

PERSONAL STYLE INVENTORY R. Craig Hogan and David W. Champagne

Just as every person has differently-shaped feet and toes from every other person, so we all have differently "shaped" personalities. Just as no person's foot shape is "right" or "wrong," so no person's personality shape is right or wrong. The purpose of this inventory is to give you a picture of the shape of your preferences, but that shape, while different from the shapes of other persons' personalities, has nothing to do with mental health or mental problems.

The following items are arranged in pairs (a and b), and each member of the pair represents a preference you may or may not hold. Rate your preference for each item by giving it a score of 0 to 5 (0 meaning you really feel negative about it or strongly about the other member of the pair, 5 meaning you strongly prefer it or do not prefer the other member of the pair). The scores for a and b MUST ADD UP TO 5 (0 and 5, land 4, 2 and 3, etc.). Do not use fractions such as 2%.

I prefer:

- 1a. ___ making decisions after finding out what others think.
- 1b. ___ making decisions without consulting others.
- 2a. ___ being called imaginative or intuitive.
- 2b. ___ being called factual and accurate.
- 3a. ___ making decisions about people in organizations based on available data and systematic analysis of situations.
- 3b. ___ making decisions about people in organizations based on empathy, feelings, and understanding of their needs and values.
- 4a. ___ allowing commitments to occur if others want to make them.
- 4b. ___ pushing for definite commitments to ensure that they are made.
- 5a. ___ quiet, thoughtful time alone.
- 5b. ___ active, energetic time with people.
- 6a. ___ using methods I know well that are effective to get the job done.
- 6b. ___ trying to think of new methods of doing tasks when confronted with them.
- 7a. ___ drawing conclusions based on unemotional logic and careful step-by-step analysis.
- 7b. ___ drawing conclusions based on what I feel and believe about life and people from past experiences.

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- 8a. ___ avoiding making deadlines.

- 8b. ___ setting a schedule and sticking to it.
- 9a. ___ talking a while and then thinking to myself about the subject.
- 9b. ___ talking freely for an extended period and thinking to myself at a later time.
- 10a. ___ thinking about possibilities.
- 10b. ___ dealing with actualities.
- 11a. ___ being thought of as a thinking person.
- 11b. ___ being thought of as a feeling person.
- 12a. ___ considering every possible angle for a long time before and after making a decision.
- 12b. ___ getting the information I need, considering it for a while, and then making a fairly quick, firm decision.
- 13a. ___ inner thoughts and feelings others cannot see.
- 13b. ___ activities and occurrences in which others join.
- 14a. ___ the abstract or theoretical.
- 14b. ___ the concrete or real.
- 15a. ___ helping others explore their feelings.
- 15b. ___ helping others make logical decisions.
- 16a. ___ change and keeping options open.
- 16b. ___ predictability and knowing in advance.
- 17a. ___ communicating little of my inner thinking and feelings.
- 17b. ___ communicating freely my inner thinking and feelings.
- 18a. ___ possible views of the whole.
- 18b. ___ the factual details available.
- 19a. ___ using common sense and conviction to make decisions.
- 19b. ___ using data, analysis, and reason to make decisions.
- 20a. ___ planning ahead based on projections.
- 20b. ___ planning as necessities arise, just before carrying out the plans.
- 21a. ___ meeting new people.
- 21b. ___ being alone or with one person I know well.
- 22a. ___ ideas.
- 22b. ___ facts.

- 23a. ___ convictions.
- 23b. ___ verifiable conclusions.
- 24a. ___ keeping appointments and notes about commitments in notebooks or in appointment books as much as possible.

- 24b. ___ using appointment books and notebooks as minimally as possible (although I may use them).
- 25a. ___ discussing a new, unconsidered issue at length in a group.
- 25b. ___ puzzling out issues in my mind, then sharing the results with another person.
- 26a. ___ carrying out carefully laid. detailed plans with precision.
- 26b. ___ designing plans and structures without necessarily carrying them out.
- 27a. ___ logical people.
- 27b. ___ feeling people.
- 28a. ___ being free to do things on the spur of the moment.
- 28b. ___ knowing well in advance what I am expected to do.
- 29a. ___ being the center of attention.
- 29b. ___ being reserved.
- 30a. ___ imagining the nonexistent.
- 30b. ___ examining details of the actual.
- 31a. ___ experiencing emotional situations, discussions, movies. 31b. using my ability to analyze situations.
- 32a. ___ starting meetings at a prearranged time.
- 32b. ___ starting meetings when all are comfortable or ready.

PERSONAL STYLE INVENTORY SCORING SHEET

Instructions: Transfer your scores for each item of each pair to the appropriate blanks. Be careful to check the a and b letters to be sure you are recording scores in the right blank spaces. Then total the scores for each dimension.

Dimension		Dimension	
I	E	N	S
<i>Item</i>	<i>Item</i>	<i>Item</i>	<i>Item</i>
1b.____	1a.____	2a.____	2b.____
5a.____	5b.____	6b.____	6a.____
9a.____	9b.____	10a.____	10b.____
13a.____	13b.____	14a.____	14b.____
17a.____	17b.____	18a.____	18b.____
21b.____	21a.____	22a.____	22b.____
25b.____	25a.____	26b.____	26a.____
29b.____	29a.____	30a.____	30b.____
Total I ____	Total E ____	Total N ____	Total S ____

Dimension		Dimension	
T	F	P	J
<i>Item</i>	<i>Item</i>	<i>Item</i>	<i>Item</i>
3a.____	3b.____	4a.____	4b.____
7a.____	7b.____	8a.____	8b.____
11a.____	11b.____	11a.____	12b.____
15b.____	15a.____	16a.____	16b.____
19b.____	19a.____	20b.____	20a.____
23b.____	23a.____	24b.____	24a.____
27a.____	27b.____	28a.____	28b.____
31b.____	31a.____	32b.____	32a.____
Total T ____	Total F ____	Total P ____	Total J ____

E (EXTRAVERSION) or I (INTROVERSION):

Preference for how personal energy is replenished:

Strong "E" score - gets energized and replenished by interaction with lots of people

Strong "I" score - gets energized and replenished by doing things alone, or with chosen, trusted friend or intimate

S (SENSATION) or N (INTUITION)

Preference for how information is validated:

Strong "S" score - trusts information which comes from physical, sensory sources and own or other people's, experiences - the actual

Strong "N" score - trusts information which intuitively feels right; is more oriented to the "possible" than the "past"

T (THINKING) or F (FEELING)

Preference for how to base choices and decisions:

Strong "T" score - prefers to make decisions based on a logical thought process, established principles, objective external criteria

Strong "F" score - prefers to make decisions based on own or others' feelings or the potential impact of a decision on people

P (PERCEIVING) or J (JUDGING)

Preference for how long to keep options open or how quickly to "get to the bottom line":

Strong "P" score - prefers to weigh options and keep decisions open

Strong "J" score - prefers to get closure, make decision