THE HARTMAN PERSONALITY PROFILE

Name:___________________

Directions: Mark an “X” by the one word or phrase that best describes what you are like most of the time. Choose only one response from each group. After you've finished question 30, total your scores for each letter.

PERSONALITY STRENGTHS AND LIMITATIONS

1  a)___ opinionated
   b)___ nurturing
   c)___ inventive
   d)___ outgoing

2  a)___ power-oriented
   b)___ perfectionist
   c)___ indecisive
   d)___ self-centered

3  a)___ dominant
   b)___ sympathetic
   c)___ tolerant
   d)___ enthusiastic

4  a)___ self-serving
   b)___ suspicious
   c)___ unsure
   d)___ naïve

5  a)___ decisive
   b)___ loyal
   c)___ contented
   d)___ playful

6  a)___ arrogant
   b)___ worry prone
   c)___ silently stubborn
   d)___ flighty

7  a)___ assertive
   b)___ reliable
   c)___ kind
   d)___ sociable

8  a)___ bossy
   b)___ self-critical
   c)___ reluctant
   d)___ a teaser

9  a)___ action-oriented
   b)___ analytical
   c)___ easygoing
   d)___ carefree

10 a)___ critical of others
    b)___ overly sensitive
    c)___ shy
    d)___ obnoxious

11 a)___ determined
    b)___ detail conscious
    c)___ a good listener
    d)___ a party person

12 a)___ demanding
    b)___ unforgiving
    c)___ unmotivated
    d)___ vain
13  a) ___ responsible
    b) ___ idealistic
    c) ___ considerate
    d) ___ happy

14  a) ___ impatient
    b) ___ moody
    c) ___ passive
    d) ___ impulsive

15  a) ___ strong-willed
    b) ___ respectful
    c) ___ patient
    d) ___ fun-loving

16  a) ___ argumentative
    b) ___ unrealistic
    c) ___ directionless
    d) ___ an interrupter

17  a) ___ independent
    b) ___ dependable
    c) ___ even-tempered
    d) ___ trusting

18  a) ___ aggressive
    b) ___ frequently depressed
    c) ___ ambivalent
    d) ___ forgetful

19  a) ___ powerful
    b) ___ deliberate
    c) ___ gentle
    d) ___ optimistic

20  a) ___ insensitive
    b) ___ judgmental
    c) ___ boring
    d) ___ uncommitted

21  a) ___ logical
    b) ___ emotional
    c) ___ agreeable
    d) ___ popular

22  a) ___ always right
    b) ___ guilt prone
    c) ___ unenthusiastic
    d) ___ uncommitted

23  a) ___ pragmatic
    b) ___ well-behaved
    c) ___ accepting
    d) ___ spontaneous

24  a) ___ merciless
    b) ___ thoughtful
    c) ___ uninvolved
    d) ___ a show-off

25  a) ___ task-oriented
    b) ___ sincere
    c) ___ diplomatic
    d) ___ lively

26  a) ___ tactless
    b) ___ hard to please
    c) ___ lazy
    d) ___ loud
27  a)___ direct  
b)___ creative  
c)___ adaptable  
d)___ a performer  
28  a)___ calculating  
b)___ self-righteous  
c)___ self-deprecating  
d)___ disorganized  
29  a)___ confident  
b)___ disciplined  
c)___ pleasant  
d)___ charismatic  
30  a)___ intimidating  
b)___ careful  
c)___ unproductive  
d)___ afraid to face facts  

Strengths and Limitations Totals

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<th></th>
<th>Total a's</th>
<th>Total b's</th>
<th>Total c's</th>
<th>Total d's</th>
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Enter your totals in the proper spaces.

Now let's see if you respond the same way to the following situations as you did to groups of descriptive words. Again, pick only one answer, and record your totals for each letter at the end of the section.

SITUATIONS

31. If I applied for a job, a prospective employer would most likely hire me because I am:
   a. Driven, direct, and delegating.
   b. Deliberate, accurate, and reliable.
   c. Patient, adaptable, and tactful.
   d. Fun-loving, spirited, and casual.

32. When involved in an intimate relationship, if I feel threatened by my partner, I:
   a. Fight back with facts and anger.
   b. Cry, feel hurt, and plan revenge.
   c. Become quiet, withdrawn, and often hold anger until I blow up over some minor issue later.
   d. Distance myself and avoid further conflict.

33. For me, life is most meaningful when it:
   a. Is task-oriented and productive.
   b. Is filled with people and purpose.
   c. Is free of pressure and stress.
   d. Allows me to be playful, lighthearted, and optimistic.
34. As a child, I was:
   a. Stubborn, bright, and/or aggressive.
   b. Well-behaved, caring, and/or depressed.
   c. Quiet, easygoing, and/or shy.
   d. Too talkative, happy, and/or playful.

35. As an adult, I am:
   a. Opinionated, determined, and/or bossy.
   b. Responsible, honest, and/or unforgiving.
   c. Accepting, contented, and/or unmotivated.
   d. Charismatic, positive, and/or obnoxious.

36. As a parent, I am:
   a. Demanding, quick-tempered, and/or uncompromising.
   b. Concerned, sensitive, and/or critical.
   c. Permissive, easily persuaded, and/or often overwhelmed.
   d. Playful, casual, and/or irresponsible.

37. In an argument with a friend, I am most likely to be:
   a. Verbally stubborn about facts.
   b. Concerned about others' feelings and principles.
   c. Silently stubborn, uncomfortable, and/or confused.
   d. Loud, uncomfortable, and/or compromising.

38. If my friend was in trouble, I would be:
   a. Protective, resourceful, and recommend solutions.
   b. Concerned, empathetic, and loyal-regardless of the problem.
   c. Supportive, patient, and a good listener.
   d. Nonjudgmental, optimistic, and downplaying the seriousness of the situation.

39. When making decisions, I am:
   a. Assertive, articulate, and logical.
   b. Deliberate, precise, and cautious.
   c. Indecisive, timid, and reluctant.
   d. Impulsive, uncommitted, and inconsistent.

40. When I fail, I feel:
   b. Guilty, self-critical, and vulnerable to depression-I dwell on it.
   c. Unsettled and fearful, but I keep it to myself.
   d. Embarrassed and nervous-seeking to escape the situation.
41. If someone crosses me:
   a. I am angered, and cunningly plan ways to get even quickly.
   b. I feel deeply hurt and find it almost impossible to forgive completely. Generally, getting even is not enough.
   c. I am silently hurt and plan to get even and/or completely avoid the other person.
   d. I want to avoid confrontation, consider the situation not important enough to bother with, and/or seek other friends.

42. Work is:
   a. A most productive way to spend one's time.
   b. A healthy activity, which should be done right if it's to be done at all. Work should be done before one plays.
   c. A positive activity as long as it is something I enjoy and don't feel pressured to accomplish.
   d. A necessary evil, much less inviting than play.

43. In social situations, I am most often:
   a. Feared by others.
   b. Admired by others.
   c. Protected by others.
   d. Envied by others.

44. In a relationship, I am most concerned with being:
   a. Approved of and right.
   b. Understood, appreciated, and intimate.
   c. Respected, tolerant, and peaceful.
   d. Praised, having fun, and feeling free.

45. To feel alive and positive, I seek:
   a. Adventure, leadership, and lots of action.
   b. Security, creativity, and purpose.
   c. Acceptance and safety.
   d. Excitement, playful productivity, and the company of others.

Situations Totals

Total a's_____ Total b's_____ Total c's_____ Total d's_____

Now add your totals from numbers 1-30 to those from numbers s 1-45 to get grand totals. At this point, the four personality color types are assigned to each of the letters: Red for "a," Blue for "b," White for "c," and Yellow for "d."

GRAND TOTALS

Red (a)_____Blue (b)_____White (c)_____Yellow (d)_____