

Personality Assessment

Get to know the Jungian Mental Mechanisms
and the Keirsey Temperaments a.k.a. Personality Styles

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The four personality style descriptor terms found in this guide (Mover, Connector, Thinker, and Planner) are used with permission from www.PersonalityLingo.com. Personality Lingo is a registered trademark of Mary Miscisin.

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7th Release June 2020

Facilitation Notes:

This personality assessment is designed to provide insights into the motivations behind behaviors, promote understanding of individual differences, and lay the foundation for Emotional Intelligence.

(1) When determining their Personality Style Lineup, direct students to read through the descriptions of the personality styles on page 7 and list the styles in order from what sounds most like them to least like them. They may use the assessment results to guide them but their determination of their personality lineup from reading the style descriptions takes precedence over the assessment results.

(2) Provide avenues for the students to relate to the styles in different contextual situations – this can be accomplished by means of storytelling, a skit, or movie analysis.

(3) Provide opportunities for students to work together in “most dominant style groups”. Ask them to discuss and come to consensus on their top strengths, values, how they are most misunderstood, etc. These group discussions empower students to realize that there are others who have a lot in common with them. Have each group report out to the entire class and teach each other. Learning about the other styles instills empathy and fosters emotional intelligence.

The goal is for students to feel valued, validated, and understood.

Personality Assessment

This personality assessment helps you determine your “psychological type preferences” as well as your “personality style lineup.” Twenty situational-based questions guide you through an exploration of the Jungian Mental Mechanisms to see if you have any clear preferences. By scoring the assessment yourself, you will learn which combinations of mental mechanisms make up each of the four Keirsey Temperaments a.k.a. Personality Styles.

When individuals share preferences, they see things the same way and tend to get along well. When their preferences are in contrast, misunderstandings naturally occur. Recognizing behavior patterns in ourselves and others helps us to understand each other even when we don’t see things the same way.



Your personality style lineup can be thought of as an internal compass. It produces a strong urge or drive that pulls you in the direction of your core values such as harmony, competency, responsibility, or immediacy. You may feel “lost” when not following your true nature.

Everyone possesses all of the Jungian Mental Mechanisms described here and the free will to apply them to different life circumstances. Some of us have come to clearly favor one mechanism over its opposite, either by way of a natural-born inner disposition or as an adaptation to outer circumstances.

Life experiences generally require us to adapt and operate outside our comfort zones in order to overcome obstacles. We may excel early at behaviors that are adaptive and not find opportunities to fully develop our natural traits until later in life. It can take years of trying on the different qualities to identify which ones feel like a more natural fit.

When circumstances are in alignment with our core values and we are expressing our natural traits - we feel energized, alive, and on path. When external events go against our core values and we are unable to express our natural traits – we may feel drained, sluggish, and unmotivated.

Instructions

1. Please record your answers on the Response Key.
2. Select the statement that best describes your most natural way of operating given a comfortable environment.
3. Try to proceed quickly and not overthink each response.
4. If you are unable to choose between answers because you can think of circumstances where you do one or the other, simply select both answers and move on.

General Orientation

1. Study Environment

- a. prefer to study in a group - discussing the material
- b. prefer to study alone - away from distractions if possible

2. How Thoughts Form

- a. process thoughts out loud - through conversations with others
- b. process thoughts silently - inside my head

3. Speaking Style

- a. fast pace, expressive tones, and large gestures
- b. moderate pace, quiet voice, minimal gesturing

4. Relationship with Silence

- a. uncomfortable with long silences - especially around others
- b. appreciate silence - even around others

5. Energy Drainers and Gainers

- a. Most often find interacting with groups of people to be energizing
- b. Most often find interacting with groups of people to be draining

If you enjoy interacting with others in moderate amounts, select both answers to Question #5.

Modes of Operation

6. Packing for a Trip

- a. pack in advance for a trip, at least the night before
- b. pack the very last minute for a trip

7. Closure vs. Leaving Options Open

- a. prefer to have decisions made
- b. prefer to keep options open as long as possible

8. Relationship with Schedules

- a. find schedules and routines comforting
- b. find schedules and routines restricting

9. Natural Tendency

- a. crave consistency and enjoy being prepared
- b. crave variety and enjoy improvising

10. Work Style

- a. "work before play"
- b. "play along the way"

Information Gathering

11. Strengths

- a. good at building, maintaining, and operating things
- b. good at developing insights into creative designs

12. Ways of Perceiving

- a. trust only what I can see, hear, touch, taste, or smell
- b. comfortable using imagination and following hunches

13. Integration

- a. put pieces together one step at a time
- b. put pieces together from all directions at once

14. Interpretation

- a. the way things appear is the way they really are
- b. read between the lines to discover hidden meaning

15. Outlook

- a. prefer to experience life here and now
- b. enjoy contemplating patterns and future possibilities

Decision-Making

16. Decisions

- a. use logic to make decisions and seek clarity
- b. use feelings to make decisions and seek harmony

17. Needs

- a. sincere need to evaluate and improve
- b. sincere need to know that others care how you feel

18. Perspective

- a. tend to debate and defend point of view
- b. tend to sympathize and accept other people's opinions

19. Movie-Watching

- a. mistakes in a movie significantly lessen enjoyment
- b. able to look past mistakes and enjoy a movie

20. Preferred Approach

- a. objective, direct, and investigative
- b. subjective, tactful, and appreciative

Response Key

Draw a circle around the letter that corresponds with your response for each question. Count the marks for each column and fill-in the totals at the bottom of the table.

General Orientation		
1.	a	b
2.	a	b
3.	a	b
4.	a	b
5.	a	b
Total:		
	Extraversion	Introversion

Modes of Operation		
6.	a	b
7.	a	b
8.	a	b
9.	a	b
10.	a	b
Total:		
	Planned	Spontaneous

Information Gathering		
11.	a	b
12.	a	b
13.	a	b
14.	a	b
15.	a	b
Total:		
	Hands-On	Theoretical

Decision-Making		
16.	a	b
17.	a	b
18.	a	b
19.	a	b
20.	a	b
Totals:		
	Objective	Subjective

A relatively higher score in one column of a table indicates a “psychological type preference”. Where the scores in both columns are close to each other, you may find that you naturally switch back and forth between each mental mechanism as the situation demands.

Insights into the Jungian Mental Mechanisms

Circle any preferences for each pair of Jungian Mental Mechanisms:

Extraversion	Introversion
Planned	Spontaneous
Hands-On	Theoretical
Objective	Subjective

General Orientation: Extraversion – Introversion

Extraverts tend to speak freely about whatever is on their mind. They develop their thoughts by talking through them with others. Extraverts gain energy from chatting with others.

Introverts are somewhat more territorial with their mental space and personal space. They need time to think and reflect before sharing their thoughts. Introverts gain energy from quiet time.

Modes of Operation: Planned – Spontaneous

Individuals who have a preference for operating in a planned manner find comfort in following routines and schedules. They have an innate drive to make decisions as soon as possible and bring things to closure.

Individuals who have a preference for operating in a spontaneous manner find schedules and routines restricting. They have an innate drive to keep options open. They crave variety and flexibility and may change their minds often.

Information Gathering: Hands-On – Theoretical

Individuals who prefer hands-on gathering of information using their five senses focus on the present moment and proceed one step at a time. They appreciate clear objectives and tangible results.

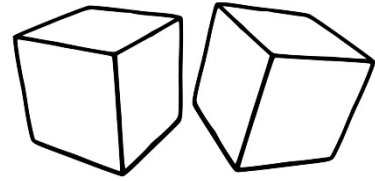
Individuals who prefer theoretical gathering of information by means of insights focus on future possibilities and pull from all directions at once to see the big picture. They appreciate opportunities to be creative and use their imagination.

Decision-Making: Objective- Subjective

Individuals who prefer making decisions objectively seek clarity and have a sincere need to evaluate and improve. They make decisions based on logic and impersonal facts.

Individuals who prefer making decisions subjectively seek harmony and need to know that others care how they feel. They make decisions based on values and personal impact.

The Jungian Mental Mechanisms are the building blocks for the Keirsey Temperaments a.k.a. the four Personality Styles



Place your total scores for each mental mechanism into the box next to its name. Then add the two numbers in each column together to arrive at a total score for each personality style.

Hands-On + Spontaneous = MOVER

Hands-On	
Spontaneous	
MOVER	

Hands-On + Planned = PLANNER

Hands-On	
Planned	
PLANNER	

Theoretical + Subjective = CONNECTOR

Theoretical	
Subjective	
CONNECTOR	

Theoretical + Objective = THINKER

Theoretical	
Objective	
THINKER	

Movers and Planners both prefer hands-on gathering of information, but they differ in their mode of operation. Connectors and Thinkers both prefer theoretical gathering of information, but they differ in how they make decisions.

Your Personality Style Lineup

List the personality styles in order from the one that is most like you to the one that is least like you.

Top Style

2nd Style

3rd Style

Last/Least Style

An individual's preference for extraversion or introversion as well as their 2nd most dominant style significantly impacts how their most dominant style is expressed. (Introverts tend to keep their most dominant style on the inside and show their 2nd most dominant style to the outside world.)

Indicate your preference for Extraversion or Introversion by either checking the box for one, or by marking a point on the line somewhere in between.



Insights into the Keirsey Temperaments a.k.a. Personality Styles

Mover (SP-Orange) Personality Style

Hands-On & Spontaneous

Core Value: **Freedom**

The Mover personality style is courageous, exploratory, and playful. Movers seek action and adventure. They crave variety and enjoy improvising. Movers are good at thinking on their feet. They automatically find the fastest way to do things and make them fun. They change course as often as is needed and aren't likely to let bumps in the road slow them down.

Connector (NF-Blue) Personality Style

Theoretical & Subjective

Core Value: **Relationship**

The Connector personality style is considerate, cooperative, and encouraging. Connectors seek harmony and personal connection. They prefer to make decisions that feel good and are in alignment with their values. Connectors naturally interact with others and connect meaning to events. They excel at recognizing strengths in others and place a high importance on personal growth.

Thinker (NT-Green) Personality Style

Theoretical & Objective

Core Value: **Competency**

The Thinker personality style is curious, logical, and self-sufficient. Thinkers seek clarity and knowledge. They prefer to make calculated decisions. Thinkers explore all aspects of an issue and can't help but suggest new ways of doing things. They need time to think before making decisions. They can be fiercely independent and value their privacy.

Planner (SJ-Gold) Personality Style

Hands-On & Planned

Core Value: **Responsibility**

The Planner personality style is organized, prepared, and dependable. Planners seek order and fairness. They crave consistency and having things in their place. Planners are naturally able to distinguish right from wrong. They like to keep their personal space well-tended and pay attention to details. They seek a sense of completion and enjoy crossing items off a list.