



ITS

INDIVIDUAL TALENT SURVEY BISHOPSTONE RESEARCH INSTITUTE, INC.

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DATE \_\_\_\_\_

NAME \_\_\_\_\_

COMPANY \_\_\_\_\_

CO. ADDRESS \_\_\_\_\_

CITY, ST., ZIP \_\_\_\_\_

POSITION \_\_\_\_\_

PHONE \_\_\_\_\_

\_\_\_\_ Applicant for above position

\_\_\_\_ Presently employed in above

GENERAL INSTRUCTIONS

Read all instructions at the top of the following sections and complete each page accordingly. The entire form generally takes less than 15 minutes to complete.

Below is a list of words. Place an X in the space [ ] before all of the words that people you encounter at work would be likely to use in describing you. If you are not sure of the meaning of the word, please draw a line through the word.

People at work think I am ...

- 1. [ ] happy 2. [ ] honest 3. [ ] open-minded 4. [ ] impulsive 5. [ ] cautious 6. [ ] good 7. [ ] attractive 8. [ ] obliging 9. [ ] convincing 10. [ ] conforming 11. [ ] decisive 12. [ ] opinionated 13. [ ] self-conscious 14. [ ] smooth 15. [ ] solemn 16. [ ] relaxed 17. [ ] impressive 18. [ ] hesitant 19. [ ] brave 20. [ ] prudent 21. [ ] fascinating 22. [ ] slow 23. [ ] engaging 24. [ ] forgiving 25. [ ] ingenious 26. [ ] entertaining 27. [ ] cooperative 28. [ ] personality plus 29. [ ] scholarly 30. [ ] fussy 31. [ ] poised 32. [ ] gregarious 33. [ ] persuasive 34. [ ] inspiring 35. [ ] self-centered 36. [ ] forceful 37. [ ] charming 38. [ ] dominant 39. [ ] peaceful 40. [ ] tactful 41. [ ] magnetic 42. [ ] matter-of-fact 43. [ ] stable 44. [ ] stimulating 45. [ ] leisurely 46. [ ] composed 47. [ ] appreciative 48. [ ] good mixer 49. [ ] devout 50. [ ] just 51. [ ] defensive 52. [ ] perfectionistic 53. [ ] persevering 54. [ ] courteous 55. [ ] precise 56. [ ] fashionable 57. [ ] helpful 58. [ ] nervy 59. [ ] stubborn 60. [ ] frank 61. [ ] generous 62. [ ] aggressive 63. [ ] kind 64. [ ] timid 65. [ ] content 66. [ ] egotistical 67. [ ] argumentative 68. [ ] appealing 69. [ ] easy-going 70. [ ] receptive 71. [ ] sociable 72. [ ] skeptical 73. [ ] competitive 74. [ ] enterprising 75. [ ] tense 76. [ ] considerate 77. [ ] amusing 78. [ ] direct 79. [ ] devoted 80. [ ] tolerant 81. [ ] impetuous 82. [ ] good-natured 83. [ ] venturesome 84. [ ] willing 85. [ ] sympathetic 86. [ ] orderly 87. [ ] lenient

On this page place an X in the space [ ] before all of the words that you think are truly descriptive of yourself. Again, if you are not sure of the meaning of the word, please draw a line through the word.

I truly believe I am ...

- 1. [ ] happy 2. [ ] honest 3. [ ] open-minded 4. [ ] impulsive 5. [ ] cautious 6. [ ] good 7. [ ] attractive 8. [ ] obliging 9. [ ] convincing 10. [ ] conforming 11. [ ] decisive 12. [ ] opinionated 13. [ ] self-conscious 14. [ ] smooth 15. [ ] solemn 16. [ ] relaxed 17. [ ] impressive 18. [ ] hesitant 19. [ ] brave 20. [ ] prudent 21. [ ] fascinating 22. [ ] slow 23. [ ] engaging 24. [ ] forgiving 25. [ ] ingenious 26. [ ] entertaining 27. [ ] cooperative 28. [ ] personality plus 29. [ ] scholarly 30. [ ] fussy 31. [ ] poised 32. [ ] gregarious 33. [ ] persuasive 34. [ ] inspiring 35. [ ] self-centered 36. [ ] forceful 37. [ ] charming 38. [ ] dominant 39. [ ] peaceful 40. [ ] tactful 41. [ ] magnetic 42. [ ] matter-of-fact 43. [ ] stable 44. [ ] stimulating 45. [ ] leisurely 46. [ ] composed 47. [ ] appreciative 48. [ ] good mixer 49. [ ] devout 50. [ ] just 51. [ ] defensive 52. [ ] perfectionistic 53. [ ] persevering 54. [ ] courteous 55. [ ] precise 56. [ ] fashionable 57. [ ] helpful 58. [ ] nervy 59. [ ] stubborn 60. [ ] frank 61. [ ] generous 62. [ ] aggressive 63. [ ] kind 64. [ ] timid 65. [ ] content 66. [ ] egotistical 67. [ ] argumentative 68. [ ] appealing 69. [ ] easy-going 70. [ ] receptive 71. [ ] sociable 72. [ ] skeptical 73. [ ] competitive 74. [ ] enterprising 75. [ ] tense 76. [ ] considerate 77. [ ] amusing 78. [ ] direct 79. [ ] devoted 80. [ ] tolerant 81. [ ] impetuous 82. [ ] good-natured 83. [ ] venturesome 84. [ ] willing 85. [ ] sympathetic 86. [ ] orderly 87. [ ] lenient

**COMPLETE SECTIONS A, B, AND C BELOW.**

**A.** Below is a another list of words. You probably consider some of the concepts represented by these words as more important or valuable than others in your own life. First read the entire list, then place an X on the line before all of those items which are of some importance to you.

- |                          |                                  |
|--------------------------|----------------------------------|
| 1. ___ innovative        | 17. ___ slow, steady<br>pace     |
| 2. ___ conversation      | 18. ___ well-groomed             |
| 3. ___ quiet             | 19 ___ small details             |
| 4. ___ perfection        | 20. ___ impressive               |
| 5. ___ worrying          | 21. ___ image                    |
| 6. ___ rebelling         | 22. ___ humbleness               |
| 7. ___ fashion           | 23. ___ doing things<br>"my way" |
| 8. ___ single-mindedness | 24. ___ risk                     |
| 9. ___ variety           | 25. ___ altruism                 |
| 10. ___ exactness        | 26. ___ passively<br>resistant   |
| 11. ___ tinkering        | 27. ___ routine                  |
| 12. ___ proper           | 28. ___ solitude                 |
| 13. ___ precision        | 29. ___ shrewd                   |
| 14. ___ non-conformity   | 30. ___ belonging                |
| 15. ___ popularity       | 31. ___ inventive                |
| 16. ___ change           | 32. ___ diplomacy                |

**B.** Now go back to the list and make a circle around the (X) that you have just made before the four most important items.

**C.** Finally go back and fill in the circle around the (X) that you have just made before the single most important item.

Now, write a description about yourself in your own words in the space below.

The information provided is true and correct to the best of my knowledge and belief and I hereby agree to the use of all information derived from this form for any ethical purpose.

Signed \_\_\_\_\_