

The Hartman Personality Profile (adapted)

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 STRENGTH AND LIMITATIONS

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

Enter the totals for 1-30 in the proper spaces!

_____ Total A's _____ Total B's _____ Total C's _____ Total D's

➔ MOVE ON TO ANSWER QUESTIONS 31-45 ➔

Be honest! Circle the choices that come to you most readily. Skip the tough ones and come back later. Strive to choose answers that are most typical of your thoughts and/or actions. ENJOY! 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. *Mark only one answer.*

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 situation 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:
 - a. Stubborn, bright, and/or aggressive.
 - b. Well-behaved, caring, and/or depressed
 - c. Quiet, easygoing, and/or shy.
 - d. Too talkative, happy, and/or playful.

35. As an adult, I am:
 - a. Opinionated, determined, and/or bossy.
 - b. Responsible, honest, and/or unforgiving.
 - c. Accepting, contented, and/or unmotivated.
 - d. Charismatic, positive, and/or obnoxious.

36. As a parent, I am:
 - a. Demanding, quick-tempered, and/or uncompromising.
 - b. Concerned, sensitive, and/or critical.
 - c. Permissive, easily persuaded, and/or often overwhelmed.
 - d. Playful, casual, and/or irresponsible.

37. In an argument with a friend, I am most likely to be:
 - a. Verbally stubborn about facts.
 - b. Concerned about others' feelings and principles.
 - c. Silently stubborn, uncomfortable, and/or confused.
 - d. Loud, uncomfortable, and/or compromising.

38. If my friend was in trouble, I would be:
 - a. Protective, resourceful, and recommend solutions.
 - b. Concerned, empathetic, and loyal – regardless of the problem.
 - c. Supportive, patient, and a good listener.
 - d. 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.

SITUATION TOTALS (add questions 31-45):

_____ Total A's _____ Total B's _____ Total C's _____ Total D's

GRAND TOTALS!

Now ADD your totals from numbers 1-30 to those from numbers 31-45 and get your Grand Totals!

_____ Total A's	_____ Total B's	_____ Total C's	_____ Total D's
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The four personality color types are assigned to each of the letters:

RED = A

(Dominant)

GREEN = B

(Cautious)

YELLOW = C

(Supportive)

BLUE = D

(Inspiring)

This test is the exact duplicate of "The Hartman Personality Profile" outlined in the book: The Color Code by Taylor Hartman, Ph.D. There are many other personality tests available, along with many great books on this intriguing study of human nature, although none as effective as the personal experience you gain by working with others! Many authorities on this subject each use different colors that correspond to the different personality types. In other words, one person's Yellow is another person's Blue. This happens to be just one way. The main focus is to understand yourself and those you work and interact with.

INTERPRETATION: The letter with the highest score depicts your natural personality type. Many people will notice a blend of personality traits that will be shown with answers in each column. A *purist* would be someone with a score of 30 or more in one letter category. This group will find it easy to relate to the characteristics, motives and behaviors of their particular color. However, we are all very complex beings. While we truly only have one primary personality color/pattern (many believe, granted at birth) many may find themselves with a *mixed personality* which can show itself with two or more colors representing almost equal totals. A person with a strong secondary color may find it harder to understand and deal with some of the situations we find in life:

Examples:

RED-GREEN (D-C): If you are strong in both colors you could actually increase productivity by invoking your authority to complete the task at hand (Red) and then feel guilty afterwards for making that person feel bad in the process (Green)

BLUE-YELLOW (I-S): You are a people person! Relaxed and you will usually take the path of least resistance. People naturally gravitate toward you as you feel comfortable with yourself and make others feel comfortable around you with a strong sense of excitement and fun.

GREEN-YELLOW (C-S): Another people person. Comfortable in who you are, you express yourself softly with great sincerity. People find you determined yet flexible and you can get along with most anyone.

BLUE-RED (I-D): A natural leader without much conflict in your personalities. The Red in you directs your productive life while the Blue side of you reminds you to stop and smell the roses life provides.

CONFLICTING COMBINATIONS: RED-YELLOW's (D-S) and BLUE-GREEN's (I-C) are very complex and often times competing personality types. The Blue in you will pack up the kids for a fun day at the park until your Green side comes out and creates guilt at all the stuff that still needs to be done in the office! Red-Yellow's are tough to read because they can be determined and passionate one minute (R) and passively quiet the next (Y).

REMEMBER: Your personality code does not make you good or bad. It is just who you are and every one of us is a unique creation. Like no two finger prints are exactly the same, no two personalities are exactly the same. Understanding who we are however will allow us to work on our strengths and weaknesses and, most importantly, recognize who we are dealing with so we can be as effective as possible when working with others.



Motive: Power

Need: To be right

Approval from select few
To look good (dressed to the hilt)

Wants: Challenging adventure
Leadership
Productivity



**Red
(Dominant)**

15% of population

D



Motive: Fun!

Need: To be noticed

Approved by the masses
To look good (socially)

Wants: Happiness

Freedom
Playful adventure



**Blue
(Inspiring)**

15% of population

I

- Assertive
- Driven
- Leaders
- More verbal & outgoing
- Blames others, "bossy"
- Needs to be right
- Wants to look good technically
- Expensive clothes, "hot" shoes that hurt

- Animated
- Fun & expressive
- Gives advice
- Direct
- Center of attention
- Wants happiness
- Clothing: flashy/bright

- Analytical
- Wants intimacy & understanding
- Less verbal
- Reserved or closed
- Wants quality
- Autonomy
- Security
- Clothing: functional

**Green
(Cautious)**

35% of population

C

Motive: Understanding

Need: To be understood

Acceptance
To be good (morally)

Wants: Quality
Autonomy
Security



S

**Yellow
(Supportive)**

35% of population

- Amiable
- More reserved
- Seeks advice
- Helpers
- Heroes
- Great team players
- Clothing: organic/earth friendly
- Into the "green" movement

Motive: Peace

Need: Tolerance

To feel good

Wants: Kindness
Independence
Contentment



- **Driven, Wants Power:** has an “I’ll do it. Get out of my way” attitude
- **Outgoing, More Verbal:** needs to talk out thoughts. Needs to be right. (“Already knows this info and could present it better.”)
- **Leaders Are In Command:** will make a decision, act on it, and live with the results. Takes care of their people.
- **Visionaries = sees the BIG picture:** wants approval from a select few. Expects to be followed and ARE followed
- **Money Motivated = Money Is Power:** like fast track bonuses, power bonuses, compensation plan
- **Occupations:** attorneys, airline pilots, CEOs, politicians, police, drill sergeant
- **Dress:** dress to the hilt, very expensive clothes, shoes look great but feet may hurt!
- **Voice:** forceful with volume
- **Group Settings:** becomes energized in a group, risk taker, offers advice whether asked for or not, may be considered “bossy”
- **Strengths:** focused, goal-oriented, intense
- **Weaknesses:** ego, impatient, dominating, short-tempered, not very compassionate, un-teachable
- **Dislikes:** indecision, chit-chat, losing control
- **Personality:** values productivity, uses conflict to make decisions, wants challenging adventures, high expectations

Dominant



KEY WORDS: Money, Power, Control, Direct

- **Fun—Wants Fun, Fun, Fun:** “That could be fun!” “Is it going to be fun?” Tell them YES, tons of fun!
- **Expressive:** loves to tell stories to make a point, talks with their hands
- **Wants To Be Noticed:** Likes to be the center of attention, wants to be approved by the masses, wants to look good socially
- **Natural Leaders & Big Thinkers:** will initiate the team AND be the leader of the team
- **Money Motivated Because Money Equals FUN!** cars, trips, cash bonuses, new fun
- **Occupations:** sales, entertainment, public speakers
- **Dress:** stylish, bright, flamboyant, colorful, flashy
- **Voice:** loud and fast
- **Group Settings:** becomes energized in a group, risk-taker, all about playful adventures, offers advice whether asked or not, wants to look good (socially)
- **Strengths:** promoters, convincing, enthusiastic, high energy
- **Weaknesses:** talks too much, unorganized, poor follow-up, exaggerate
- **Dislikes:** NOT having fun, facts & figures, being bored
- **Personality:** wants happiness, no regrets

Inspiring



KEY WORDS: Fun, Excitement, Freedom

HELPFUL TIPS

- **Analytical & Needs LOTS of Information:** “let’s get the facts and figures.” Do NOT round numbers—Be SPECIFIC!
- **Reserved; Less Verbal:** wants autonomy, words spoken literally. Needs to process thoughts before speaking.
- **Skeptics a.k.a. Truth Seekers:** must prove yourself to them...a lot. Will loyally follow who they trust. Will ask a LOT of questions along the way. Will search answers on their own.
- **Want Intimacy & Understanding:** want acceptance & to be understood.
- **Money Motivated = Security:** talk about residual income, retirement benefits, and be able to leave business to others
- **Occupations:** accountants, engineers, secretaries, researchers
- **Dress:** formal, conservative, functional
- **Voice:** soft and polite
- **Group Settings:** loses energy in group settings, unforgiving & resentful. Will hold a grudge from kindergarten.
- **Strengths:** organized, planners, accurate, persistent follow through, precise, early and/or on time
- **Weaknesses:** over-analytical, hard to please, worry-prone, guilty feeling (because they don’t know all the answers), lonely
- **Dislikes:** pushy people, no facts, being late, lazy people
- **Personality:** uses conflict to make decisions, time is valuable, wants answers and needs structure, don’t need all the “why’s”...right now

Cautious



KEY WORDS: Why, Research, Graphs/Charts, Exactly, Precisely

- **Amiable:** “we all need to get along - let’s be friends.”
- **More Reserved; Seeks Advice:** likes to be part of a team
- **Great Team Players:** Followers, rather than leaders. Talk about strong leaders already being in place and looking to build a stronger network of people
- **Helpers & Givers & Heroes:** “let’s donate our time for the benefit of others to put on the west wing of the clinic.”
- **NOT Money Motivated:** planting trees = helping others
- **Occupations:** teachers, nurses, counselors
- **Dress:** comfortable & casual, maybe organic, earthy look
- **Voice:** soft and gentle
- **Group Settings:** loses energy in group settings, needs to process thoughts before speaking or offering suggestions and/or advice, wants to feel good (on the inside)
- **Strengths:** dependable, patient, supportive, nurturing, team player
- **Weaknesses:** not goal-oriented, over-sensitive, followers, indecisive, often feel guilty, blame themselves
- **Dislikes:** pushy people, bullies, conflict
- **Personality:** avoids conflict, avoids making decisions, MUST have options and freedom

KEY WORDS: Team, Together, Relationship, Family