

THE HARTMAN PERSONALITY PROFILE

*Since your personality is innate
and comes with you at birth,
answer each possible question
from your earliest recollection.*

Now it's time to discover your own personality type—your own “color.” Perhaps you will learn things about yourself that you were not aware of, or find out why you have certain tendencies or reactions you have never been able to understand. In time, you will probably be able to identify the colors of some other people as well. This will help you to understand them better, and pave the way to more meaningful relationships.

It's unlikely that your color will prove to be a “pure” one—100 percent Red or Blue or White or Yellow. Nature isn't that simple. Instead, even those individuals with a strong affinity for one particular color will find it tinged with traces of others. When your test results reflect high scores in more than one personality area—that is, when two colors are almost equal in strength—you may at first find it difficult to identify the stronger one. Don't worry. As you read further, the motives and characteristics of each personality type will become clear, and you should have little trouble determining your primary personality color.

As you seek your true identity, you may begin to see yourself differently—and more accurately. You will become aware of your many strengths. And though some of your negative suspicions about yourself may also be verified, you will be comforted in knowing that you are not alone—we all have a balance of strengths and weaknesses in our personality makeup. Don't be discouraged by any weaknesses

you have. In the later chapters of the book, I will show you how to turn limitations into assets.

In taking the Hartman 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.

Here are some other suggestions that will assist you in completing 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, this will provide a more accurate perspective on who you innately are as opposed to who you have become.
2. At first, mark the choices that come to you most readily. Skip the more difficult questions, but return to them later.
3. 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.
4. Strive to choose answers that are most often 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. Now, enjoy the profile. You are about to determine your true color.
5. 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 hundreds of thousands of readers for over ten years in producing reliable insights. The results have reinforced my confidence that your honesty and the profile's simplicity are a tough team to beat.

THE HARTMAN PERSONALITY PROFILE

Directions: Mark an “X” by the one word or phrase that best describes what you are like *most of the time*. Choose only one response from

each group. After you've finished question 30, total your scores for each letter.

PERSONALITY STRENGTHS AND LIMITATIONS

1. a) opinionated
b) nurturing
c) inventive
d) outgoing
2. a) power-oriented
b) perfectionist
c) indecisive
d) self-centered
3. a) dominant
b) sympathetic
c) tolerant
d) enthusiastic
4. a) self-serving
b) suspicious
c) unsure
d) naive
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

THE COLOR CODE

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

PERSONALITY IN PERSPECTIVE

Strengths and Limitations Totals

___ 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 of the section.

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.

THE COLOR CODE

- 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 recommend 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.

PERSONALITY IN PERSPECTIVE

42. Work is:
- A most productive way to spend one's time.
 - A healthy activity, which should be done right if it's to be done at all. Work should be done before one plays.
 - A positive activity as long as it is something I enjoy and don't feel pressured to accomplish.
 - A necessary evil, much less inviting than play.
43. In social situations, I am most often:
- Feared by others.
 - Admired by others.
 - Protected by others.
 - Envied by others.
44. In a relationship, I am most concerned with being:
- Approved of and right.
 - Understood, appreciated, and intimate.
 - Respected, tolerant, and peaceful.
 - Praised, having fun, and feeling free.
45. To feel alive and positive, I seek:
- Adventure, leadership, and lots of action.
 - Security, creativity, and purpose.
 - Acceptance and safety.
 - Excitement, playful productivity, and the company of others.

Situations 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 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."

GRAND TOTALS

Red (a) ___ Blue (b) ___ White (c) ___ Yellow (d) ___