

Personality Tests

Warm-up

- Have you ever taken a personality test? Do you think they are accurate?
- Have you ever taken an IQ test? What do you think about the idea of measuring intelligence?
- Do you believe in star signs? What is your star sign? What kind of character traits are associated with that star sign?
- Have you ever taken a Facebook-style personality test, such as “Which Simpsons character are you”? Why do you think these tests are so popular?



1. Read the text below and choose the correct word from the options for each gap.

A personality test is a way to assess and measure multiple character *traits* (a). There are many different types of personality tests, and some are *tailored* (b) with a specific goal in mind. For example, the Gallup Strengthsfinder test is commonly used by employers who want to find out what inherent *aptitudes* (c) a job applicant may possess. Other tests, such as the Myers-Briggs test, aim to give a *broader* (d) view of a test-takers character, measuring everything from introversion to emotional sensitivity. *However*, (e) many *psychologists* (f) consider personality tests to be *unreliable* (g) and inaccurate.

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|--------------------|-----------------|----------------------|------------------|
| (a) 1. evaluations | 2. traits | 3. inhibitions | 4. formations |
| (b) 1. tailored | 2. implanted | 3. reduced | 4. promoted |
| (c) 1. aptitudes | 2. prejudices | 3. interactions | 4. insights |
| (d) 1. tighter | 2. closer | 3. broader | 4. stronger |
| (e) 1. Firstly, | 2. In addition, | 3. Due to this this, | 4. However, |
| (f) 1. physicians | 2. dentists | 3. psychologists | 4. cardiologists |
| (g) 1. unreliable | 2. undesirable | 3. inferior | 4. Entertaining |



2. You are going to make a personality test to assess how well-suited a person is for a profession. The test will have 10 statements, and the person being tested must choose between 1 and 5 for each statement (1 = strongly disagree, 5 = strongly agree). The higher the number, the better suited the person is for the profession. Follow the steps below (with a partner if you want) to make your test:

1

strongly disagree

2

disagree

3

undecided

4

agree

5

strongly agree

Step 1 Choose the profession you are going to test for. It could be anything from a tax advisor to a hostage negotiator or even your own profession.

Step 2 Choose *five* statements from the list below that would be good questions to test someone applying for your chosen profession. You can alter the questions if you wish.

- You are calm and level-headed under pressure.
- You often make “to do” lists.
- A good team needs a strong-willed leader
- You regularly make new friends.
- You always have a plan B.
- You prefer to work at your own speed rather than racing to meet deadlines.
- Talking to strangers is easy.
- You can be extremely pedantic about small details.
- You enjoy analysing things and figuring out how things work.
- The world would be a better place with less emotions.
- Most negotiations have winners and losers.
- You consider yourself to be quite a charming person.
- You almost never doubt yourself.
- Disorganised people frustrate you.
- You often enjoy planning a holiday as much as you enjoy the holiday itself.
- Money is very important for you.

Encourage the students to alter these as much as they want, they are essentially suggestions to get them started

Step 3 Make 5 more statements like the ones above. Remember that answering with a “strong agree” to these statements makes the person the *most* suited to the job you are testing for. Write the statements below:

1.
2.
3.
4.
5.

(Continued on next page)

Step 4 Ask one of your classmates to rank all 10 of your statements (from step 2 and 3) on a scale of 1-5 and add up the score from their answers.

10 points: Not for you, never in a million years.

11-20 points: Definitely not right for the job for you.

21-30 points: Not a comfortable fit, but it could work for a while.

31-40 points: This could be a good fit for you.

41-50 points: You're a natural! A perfect fit!



3. www.16personalities.com is an online personality test which categorizes people into 16 personality types. You are going to take the test, but first read the descriptions of the 16 personality types below and discuss which you think you will get.

<p>Architect Imaginative and strategic thinkers with a plan for everything.</p>	<p>Logician Innovative inventors with an unquenchable thirst for knowledge.</p>	<p>Commander Bold, imaginative and strong-willed leaders, always finding a way, or making one.</p>	<p>Debater Smart and curious thinkers who cannot resist an intellectual challenge</p>
<p>Advocate Quiet and mystical, yet very inspiring and tireless idealists.</p>	<p>Mediator Poetic, kind and altruistic people, always eager to help a good cause.</p>	<p>Protagonist Charismatic and inspiring leaders, able to mesmerize their listeners.</p>	<p>Campaigner Enthusiastic, creative and sociable free spirits, who can always find a reason to smile.</p>
<p>Logistician Practical and fact-minded individuals, whose reliability cannot be doubted.</p>	<p>Defender Very dedicated and warm protectors, always ready to defend their loved ones.</p>	<p>Executive Excellent administrators, unsurpassed at managing people</p>	<p>Consul Extraordinarily caring, social, and popular people, always eager to help</p>
<p>Virtuoso Bold and practical experimenters, masters of all kinds of tools.</p>	<p>Adventurer Flexible and charming artists, always ready to explore and try something new.</p>	<p>Entrepreneur Smart, energetic and very perceptive people, who truly enjoy living on the edge.</p>	<p>Entertainer Energetic and enthusiastic people – life is never boring around them.</p>



4. Go to www.16personalities.com and take the personality test. Write down what you think the test got right about you, and what you think it got wrong. Write down any words or phrases that you found interesting or confusing.

Completing this test could take 20 minutes, and reading through the results another 20. This could be given as homework or done in a separate class.