

## Personality Assessment Profile

**Directions:** Read each statement carefully and thoroughly. After reading the statement, rate your response using the following scale. There are no right or wrong answers. This is not a timed survey. The PAP is based, in part, on the Myers-Briggs Type Indicator (MBTI) by Katherine Briggs and Isabel Briggs-Myers.

3 = Often applies

2 = Sometimes applies

1 = Never or almost never applies

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|---|--|
| _____ 1a. I am a very talkative person.   | _____ 10a. I am a very pragmatic and realistic person.   |
| _____ 1b. I am a more reflective person than a verbal person.   | _____ 10b. I like to create new ideas, methods, or ways of doing things.   |
| _____ 2a. I am a very factual and literal person.   | _____ 11a. I make decisions with my brain.   |
| _____ 2b. I look to the future and I can see possibilities.   | _____ 11b. I make decisions with my heart.   |
| _____ 3a. I value truth and justice over tact and emotion.  | _____ 12a. I am a very disciplined and orderly person.   |
| _____ 3b. I find it easy to empathize with other people.  | _____ 12b. I don't make a lot of plans.  |
| _____ 4a. I am very orderly and efficient.  | _____ 13a. I like to work with a group of people.  |
| _____ 4b. I enjoy having freedom from control.  | _____ 13b. I would rather work independently.  |
| _____ 5a. I am a very friendly and social person.   | _____ 14a. I learn best if I can see it, touch it, smell it, taste it, or hear it.   |
| _____ 5b. I enjoy listening to others more than talking.  | _____ 14b. I learn best by relying on my gut feelings or intuition.  |
| _____ 6a. I enjoy being around and working with people who have a great deal of common sense.                 | _____ 15a. I am quick to criticize others.   |
| _____ 6b. I enjoy being around and working with people who are dreamers and have a great deal of imagination. | _____ 15b. I compliment others very easily and quickly.  |
| _____ 7a. One of my motivating forces is to do a job very well.   | _____ 16a. My life is systematic and organized.  |
| _____ 7b. I like to be recognized for, and I am motivated by, my accomplishments and awards.                  | _____ 16b. I don't really pay attention to deadlines.  |
| _____ 8a. I like to plan out my day before I got to bed.  | _____ 17a. I can be myself when I am around others.  |
| _____ 8b. When I get up on a nonschool or nonwork day, I just like to let the day "plan itself."              | _____ 17b. I can by myself when I am alone.  |
| _____ 9a. I like to express my feelings and thoughts.   | _____ 18a. I live in the here and now, in the present.   |
| _____ 9b. I enjoy a great deal of tranquility and quiet time to myself.                                       | _____ 18b. I live in the future, planning and dreaming.  |
|   | _____ 19a. I think that if someone breaks the rules, the person should be punished.  |
|   | _____ 19b. I think that if someone breaks the rules, we should look at the person who broke the rules, examine the rules, and look at the situation at hand before a decision is made. |
|   | _____ 20a. I don my work, then I play.   |
|   | _____ 20b. I play, then do my work.  |

Refer to your score on each individual question. Place that score beside the appropriate question number. Then, tally each line at the side.

<b>Score</b>					<b>Total</b>	<b>Code</b>
					<b>Across</b>	
1a _____	5a _____	9a _____	13a _____	17a _____	_____	E Extrovert
1b _____	5b _____	9b _____	13b _____	17b _____	_____	I Introvert
2a _____	6a _____	10a _____	14a _____	18a _____	_____	S Sensing
2b _____	6b _____	10b _____	14b _____	18b _____	_____	N Intuition
3a _____	7a _____	11a _____	15a _____	19a _____	_____	T Thinking
3b _____	7b _____	11b _____	15b _____	19b _____	_____	F Feeling
4a _____	8a _____	12a _____	16a _____	20a _____	_____	J Judging
4b _____	8b _____	12b _____	16b _____	20b _____	_____	P Perceiving

<p><b><u>ISTJ</u></b> Have great power of concentration; very serious; dependable; logical and realistic; take responsibility for their own actions; they are not easily distracted.</p>	<p><b><u>ISFJ</u></b> Hard worker; detail-oriented; considerate of others' feelings; friendly and warm to others; very conscientious; they are down-to-earth and like to be around the same.</p>	<p><b><u>INFJ</u></b> Enjoy an atmosphere where all get along; they do what is needed of them; they have strong beliefs and principles; enjoy helping others achieve their goals.</p>	<p><b><u>INTJ</u></b> They are very independent; enjoy challenges; inventors; can be skeptical; they are perfectionists; they believe in their own work, sometimes to a fault.</p>
<p><b><u>ISTP</u></b> Very reserved; good at making things clear to others; interested in how and why things work; like to work with their hands; can sometimes be misunderstood as idle.</p>	<p><b><u>ISFP</u></b> Very sensitive and modest; adapt easily to change; they are respectful of others' feelings and values; take criticism personally; don't enjoy leadership roles.</p>	<p><b><u>INFP</u></b> They work well along; must know others well to interact; faithful to others and their jobs; excellent at communication; open-minded; dreamers; tend to do too much.</p>	<p><b><u>INTP</u></b> Extremely logical; very analytical; good at planning; love to learn; excellent problem solvers; they don't enjoy needless conversation; hard to understand at times.</p>
<p><b><u>ESTP</u></b> They usually are very happy; they don't let trivial things upset them; they have a very good memories; very good at working with things and taking them apart.</p>	<p><b><u>ESFP</u></b> Very good at sports and active exercises; good common sense; easygoing; good at communication; can be impulsive; do not enjoy working alone; have fun and enjoy living life</p>	<p><b><u>ENFP</u></b> Creative and industrious; can easily find success in activities and projects that interest them; good at motivating others; organized; do not like routine.</p>	<p><b><u>ENTP</u></b> Great problem solvers; love to argue either side; can do almost anything; good at speaking/motivating; love challenges; very creative; do not like routine; overconfident.</p>
<p><b><u>ESTJ</u></b> They are "take charge" people; they like to get things done; focus on results; very good at organizing; good at seeing what will not work; responsible; realists.</p>	<p><b><u>ESFJ</u></b> Enjoy many friendly relationships; popular; love to help others; do not take criticism well; need praise; need to work with people; organized; talkative; active.</p>	<p><b><u>ENFJ</u></b> Very concerned about others' feelings; respect others; good leaders; usually popular; good at public speaking; can make decisions too quickly; trust easily.</p>	<p><b><u>ENTJ</u></b> Excellent leaders; speak very well; hard-working; may be workaholics; may not give enough praise; like to learn; great planners; enjoy helping others reach their goals.</p>

## Personality Type and Learning Preferences

### Acquiring Information

<p style="text-align: center;"><b><u>Sensing (S)</u></b> <i>Detailed</i></p>	<ul style="list-style-type: none"><li>❖ Are observant, factual, concrete; notice detail.</li><li>❖ Value practical knowledge.</li><li>❖ Prefer to move from concrete material to the abstract in small steps.</li><li>❖ Learn best with clear directions and assignments; like hands-on experiences.</li></ul>
<p style="text-align: center;"><b><u>Intuition (N)</u></b> <i>Big picture</i></p>	<ul style="list-style-type: none"><li>❖ See the big picture; focus on the relationship of information.</li><li>❖ Learn best through independent thinking and use of imagination and creativity.</li><li>❖ Occasionally careless about details as they like to focus on the overall concept.</li><li>❖ Like to study theories.</li></ul>

### Making Decisions

<p style="text-align: center;"><b><u>Thinking (T)</u></b> <i>Logical</i></p>	<ul style="list-style-type: none"><li>❖ Are logical, objective, fair, impartial, detached.</li><li>❖ Find that logic guides learning; learn best by critiquing and debating.</li><li>❖ Want a logical rationale for projects and assignments.</li><li>❖ Enjoy studying cause-and-effect relationships.</li></ul>
<p style="text-align: center;"><b><u>Feeling (F)</u></b> <i>Value oriented</i></p>	<ul style="list-style-type: none"><li>❖ Find that personal values dominate decision making.</li><li>❖ Learn best by relating to the material personally.</li><li>❖ Have a strong need to like the teacher.</li><li>❖ Are motivated by teacher's encouragement.</li></ul>

## Focus of Attention and Energy

<p style="text-align: center;"><b><u>Introversion (I)</u></b> <i>Time to reflect</i></p>	<ul style="list-style-type: none"> <li>❖ Focus on their own inner world of ideas.</li> <li>❖ Learn best by reflecting and thinking.</li> <li>❖ Are willing to share ideas with advance notice.</li> <li>❖ Need time to think before making a decision or participating in a discussion.</li> </ul>
<p style="text-align: center;"><b><u>Extraversion (E)</u></b> <i>Excitement and enthusiasm</i></p>	<ul style="list-style-type: none"> <li>❖ Focus on the outer world of people and external events.</li> <li>❖ Learn best by doing and discussing.</li> <li>❖ Prefer collaborative group work.</li> <li>❖ Like to connect facts, theories, and concepts to their own experience.</li> </ul>

## Relating to the Outside World

<p style="text-align: center;"><b><u>Judging (J)</u></b> <i>Planned and organized</i></p>	<ul style="list-style-type: none"> <li>❖ Are planned, scheduled, organized, goal oriented.</li> <li>❖ Learn best by planning and organizing material.</li> <li>❖ Like organized instructions and assignments.</li> <li>❖ Find that completing a task or an assignment is very reinforcing.</li> </ul>
<p style="text-align: center;"><b><u>Perceiving (P)</u></b> <i>Spontaneous and flexible</i></p>	<ul style="list-style-type: none"> <li>❖ Are adaptable, open to change, flexible.</li> <li>❖ Learn best by being spontaneous; want faculty to be inspiring.</li> <li>❖ Find that completing tasks and assignments on time is difficult.</li> <li>❖ Prefer less structured learning environments.</li> </ul>

\*Source: Compiled from Ditiberio & Hammer, 1993; Lawrence, 1997; Myers & Myers, 1980.