

THE HARTMAN PERSONALITY PROFILE

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 score 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) _ undisciplined
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-depreciating
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

Enter your total in the proper spaces

_____ Total a's _____ Total b's _____ Total c's _____ Total d's

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 you 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
 - 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. At my job 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

- a. Silently self-critical, yet verbally stubborn and defensive.
- 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 31-45 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)

The Color Code
By Taylor Hartman, Ph.D.
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