

Hermann

Participant Survey Form



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This 120-question survey form results in a profile of your preferred thinking styles. By understanding your thinking style preferences you can achieve greater appreciation for how you learn, make decisions, solve problems, and communicate, and why you do these, and other, things the way you do. The survey measures preferences rather than skills. It is not a test; there are no wrong answers. Please respond to the questions as authentically as possible, keeping in mind your total self, at work as well as at home. **It is important to answer all of the questions and to follow the directions carefully: failure to do so prevents processing.**

DEFINITIONS OF TERMS

This glossary page may be useful for reference when you receive your profile results.

Analytic: Breaking up things or ideas into parts and examining them to see how they fit together.

Artistic: Taking enjoyment from or skillful in painting, drawing, music, or sculpture. Able to coordinate colour, design, and texture for pleasing effects.

Conceptual: Able to conceive thoughts and ideas - to generalize abstract ideas from specific instances.

Controlled: Restrained, holding back, in charge of one's emotions.

Conservative: Tending toward maintaining traditional and proven views, conditions, and institutions.

Creative: Having unusual ideas and innovative thoughts. Able to put things together in new and imaginative ways.

Critical: Exercising or involving careful judgement or evaluation, e.g., judging the feasibility of an idea or product.

Detailed: Paying attention to the small items or parts of an idea or product.

Dominant: Ruling or controlling, having strong impact on others.

Emotional: Having feelings that are easily stirred; displaying those feelings.

Empathetic: Able to understand how another person feels, and able to communicate that feeling.

Extrovert: More interested in people and things outside of self than internal thoughts and feelings. Quickly and easily exposes thoughts, reactions, feelings, etc. to others.

Financial: Competent in monitoring and handling of quantitative issues relating to costs, budgets, and investments.

Holistic: Able to perceive and understand the "big picture" without dwelling on individual elements of an idea, concept, or situation. Can see the wood as contrasted with the trees.

Imaginative: Able to form mental images of things not immediately available to the senses or never wholly perceived in reality; able to confront and deal with a problem in a new way.

Implementation: Able to carry out an activity and ensure fulfillment by concrete measures and results.

Innovating: Able to introduce new or novel ideas, methods, or devices.

Integration: The ability to combine pieces, parts and elements of ideas, concepts and situations into a unified whole.

Intellectual: Having superior reasoning powers. Able to acquire and retain knowledge.

Interpersonal: Able to easily develop and maintain meaningful and pleasant relationships with many different kinds of people.

Introvert: Directed more toward inward reflection and understanding than toward people and things outside of self. Slow to expose reactions, feelings, and thoughts to others.

Intuitive: Knowing something without thinking it out - having instant understanding without need for facts or proof.

Logical: Able to reason deductively from what has gone before.

Mathematical: Perceiving and understanding numbers and being able to manipulate them to a desired end.

Metaphorical: Able to understand and make use of visual and verbal figures of speech to suggest a likeness or an analogy in place of literal descriptions, e.g., "heart of gold."

Musical: Having an interest in or talent for music and/or dance.

Organized: Able to arrange people, concepts, objects, elements, etc. into coherent relationships with each other.

Planning: Formulating methods or means to achieve a desired end in advance of taking actions to implement.

Problem solving: Able to find solutions to difficult problems by reasoning.

Quantitative: Oriented toward numerical relationships, inclined to know or seek exact measures.

Rational: Making choices on the basis of reason as opposed to emotion.

Reader: One who reads often and enjoys it.

Rigorous thinking: Having a thorough, detailed approach to problem-solving.

Sequential: Dealing with things and ideas one after another or in order.

Simultaneous: Able to process more than one mental input at a time, e.g. visual, verbal, and musical. Able to attend to more than one activity at a time.

Spatial: Able to perceive, understand and manipulate the relative positions of objects in space.

Spiritual: Having to do with spirit or soul as apart from the body or material things.

Symbolic: Able to use and understand objects, marks and signs as representative of facts and ideas.

Synthesizer: One who unites separate ideas, elements or concepts into something new.

Technical: Able to understand and apply engineering and scientific knowledge.

Teaching/training: Able to explain ideas and procedures in a way that people can understand and apply them.





Verbal: Having good speaking skills. Clear and effective with words.

Writer: One who communicates clearly with the written word and enjoys it.

BIOGRAPHICAL INFORMATION

1. Name: ----- 2. Sex: M F
3. Educational Emphasis (arts/sciences/subject) -----
4. Occupation or Job Title -----
-
- Describe your work -----

HANDEDNESS

5. Which picture most closely resembles the way you hold a pencil? Mark box A, B, C, or D
- A 
 B 
 C 
 D 
6. What is the strength and direction of your handedness?
- A primary left B primary left, some right C both hands equal D primary right, some left E primary right

BEST/WORST SUBJECTS

Think back to your best/worse elementary and/or secondary school subjects. Rank all three subjects identified below by selecting a 1, 2 or 3 on the basis of how well you did: 1 = best; 2 = second best; 3 = third best.

7. ----- Math 8. ----- Foreign Language 9. ----- Native Language or Mother Tongue

Please check: The numbers 1, 2 and 3 **used once** and **only once**? Correct if necessary.

WORK ELEMENTS

Rate each of the work elements below according to your strength in that activity, using the following scale: 5 = work I do best; 4 = work I do well; 3 = neutral; 2 = work I do less well; 1 = work I do least well.

Enter the appropriate number next to each element. **Do not use any number more than four times.**

- | | | |
|----------------------------|---------------------------------|-----------------------------|
| 10. ----- analytical | 35. ----- technical aspects | 21. ----- innovating |
| 11. ----- administrative | 36. ----- implementation | 22. ----- teaching/training |
| 12. ----- conceptualizing | 37. ----- planning | 23. ----- organization |
| 13. ----- expressing ideas | 38. ----- interpersonal aspects | 24. ----- creative aspects |
| 14. ----- integration | 39. ----- problem solving | 25. ----- financial aspects |
| 15. ----- writing | | |

Please check: **No more than four 5's, four 4's, etc.**? Correct if necessary.

KEY DESCRIPTORS

Of the following words select the **eight** which best describe the way you see yourself. Enter a 2 next to each of your eight selections. Then change one 2 to a 3 for the word which best describes you.

- | | | |
|------------------------|------------------------|------------------------|
| 26. ----- logical | 35. ----- emotional | 43. ----- symbolic |
| 27. ----- creative | 36. ----- spatial | 44. ----- dominant |
| 28. ----- Musical | 37. ----- critical | 45. ----- holistic |
| 29. ----- sequential | 38. ----- artistic | 46. ----- intuitive |
| 30. ----- synthesizer | 39. ----- spiritual | 47. ----- quantitative |
| 31. ----- verbal | 40. ----- rational | 48. ----- reader |
| 32. ----- conservative | 41. ----- Controlled | 49. ----- simultaneous |
| 33. ----- analytical | 42. ----- mathematical | 50. ----- factual |
| 34. ----- detailed | | |

Name ----- (If returning by fax)

Please count: only **seven 2s** and **one 3?** Correct if necessary.

HOBBIES

Indicate a **maximum of six** hobbies you are actively engaged in. Enter a 3 next to your major hobby, a 2 next to each primary hobby, and a 1 next to each secondary hobby. Enter only one 3.

- | | | |
|----------------------------|-----------------------------|----------------------------|
| 51. ----- Arts/crafts | 59. ----- Gardening/plants | 67. ----- Sewing |
| 52. ----- Boating | 60. ----- Golf | 68. ----- Spectator sports |
| 53. ----- Camping/hiking | 61. ----- Home improvements | 69. ----- Swimming/diving |
| 54. ----- Cards | 62. ----- Music listening | 70. ----- Tennis |
| 55. ----- Collecting | 63. ----- Music playing | 71. ----- Travel |
| 56. ----- Cooking | 64. ----- Photography | 72. ----- Woodworking |
| 57. ----- Creative writing | 65. ----- Reading | ----- Other ----- |
| 58. ----- Fishing | 66. ----- Sailing | ----- |

Please check: **Only one 3** and **total of six hobbies**. Correct if necessary.

ENERGY LEVEL

73. Thinking about your energy level or "drive," select the one that best represents you. Mark box A, B or C.

- A £ day person B £ day/night person equally C £ night person

MOTION SICKNESS

74. Have you ever experienced motion sickness (nausea, vomiting) in response to vehicular motion (while in a car, boat, airplane, bus, train or amusement ride)? Mark box A, B, C or D to indicate the number of times.

- A £ none B £ 1-2 C £ 3-10 D £ more than 10

75. Can you read while travelling in a car without stomach awareness, nausea, or vomiting?

- A £ yes B £ no

ADJECTIVE PAIRS

For each paired item below, mark the word or phrase which is more descriptive of yourself. Mark box A or B in each case, **even if the choice is a difficult one**. **Do not omit any pairs**.

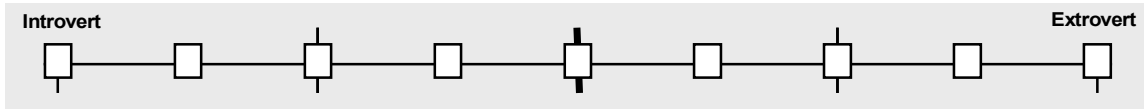
- | | A / B | | A / B | | |
|-----------------------|-------|----------------------|---------------------------|-------|--------------------------|
| 76. ... conservative | £ / £ | empathetic | 88. imaginative | £ / £ | sequential |
| 77. analyst | £ / £ | synthesizer | 89. original | £ / £ | reliable |
| 78. quantitative | £ / £ | musical | 90. creative | £ / £ | logical |
| 79. . problem solver | £ / £ | planner | 91. controlled | £ / £ | emotional |
| 80. controlled | £ / £ | creative | 92. musical | £ / £ | detailed |
| 81. original | £ / £ | emotional | 93. simultaneous | £ / £ | empathetic |
| 82. feeling | £ / £ | thinking | 94. communicator | £ / £ | conceptualizer |
| 83. ... interpersonal | £ / £ | organizer | 95. technical things | £ / £ | people-oriented |
| 84. spiritual | £ / £ | creative | 96. well-organized | £ / £ | logical |
| 85. detailed | £ / £ | holistic | 97. .. rigorous thinking | £ / £ | metaphorical thinking |
| 86. . originate ideas | £ / £ | test and prove ideas | 98. like things planned | £ / £ | like things mathematical |
| 87. .. warm, friendly | £ / £ | analytical | 99. technical | £ / £ | dominant |

Please check: Did you mark **one and only one** of each pair? Correct if necessary.

Name ----- (If returning by fax)

INTROVERSION / EXTROVERSION

Check one box only to place yourself on this scale from introvert to extrovert:



TWENTY QUESTIONS

Respond to each statement by clicking the box in the appropriate column.

	strongly agree	agree	in between	disagree	strongly disagree
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
101. I feel that a step by step method is best for solving problems.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
102. Daydreaming has provided the impetus for the solution of many of my more important problems.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
103. I like people who are most sure of their conclusions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
104. I would rather be known as a reliable than an imaginative person.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
105. I often get my best ideas when doing nothing in particular.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
106. I rely on hunches and the feeling of "rightness" or "wrongness" when moving toward the solution to a problem.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
107. I sometimes get a kick out of breaking the rules and doing things I'm not supposed to do.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
108. Much of what is most important in life cannot be expressed in words.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
109. I'm basically more competitive with others than self-competitive.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
110. I would enjoy spending an entire day "alone with my thoughts."	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
111. I dislike things being uncertain and unpredictable.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
112. I prefer to work with others in a team effort rather than solo.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
113. It is important for me to have a place for everything and everything in its place.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
114. Unusual ideas and daring concepts interest and intrigue me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
115. I prefer specific instructions to those which leave many details optional.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
116. Know-why is more important than know-how.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
117. Thorough planning and organization of time are mandatory for solving difficult problems.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
118. I can frequently anticipate the solutions to my problems.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
119. I tend to rely more on my first impressions and feelings when making judgments than on a careful analysis of the situation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
120. I feel that laws should be strictly enforced.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

