Personality Discovery Questionnaire

Patricia Hedges

A companion to

Understanding Your Personality

With Myers-Briggs and more



Introduction

Most of us have times when we find ourselves puzzled by the reactions of those around us. We may meet or live with other people who think, act and feel in different ways to ourselves. This is both perplexing and frustrating. If we can bring some understanding to our relations with other people life can become considerably less unsettling.

This Questionnaire is designed to draw out your preferences and your strengths. There are no right and wrong answers as each response is positive. Try to answer without hesitating too much, giving the answer you would prefer, not the answer you feel you ought to prefer! Sometimes certain situations in life, our families or surroundings pressure us to act in ways we are not naturally suited for, and this questionnaire will help you find your natural inclinations and abilities. It will also tell you about other peoples' strengths and preferences, which may well be an eye-opener for you!

You can print out the complete document and complete it like any pen-and-paper questionnaire. Or just print out the grid on Page 9 and do the questionnaire by looking at the questions on your computer screen and filling in the grid on paper.

Put a tick in either the a) or b) box on page 9 for each question.

1. Do you feel you are more inclined

a) to be sociable
b) to prefer your own company

2. Are you more drawn

a) to known facts
b) to possibilities beyond what is known

3. In carrying out ordinary tasks are you more likely to

a) do them in the usual way
b) do them in your own way

4. In judging a situation do you feel you are likely to be

a) more impartial
b) more compassionate

5. Is your behaviour more likely to be

a) governed by your head
b) governed by your heart

6. Are you happier when life is

a) well-planned
b) more open-ended

7. Are you someone who feels more comfortable

a) with a routine
b) without a routine

8 . In your social life are you more likely

a) to enquire about other peoples' affairs
b) to wait to be told about other peoples' affairs

9. Do you believe that judgment based on facts

a) is seldom to be doubted
b) is sometimes to be doubted

10. When choosing a book are you more drawn to

a) non-fiction
b) fiction

11. Are you inclined to

a) stand firm on your viewpoint
b) be more compliant

12. Are you more attracted to

a) the convincing account
b) the moving account

13. Are you more comfortable when events are

a) settled and decided
b) less definite and open to change

14. Do you prefer

a) to be in charge of your life
b) to let life happen

15. Are you inclined to be

a) more outgoing
b) more reserved

16. Would it be worse for you to be called

a) other-worldly
b) completely down-to-earth

17. Are you more likely

a) to believe in your factual knowledge
b) to believe in your instinctive feelings

18. When making decisions are you more likely

a) to use cool judgment
b) to be persuaded by emotion

19. When considering a person's qualities are you inclined to

a) use your critical faculties
b) use your understanding faculties

20. Do you feel happier if your work

a) is fixed by a formal contract
b) is open to change in an informal manner

21. When you have an appointment do you tend to

a) be early or on time
b) arrive at your leisure, or at the last minute

22. Do you tend to have

a) a large number of friends
b) a more limited number of friends

23. Do you feel common sense

a) can seldom be questioned
b) can often be questioned

24. Do you tend

a) to trust your past experience
b) to trust your intuition

25. Are you inclined to

a) be somewhat hard-hearted
b) be more soft-hearted

26. Do you feel you are more likely to be

a) someone who is logical
b) someone who has depth of feeling

27. Do you prefer to

a) work toward specific goals
b) work with more open options

28. When working on a project are you more at ease if

a) you make definite decisions at an early date
b) you can put off decisions until you have gathered more information

29. Is it more natural for you to

a) speak openly about your thoughts and feelings
b) tend to keep your thoughts and feelings to yourself

30. Are you more likely to be

a) more realistic than inventive
b) more inventive than realistic

31. When approaching a situation are you more likely

a) to notice the details
b) to notice the whole

32. In judging a set of circumstances are you inclined to

a) to be just and firm
b) to be more humane

33. Do you see yourself as possessing

a) an analytical mind
b) depth of emotion

34. Do you prefer to work

a) to a deadline
b) whenever you feel like it

35. Do you tend to be better at

a) arranging and planning
b) adapting and adjusting

36. When using the phone do you generally

a) find you speak easily and at length to people
b) find conversation more difficult

37. Are you more attracted to

a) what is actual
b) what might be possible

38. Are you someone who is more likely

a) to acquire facts and retain them
b) to be hazy on facts and possibly forget them

39. Are you more inclined to be influenced by

a) set laws
b) extenuating circumstances

40. In relating to others are you more likely to

a) be objective and impersonal
b) be subjective and personal

41. Do you prefer

a) a more organised pattern in things
b) going with the flow of whatever happens

42. Are you more at ease with

a) planned events, which have specific dates and times
b) events which are unplanned, and happen spontaneously

43. At a party are you more likely

a) to speak easily and at length to many people, including strangers
b) to talk to a few people, and find little to say to strangers

44. Which of these is stronger in you

a) a sense of realism
b) the ability to exercise imagination

45. Are you more at ease when you can base choices and decisions

a) on using past facts
b) on using new ideas

46. In forming your opinion are you inclined to use

a) cool reasoning
b) an emotional response

47. Are you more likely to be

a) steadfast to a principle
b) loyal to a person

48. Do you tend to be

a) rather careful
b) somewhat impulsive

49. Would you say you were

a) more earnest and resolute
b) more easy-going

50. When the phone rings do you generally

a) try to get there first
b) wait, in the hope that someone else will answer it

51. Are you more drawn towards

a) sensible people
b) imaginative people

52. Do you feel that you are more

a) down-to-earth
b) creative

53. Do you feel you are likely to be

a) more just
b) more compassionate

54. Do you find it more satisfying to

a) discuss a topic in detail
b) come to agreement with less discussion

55. Are you more inclined to choose

a) more carefully than spontaneously
b) more spontaneously than carefully

56. When planning things do you generally prefer

a) to have a well-organised scheme
b) to let things happen so as not to commit yourself too soon

57. Are you more drawn towards

a) external events
b) internal reactions

58. If faced with a job, do you tend to tackle it

a) in a traditional manner
b) in an original manner

59. Do you find imaginative people

a) a trifle annoying
b) somewhat captivating

60. In your friendships are you more comfortable

a) being more objective
b) being more committed

61. Which is more important to you

a) rational thinking
b) harmonious human relationships

62. Are you more worried by things which are

a) unfinished
b) finished and cannot be changed

63. Do you tend to feel better about

a) having bought something
b) having the option to buy something

64. Are you more inclined

a) to use up emotional energy
b) to conserve emotional energy

65. In selecting someone for a job would your choice be based on

a) what they are, and what they had been in the past
b) what they are, and what they might become in the future

66. Do you feel you are more

a) a realistic person
b) a person who is concerned with ideas

67. In dealing with others do you prefer

a) a well-reasoned argument
b) agreement for the sake of harmony

68. Are you more affected by

a) principles
b) emotions

69. When there is a decision to be made do you

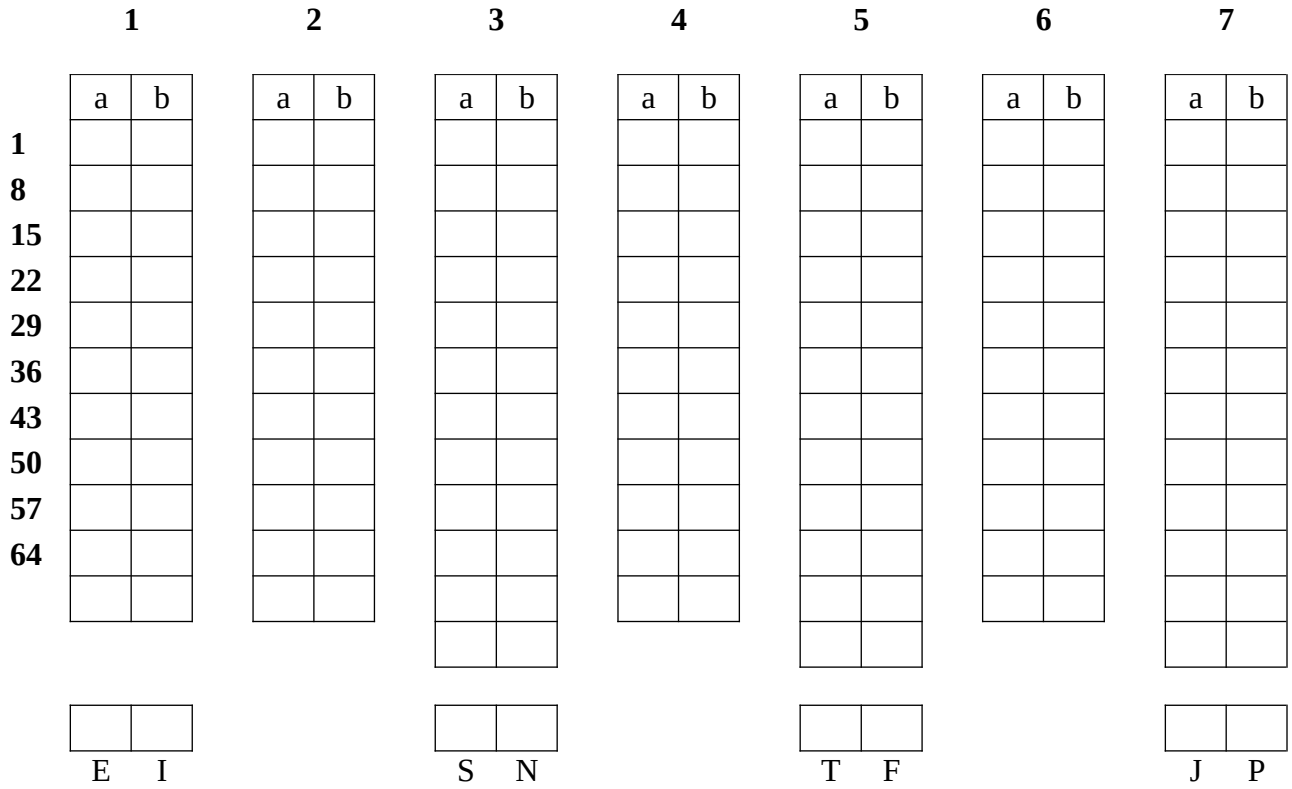
a) work on the problem immediately, making the decision as soon as you can
b) defer decision so that you allow time to consider further possibilities

70. Which do you admire more

a) the ability to organise and be methodical
b) the ability to adapt and make do

Scoring

Mark your answers in the grid below, working horizontally. That is, the row that begins with 8 will capture the answers for questions 8 through 14, while the row that begins with 64 will carry the answers for questions 64 through 70.



Add up the a) and b) scores in each column
Put the scores of column 2 underneath those of column 3
Put the scores of column 4 underneath those of column 5
Put the scores of column 6 underneath those of column 7

Now put these final scores into the boxes at the bottom, and circle the highest score in each of the four pairs of boxes

These four letters are a guide to your personality Type, which is one of 16 Types. Your Type tells you a lot about how you fit in best into the world around you, what mode of lifestyle suits you and how you are likely to react to certain people and situations.

The 16 Types

The four letters which make up your strengths and preferences give you a good guide to your Type. For example is you have I+N+F+P your type is INFP. This indicates Introversion, Intuition, Feeling and Perceiving. E+S+T=J indicates Extroversion, Sensing, Thinking and Judging.

Look below for a very brief introductory explanation of these characteristics. There are 16 different Types, and each one has unique and specific qualities and abilities.

When you find which of the 16 Types is yours it is something to value and be proud of. You can recognise your talents, skills and preferences, and learn to develop and capitalize on these. It is also important to learn about what you are not, as this helps us to avoid situations we are not suited for and tells us where we may go wrong. Reading about our Type brings us assurance and confidence to go ahead and be ourselves.

Here are the brief explanations of the characteristics which make up the 16 types:

Extroverts, for example, need interaction with other people and need to express their thoughts and feelings to others. Being on their own for too long depresses them.

Introverts have less need to be with others, and keep much of their thoughts and feelings inside themselves, usually revealing them only to people they know well and trust. Being with other people too long can tire them out.

Sensing types take in information from the world around them through their five senses of sight, hearing, smell, touch and taste. They are literal-minded, they live in the present, they notice specific details and usually tackle practical matters well. Abstract ideas and thoughts are more difficult for them to comprehend.

Intuitive types are quite different: they use their five senses, but they have an overriding sixth sense which takes in information in a broader way, often missing out on facts and details. One thing links to another and imagination, creativity and planning for the future are usually foremost in their minds.

Thinking types are logical and often detached. They make decisions rationally and are not necessarily swayed by emotion. They can stand outside a situation and give an unbiased opinion.

Feeling types consider harmony in human relationships important. They can feel personally involved in others problems and are swayed by human needs. Consideration of those around them comes naturally to them

Judging types are well organised and like to know what is happening and when. They are reliable, and make plans and keep to them. Altering plans or not knowing what is happening is disrupting to them and can cause them to feel uneasy.

Perceiving types are more easy-going. They are happy to leave decisions open and to make arrangements at the last minute. They go with whatever is happening, and altering plans does not upset them in the way it does Judging types.

You can find brief descriptions of the 16 personality Types in the pages that follow, though you'll gain a much better understanding of each - and particularly your own - by reading Patricia's book **Understanding your Personality**, which is still widely available including via Amazon.

ENFJ - The Protagonist

ENFJs, often called **Protagonists**, tend to notice what brings people together. **Warm, expressive and purposeful**, they enjoy understanding others and helping shared ideas become something meaningful. They often make decisions with both personal values and the wider group in mind.

Their **encouragement and natural leadership** can bring confidence to a team or friendship. They may, however, take on too much responsibility for other people's happiness, or feel disappointed when their efforts are not returned. Making room for their own needs can be important.

At their best, ENFJs combine **empathy with initiative**, creating an atmosphere where people feel seen and inspired to contribute. Their gift is turning genuine concern into thoughtful action.

ENFP - The Campaigner

ENFPs, commonly known as **Campaigners**, often approach life with **curiosity, imagination and infectious enthusiasm**. They enjoy discovering possibilities, connecting unexpected ideas and getting to know what makes people tick. Freedom to explore usually matters more to them than following a predictable routine.

Their **creativity and openness** can lift the mood and spark fresh thinking. Yet exciting new interests may compete for their attention, and practical details can sometimes feel restrictive. They may also take criticism personally when something matters deeply to them.

ENFPs bring a distinctive blend of **warmth and adventurous thinking**. When they pair their inspirations with steady follow-through, they can make exciting possibilities feel welcoming and real.

ENTJ - The Commander

ENTJs, often called **Commanders**, tend to see the bigger picture and quickly consider how to move towards it. **Decisive, ambitious and organised**, they enjoy setting a direction, solving complex problems and bringing structure to challenging situations. They often value competence and clear progress.

Their **strategic thinking and confidence** can help groups act with purpose. However, their direct style may sometimes seem impatient, particularly when others need more time or reassurance. They can also find it difficult to slow down or recognise the emotional weight of a decision.

ENTJs are often at their strongest when **determination meets consideration**. They can turn bold plans into practical achievements while learning to make space for different viewpoints.

ENTP - The Debater

ENTPs, widely known as **Debaters**, often enjoy exploring an idea from every possible angle. **Quick-thinking, inventive and questioning**, they are energised by lively conversation, unexpected connections and problems without obvious answers. They tend to prefer room for experimentation over rigid instructions.

Their **mental agility and originality** can reveal opportunities others overlook. Yet their appetite for discussion may feel confrontational to someone seeking agreement, and they may lose interest once the most intriguing part of a project is finished. Routine follow-through can require deliberate effort.

ENTPs bring **playfulness and intellectual courage** to the world around them. When they balance their curiosity with patience, they can challenge assumptions without losing sight of people.

ESFJ - The Harmoniser

ESFJs, often called **Harmonisers**, tend to make everyday life feel more welcoming and connected. **Sociable, considerate and dependable**, they notice practical needs, value shared traditions and enjoy bringing people together. They usually prefer clear expectations and relationships built on mutual care.

Their **generosity and attention to detail** can make others feel included and supported. However, they may become overly concerned with approval or feel unsettled by disagreement. Looking after everyone else can also leave too little energy for themselves.

ESFJs offer a special combination of **warmth and reliability**. Their thoughtful efforts, whether organising a gathering or remembering a small kindness, often strengthen the communities and relationships they value.

ESFP - The Entertainer

ESFPs, commonly known as **Entertainers**, often meet life with **energy, spontaneity and a lively interest in people**. They enjoy experiences they can share, notice what is happening around them and tend to learn through doing. A sense of fun and genuine connection often guides their choices.

Their **adaptability and friendliness** can help people relax and feel included. However, long-term planning or repetitive tasks may test their patience, and difficult conversations can be tempting to postpone. Acting in the moment sometimes brings complications later.

ESFPs have a gift for bringing **warmth and immediacy** to ordinary days. With a little forward planning, their enthusiasm can create joyful experiences that also have lasting value.

ESTJ - The Executive

ESTJs, often called **Executives**, generally value **clarity, responsibility and practical results**. They like knowing what needs to be done and how everyone can contribute. Comfortable with established methods and clear expectations, they often approach life through planning, action and dependable routines.

Their **organisation and sense of duty** can keep important commitments on track. However, they may be frustrated by uncertainty or approaches that seem unnecessarily complicated. Their straightforward manner can occasionally overlook feelings or discourage quieter voices.

ESTJs bring **steadiness and momentum** to families, workplaces and communities. When they combine their high standards with flexibility and attentive listening, they help create environments where people know they can rely on one another.

ESTP - The Entrepreneur

ESTPs, widely known as **Entrepreneurs**, tend to engage with life through **action, observation and quick decisions**. They often enjoy lively environments, hands-on challenges and the freedom to respond as opportunities appear. Rather than spending too long imagining outcomes, they prefer to see what works in practice.

Their **resourcefulness and composure under pressure** can be invaluable when circumstances change. On the other hand, impatience with lengthy discussions or routine obligations may lead them to overlook consequences. Their boldness can sometimes come across as insensitivity.

ESTPs bring **practical confidence and a spirit of adventure**. By pairing their instinct for action with reflection, they can make the most of the present without losing sight of tomorrow.

INFJ - The Advocate

INFJs, commonly called **Advocates**, often combine a **quiet, reflective nature with strong personal convictions**. They look for meaning beneath everyday events and may be drawn to understanding people's motivations. Although they value close connections, they usually need time alone to sort through their thoughts.

Their **insight and compassion** can help others feel deeply understood. Yet high expectations, especially of themselves, may leave them drained or discouraged. They can also keep concerns private for so long that others struggle to know what they need.

INFJs bring **thoughtfulness and a sense of purpose** to their relationships and work. Their influence is often subtle but lasting, shaped by the care they put into what matters most.

INFP - The Mediator

INFPs, often known as **Mediators**, tend to be guided by **imagination, sincerity and deeply held values**. They enjoy exploring ideas and feelings, especially when these reveal something meaningful about themselves or others. Quiet surroundings and freedom to be authentic often help them flourish.

Their **empathy and creativity** can bring originality and sensitivity to relationships and projects. However, they may hesitate when practical decisions clash with ideals, or withdraw when conflict feels overwhelming. Everyday demands can sometimes interrupt the dreams they care about most.

INFPs contribute a distinctive **gentleness and inner conviction**. When they turn their values into manageable steps, they can make a quietly powerful difference without losing their individuality.

INTJ - The Architect

INTJs, frequently called **Architects**, often approach life with **independence, foresight and a desire to understand how things work**. They enjoy analysing patterns, testing ideas and planning towards long-term goals. They generally prefer thoughtful decisions and time to develop their ideas without unnecessary interruption.

Their **focus and strategic insight** can help them solve difficult problems. Yet they may become impatient with inefficiency or dismiss ideas before hearing the person behind them. Their reserved manner can sometimes make genuine care difficult for others to recognise.

INTJs offer **clarity, originality and persistence**. When they balance their high standards with openness to people and change, their carefully considered ideas can have real impact.

INTP - The Logician

INTPs, often called **Logicians**, are typically drawn to **questions, patterns and unexplored possibilities**. They enjoy pulling ideas apart to see how they fit together and may become absorbed in subjects that catch their interest. Independence and the freedom to think without pressure are especially appealing.

Their **analytical curiosity and inventive reasoning** can produce unusual solutions. However, they may spend so long examining options that decisions are delayed. Repetitive chores can feel draining, while their detached approach may sometimes leave others unsure of their feelings.

INTPs bring **fresh perspectives and intellectual honesty** to the world. By sharing their thinking clearly and taking small practical steps, they can turn fascinating ideas into useful discoveries.

ISFJ - The Defender

ISFJs, commonly called **Defenders**, often show their care through **quiet attention, loyalty and practical support**. They notice what helps people feel comfortable and tend to remember the details that matter to those close to them. Familiar routines and dependable relationships can provide a welcome sense of stability.

Their **patience and conscientiousness** make them valued friends and colleagues. However, they may find it hard to say no or speak up when their own needs are overlooked. Sudden change can also feel unsettling, especially without time to prepare.

ISFJs bring **gentle strength and consistency** to everyday life. Their care often appears in modest actions that build trust and make others feel genuinely supported.

ISFP - The Adventurer

ISFPs, often known as **Adventurers**, tend to experience the world through **personal values, curiosity and close attention to their surroundings**. They appreciate freedom to follow their interests and often express themselves through choices, experiences or creative pursuits rather than lengthy explanations.

Their **sensitivity and adaptability** can make them thoughtful companions and imaginative problem-solvers. Yet they may avoid confrontation, keep their feelings hidden or find strict schedules restrictive. Uncertainty about distant plans can sometimes make commitment feel more difficult than the present moment.

ISFPs contribute **gentleness, individuality and an appreciation for life's details**. When they give their ideas direction without sacrificing freedom, they can create a life that feels both meaningful and distinctly their own.

ISTJ - The Logistician

ISTJs, commonly called **Logisticians**, often approach life with **care, practicality and a strong sense of responsibility**. They appreciate clear facts, reliable systems and promises that are kept. Rather than seeking attention, they tend to concentrate on doing a job properly and being prepared.

Their **thoroughness and dependability** can provide reassurance when accuracy matters. However, unexpected changes may feel disruptive, and they can be cautious about unfamiliar approaches. Their emphasis on facts may occasionally make it harder to acknowledge emotions or express appreciation openly.

ISTJs offer **quiet commitment and sound judgement**. When they allow room for flexibility as well as tradition, their careful approach becomes a lasting source of trust and stability.

ISTP - The Virtuoso

ISTPs, widely known as **Virtuosos**, tend to be **observant, independent and skilled at working things out firsthand**. They often enjoy understanding how machines and systems function and prefer practical challenges to lengthy explanations. Space to experiment and choose their own methods is especially valuable.

Their **calm resourcefulness and problem-solving ability** can shine when something needs fixing quickly. Yet they may become restless with strict routines or hesitate to discuss personal feelings. Their preference for independence can sometimes be mistaken for a lack of interest in others.

ISTPs bring **ingenuity and a grounded sense of possibility**. When they combine their practical instincts with communication and patience, they can build solutions and connections that last.