

# *Interactive Personalities Inventory*



*An Organizational Communications Model*

© Interactive Personalities  
Communications  
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## Part One

1. **Select three of the following words that best describe your main characteristics as a manager, or how you would be as a manager.**

- |                          |               |                          |                    |
|--------------------------|---------------|--------------------------|--------------------|
| <input type="checkbox"/> | a. Caring     | <input type="checkbox"/> | g. Problem-solving |
| <input type="checkbox"/> | b. Consistent | <input type="checkbox"/> | h. Reasonable      |
| <input type="checkbox"/> | c. Fair       | <input type="checkbox"/> | i. Respectful      |
| <input type="checkbox"/> | d. Flexible   | <input type="checkbox"/> | j. Supportive      |
| <input type="checkbox"/> | e. Leadership | <input type="checkbox"/> | k. Tolerant        |
| <input type="checkbox"/> | f. Organized  | <input type="checkbox"/> | l. Trusted         |

2. **Select three of the following words that best describe how you feel or react when major changes happen at work for which you were not prepared.**

- |                          |               |                          |               |
|--------------------------|---------------|--------------------------|---------------|
| <input type="checkbox"/> | a. Angry      | <input type="checkbox"/> | g. Left-out   |
| <input type="checkbox"/> | b. Challenged | <input type="checkbox"/> | h. Puzzled    |
| <input type="checkbox"/> | c. Concerned  | <input type="checkbox"/> | i. Suspicious |
| <input type="checkbox"/> | d. Confused   | <input type="checkbox"/> | j. Threatened |
| <input type="checkbox"/> | e. Defensive  | <input type="checkbox"/> | k. Upset      |
| <input type="checkbox"/> | f. Helpless   | <input type="checkbox"/> | l. Worried    |

3. **Select one of the following that best describes your attitude about rules, policies and operating procedures.**

- |                          |                              |
|--------------------------|------------------------------|
| <input type="checkbox"/> | a. Guidelines and Expendable |
| <input type="checkbox"/> | b. Impersonal but protective |
| <input type="checkbox"/> | c. Necessary and important   |
| <input type="checkbox"/> | d. Useful but limited        |

4. **Select three of the following words that best describe your view of a good organizational team.**

- |                          |                 |                          |               |
|--------------------------|-----------------|--------------------------|---------------|
| <input type="checkbox"/> | a. Beneficial   | <input type="checkbox"/> | g. Flexible   |
| <input type="checkbox"/> | b. Dependable   | <input type="checkbox"/> | h. Focused    |
| <input type="checkbox"/> | c. Directed     | <input type="checkbox"/> | i. Friendly   |
| <input type="checkbox"/> | d. Effective    | <input type="checkbox"/> | j. Nurturing  |
| <input type="checkbox"/> | e. Efficient    | <input type="checkbox"/> | k. Orderly    |
| <input type="checkbox"/> | f. Enthusiastic | <input type="checkbox"/> | l. Respectful |

5. **Select three of the following words that best describes your view of good staff training.**

- |                          |                |                          |                    |
|--------------------------|----------------|--------------------------|--------------------|
| <input type="checkbox"/> | a. Challenging | <input type="checkbox"/> | g. Open-ended      |
| <input type="checkbox"/> | b. Creative    | <input type="checkbox"/> | h. Participatory   |
| <input type="checkbox"/> | c. Dynamic     | <input type="checkbox"/> | i. Practical       |
| <input type="checkbox"/> | d. Hands-on    | <input type="checkbox"/> | j. Result oriented |
| <input type="checkbox"/> | e. Interactive | <input type="checkbox"/> | k. Specific        |
| <input type="checkbox"/> | f. Logical     | <input type="checkbox"/> | l. Theoretical     |

**6. Select three of the following that best describes your feelings when conflict happens at work.**

- |                          |                                  |                          |                                  |
|--------------------------|----------------------------------|--------------------------|----------------------------------|
| <input type="checkbox"/> | a. Concerned                     | <input type="checkbox"/> | g. Need for quick resolution     |
| <input type="checkbox"/> | b. Curious                       | <input type="checkbox"/> | h. Need to give opinion          |
| <input type="checkbox"/> | c. Desire for ethical settlement | <input type="checkbox"/> | i. Need to understand principles |
| <input type="checkbox"/> | d. Excited                       | <input type="checkbox"/> | j. Nervous                       |
| <input type="checkbox"/> | e. Expect consequences           | <input type="checkbox"/> | k. Threatened                    |
| <input type="checkbox"/> | f. Expect to hear results        | <input type="checkbox"/> | l. Very uncomfortable            |

**7. Select three of the following that best describes attitudes and expectations of a loyal employee.**

- |                          |                |                          |                            |
|--------------------------|----------------|--------------------------|----------------------------|
| <input type="checkbox"/> | a. Ability     | <input type="checkbox"/> | g. High Morale             |
| <input type="checkbox"/> | b. Advancement | <input type="checkbox"/> | h. Initiative              |
| <input type="checkbox"/> | c. Dependable  | <input type="checkbox"/> | i. Principled              |
| <input type="checkbox"/> | d. Fellowship  | <input type="checkbox"/> | j. Purposeful              |
| <input type="checkbox"/> | e. Genuine     | <input type="checkbox"/> | k. Security                |
| <input type="checkbox"/> | f. Helpful     | <input type="checkbox"/> | l. Sense of accomplishment |

**8. Select three of the following that best describes what you would like to see the most of in your job.**

- |                          |                |                          |                   |
|--------------------------|----------------|--------------------------|-------------------|
| <input type="checkbox"/> | a. Consistency | <input type="checkbox"/> | g. Planning       |
| <input type="checkbox"/> | b. Control     | <input type="checkbox"/> | h. Practicality   |
| <input type="checkbox"/> | c. Diversity   | <input type="checkbox"/> | i. Reassurance    |
| <input type="checkbox"/> | d. Interest    | <input type="checkbox"/> | j. Self-direction |
| <input type="checkbox"/> | e. Motivation  | <input type="checkbox"/> | k. Understanding  |
| <input type="checkbox"/> | f. Objectives  | <input type="checkbox"/> | l. Usefulness     |

**9. Select three of the following that best describes most accurately how you see yourself.**

- |                          |                 |                          |                     |
|--------------------------|-----------------|--------------------------|---------------------|
| <input type="checkbox"/> | a. Compatible   | <input type="checkbox"/> | g. Open-minded      |
| <input type="checkbox"/> | b. Competitive  | <input type="checkbox"/> | h. Opportunistic    |
| <input type="checkbox"/> | c. Different    | <input type="checkbox"/> | i. Problem-oriented |
| <input type="checkbox"/> | d. Directive    | <input type="checkbox"/> | j. Steady           |
| <input type="checkbox"/> | e. Facilitative | <input type="checkbox"/> | k. Systematic       |
| <input type="checkbox"/> | f. Helper       | <input type="checkbox"/> | l. Understanding    |

**10. Select three of the following that best describes how you believe other would describe your attributes.**

- |                          |                  |                          |               |
|--------------------------|------------------|--------------------------|---------------|
| <input type="checkbox"/> | a. Cooperative   | <input type="checkbox"/> | g. Planner    |
| <input type="checkbox"/> | b. Empathetic    | <input type="checkbox"/> | h. Prepared   |
| <input type="checkbox"/> | c. Friendly      | <input type="checkbox"/> | i. Principled |
| <input type="checkbox"/> | d. Goal-oriented | <input type="checkbox"/> | j. Rational   |
| <input type="checkbox"/> | e. Inquisitive   | <input type="checkbox"/> | k. Reflective |
| <input type="checkbox"/> | f. Orderly       | <input type="checkbox"/> | l. Warm       |

**11. Select three of the following that best describes your contributions to the organization (or what could be your contributions).**

- |                          |                  |                          |                    |
|--------------------------|------------------|--------------------------|--------------------|
| <input type="checkbox"/> | a. Attitude      | <input type="checkbox"/> | g. Guidance        |
| <input type="checkbox"/> | b. Consistency   | <input type="checkbox"/> | h. Ideas           |
| <input type="checkbox"/> | c. Cooperation   | <input type="checkbox"/> | i. Leadership      |
| <input type="checkbox"/> | d. Creativity    | <input type="checkbox"/> | j. Morale          |
| <input type="checkbox"/> | e. Dependability | <input type="checkbox"/> | k. Organization    |
| <input type="checkbox"/> | f. Ethics        | <input type="checkbox"/> | l. Problem-solving |

## Part Two

For all of the following sets of choices put a check in only one box that is closest to your preference.

1. a.  I would rather work with a group of people.  
b.  I would rather work alone.
2. a.  I would rather be told how to do something.  
b.  I would rather be told why something needs to be done .
3. a.  The main purpose of a Team is to promote harmony and cooperation.  
b.  The main purpose of a Team is to promote better productivity.
4. a.  The best training for me is hands -on training.  
b.  The best training for me is concept-oriented training.
5. a.  Being a good manager is based more on personality than skills.  
b.  Being a good manager is based more on skills than personality.
6. a.  I learn more from talking to other employees.  
b.  I learn more from watching other employees.
7. a.  I prefer to get information at a meeting.  
b.  I prefer to get information in writing.
8. a.  Committees are typically productive.  
b.  Committees are typically counter productive.
9. a.  Work is more to my liking when things are going smooth.  
b.  Work is more to my liking when there are challenges.
10. a.  The most important part of getting positive recognition is – why?  
b.  The most important part of getting positive recognition is – who?

## Scoring Sheet

### Part One

Put a check mark in the space next to the appropriate item as identified on the instrument. After scoring all part one, add the columns and enter the total for each column. Check for accuracy – the total of all four column totals must equal 31.

<i>Worker</i>	<i>Leader</i>	<i>Helper</i>	<i>Researcher</i>
1.b. ___	1.e. ___	1.a. ___	1.d. ___
1.c. ___	1.f. ___	1.i. ___	1.h. ___
1.l. ___	1.g. ___	1.j. ___	1.k. ___
2.d. ___	2.a. ___	2.c. ___	2.b. ___
2.f. ___	2.i. ___	2.e. ___	2.g. ___
2.k. ___	2.j. ___	2.l. ___	2.h. ___
3.c. ___	3.d. ___	3.b. ___	3.a. ___
4.a. ___	4.b. ___	4.f. ___	4.d. ___
4.i. ___	4.c. ___	4.g. ___	4.e. ___
4.k. ___	4.h. ___	4.l. ___	4.j. ___
5.d. ___	5.g. ___	5.c. ___	5.a. ___
5.f. ___	5.h. ___	5.e. ___	5.b. ___
5.i. ___	5.j. ___	5.k. ___	5.l. ___
6.e. ___	6.d. ___	6.a. ___	6.b. ___
6.k. ___	6.f. ___	6.g. ___	6.c. ___
6.l. ___	6.h. ___	6.j. ___	6.i. ___
7.c. ___	7.a. ___	7.e. ___	7.h. ___
7.d. ___	7.b. ___	7.f. ___	7.i. ___
7.k. ___	7.l. ___	7.g. ___	7.j. ___
8.a. ___	8.b. ___	8.e. ___	8.c. ___
8.h. ___	8.g. ___	8.k. ___	8.d. ___
8.i. ___	8.j. ___	8.l. ___	8.f. ___
9.a. ___	9.b. ___	9.e. ___	9.c. ___
9.j. ___	9.d. ___	9.f. ___	9.g. ___
9.k. ___	9.h. ___	9.l. ___	9.i. ___
10.c. ___	10.d. ___	10.a. ___	10.e. ___
10.f. ___	10.g. ___	10.b. ___	10.j. ___
10.i. ___	10.h. ___	10.l. ___	10.k. ___
11.a. ___	11.h. ___	11.c. ___	11.d. ___
11.b. ___	11.i. ___	11.g. ___	11.f. ___
11.e. ___	11.k. ___	11.j. ___	11.l. ___
<b>Total</b> ___	<b>Total</b> ___	<b>Total</b> ___	<b>Total</b> ___

<b>Part Two</b>			
<i>Worker</i>	<i>Leader</i>	<i>Helper</i>	<i>Researcher</i>
1.a. ____	1.b. ____	1.a. ____	1.b. ____
2.a. ____	2.b. ____	2.b. ____	2.b. ____
3.a. ____	3.b. ____	3.a. ____	3.b. ____
4.a. ____	4.b. ____	4.b. ____	4.b. ____
5.a. ____	5.b. ____	5.a. ____	5.b. ____
6.a. ____	6.b. ____	6.b. ____	6.b. ____
7.a. ____	7.b. ____	7.a. ____	7.b. ____
8.a. ____	8.b. ____	8.a. ____	8.b. ____
9.a. ____	9.b. ____	9.b. ____	9.b. ____
10.a. ____	10.b. ____	10.b. ____	10.b. ____
<b>Total</b> ____	<b>Total</b> ____	<b>Total</b> ____	<b>Total</b> ____

Worker Score from Part One \_\_\_\_      Leader Score from Part One \_\_\_\_

Worker Score from Part Two \_\_\_\_      Leader Score from Part Two \_\_\_\_

Total Worker Score \_\_\_\_      Total Leader Score \_\_\_\_

Helper Score from Part One \_\_\_\_      Researcher Score from Part One \_\_\_\_

Helper Score from Part Two \_\_\_\_      Researcher Score from Part Two \_\_\_\_

Total Helper Score \_\_\_\_      Total Researcher Score \_\_\_\_

***Total Scores:***

***Worker***      \_\_\_\_      ***Leader***      \_\_\_\_

***Helper***      \_\_\_\_      ***Researcher***      \_\_\_\_