

## Psychometric Assessment – Personality Style Inventory/Indicator (PSI)

Participants will be assessed with the following questionnaire tool to understand their personality traits and the areas of improvements. The scores are evaluated and a brief personality profiling is done for candidates with a pinpointing to needed areas of improvements. Personality assessment is done across 16 Personality traits.

**A set of sample questions are listed below that are used to assessed according to participants' answers to questionnaire tool.**

The following items are arranged in pairs (a and b) and each member of the pair represents a preference you may or may not hold. Rate your preference for each item by giving it a score of 0 to 5 (0 meaning you really feel negative about it or strongly about the other member of the pair. 5 meaning you strongly prefer it or do not prefer the other member of the pair). The scores for a and b MUST ADD UP TO 5 (0 and 5, 1 and 4, 2 and 3, etc.) Do not use fractions such as 2 1/2.

**I prefer:**

- 1a. \_\_\_\_\_ Making decisions after finding out what others think.
- 1b. \_\_\_\_\_ Making decisions without consulting others.
  
- 2a. \_\_\_\_\_ Being called imaginative or intuitive.
- 2b. \_\_\_\_\_ Being called factual and accurate.
  
- 3a. \_\_\_\_\_ Making decisions about people in organizations based on available data and systematic analysis of situations.
- 3b. \_\_\_\_\_ Making decisions about people in organizations based on empathy, feelings, and understanding of their needs and values.
  
- 4a. \_\_\_\_\_ Allowing commitments to occur if others want to make them.
- 4b. \_\_\_\_\_ Pushing for definite commitments to ensure that they are made.

In addition to the above, participants are also assessed on Zohari window model, which will help them enhance their leadership communication and behavior choices.

This assessment can then be used to deliver key areas in personal effectiveness training using need based exercises and activities.