

That they will, if given the chance, excel at different sorts of work? Could it be that such popular sayings as “to each his own,” “different strokes for different folks,” and “do your own thing” express something that can be put to good use in everyday life?

There is much to be gained by appreciating differences, and much to be lost by ignoring them or condemning them. But the first step toward seeing others as distinct from yourself is to become better acquainted with your own traits of character. Of course, the best way to determine your traits of character is to watch what you actually do from time to time and place to place and in different company. There is no substitute for careful and informed observation. But self examination is quite foreign to most people, and so devices like this questionnaire can be useful in getting you started asking questions about your preferred attitudes and actions.

The Keirsesey Temperament Sorter II

Decide on answer a or b and put a check mark in the proper column of the answer sheet on page 10. Scoring directions are provided. There are no right or wrong answers since about half the population agrees with whatever answer you choose.

- 1 **When the phone rings do you**
 ___(a) hurry to get to it first ___(b) hope someone else will answer
- 2 **Are you more**
 ___(a) observant than introspective ___(b) introspective than observant
- 3 **Is it worse to**
 ___(a) have your head in the clouds ___(b) be in a rut
- 4 **With people are you usually more**
 ___(a) firm than gentle ___(b) gentle than firm
- 5 **Are you more comfortable in making**
 ___(a) critical judgments ___(b) value judgments
- 6 **Is clutter in the workplace something you**
 ___(a) take time to straighten up ___(b) tolerate pretty well
- 7 **Is it your way to**
 ___(a) make up your mind quickly ___(b) pick and choose at some length

- 8 **Waiting in line, do you often**
 ___(a) chat with others ___(b) stick to business
- 9 **Are you more**
 ___(a) sensible than ideational ___(b) ideational than sensible
- 10 **Are you more interested in**
 ___(a) what is actual ___(b) what is possible
- 11 **In making up your mind are you more likely to go by**
 ___(a) data ___(b) desires
- 12 **In sizing up others do you tend to be**
 ___(a) objective and impersonal ___(b) friendly and personal
- 13 **Do you prefer contracts to be**
 ___(a) signed, sealed, and delivered ___(b) settled on a handshake
- 14 **Are you more satisfied having**
 ___(a) a finished product ___(b) work in progress
- 15 **At a party, do you**
 ___(a) interact with many, even strangers ___(b) interact with a few friends
- 16 **Do you tend to be more**
 ___(a) factual than speculative ___(b) speculative than factual
- 17 **Do you like writers who**
 ___(a) say what they mean ___(b) use metaphors and symbolism
- 18 **Which appeals to you more:**
 ___(a) consistency of thought ___(b) harmonious relationships
- 19 **If you must disappoint someone are you usually**
 ___(a) frank and straightforward ___(b) warm and considerate
- 20 **On the job do you want your activities**
 ___(a) scheduled ___(b) unscheduled

- 21 Do you more often prefer**
 ___(a) final, unalterable statements ___(b) tentative, preliminary statements
- 22 Does interacting with strangers**
 ___(a) energize you ___(b) tax your reserves
- 23 Facts**
 ___(a) speak for themselves ___(b) illustrate principles
- 24 Do you find visionaries and theorists**
 ___(a) somewhat annoying ___(b) rather fascinating
- 25 In a heated discussion, do you**
 ___(a) stick to your guns ___(b) look for common ground
- 26 Is it better to be**
 ___(a) just ___(b) merciful
- 27 At work, is it more natural for you to**
 ___(a) point out mistakes ___(b) try to please others
- 28 Are you more comfortable**
 ___(a) after a decision ___(b) before a decision
- 29 Do you tend to**
 ___(a) say right out what's on your mind ___(b) keep your ears open
- 30 Common sense is**
 ___(a) usually reliable ___(b) frequently questionable
- 31 Children often do not**
 ___(a) make themselves useful enough ___(b) exercise their fantasy enough
- 32 When in charge of others do you tend to be**
 ___(a) firm and unbending ___(b) forgiving and lenient
- 33 Are you more often**
 ___(a) a cool-headed person ___(b) a warm-hearted person

- 34 Are you prone to**
 ___(a) nailing things down ___(b) exploring the possibilities
- 35 In most situations are you more**
 ___(a) deliberate than spontaneous ___(b) spontaneous than deliberate
- 36 Do you think of yourself as**
 ___(a) an outgoing person ___(b) a private person
- 37 Are you more frequently**
 ___(a) a practical sort of person ___(b) a fanciful sort of person
- 38 Do you speak more in**
 ___(a) particulars than generalities ___(b) generalities than particulars
- 39 Which is more of a compliment:**
 ___(a) "There's a logical person" ___(b) "There's a sentimental person"
- 40 Which rules you more**
 ___(a) your thoughts ___(b) your feelings
- 41 When finishing a job, do you like to**
 ___(a) tie up all the loose ends ___(b) move on to something else
- 42 Do you prefer to work**
 ___(a) to deadlines ___(b) just whenever
- 43 Are you the kind of person who**
 ___(a) is rather talkative ___(b) doesn't miss much
- 44 Are you inclined to take what is said**
 ___(a) more literally ___(b) more figuratively
- 45 Do you more often see**
 ___(a) what's right in front of you ___(b) what can only be imagined
- 46 Is it worse to be**
 ___(a) a softy ___(b) hard-nosed

- 47 In trying circumstances are you sometimes
 ___(a) too unsympathetic
 ___(b) too sympathetic
- 48 Do you tend to choose
 ___(a) rather carefully
 ___(b) somewhat impulsively
- 49 Are you inclined to be more
 ___(a) hurried than leisurely
 ___(b) leisurely than hurried
- 50 At work do you tend to
 ___(a) be sociable with your colleagues
 ___(b) keep more to yourself
- 51 Are you more likely to trust
 ___(a) your experiences
 ___(b) your conceptions
- 52 Are you more inclined to feel
 ___(a) down to earth
 ___(b) somewhat removed
- 53 Do you think of yourself as a
 ___(a) tough-minded person
 ___(b) tender-hearted person
- 54 Do you value in yourself more that you are
 ___(a) reasonable
 ___(b) devoted
- 55 Do you usually want things
 ___(a) settled and decided
 ___(b) just penciled in
- 56 Would you say you are more
 ___(a) serious and determined
 ___(b) easy going
- 57 Do you consider yourself
 ___(a) a good conversationalist
 ___(b) a good listener
- 58 Do you prize in yourself
 ___(a) a strong hold on reality
 ___(b) a vivid imagination
- 59 Are you drawn more to
 ___(a) fundamentals
 ___(b) overtones
- 60 Which seems the greater fault:
 ___(a) to be too compassionate
 ___(b) to be too dispassionate
- 61 Are you swayed more by
 ___(a) convincing evidence
 ___(b) a touching appeal
- 62 Do you feel better about
 ___(a) coming to closure
 ___(b) keeping your options open
- 63 Is it preferable mostly to
 ___(a) make sure things are arranged
 ___(b) just let things happen naturally
- 64 Are you inclined to be
 ___(a) easy to approach
 ___(b) somewhat reserved
- 65 In stories do you prefer
 ___(a) action and adventure
 ___(b) fantasy and heroism
- 66 Is it easier for you to
 ___(a) put others to good use
 ___(b) identify with others
- 67 Which do you wish more for yourself:
 ___(a) strength of will
 ___(b) strength of emotion
- 68 Do you see yourself as basically
 ___(a) thick-skinned
 ___(b) thin-skinned
- 69 Do you tend to notice
 ___(a) disorderliness
 ___(b) opportunities for change
- 70 Are you more
 ___(a) routinized than whimsical
 ___(b) whimsical than routinized

Answer Sheet

Enter a check for each answer in the column for a or b.

	a	b	a	b	a	b	a	b	a	b	a	b
1												
2												
3												
4												
5												
6												
7												
8												
1	1	2	3	4	5	6	7	8				
2	2	3	4	5	6	7	8					
3	3	4	5	6	7	8						
4	4	5	6	7	8							
5	5	6	7	8								
6	6	7	8									
7	7	8										
8	8											
64	65	66	67	68	69	70						
57	58	59	60	61	62	63						
50	51	52	53	54	55	56						
43	44	45	46	47	48	49						
36	37	38	39	40	41	42						
29	30	31	32	33	34	35						
22	23	24	25	26	27	28						
15	16	17	18	19	20	21						
8	9	10	11	12	13	14						
1	2	3	4	5	6	7						

Directions for Scoring

1. Add down so that the total number of a answers is written in the box at the bottom of each column (see next page for illustration). Do the same for the b answers you have checked. Each of the 14 boxes should have a number in it.

2. Transfer the number in box No. 1 of the answer grid to box No. 1 below the answer grid. Do this for box No. 2 as well. Note, however, that you have two numbers for boxes 3 through 8. Bring down the first number for each box beneath the second, as indicated by the arrows. Now add all the pairs of numbers and enter the total in the boxes below the answer grid, so each box has only one number.

	a	b	a	b	a	b	a	b	a	b	a	b
1	✓		✓		✓		✓		✓		✓	
2	✓		✓		✓		✓		✓		✓	
3	✓		✓		✓		✓		✓		✓	
4	✓		✓		✓		✓		✓		✓	
5	✓		✓		✓		✓		✓		✓	
6	✓		✓		✓		✓		✓		✓	
7	✓		✓		✓		✓		✓		✓	
8	✓		✓		✓		✓		✓		✓	
1	8	2	9	1	4	6	1	9	7	7	3	3
2	8	2	9	1	4	6	1	9	7	7	3	3
3	17	3	8	2	4	6	1	9	7	7	3	3
4	17	3	8	2	4	6	1	9	7	7	3	3
5	5	15	4	6	1	9	7	7	3	3		
6	5	15	4	6	1	9	7	7	3	3		
7	14	6	7	3	8	7	7	3	3			
8	14	6	7	3	8	7	7	3	3			
64	✓		✓		✓		✓		✓		✓	
57	✓		✓		✓		✓		✓		✓	
50	✓		✓		✓		✓		✓		✓	
43	✓		✓		✓		✓		✓		✓	
36	✓		✓		✓		✓		✓		✓	
29	✓		✓		✓		✓		✓		✓	
22	✓		✓		✓		✓		✓		✓	
15	✓		✓		✓		✓		✓		✓	
8	✓		✓		✓		✓		✓		✓	
1	8	2	9	1	4	6	1	9	7	7	3	3
2	8	2	9	1	4	6	1	9	7	7	3	3
3	17	3	8	2	4	6	1	9	7	7	3	3
4	17	3	8	2	4	6	1	9	7	7	3	3
5	5	15	4	6	1	9	7	7	3	3		
6	5	15	4	6	1	9	7	7	3	3		
7	14	6	7	3	8	7	7	3	3			
8	14	6	7	3	8	7	7	3	3			
64	✓		✓		✓		✓		✓		✓	
57	✓		✓		✓		✓		✓		✓	
50	✓		✓		✓		✓		✓		✓	
43	✓		✓		✓		✓		✓		✓	
36	✓		✓		✓		✓		✓		✓	
29	✓		✓		✓		✓		✓		✓	
22	✓		✓		✓		✓		✓		✓	
15	✓		✓		✓		✓		✓		✓	
8	✓		✓		✓		✓		✓		✓	

3. Now you have four pairs of numbers. Circle the letter below the larger numbers of each pair (see sample answer sheet below for an illustration). If the two numbers of any pair are equal, then circle neither, but put a large X below them and circle it.

The 16 Combinations

You have now identified your type. It should be one of the following:

- Four SPs [Artisans]
- ESTP [Promoter, pg. 63]
- ISTP [Crafter, pg. 66]
- ESFP [Performer, pg. 69]
- ISFP [Composer, pg. 71]
- Four SJs [Guardians]:
- ESTJ [Supervisor, pg. 104]
- ISTJ [Inspector, pg. 107]
- ESFJ [Provider, pg. 110]
- ISFJ [Protector, pg. 112]