

Personality Self-Assessment

Driver | Social | Analytical

A Program Brought to You by Knowledge Labs™

Instructions

For each Group, mark "3" next to the word that describes you best, "2" next to the word that describes you second best and "1" by the word that least describes you. You should have just one "3," one "2," and one "1" marked in each Group.

Once you have completed answering all of the Groups, total your score for each letter and record your numbers at the bottom of the sheet.

Your total score for all three letters should equal 72.

Group 1

- A. Daring _____
- B. Enthusiastic _____
- C. Diplomatic _____

Group 2

- A. Decisive _____
- B. Talkative _____
- C. Controlled _____

Group 3

- A. Strong-Willed _____
- B. Cheerful _____
- C. Reserved _____

Group 4

- A. Competitive _____
- B. Joyful _____
- C. Private _____

Group 5

- A. Bold _____
- B. Charming _____
- C. Logical _____

Group 6

- A. Persistent _____
- B. Animated _____
- C. Well Disciplined _____

Group 7

- A. Insistent _____
- B. Magnetic _____
- C. Tactful _____

Group 8

- A. Adventurous _____
- B. Outgoing _____
- C. Insightful _____

Group 9

- A. Independent _____
- B. Stimulating _____
- C. Perceptive _____

Group 10

- A. Firm _____
- B. Playful _____
- C. Fussy _____

Group 11

- A. Self-Reliant _____
- B. Sociable _____
- C. Soft-Spoken _____

Group 12

- A. Forceful _____
- B. Impulsive _____
- C. Introverted _____

As Total Score	Bs Total Score	Cs Total Score

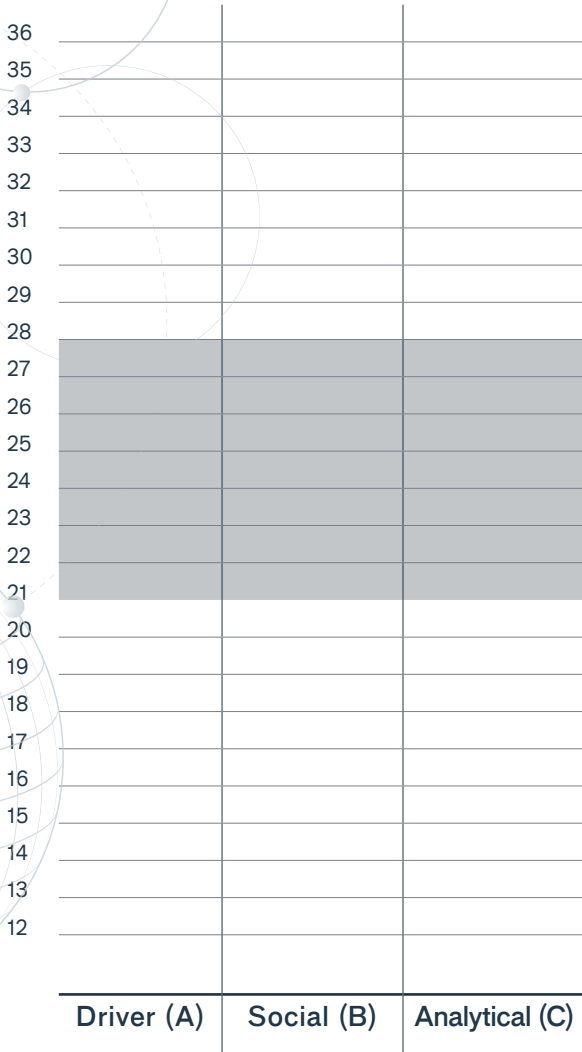
After calculating and entering your totals, transfer your A, B and C scores to the spaces provided (below the chart) on the following page.

Personality Self-Assessment

Next Steps

Input your A, B and C scores from the previous page. Draw a dot on the corresponding value on the graph and connect the dots to see your profile.

Personality Graph



Dominant Personality _____
Support Personality _____

Driver

Strengths and Limitations

- Results oriented and likes to be in control
- Direct, opinionated
- Irritated when time wasted
- May ignore details, people and procedures
- Willing to take risks. Values speed vs. accuracy

Communication Tips

- Show competence quickly
- Eliminate time wasters. Give short, factual responses
- Show them options and seek input along the way

Social

Strengths and Limitations

- Open, cooperative and listens before forming opinions
- Relaxed, friendly demeanor
- Thrives on developing relationships
- Decisions must "feel" right
- Promotes compromise but may seem passive

Communication Tips

- Take extra time to establish rapport
- Let them verbalize their feelings
- Third party endorsements resonate well

Analytical

Strengths and Limitations

- Detail oriented. Values quality and accuracy
- Likes having time to research and think
- Slow to change. May seem stubborn or negative
- Avoids snap judgments and will weigh options
- Reserved and may not display personal warmth

Communication Tips

- Get straight down to business
- Provide facts and data to support your points
- Allow them to process data before closing

For more information, please visit janushenderson.com.

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