

# THE HARTMAN PERSONALITY PROFILE

Name: \_\_\_\_\_

*Directions: Mark an "X" by the one word or phrase that best describes what you are like most of the time. Choose only one response from each group. After you've finished question 30, total your scores for each letter.*

## PERSONALITY STRENGTHS AND LIMITATIONS

- |    |   |    |  |
|----|---|----|--|
| 1  | a)___ opinionated<br>b)___ nurturing<br>c)___ inventive<br>d)___ outgoing                   | 2  | a)___ power-oriented<br>b)___ perfectionist<br>c)___ indecisive<br>d)___ self-centered |
| 3  | a)___ dominant<br>b)___ sympathetic<br>c)___ tolerant<br>d)___ enthusiastic                 | 4  | a)___ self-serving<br>b)___ suspicious<br>c)___ unsure<br>d)___ naïve                  |
| 5  | a)___ decisive<br>b)___ loyal<br>c)___ contented<br>d)___ playful                           | 6  | a)___ arrogant<br>b)___ worry prone<br>c)___ silently stubborn<br>d)___ flighty        |
| 7  | a)___ assertive<br>b)___ reliable<br>c)___ kind<br>d)___ sociable                           | 8  | a)___ bossy<br>b)___ self-critical<br>c)___ reluctant<br>d)___ a teaser                |
| 9  | a)___ action-oriented<br>b)___ analytical<br>c)___ easygoing<br>d)___ carefree              | 10 | a)___ critical of others<br>b)___ overly sensitive<br>c)___ shy<br>d)___ obnoxious     |
| 11 | a)___ determined<br>b)___ detail conscious<br>c)___ a good listener<br>d)___ a party person | 12 | a)___ demanding<br>b)___ unforgiving<br>c)___ unmotivated<br>d)___ vain                |

- 13 a)\_\_\_ responsible  
b)\_\_\_ idealistic  
c)\_\_\_ considerate  
d)\_\_\_ happy
- 14 a)\_\_\_ impatient  
b)\_\_\_ moody  
c)\_\_\_ passive  
d)\_\_\_ impulsive
- 15 a)\_\_\_ strong-willed  
b)\_\_\_ respectful  
c)\_\_\_ patient  
d)\_\_\_ fun-loving
- 16 a)\_\_\_ argumentative  
b)\_\_\_ unrealistic  
c)\_\_\_ directionless  
d)\_\_\_ an interrupter
- 17 a)\_\_\_ independent  
b)\_\_\_ dependable  
c)\_\_\_ even-tempered  
d)\_\_\_ trusting
- 18 a)\_\_\_ aggressive  
b)\_\_\_ frequently depressed  
c)\_\_\_ ambivalent  
d)\_\_\_ forgetful
- 19 a)\_\_\_ powerful  
b)\_\_\_ deliberate  
c)\_\_\_ gentle  
d)\_\_\_ optimistic
- 20 a)\_\_\_ insensitive  
b)\_\_\_ judgmental  
c)\_\_\_ boring  
d)\_\_\_ undisciplined
- 21 a)\_\_\_ logical  
b)\_\_\_ emotional  
c)\_\_\_ agreeable  
d)\_\_\_ popular
- 22 a)\_\_\_ always right  
b)\_\_\_ guilt prone  
c)\_\_\_ unenthusiastic  
d)\_\_\_ uncommitted
- 23 a)\_\_\_ pragmatic  
b)\_\_\_ well-behaved  
c)\_\_\_ accepting  
d)\_\_\_ spontaneous
- 24 a)\_\_\_ merciless  
b)\_\_\_ thoughtful  
c)\_\_\_ uninvolved  
d)\_\_\_ a show-off
- 25 a)\_\_\_ task-oriented  
b)\_\_\_ sincere  
c)\_\_\_ diplomatic  
d)\_\_\_ lively
- 26 a)\_\_\_ tactless  
b)\_\_\_ hard to please  
c)\_\_\_ lazy  
d)\_\_\_ loud

- 27 a)\_\_\_ direct  
b)\_\_\_ creative  
c)\_\_\_ adaptable  
d)\_\_\_ a performer

- 28 a)\_\_\_ calculating  
b)\_\_\_ self-righteous  
c)\_\_\_ self-deprecating  
d)\_\_\_ disorganized

- 29 a)\_\_\_ confident  
b)\_\_\_ disciplined  
c)\_\_\_ pleasant  
d)\_\_\_ charismatic

- 30 a)\_\_\_ intimidating  
b)\_\_\_ careful  
c)\_\_\_ unproductive  
d)\_\_\_ afraid to face facts

### Strengths and Limitations Totals

Total a's \_\_\_\_\_ Total b's \_\_\_\_\_ Total c's \_\_\_\_\_ Total d's \_\_\_\_\_

*Enter your totals in the proper spaces.*

---

*Now let's see if you respond the same way to the following situations as you did to groups of descriptive words. Again, pick only one answer, and record your totals for each letter at the end of the section.*

### SITUATIONS

31. If I applied for a job, a prospective employer would most likely hire me because I am:
- a. Driven, direct, and delegating.
  - b. Deliberate, accurate, and reliable.
  - c. Patient, adaptable, and tactful.
  - d. Fun-loving, spirited, and casual.
32. When involved in an intimate relationship, if I feel threatened by my partner, I:
- a. Fight back with facts and anger.
  - b. Cry, feel hurt, and plan revenge.
  - c. Become quiet, withdrawn, and often hold anger until I blow up over some minor issue later.
  - d. Distance myself and avoid further conflict.
33. For me, life is most meaningful when it:
- a. Is task-oriented and productive.
  - b. Is filled with people and purpose.
  - c. Is free of pressure and stress.
  - d. Allows me to be playful, lighthearted, and optimistic.

34. As a child, I was:
- Stubborn, bright, and/or aggressive.
  - Well-behaved, caring, and/or depressed.
  - Quiet, easygoing, and/or shy.
  - Too talkative, happy, and/or playful.
35. As an adult, I am:
- Opinionated, determined, and/or bossy.
  - Responsible, honest, and/or unforgiving.
  - Accepting, contented, and/or unmotivated.
  - Charismatic, positive, and/or obnoxious.
36. As a parent, I am:
- Demanding, quick-tempered, and/or uncompromising.
  - Concerned, sensitive, and/or critical.
  - Permissive, easily persuaded, and/or often overwhelmed.
  - Playful, casual, and/or irresponsible.
37. In an argument with a friend, I am most likely to be:
- Verbally stubborn about facts.
  - Concerned about others' feelings and principles.
  - Silently stubborn, uncomfortable, and/or confused.
  - Loud, uncomfortable, and/or compromising.
38. If my friend was in trouble, I would be:
- Protective, resourceful, and recommend solutions.
  - Concerned, empathetic, and loyal-regardless of the problem.
  - Supportive, patient, and a good listener.
  - Nonjudgmental, optimistic, and downplaying the seriousness of the situation.
39. When making decisions, I am:
- Assertive, articulate, and logical.
  - Deliberate, precise, and cautious.
  - Indecisive, timid, and reluctant.
  - Impulsive, uncommitted, and inconsistent.
40. When I fail, I feel:
- Silently self-critical, yet verbally stubborn and defensive.
  - Guilty, self-critical, and vulnerable to depression-I dwell on it.
  - Unsettled and fearful, but I keep it to myself.
  - Embarrassed and nervous-seeking to escape the situation.

41. If someone crosses me:
- I am angered, and cunningly plan ways to get even quickly.
  - I feel deeply hurt and find it almost impossible to forgive completely. Generally, getting even is not enough.
  - I am silently hurt and plan to get even and/or completely avoid the other person.
  - I want to avoid confrontation, consider the situation not important enough to bother with, and/or seek other friends.
42. Work is:
- A most productive way to spend one's time.
  - A healthy activity, which should be done right if it's to be done at all. Work should be done before one plays.
  - A positive activity as long as it is something I enjoy and don't feel pressured to accomplish.
  - A necessary evil, much less inviting than play.
43. In social situations, I am most often:
- Feared by others.
  - Admired by others.
  - Protected by others.
  - Envied by others.
44. In a relationship, I am most concerned with being:
- Approved of and right.
  - Understood, appreciated, and intimate.
  - Respected, tolerant, and peaceful.
  - Praised, having fun, and feeling free.
45. To feel alive and positive, I seek:
- Adventure, leadership, and lots of action.
  - Security, creativity, and purpose.
  - Acceptance and safety.
  - Excitement, playful productivity, and the company of others.

### Situations Totals

Total a's \_\_\_\_\_ Total b's \_\_\_\_\_ Total c's \_\_\_\_\_ Total d's \_\_\_\_\_

*Now add your totals from numbers 1-30 to those from numbers 1-45 to get grand totals. At this point, the four personality color types are assigned to each of the letters: Red for "a," Blue for "b," White for "c," and Yellow for "d."*

### GRAND TOTALS

**Red (a) \_\_\_\_\_ Blue (b) \_\_\_\_\_ White (c) \_\_\_\_\_ Yellow (d) \_\_\_\_\_**