

THE HARTMAN PERSONALITY PROFILE

In taking the Harman Personality Profile, be as honest as you can. There's no point in deceiving yourself about who you really are. Dishonesty will only limit your knowledge of yourself and confuse your relationships with others.

Discovering your core personality is your challenge. The following recommendations will enhance your accuracy in taking the profile:

1. Unless otherwise directed, answer every question from your earliest recollections of how you were as a child. Since your personality is innate and comes with your soul at birth, this will provide a more accurate perspective on who you innately are, as opposed to who you have become.
2. Do not hesitate to ask others for feedback – especially people who may not agree with you. Their opinions can help you balance your self-assessment.
3. Strive to choose answers that are most often typical of your thoughts and/or actions. Subconsciously, you may want to avoid indemnifying – or facing – the real you, but tough it out. Don't cheat yourself by prettying things up; the potential rewards for honesty are too great. Enjoy the profile. You are about to determine your true color.
4. Some of you may consciously seek ways to “beat” the profile and actually look for patterns in order to skew the profile results. Others may perceive the profile design to be oversimplified. I caution you not to be fooled. The profile has been successfully used by millions of readers for many years in producing reliable insight. The results have reinforced my confidence that your honesty and the profile's simplicity are a tough team to beat.

DIRECTIONS: Mark an "X" or check mark by the one word or phrase that best describes what you were like most of the time in your earliest recollection. Choose only one response from each group. After you've finished question 30, total your scores for each letter.

1. A ____ opinionated B ____ nurturing C ____ inventive D ____ outgoing	2. A ____ power-oriented B ____ perfectionist C ____ indecisive D ____ self-centered	3. A ____ dominate B ____ sympathetic C ____ tolerant D ____ enthusiastic
4. A ____ self-serving B ____ suspicious C ____ unsure D ____ naïve	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 ____ social	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 ____ 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 & LIMITATIONS TOTALS			
TOTAL A's _____	TOTAL B's _____	TOTAL C's _____	TOTAL D's _____

DIRECTIONS: 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.

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 _____.
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 recommending 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 _____.
 A _____ Assertive, articulate, and logical
 B _____ Deliberate, precise, and cautious
 C _____ Indecisive, timid, and reluctant
 D _____ Impulsive, uncommitted, and inconsistent
40. When I fail, I feel _____.
 A _____ Silently self-critical, yet verbally stubborn and defensive
 B _____ Guilty, self-critical, and vulnerable to depression - I dwell on it
 C _____ Unsettled and fearful, but I keep it to myself
 D _____ Embarrassed and nervous - seeking to escape the situation
41. If someone crosses me _____.
 A _____ I am angered and cunningly plan ways to get even quickly
 B _____ I feel deeply hurt and find it almost impossible to forgive completely; generally, getting even is not enough
 C _____ I am silently hurt and plan to get even and/or completely avoid the other person
 D _____ I want to avoid confrontation, consider the situation not important enough to bother with, and/or seek other friends
42. Work is a _____.
 A _____ Most productive way to spend one's time
 B _____ Healthy activity, which should be done right if it's to be done at all. Work should be done before one plays
 C _____ Positive activity as long as it is something I enjoy and don't feel pressured to accomplish
 D _____ Necessary evil, much less inviting than play
43. In social situations, I am most often _____.
 A _____ Feared by others
 B _____ Admired by others
 C _____ Protected by others
 D _____ Envied by others
44. In a relationship, I am most concerned with being _____.
 A _____ Approved of and right
 B _____ Understood, appreciated, and intimate
 C _____ Respected, tolerant, and peaceful
 D _____ Praised, having fun, and feeling free
45. To feel alive and positive, I seek _____.
 A _____ Adventure, leadership, and lots of action
 B _____ Security, creativity, and purpose
 C _____ Acceptance and safety
 D _____ Excitement, playful productivity, and the company of others

SITUATION TOTALS			
TOTAL A's _____	TOTAL B's _____	TOTAL C's _____	TOTAL D's _____

DIRECTIONS: Now add your totals from numbers 1-30 to those from numbers 31-45 to get your 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

RED	BLUE	WHITE	YELLOW
TOTAL A's _____	TOTAL B's _____	TOTAL C's _____	TOTAL D's _____

INTERPRETING THE SCORES:

The letter with the greatest total reflects your national personality. The number of responses from multiple columns suggests the amount of blend your personality represents. You have only one basic personality, but you may be a strong blend