

THE E3 PERSONALITY TEST

A reminder: It is important to take this test with a mindset of being on a vacation or experiencing a neutral circumstance in your life because personality can shift depending on circumstances. Our personality may be different at work than when we are holding a baby in our arms. We are more directed in the first situation and more compassionate in the second. Situations trigger us to use different components of our personality. So as you take the test, think about being in a neutral place as you choose your answers.

The test has three sections with each section including two categories of ten statements. Though there are a total of sixty test statements, you will only choose thirty.

First, read the three or four sentences that best describes that category. Choose the category that best describes you. Then, for each of the ten statements, select the one that pertains to you in a neutral situation. If both statements apply, choose the one that describes you the best. (That may mean 51% of the time.)

Later, you will go back and see the color that relates to that statement on the answer key. The answers will be denoted as R (Red), O (Orange), Y (Yellow) and G (Green). Tally up how many statements you chose for each of the color personalities. This reveals your personality ratio.

CIRCLE YOUR ANSWERS BELOW.

SECTION I

If the statements below characterize your personality, answer questions 1-10:

- I apply logic to solve most problems.
- I am very detailed oriented and enjoy knowing the inner mechanism of things.
- I am good at confronting people when something needs to be said.
- I enjoy problem solving and apply logic to solve most problems.
- Being emotionally available is not easy for me as it is for others.

If the statements below characterize your personality, answer questions 11-20:

- I apply understanding and consider all people's feelings to solve problems.
- Being emotionally available is easy for me.
- I am less detail oriented and prefer to work with things that are more artistic and creative than mechanical.
- I prefer not to be confrontive. I am concerned with people's feelings.
- I prefer to let things ride instead of a confrontation. Things usually work out fine.

QUESTIONS 1-10

1a. I believe in traditional values and beliefs.

1b. I have my own unique values which often disagree with what others believe.

2a. I typically pride myself in looking for new and better ways to do things.

2b. I typically will stick with a proven way of doing something.

3a. I feel strength in working with a team of people and believe in the chain of command.

3b. I prefer working alone on projects without others around to complicate things.

4a. I prefer assigned work to be outlined in detail including expectations and goals.

4b. I prefer assigned work to be detail-free allowing me to expand the project as I see fit.

5a. I am theoretical.

5b. I am practical.

6a. A good answer is better than a good question.

6b. A good question is better than a good answer.

7a. My mind often thinks of alternative ways to reach the same goal.

7b. I keep my attention on what needs to be done to complete a task.

8a. In problem solving, I am excited by pondering possibilities leading to new answers.

8b. In problem solving, it is easier to choose an accepted and proven method.

9a. I consider myself and my thoughts to be main stream.

9b. I find myself and my thoughts to be different and more complex than most others.

10a. I need to concentrate on one thing at a time when completing a task.

10b. I can have several things happening at once when I am completing a task.

QUESTIONS 11-20

11a. I enjoy the present and spend little time thinking about the future.

11b. I enjoy the present but find my thoughts drift to fun future plans and events.

12a. I need to concentrate on one thing at a time when completing a task.

12b. I can have several things happening at once when I am completing a task.

13a. I can get lost in rituals and become disconnected from the deeper meaning of an event.

13b. I feel ritual and ceremony connect me to the deeper meaning of an event.

14a. I am theoretical.

14b. I am practical.

15a. I believe in traditional values and beliefs.

15b. I have my own unique values which can often disagree with what others believe.

16a. In problem solving, it is easier to choose an accepted and proven method.

16b. In problem solving, I am excited by pondering possibilities leading to new answers.

17a. I dislike doing things that are repetitious.

17b. I enjoy doing things that are repetitious.

18a. I find myself and my thoughts to be different and more complex than most others. I like the freedom to explore.

18b. I consider myself and my thoughts to be more main stream. It is easier to go with the flow of those near me.

19a. A good answer is better than a good question.

19b. A good question is better than a good answer.

20a. I take a conservative approach to most events.

20b. I like taking risks and often enjoy doing things differently.

SECTION II

If the statements below characterize your personality, answer questions 21-30

- I would categorize myself as traditional, preferring accepted and proven ways of doing things.
- Following rules is an important part of what makes the world function properly.
- I am OK with doing repetitive jobs with predictable outcomes.

If the statements below characterize your personality, answer questions 31-40

- I would categorize myself as a free thinker or someone who thinks “out of the box.”
- I will follow rules that make sense to me, but the world is not black and white. Rules need to be constantly reevaluated and improved.
- I prefer jobs involving new activities and constant challenges allowing me to problem solve.

QUESTIONS 21-30

- 21a. I am willing to confront someone when the situation calls for it.
21b. I am less willing to confront someone. Things usually work themselves out.
- 22a. I find solutions based on everyone's feeling and input work the best.
22b. I find that logical answers always give the best solutions.
- 23a. I pride myself on being polite and kind.
23b. I pride myself on being respectful and honoring those that have earned it.
- 24a. I believe productivity and the ability to work hard are important qualities.
24b. I believe being sensitive and understanding are important qualities.
- 25a. I consider myself to be a logical person.
25b. I consider myself to be a feeling person.
- 26a. I typically give more to others than they give to me.
26b. I help people if they earn it or deserve it. I don't believe in handouts.
- 27a. I dislike conflict and look to resolve conflicts by finding common ground.
27b. I am OK with conflict and believe I can learn and grow stronger through conflicts.
- 28a. I process feelings inside and do not like to expose my feelings.
28b. I process feelings deeply over time and find great relief in sharing with close friends.
- 29a. In relationships, I show commitment by providing and protecting.
29b. In relationships, I show commitment by emotional support and comfort.
- 30a. I would like to solve problems quickly but there are so many things to consider.
30b. I am able to solve problems quickly through fast actions.

QUESTIONS 31-40

- 31a. I enjoy brainstorming big ideas but prefer to give the mechanical issues to someone else.
31b. I enjoy brainstorming big ideas as well as knowing the mechanical issues of a problem.

32a. I enjoy connecting to a lot of people and having a lot of friends.

32b. I don't need to connect to a lot of people and can function without a lot of friends around.

33a. I have no problem confronting people and telling it like it is.

33b. I tend to avoid confrontation. It is hard to be negative.

34a. I am more private than most people and work things out in my head.

34b. I am outgoing and often use others as "sounding boards" for my thoughts.

35a. I believe in morals but dislike them when they are righteous, rigid or used to control.

35b. I define myself as having high morals and believe others should have them as well.

36a. I see myself as an emotional being.

36b. I am logical in nature and dislike emotions getting in the way.

37a. It is the nature of relationships to come and go.

37b. When I lose a friend, it affects me more deeply than most people.

38a. It is not my problem when someone is depressed or in a mood. They will work it out.

38b. I am compelled to help someone who is depressed.

39a. I find it difficult to outwardly express caring and loving feelings.

39b. I find it hard sometimes to contain feelings and compassion for my family and friends.

40a. I believe being analytical and having skepticism is very important in life.

40b. I feel good inside when I am connected and compassionate to others.

SECTION III

If the statements below characterize your personality, answer questions 41-50:

- I am very passionate and active with groups and causes I believe in.
- I tend to be outspoken and I enjoy meeting and interacting with new people.
- I start projects quickly, believing that if problems arise, they can be worked out along the way.
- You won't get the job done if you spend too much time trying to figure things out ahead of time.

If the statements below characterize your personality, answer questions 51-60:

- I tend to sit back, watch, and learn about people before I interact with them.

- I like to take my time when making decisions or when I get ready for an event.
- I try to solve most problems before I start a project.
- I really don't like things to go wrong with projects I have worked on.
- It bothers me when things don't go as I had planned or hoped. I might feel one of the following: I take pride when my work is efficient and precise and/or I enjoy it when my work is seen as that of a true craft person, soothing and pleasing.

QUESTIONS 41-50

41a. I see myself as logical and practical.

41b. I see myself as theoretical and experimental.

42a. I prefer work that involves brainstorming and expansion of ideas.

42b. I prefer work that highlights my productivity.

43a. I believe there is more "out there" than what we can see or touch.

43a. I believe there is more "out there" than what we can see or touch.

44a. Righteous moral standards cannot accommodate gray areas that exist in life.

44b. The world community lacks high moral standards.

45a. The health of the planet and all living things is one of our most important issues.

45b. Environmentalism must balance the needs of industry and the needs of wildlife.

46a. I see myself as a big thinker that loses interest in the details and mechanical issues.

46b. I pride myself on knowing the fine details and inner workings of a project.

47a. I have my own unique values, despite what others think.

47b. I believe in traditional values.

48a. In problem solving, I am excited by pondering possibilities leading to new answers.

48b. In problem solving, it is easier to choose an accepted and proven method.

49a. A good question is better than a good answer.

49b. A good answer is better than a good question.

50a. I believe the world needs a chain of command and levels of power based on merit and hard work. This keeps order in our world.

50b. I believe in an egalitarian world where everyone is equal. Everyone has equal or special talents. The important part is recognizing and finding where our gifts work the best. If everyone were to do this the world could reach its full potential.

QUESTIONS 51-60

51a. In relationships, I show affection by giving emotional support and comfort.

51b. In relationships, I show affection by providing, protecting and problem solving.

52a. I am creative and often have a sense what people will like and won't like.

52b. I am more logical in nature and I can figure out what people need or want.

53a. I have my own unique values, despite what others think.

53b. I believe in traditional values.

54a. A good question is better than a good answer.

54b. A good answer is better than a good question.

55a. I take a conservative approach to most events and utilize proven methods.

55b. I like taking risks and I enjoy doing things differently if it pushes me to a higher level.

56a. I push myself by "raising the bar" on my activities, appreciating efficiency and accuracy.

56b. I enjoy creating with my hands. I don't have to push myself to enjoy what I am doing.

57a. Usually, I can find all the information I need on my own, making fast logical decisions.

57b. I enjoy input from others, and it can take a while to find a solution I know is a good one.

58a. I am OK with change in regular small amounts, as big changes sometime backfire.

58b. I am OK with big changes as it is exciting to see our ultimate potential.

59a. I wish to be appreciated for my encouraging, nurturing skills

59b. I desire to be competent, efficient and accomplished.

60a. I enjoy multitasking and problem solving.

60b. I enjoy doing one thing at a time and I cherish time when I am not doing anything.