



PERSONALITY ASSESSMENT

Discovering Your Individual Style

1- How Are You Energized?

Task-Oriented – Energized by *accomplishing tasks* that serve people.

People-Oriented – Energized by *dealing with people* and focusing on relationships.

*Both Task- and People-Oriented individuals value relationships **and** accomplishing tasks; they differ only in how they get there. You will feel most alive when you serve in a role that matches your energizing style.*

2- How Are You Organized?

Unstructured – Prefer variety, options, and *flexibility* in activities.

Structured – Prefer detailed, planned, and *orderly* lifestyles; relationships with others are consistent.

Both Unstructured and Structured individuals value organization; they simply approach it differently. You will serve most effectively when you work in a setting that reflects your organizing style.

The Four Personality Quadrants

Quadrant	Core Preferences	You Enjoy...	Sample Ministry Fits
Task Unstructured	<ul style="list-style-type: none">•Doing tasks•Flexibility	<ul style="list-style-type: none">•General guidelines•Variety•Helping wherever needed•Tangible results	<ul style="list-style-type: none">•Set-up team•Sound & lighting tech
Task Structured	<ul style="list-style-type: none">•Doing tasks•Order	<ul style="list-style-type: none">•Clear agendas•Measurable goals•Step-by-step plans	<ul style="list-style-type: none">•Membership database•Special events logistics
People Unstructured	<ul style="list-style-type: none">•Relating to people•Flexibility	<ul style="list-style-type: none">•Unstructured settings•Spontaneous conversation•Adapting to needs	<ul style="list-style-type: none">•Crisis counselor•Youth leader•Hospital visitation
People Structured	<ul style="list-style-type: none">•Relating to people•Order	<ul style="list-style-type: none">•Defined relationships•Familiar settings•Predictable interactions	<ul style="list-style-type: none">•Hospitality•Small-group leader

Personality Assessment Directions

- 1- For each statement, **circle the number** (1-5) that best describes what you *naturally* prefer to do or be in most situations.
- 2- Do **not** answer according to what you think others expect of you.
- 3- Imagine there are no restrictions or consequences to your personal expression.

Use this scale:

1 = Strongly prefer the statement on the **left**

3 = Neutral / no strong preference

5 = Strongly prefer the statement on the **right**

HOW ARE YOU ENERGIZED? (E-Scale | Circle one)

I'm more comfortable...	<i>doing things for people</i>	《《《	1 2 3 4 5	》》》	<i>being with people</i>
When doing a task, I tend to...	<i>focus on the goal</i>	《《《	1 2 3 4 5	》》》	<i>focus on relationships</i>
I get more excited about...	<i>advancing a cause</i>	《《《	1 2 3 4 5	》》》	<i>creating community</i>
I feel I have accomplished something when I've...	<i>gotten a job done</i>	《《《	1 2 3 4 5	》》》	<i>built a relationship</i>
It is more important to start a meeting...	<i>on time</i>	《《《	1 2 3 4 5	》》》	<i>when everyone gets there</i>
I'm more concerned with...	<i>meeting a deadline</i>	《《《	1 2 3 4 5	》》》	<i>maintaining the team</i>
I place a higher value on...	<i>action</i>	《《《	1 2 3 4 5	》》》	<i>communication</i>

How are you energized? | E-Scale TOTAL (add circled numbers) = _____

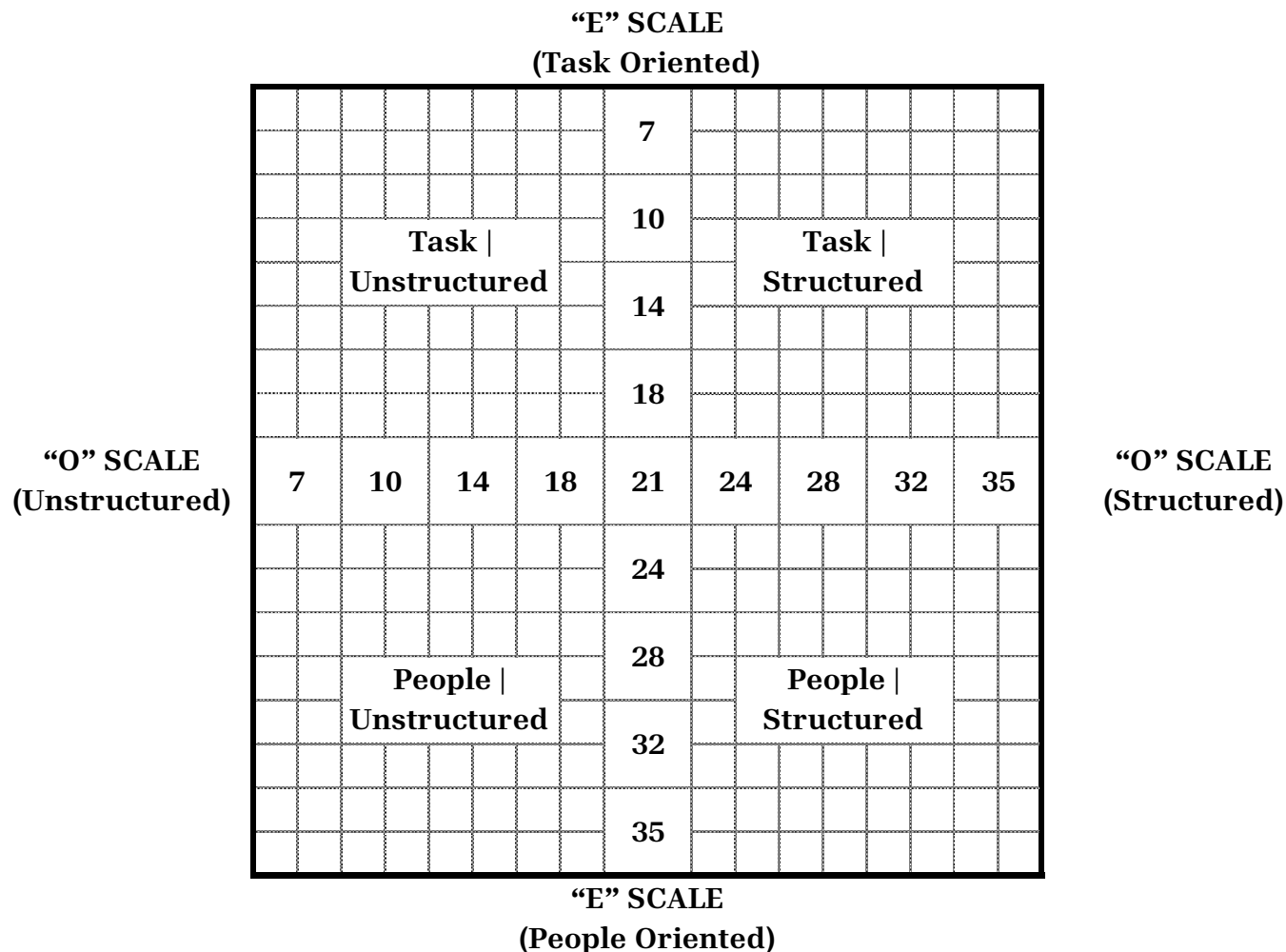
HOW ARE YOU ORGANIZED? (O-Scale | Circle one)

While on vacation, I prefer to...	<i>be spontaneous</i>	《《《	1 2 3 4 5	》》》	<i>follow a plan</i>
I prefer to set guidelines that are...	<i>general</i>	《《《	1 2 3 4 5	》》》	<i>specific</i>
I prefer to...	<i>leave my options open</i>	《《《	1 2 3 4 5	》》》	<i>settle things now</i>
I prefer projects that have...	<i>variety</i>	《《《	1 2 3 4 5	》》》	<i>routine</i>
I like to...	<i>play it by ear</i>	《《《	1 2 3 4 5	》》》	<i>stick to a plan</i>
I find routine...	<i>boring</i>	《《《	1 2 3 4 5	》》》	<i>restful</i>
I accomplish tasks best...	<i>by working it out as I go</i>	《《《	1 2 3 4 5	》》》	<i>by following a plan</i>

How are you organized? | O-Scale TOTAL (add circled numbers) = _____

PERSONALITY INTENSITY GRID

- 1- On the grid below, place an “X” on the “**O-scale**” that matches your “**O-TOTAL**”.
- 2- On the grid below, place an “X” on the “**E-scale**” that matches your “**E-TOTAL**”.
- 3- Draw a **vertical** line through your **O-scale** X.
- 4- Draw a **horizontal** line through your **E-scale** X.
- 5- Your **PERSONAL STYLE** is where the two lines meet.



PERSONAL PROFILE

My personality quadrant is:

- ☐ Task / Unstructured
- ☐ Task / Structured
- ☐ People / Unstructured
- ☐ People / Structured

Check the result of your assessment here and transfer it to your “What’s My D.E.S.I.G.N.?” form.

USING YOUR RESULTS

Match ministry opportunities to your quadrant for maximum energy, satisfaction, and effectiveness.