D. Distractable

- 32. A. Demanding
 B. Detached
 C. Naive
 D. Moody

- 33. A. Self-centered
 B. Sluggish
 C. Scatterbrained
 D. Suspicious

- 34. A. Undisciplined
 B. Unmotivated
 C. Unsympathetic
 D. Unforgiving

- 35. A. Indecisive
 B. Dramatic
 C. Impatient
 D. Insecure

- 36. A. Blunt
 B. Judgmental
 C. Apathetic
 D. Restless

- 37. A. Driven
 B. Imaginative
 C. Compassionate
 D. Even-keeled

- 38. A. Well-balance
 B. Enjoys working hard
 C. Musical artistic
 D. Turns crisis into comedy

- 39. A. Methodical
 B. Loud laugh
 C. Quiet but witty
 D. Brave

- 40. A. Patient leader
 B. Curious
 C. Delegates well
 D. Deep and thoughtful

1.	D	A	C	B	← 1.
2.	B	A	C	D	← 2.
3.	B	C	D	A	← 3.
4.	A	C	B	D	← 4.
5.	B	A	D	C	← 5.
6.	A	B	D	C	← 6.
7.	D	B	A	C	← 7.
8.	B	A	D	C	← 8.
9.	C	A	D	B	← 9.
10.	B	A	C	D	← 10.
11.	C	D	B	A	← 11.
12.	A	C	D	B	← 12.
13.	A	B	C	D	← 13.
14.	D	C	B	A	← 14.
15.	C	D	A	B	← 15.
16.	A	C	B	D	← 16.
17.	D	C	B	A	← 17.
18.	C	A	B	D	← 18.
19.	A	C	B	D	← 19.
20.	A	D	B	C	← 20.
21.	C	B	A	D	← 21.
22.	B	A	C	D	← 22.
23.	C	B	D	A	← 23.
24.	A	D	C	B	← 24.
25.	C	B	D	A	← 25.
26.	A	B	D	C	← 26.
27.	D	B	A	C	← 27.
28.	A	C	B	D	← 28.
29.	C	A	D	B	← 29.
30.	D	A	C	B	← 30.
31.	D	B	A	C	← 31.
32.	C	A	D	B	← 32.
33.	C	A	D	B	← 33.
34.	A	C	D	B	← 34.
35.	B	C	D	A	← 35.
36.	D	A	B	C	← 36.
37.	B	A	C	D	← 37.
38.	D	B	C	A	← 38.
39.	B	D	A	C	← 39.
40.	B	C	D	A	← 40.

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 = 40$$

INSIGHTS PERSONALITY TEST

Once you've calculated your scores, typically two temperaments (colors) will stand out.

- The highest score is your dominant temperament.
- The second highest score is your secondary temperament.

Look back at your results and write in your numbers in the colored boxes below and write in a 1, 2, 3 and 4.

RED

Speak the language of power and control

YELLOW

Speak the language of people and fun

GREEN

Speak the language of calm and harmony

BLUE

Speak the language of order and perfection



ON A GOOD DAY:

YELLOW

Sociable
Dynamic
Demonstrative
Enthusiastic
Persuasive

RED

Competitive
Demanding
Determined
Strong-willed
Purposeful

GREEN

Caring
Encouraging
Sharing
Patient
Relaxed

BLUE

Cautious
Precise
Deliberate
Questioning
Formal



ON A BAD DAY:

YELLOW

Excitable
Frantic
Indiscreet
Flamboyant
Hasty

RED

Aggressive
Controlling
Driving
Overbearing
Intolerant

GREEN

Docile
Bland
Plodding
Reliant
Stubborn

BLUE

Stuffy
Indecisive
Suspicious
Cold
Reserved

THE FOUR COLOR SUMMARY



**COOL
BLUE**



**EARTH
GREEN**



**SUNSHINE
YELLOW**



**FIERY
RED**

Personality Preference	Indirect Non-Emotive	Indirect Emotive	Direct Emotive	Direct Non-Emotive
Appears	Formal Conservative	Casual Conforming	Fashionable Stylish	Businesslike Functional
Work Preferences	Structured Organized Functional Formal	Personal Relaxed Friendly Informal	Stimulating Personal Cluttered Friendly	Busy Formal Efficient Structured
Style	Slow/Systematic	Slow/Easy	Fast/ Spontaneous	Fast/Decisive
Focus	The Task: The Process	Maintaining Relationships	Interacting/ Relationships	The Task: The Results
Likes	Accuracy	Attention	Recognition	Productivity
Seeks Security In	Preparation	Close Relationships	Flexibility	Control
Wants to Maintain	Credibility	Relationships	Status	Success
Irritated By	Surprises Unpredictability	Insensitivity Impatience	Boredom Routine	Inefficiency Indecision
When Considering a Purchase, is Concerned With	How they justify the purchase logically How it works	How it will affect their personal circumstances	How it enhances their status Who else uses it	What it does By when What it costs