

First Name: _____ Last Name: _____

Company Name: _____

Position: _____ Gender (M/F): _____
(Leave blank if you are job applicant)

This questionnaire is used to better understand your work preference.

Instruction: *Read carefully!*

Rank the statements of each group in order according to your work preferences and tendencies.

There are no right or wrong answers. Take your time and answer carefully.

All statements are to be ranked by putting the number 1 to the left of the statement that is most like you, then the number 2 to left of the statement that is next most like you. Continue this way until you work through to number 8, this being the statement that is least like you.

Example

	4	I enjoy convincing others
	3	I enjoy working with my hands
Least like you	8	I would enjoy working with computers
	7	I enjoy analyzing problems and decisions
Most like you	1	I feel quite certain that my opinions are correct most of the time
	2	I enjoy reflecting on different viewpoints
	6	I enjoy meeting and mixing with many new people
	5	I enjoy using hunches to help make decisions

Note: A different ranking must be used for each statement

In the above example, the respondent believes that "I am certain my opinions are correct most of the time" represents the most accurate description of him/herself and that "I would enjoy working with computers" represents the least accurate description.

Only the numbers 1 to 8 should appear in each group, with each number appearing only once in each group. If you put, for example, two 1's or three 6's in the same group, your questionnaire will not be valid.



Group 1

- ☐ I would enjoy working outdoors
- ☐ I feel quite certain that my opinions are correct most of the time
- ☐ I enjoy reflecting on different viewpoints
- ☐ I enjoy meeting and mixing with many new people
- ☐ I am quite optimistic
- ☐ I enjoy analyzing problems and decisions
- ☐ I enjoy using hunches to help make decisions
- ☐ I don't mind having to perform repetitious tasks

Group 2

- ☐ I enjoy having the authority to make decisions
- ☐ I enjoy projects that require close teamwork with others
- ☐ I enjoy consulting with others when I need to make important decisions
- ☐ I enjoy work which involves having to overcome many different obstacles
- ☐ I enjoy frequently trying new ways of doing things or improving things
- ☐ I enjoy taking significant risks to benefit from opportunities
- ☐ I enjoy building or making things
- ☐ I enjoy doing work which requires working quickly

Group 3

- ☐ I enjoy interactions with others in which I need to be frank and to the point
- ☐ I enjoy interactions with others in which I need to be tactful or diplomatic
- ☐ I don't mind the pressure of deadlines or busy schedules
- ☐ I enjoy convincing others
- ☐ I would enjoy working with computers
- ☐ I enjoy doing clerical tasks such as typing or organizing information
- ☐ I want others to be diplomatic toward me
- ☐ I enjoy interactions with others in which I put forward my own wants and needs

Group 4

- ☐ I enjoy responding to what others want or helping others to get what they want
- ☐ I enjoy situations where I can take a great deal of initiative
- ☐ I would enjoy working for a very capable leader
- ☐ I don't mind having to sit for long periods
- ☐ I enjoy working with my hands
- ☐ I enjoy striving to reach challenging goals
- ☐ I work in a relaxed and steady manner
- ☐ I want to be paid well



Group 5

- ☐ I want to do work that is beneficial to others
- ☐ I like myself the way I am
- ☐ I would enjoy work which involves driving a vehicle
- ☐ I like fixing or repairing things
- ☐ I don't mind having to stand for long periods
- ☐ I have a strong intent to improve myself
- ☐ I extend a lot of empathy and take a warm interest in how others are feeling
- ☐ I want to be recognized for my strengths and abilities

Group 6

- ☐ I enjoy organizing things and keeping them organized
- ☐ I enjoy changes and am adaptive to them
- ☐ I like working with numbers
- ☐ I enjoy doing things which need to be done precisely or exactly
- ☐ I don't mind having to follow detailed rules and procedures
- ☐ I don't mind having to work in a noisy environment
- ☐ I enjoy being in a leadership role
- ☐ I enjoy planning how to implement work projects

Group 7

- ☐ I enjoy researching and learning new information
- ☐ I enjoy doing fairly hard physical work
- ☐ I am able to deal with conflict effectively
- ☐ I enjoy enlisting others' cooperation
- ☐ I like having a great deal of autonomy (freedom from authority)
- ☐ I have quite a lot of enthusiasm for my goals
- ☐ I enjoy making things beautiful or artistic
- ☐ I manage stress effectively

Group 8

- ☐ I enjoy making presentations to groups or public speaking
- ☐ I enjoy trying to analyze the potential pitfalls of a plan or strategy
- ☐ I would tend to enforce needed rules if in a position of authority
- ☐ I want others to be very frank
- ☐ Having a stable career is very important to me
- ☐ I enjoy work that needs to be done systematically
- ☐ I enjoy teaching or instructing others
- ☐ I would enjoy working closely with the general public

Group 9

- ☐ I would enjoy working outdoors
- ☐ I enjoy having the authority to make decisions
- ☐ I enjoy interactions with others in which I need to be frank and to the point
- ☐ I enjoy responding to what others want or helping others to get what they want
- ☐ I want to do work that is beneficial to others
- ☐ I enjoy organizing things and keeping them organized
- ☐ I enjoy researching and learning new information
- ☐ I enjoy making presentations to groups or public speaking

Group 10

- ☐ I feel quite certain that my opinions are correct most of the time
- ☐ I enjoy projects that require close teamwork with others
- ☐ I enjoy interactions with others in which I need to be tactful or diplomatic
- ☐ I enjoy situations where I can take a great deal of initiative
- ☐ I like myself the way I am
- ☐ I enjoy changes and am adaptive to them
- ☐ I enjoy doing fairly hard physical work
- ☐ I enjoy trying to analyze the potential pitfalls of a plan or strategy

Group 11

- ☐ I enjoy reflecting on different viewpoints
- ☐ I enjoy consulting with others when I need to make important decisions
- ☐ I don't mind the pressure of deadlines or busy schedules
- ☐ I would enjoy working for a very capable leader
- ☐ I would enjoy work which involves driving a vehicle
- ☐ I like working with numbers
- ☐ I am able to deal with conflict effectively
- ☐ I would tend to enforce needed rules if in a position of authority

Group 12

- ☐ I enjoy meeting and mixing with many new people
- ☐ I enjoy work which involves having to overcome many different obstacles
- ☐ I enjoy convincing others
- ☐ I don't mind having to sit for long periods
- ☐ I like fixing or repairing things
- ☐ I enjoy doing things which need to be done precisely or exactly
- ☐ I enjoy enlisting others' cooperation
- ☐ I want others to be very frank



Group 13

- ☐ I am quite optimistic
- ☐ I enjoy frequently trying new ways of doing things or improving things
- ☐ I would enjoy working with computers
- ☐ I enjoy working with my hands
- ☐ I don't mind having to stand for long periods
- ☐ I don't mind having to follow detailed rules and procedures
- ☐ I like having a great deal of autonomy (freedom from authority)
- ☐ Having a stable career is very important to me

Group 14

- ☐ I enjoy analyzing problems and decisions
- ☐ I enjoy taking significant risks to benefit from opportunities
- ☐ I enjoy doing clerical tasks such as typing or organizing information
- ☐ I enjoy striving to reach challenging goals
- ☐ I have a strong intent to improve myself
- ☐ I don't mind having to work in a noisy environment
- ☐ I have quite a lot of enthusiasm for my goals
- ☐ I enjoy work that needs to be done systematically

Group 15

- ☐ I enjoy using hunches to help make decisions
- ☐ I enjoy building or making things
- ☐ I want others to be diplomatic toward me
- ☐ I work in a relaxed and steady manner
- ☐ I extend a lot of empathy and take a warm interest in how others are feeling
- ☐ I enjoy being in a leadership role
- ☐ I enjoy making things beautiful or artistic
- ☐ I enjoy teaching or instructing others

Group 16

- ☐ I don't mind having to perform repetitious tasks
- ☐ I enjoy doing work which requires working quickly
- ☐ I enjoy interactions with others in which I put forward my own wants and needs
- ☐ I want to be paid well
- ☐ I want to be recognized for my strengths and abilities
- ☐ I enjoy planning how to implement work projects
- ☐ I manage stress effectively
- ☐ I would enjoy working closely with the general public

Group 17

Check (click) the appropriate box according to interest. Check one box for each question.

I would be interested in work that involved:	No interest		Little interest		Moderate interest		Interest		Intense passion	
Writing or language	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Children	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Animals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Making or serving food	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sports	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Traveling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Some types of science (any type)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health or medicine	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Finance or business	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Electronics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Plants, trees or farming	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Acting, dancing, singing or entertaining	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Convincing people to buy something	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Trying to understand how and why people think and act the way they do	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical science such as physics and chemistry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knowing how different things are made or manufactured	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The rules and laws that relate to society and business	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knowing how living things function, develop or reproduce	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Medical science - diagnosis and treatment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knowing how computer software works	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knowing how computer or computer related hardware works	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Group 18

Please enter a value between 0 and 9. 0 - Least like you, 9 - Most like you

- ☐ Opportunity for advancement
- ☐ Having my opinions valued
- ☐ Opportunities to learn and develop my abilities
- ☐ Good social opportunities
- ☐ Work/life Balance - time off on weekends and minimal overtime
- ☐ Full appreciation for work done
- ☐ Being informed about company issues that could impact my work
- ☐ Sympathetic help related to personal problems
- ☐ Flexible schedules and holiday time
- ☐ An opportunity to quickly earn high pay