

The People CODE

We have a driving core motive that speaks to us often about being true to ourselves and playing to our strengths. Just as we often ignore our conscience, we are often guilty of ignoring our core motive in life. Our driving core motive knows us and wants our lives to be successful, and ultimately we must choose to listen to or ignore who we are innately and what will make us most happy in life.

In taking the Hartmann 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 typical of your thoughts and/or actions. Subconsciously, you may want to avoid identifying-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 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.

The Hartmann Personality Profile

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 | 2. a) power-oriented | 3. a) dominant |
| b) nurturing | b) perfectionist | b) sympathetic |
| c) inventive | c) indecisive | c) tolerant |
| d) outgoing | d) self-centered | 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) 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) 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

_____ 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.

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:

- 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 a way 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 was 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. _____ A healthy activity, which should be done right if it's to be done at all. Work should be done before one plays.
- c. _____ A positive activity as long as it is something I enjoy and don't feel pressured to accomplish.
- d. _____ A 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

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 (a) _____ Blue (b) _____ White (c) _____ Yellow (d) _____

The letter with the greatest total reflects your natural 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 (behaviorally) of two personalities, depending on your responses. However, your motive (not your behavior) determines your primary personality (we'll get to that later).