

For each statement:

- (1) COMPLETELY AGREE
- (2) STRONGLY AGREE
- (3) AGREE
- (4) NEUTRAL
- (5) DISAGREE
- (6) STRONGLY DISAGREE
- (7) COMPLETELY DISAGREE

Personality/Job Fit Test

1. I want to be the boss.
2. I need opportunities to advance in the company.
3. I am driven to obtain the highest position possible in the organization.
4. I prefer problems that require a lot of thought.
5. It is important that my job involves thinking about complex problems.
6. I like work assignments where the solution is difficult to find.
7. It is best to withhold unpopular opinions.
8. I avoid expressing my opinions if my boss might disagree.
9. I will agree with my boss to prevent a confrontation.
10. Focusing on small issues is unproductive.
11. I do not obsess over the minor parts of my work.
12. It is not worth obsessing over every detail.
13. It is frustrating when companies change existing work procedures.
14. Coworkers would say I prefer the old way of doing things.
15. I generally dislike it when company policies change.
16. I prefer familiar tasks to new tasks.
17. I need to know what tasks I will be doing each day.
18. I prefer to work on familiar work tasks.
19. I set my work aside to assist coworkers with their work.
20. People should take time away from their work to assist their coworkers.
21. I dislike taking time away from my work to assist coworkers.
22. People have said that I should pursue a career in the arts.

23. I am very skilled in the arts.
24. I am happiest expressing myself through the arts.
25. I sometimes start projects that I have difficulty finishing.
26. Some employees care too much about finishing tasks ahead of schedule.
27. Taking frequent breaks from your work helps keep you refreshed and productive.
28. People can tell when I am stressed.
29. No one can see when I am in a bad mood.
30. My coworkers know when I am frustrated at work.
31. I am the first to notice when coworkers are unhappy.
32. People are easy to understand.
33. I know how coworkers are feeling.
34. I let others know of my success.
35. I seek work that will get me noticed.
36. My successes should be rewarded.
37. It is sometimes difficult to stay positive
38. in uncertain times.
39. I am sometimes surprised when things go without a problem.
40. I notice the negative aspects of my job.
41. People should slow down at work.
42. People who work quickly make a lot of careless mistakes.
43. People get too stressed when they try to work fast.
44. I trust data more than my instincts.
45. It is best to avoid making decisions based on intuition.
46. I feel uncomfortable making decisions based on my intuition.
47. I stop thinking about a decision once I make it.
48. I often think about previous conversations I've had at work.
49. There is no point in worrying about past decisions.
50. You have to risk money to make money.

51. I avoid taking risks.
52. I have taken risks when the odds were against me.
53. Friendships are unimportant at work.
54. I do not expect to form friendships at work.
55. It is possible to have too many friends at work.
56. Most projects should be completed as group work.
57. I accomplish more if I work in a group.
58. Everyone performs better when working in a group.
59. An employee who fears being fired will work hard.
60. Poor performance indicates that an employee needs to be disciplined.
61. Good managers discipline employees who do poor work.
62. I have been annoyed by a coworker before.
63. I never make mistakes at work.
64. I have gotten upset at work.
65. I seek out projects where I can be in charge of others.
66. Coworkers would say that I am aggressive about trying to advance my career.
67. I prefer a position that has status.
68. I prefer a position that has power.
69. Trying to solve problems without clear solutions is fun.
70. I dislike problems without clear solutions.
71. Simple tasks are the most enjoyable.
72. I enjoy simple assignments at work.
73. I avoid disagreeing with coworkers.
74. I avoid making unpopular decisions.
75. I avoid correcting my boss when I know he or she is wrong.
76. I will correct my boss if I know he or she is wrong.
77. It is unnecessary to discuss every detail of a plan.
78. Small issues deserve less time.

79. A person can be too precise about their work.
80. Concerning yourself with many details is unproductive.
81. Changes to workplace policies are often unnecessary.
82. I generally like it when companies change their policies.
83. Successful companies resist changing too much.
84. Companies should focus on using only established strategies.
85. I seek out familiar tasks at work.
86. I want to know what to expect on a daily basis at work.
87. I enjoy a predictable routine.
88. I enjoy jobs where the duties rarely change.
89. I am frustrated by coworkers who need a lot of help doing their jobs.
90. My own work tasks often prevent me from helping others with theirs.
91. At times, you have to let coworkers fail at a task.
92. I let coworkers fix their own mistakes.
93. I am a very artistic person.
94. People would say that I am most talented at creative projects.
95. People say that I am eccentric.
96. I need work that requires artistry.
97. I sometimes welcome distractions at work.
98. People worry too much about work deadlines.
99. I occasionally delay working on unpleasant tasks.
100. It is sometimes necessary to leave projects unfinished.
101. People do not realize when I am upset.
102. My coworkers can see when I am upset.
103. Coworkers are aware of how I am feeling.
104. It is difficult for coworkers to know how I am feeling.
105. I understand why people do what they do.
106. I know why my coworkers act the way they do.

107. Coworkers often discuss their problems with me.
108. I am uninterested in other people's problems.
109. I expect to be recognized for good work.
110. I enjoy it when others talk about my accomplishments.
111. I need to hear that I do a good job.
112. It is important to receive praise from others.
113. I sometimes expect the worst.
114. Most people have difficulty remaining positive during bad times.
115. Trusting most people is unwise.
116. People will often let you down.
117. It is important not to be rushed in your work.
118. People need to slow down at work.
119. I prefer to work at a calm pace.
120. I dislike being rushed at work.
121. The best leaders rely on the facts, not intuition.
122. Using your intuition to make decisions is usually a bad idea.
123. I rely on my intuition to help me make good decisions.
124. I rely on my instincts to make decisions.
125. I rarely think about work issues after I leave work.
126. I continue to think about a problem even after choosing a solution.
127. I spend a lot of time thinking about the effects of others' actions.
128. I think about my past decisions a lot.
129. Potential gains are worth potential losses.
130. I will risk a loss if it might payoff in the end.
131. I prefer to spend my time on high-risk opportunities with the potential for greater rewards.
132. Much of the fun in life involves risk.
133. I am happiest when I am interacting with my coworkers.

134. I like to maintain a personal distance from coworkers.
135. I need to feel like I belong to my coworkers' social group.
136. I like to know what is happening in my coworkers' personal lives.
137. Work is more enjoyable when you share responsibility with others.
138. I prefer to work in a team.
139. I prefer to work by myself.
140. I work better alone.
141. I would threaten to take away employees' raises to make them work harder.
142. I would regularly use discipline as a means of correcting employees' performance issues.
143. My job performance would improve if I were paid more.
144. People will work harder if they are paid more.
145. I have said things before that I wish I had not said.
146. I have never been dissatisfied with a job.
147. I have never had a bad day at work.
148. All of my coworkers admire me.
149. It is important to have a position of power.
150. I belong in a position of power.
151. My rank in the company is important to me.
152. I prefer simple work-related assignments.
153. I enjoy work projects that require little thought.
154. I enjoy work assignments with simple challenges.
155. I avoid correcting coworkers when I know they are wrong.
156. I correct my boss when I know he or she is wrong.
157. I state my opinions to my boss even if he or she might disagree.
158. People exaggerate the importance of details.
159. I try to avoid getting trapped in conversations about specifics.
160. People are too concerned with the details of a task.

161. Business success relies on avoiding change.
162. Businesses are too quick to change to new organizational trends.
163. Changing an organization's business strategy causes too many problems.
164. I like having a job with routine duties.
165. I prefer an unchanging set of duties.
166. I prefer routine work.
167. At times, you have to let coworkers struggle with their work.
168. Coworkers can help each other too much.
169. When a coworker asks for assistance, sometimes you have to say, "No."
170. I spend much of my leisure time imagining.
171. Others are not as curious as I am.
172. I need a creative outlet at work.
173. I need to finish my work ahead of schedule.
174. I sometimes postpone beginning a new project.
175. I need to complete projects early.
176. I hide my emotions at work.
177. Coworkers are unaware of my emotions.
178. My coworkers can see what I am feeling.
179. I feel it is my job to make others feel better.
180. I spend time cheering up coworkers who are unhappy.
181. Spending time to understand my coworkers' feelings is important.
182. I do not care if I am recognized for my work.
183. It is important that my coworkers acknowledge my successes.
184. It is important to be praised for success.
185. Coworkers often have hidden agendas.
186. People are trustworthy.
187. People will do the right thing.
188. I prefer to work fast.

189. A fast-paced work environment is tiring.
190. I prefer to work at a slow, steady pace.
191. I make good decisions by relying mostly on my instincts.
192. The best leaders rely on their intuition.
193. I trust my instincts when making decisions at work.
194. I spend a lot of time thinking about past decisions.
195. I am sometimes anxious about the consequences of my decisions.
196. I think about work decisions when away from my job.
197. I prefer activities that involve an element of risk.
198. I enjoy taking risks for the rewards.
199. I enjoy jobs where success involves taking chances.
200. I like sharing personal stories.
201. I want to confide in my coworkers.
202. I am disappointed if I miss an opportunity to visit with coworkers.
203. I like working by myself to complete a task.
204. I accomplish more if I work by myself.
205. I like working alone.
206. Money is the best way to motivate employees.
207. People work more when they are paid more.
208. The prospect of a raise motivates workers the most.
209. My work has never been criticized.
210. I am never stressed at work.
211. My work is always flawless.