

# Birkman Personality Test

**INSTRUCTIONS:**

Read each pair of phrases and decide which side of the pair is most descriptive of you. As you make your choices, assume that all jobs are of equal pay and prestige.

	COLUMN A		COLUMN B
1	I would rather be a wildlife expert.		I would rather be a public relations professional.
2	I would rather be a company controller.		I would rather be a TV news anchor
3	I would rather be a tax lawyer.		I would rather be a newspaper editor.
4	I would rather be an auditor.		I would rather be a musician.
5	I would rather be a production manager.		I would rather be an advertising manager.
6	I would rather be an accounting manager.		I would rather be a history professor.
7	I would rather be a bookkeeper.		I would rather be an electrician.
8	I would rather be a writer.		I would rather be an elected official.
9	I would rather be a clerical worker.		I would rather be a carpenter.
10	I would rather be a payroll manager.		I would rather be a manager of engineering.
11	I would rather be an audit manager.		I would rather be a safety manager
12	I would rather be an artist		I would rather be a salesperson.
13	I am usually patient when I have to wait on an appointment.		I get restless when I have to wait on an appointment.
14	It is easy to laugh at one's little social errors or "faux pas".		It is hard to laugh at one's little social errors or "faux pas".
15	It is wise to make it known if someone is doing something that bothers you.		It is wise to remain silent if someone is doing something that bothers you.
16	It's not really OK to argue with others even when you know you are right.		It's OK to argue with others when you know you are right.
17	I like to bargain to get a good price.		I don't like to have to bargain to get a good price.
18	It is easy to be outgoing and sociable at a party with strangers.		It is hard to be outgoing and sociable at a party with strangers.
19	I would read the instructions first when putting a new toy together for a child.		I would just "jump in" and start putting a new toy together for a child.
20	It is usually best to be pleasant and let others decide if your ideas are worth accepting.		It is usually best to be forceful and "sell" your ideas to others.
21	I usually like to work cautiously		I usually like to work fast.
22	Generally I prefer to work quietly with a minimum of wasted movement.		Generally I prefer to move around and burn some energy while I work.
23	I don't like to have to persuade others to accept my ideas when there is a strong forceful opposition or argument from others.		I like to sell and promote my ideas with others even when it takes some argument
24	It is better to listen carefully and be sure you understand when topics are being discussed.		It is better to speak up quickly and be heard when topics are being discussed.

**BIRKMAN PERSONALITY TEST CONTINUED:**

**SCORING:**

**INTEREST H:** \_\_\_\_\_ Number of items checked in questions 1 – 6, column B.

**INTEREST V:** \_\_\_\_\_ Number of items check in questions 7 – 12, column B.

**STYLE H:** \_\_\_\_\_ Number of items checked in questions 13 – 18, column B.

**STYLE V:** \_\_\_\_\_ Number of items checked in questions 19 – 24, column B.

**YOUR INTEREST COLOR:**

Read the four statements below and see which one describes your number accounts above:

	<b>BLUE</b>	Your Interest H count is 4 or more, and your Interest V count is 3 or less.	You like creative, humanistic, thoughtful, quiet types of job responsibilities and professions.
	<b>GREEN</b>	Your Interest H count is 4 or more and your Interest V count is 4 or more.	You like persuasive, selling, promotional, and group-contact types of job responsibilities and professions.
	<b>RED</b>	Your Interest H count is 3 or less, and your Interest V count is 4 or more.	You like practical, technical, objective, and hands-on, problem-solving types of job responsibilities and professions.
	<b>YELLOW</b>	Your Interest H count is 3 or less and your Interest V count is 3 or less.	You like organized, detail-oriented, predictable and objective types of job responsibilities and professions.

**YOUR STYLE COLOR:**

Read the four statements below and see which one describes your number accounts above:

	<b>BLUE</b>	Your Style H count is 4 or more, and your Style V count is 3 or less.	You prefer to perform your job responsibilities in a manner that is supportive and helpful to others with a minimum of confrontation. You prefer to work where you and others have time to think things through before acting.
	<b>GREEN</b>	Your Style H count is 4 or more and your Style V count is 4 or more	You prefer to perform your job responsibilities in a manner that is outgoing and even forceful. You prefer to work where things get done with a minimum of thought and where persuasion is well received by others.
	<b>RED</b>	Your Style H count is 3 or less, and your Style V count is 4 or more.	You prefer to perform your job responsibilities in a manner that is action-oriented and practical. You prefer to work where things happen quickly and results are seen immediately.
	<b>YELLOW</b>	Your Style H count is 3 or less and your Style V count is 3 or less.	You prefer to perform your job responsibilities in a manner that is orderly and planned to meet a known schedule. You prefer to work where things get done with a minimum of interpretation and unexpected change.

**BIRKMAN PERSONALITY TEST CONTINUED:**

## OCCUPATIONAL INTERESTS

Place an "I" on the chart below indicating your Interests. Place an "s" on the chart indicating your style.

<p><b>RED likes to:</b></p> <ul style="list-style-type: none"> <li>• Build</li> <li>• Organize</li> <li>• See a finished product.</li> <li>• Solve a practical problem.</li> <li>• Work through people.</li> </ul>	<p><b>GREEN likes to:</b></p> <ul style="list-style-type: none"> <li>• Sell and promote</li> <li>• Persuade</li> <li>• Motivate people</li> <li>• Counsel or teach</li> <li>• Work with people</li> </ul>
<p><b>YELLOW likes to:</b></p> <ul style="list-style-type: none"> <li>• Schedule activities</li> <li>• Do detailed work</li> <li>• Keep close control</li> <li>• Work with numbers</li> <li>• Work with systems</li> </ul>	<p><b>BLUE likes to:</b></p> <ul style="list-style-type: none"> <li>• Plan activities</li> <li>• Deal with abstraction</li> <li>• Think of new approaches</li> <li>• Innovate</li> <li>• Work with ideas.</li> </ul>

### Active Behavior

<p><b>RED appears:</b></p> <ul style="list-style-type: none"> <li>• Objective about people</li> <li>• Commanding</li> <li>• Competitive</li> <li>• Practical</li> <li>• Forceful</li> </ul>	<p><b>GREEN appears:</b></p> <ul style="list-style-type: none"> <li>• Personable</li> <li>• Directive</li> <li>• Outspoken</li> <li>• Independent</li> <li>• Enthusiastic about new things</li> </ul>
<p><b>YELLOW appears:</b></p> <ul style="list-style-type: none"> <li>• Sociable</li> <li>• Orderly</li> <li>• Cooperative</li> <li>• Consistent</li> <li>• Cautious</li> </ul>	<p><b>BLUE appears:</b></p> <ul style="list-style-type: none"> <li>• Perceptive</li> <li>• Agreeable</li> <li>• Conscientious</li> <li>• Reflective and creative</li> <li>• Cautious</li> </ul>

### Career Fields

<p><b>RED</b></p> <ul style="list-style-type: none"> <li>• Manufacturing</li> <li>• Managing</li> <li>• Small business ownership</li> <li>• Surgery</li> </ul>	<p><b>GREEN</b></p> <ul style="list-style-type: none"> <li>• Marketing/advertising</li> <li>• Training</li> <li>• Therapy</li> <li>• Teaching</li> <li>• Public relations</li> </ul>
<p><b>YELLOW</b></p> <ul style="list-style-type: none"> <li>• Research</li> <li>• Banking/Finance</li> <li>• Accounting</li> </ul>	<p><b>BLUE</b></p> <ul style="list-style-type: none"> <li>• Writing/Editing</li> <li>• Teaching</li> <li>• Inventing</li> <li>• Clergy</li> </ul>