The Personality Compass – at a glance

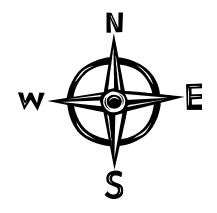
Everyone has some characteristics from each of the four types, but one will capture the essence of your personality more accurately than the others. That is your dominant type.

No one type is better than another, they're all just different.

NORTH

Natural leader; Goal-centered; Fastpaced; Task-oriented; Assertive; Decisive; Confident; Determined; Competitive; Independent

WEST Natural risk taker; Idea-centered; Creative; Innovative; Flexible; Visionary; Spontaneous; Enthusiastic; Free-spirited; Energetic



EAST
Natural planner; Quality-centered;
Analytical; Organized; Logical;
Focused; Exact; Perfectionist;
Industrious; Structured

SOUTH Natural team player; Processcentered; Slow-paced; Good listener; Non-confrontational; Sensitive; Patient; Understanding; Generous; Helpful

Which type are you? Does one immediately jump out as fitting your personality?

If you're not sure which one you are, an easy way to find out is to the pick which type is LEAST like you. Find the one that has characteristics that:

- you don't like
- you tend to avoid
- · makes you feel uncomfortable
- you don't do well
- you don't enjoy

Find it? Now look across the compass to the opposite side and that is your dominant type.

	My	dominant type is:		
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Quick Tests to Identify your Type (1)

Are you more North or South?

For each set of words, circle the word that describes you more often than the other one (even though you may have both characteristics at times)

a. Confident	a. Goal-centered	a. Bold	
b. Helpful	b. People-centered	b. Supportive	
a. Self-reliant	a. Initiator	a. Productive	
b. Understanding	b. Listener	b. Faithful	
a. Fast-paced	a. Determined	a. Self-starter	
b. Easy-going	b. Unselfish	b. Volunteer	
a. Independent b. Team player	a. Straightforward b. Patient	a. Opinionated b. Sensitive	
a. Decisive b. Diplomatic	Results-focused B. Relationship-focused	a. Challenger b. Mediator	
a. Assertive	a. Hardworking	a. Doer	
b. Non-confrontational	b. Friendly	b. Communicator	
a. Competitive	a. In-charge	a. Deadline-driven	
b. Cooperative	b. Generous	b. Values-driven	
a. Leader	a. Task-oriented	a. Achiever	
b. Loyal	b. Peace-oriented	b. Caregiver	
Total # of A's circled:	(if this number is higher, you're more North)		
Total # of B's circled:	_ (if this number is higher, you're more South)		

Quick Tests to Identify your Type (2)

Are you more East or West?

For each set of words, circle the word that describes you more often than the other one (even though you may have both characteristics at times)

c. Organized	c. Factual	c. Cautious
d. Creative	d. Fun-loving	d. Open-minded
c. Structured	c. Analytical	c. Finisher
d. Flexible	d. Cheerful	d. Motivator
c. Quality-centered	c. Consistent	c. Rule-follower
d. Idea-centered	d. Versatile	d. Option-provider
c. Logical	c. Serious	c. Systematic
d. Visionary	d. Humorous	d. Carefree
c. Reserved	c. Efficient	c. Precise
d. Innovative	d. Dreamer	d. Inventive
c. Planner	c. Reliable	c. Persuasive
d. Spontaneous	d. Delegator	d. Adventerous
c. Perfectionist	c. Industrious	c. Accurate
d. Free-spirited	d. Improvising	d. Adaptable
c. Traditional d. Risk-taker	c. Persistent d. Imaginative	c. Protocol-focused d. Methods-focused
Total # of C's circled:	(if this number is higher,	you're more East)
Total # of D's circled:	(if this number is higher,	you're more West)
Now that you have a number	for each of the four types (N	orth, South, East, West)
This type has the highest nun	nber (this	s is your Dominant Type)
This type has the second high	nest number	(this is your Subdominant Type)

The Personality Compass Dominant – Subdominant Type

Now see what the compass has to say about you based on your Dominant type combined with your Subdominant type.

Your Dominant type is the one listed first, your Subdominant is the second.

NORTH – WEST Assertive, Decisive, Flexible, Creative, Adventerous NORTH – EAST Assertive, Decisive, Structured, Detailed, Organized

WEST – NORTH
Flexible, Creative, Assertive, Decisive,
Fast-Paced

W

EAST – NORTH Structured, Detailed, Assertive, Decisive, Fast-Paced

WEST – SOUTH Flexible, Creative, Friendly, Caring, Cooperative EAST – SOUTH Structured, Detailed, Friendly, Helpful, Slow-Paced

SOUTH – WEST Friendly, Caring, Flexible, Creative, Adventurous SOUTH – EAST Friendly, Caring, Structured, Detailed, Organized

So, even two people who are both primarily NORTH, can still be very different if they have opposite subdominant types: WEST versus EAST.



Does your combined type seem to even more closely describe you than just your Dominant type?

Jobs that Fit the Type

Each personality type has characteristics that naturally fit well with certain job descriptions. Here are some examples below. Do you think the jobs listed under your type fit you?

NORTH

North-East job examples:

Military Officer – leader (N), structured regulations (E) Negotiator – assertive (N), analytical (E) Chairperson – authoritative (N), organized (E) Maitre d' – decisive (N), proper protocol (E) Conductor – goal-centered (N), focused (E)

North-West job examples:

Chief Executive – in control (N), visionary (W)
Manager – hardworking (N), flexible (W)
Project Leader – fast-paced deadlines (N), innovative (W)
Police Officer – fearless (N), risk taker (W)
Coach – action-centered (N), adaptable (W)

SOUTH

South-East job examples:

Human Resources – people person (S), organized (E) Nurse – caring (S), detailed (E) Mediator – peace-loving (S), structured (E) Receptionist – friendly (S), logical (E) Assistant Coach – team player (S), strategist (E)

South-West job examples:

Salesperson – likable (S), flexible (W)
Diplomat – hospitable (S), adaptable (W)
Missionary – giving (S), adventurous (W)
Waiter – helpful (S), fast-paced (W)
Talk Show Host – good listener (S), sense of humor (W)

EAST

East-North job examples:

Judge – structured (E), decisive (N) Attorney – detailed (E), assertive (N) Surgeon – focused (E), confident (N) Engineer – analytical (E), determined (N) Quality Control – quality-centered (E), initiative (N)

East-South job examples:

Editor – detailed (E), patient (S) City Planner – plans well (E), process-centered (S) Car Sales Rep – punctual (E), friendly (S) Secretary – proper protocol (E), helpful (S) Museum Curator – responsible (E), slow-paced (S)

WEST

West-North job examples:

Project Coordinator – juggles many tasks (W), leader (N) Advertiser – innovative (W), competitive (N) Developer – visionary (W), self-starting (N) Performer – multi-talented (W), confident (N) Builder – dreamer (W), goal-centered (N)

West-South job examples:

Writer – free-thinking (W), sensitive (S) Story-Boarder – idea-centered (W), communicator (S) Liaison Officer – flexible (W), helpful (S) Artist – creative (W), introspective (S) Landscaper – sees options (W), people pleaser (S)



From reading your personality description earlier, what other jobs do you think would be a good fit and why?

Differences are Valuable

Each type is different. Each has different preferences, different strengths, different weaknesses, and different points of view. At times those differences can create difficulties and clashes, but if we understand the differences we can find ways to work together and that can become a great strength!

Understanding differences:

...In Image NORTHS reflect Achievement EASTS reflect Compassion SOUTHS reflect Compassion WESTS reflect Originality

...In Attitudes
NORTHS call a spade a spade
EASTS call a spade by its precise scientific name
SOUTHS call a spade whatever it wants to be called
WESTS don't want to limit a spade by assigning a name to it

...In Priorities NORTHS – Goals EASTS – Facts SOUTHS – Values WESTS – Methods

A perception is what we think about something. A perception can seem very true for you based on your preferences and that's ok. Just remember that someone else's perception can be very different, and that's ok too.

Even when Different, there are Similarities

North	Work hard	Productive	Take	Serious	Finish	Catch
& East			responsibility		tasks	mistakes
North	Move fast	Talkative	Enjoy	Welcome	Bold	Take risks
& West			action	change		
South	Move slow	Listen well	Conservative	Avoid	Cautious	Follow
& East				change		rules
South	Motivate	Sociable	Shun	Adaptable	Avoid	Enjoy
& West	others		deadlines		pressure	relaxation

The Four Types – in Summary

	NORTH	EAST	SOUTH	WEST
Motto	Get the job done fast	Do it right the first time	Build the best team	Expand all horizons
Great Strength	Making quick decisions	Planning in detail	Cooperation	Innovative creativity
Basic Weakness	Impatience	Tunnel vision	Non- assertiveness	Disorganization
Fundamental Aptitude	Leadership	Logical analysis	Peace making	Seeing the big picture
Priority	Goals	Facts	Values	Methods
Motivation	Competition	Looking for errors	Helping	Freedom
Pet Peeve	Indecision	Inaccuracy	Conflict	Rules
Work Style	Independent	Serious	Group	Adaptable
Main Work Competency	Supervisory	Organization	Team building	Coordinating many tasks
Pace	Fast and determined	Slow and cautious	Slow and laid- back	Fast and flexible
Image	Achievement	Quality	Compassion	Originality