
Personality Orientation Profile

The **Personality Orientation Profile** (POP) is an instrument designed to measure an individual's perception of his or her own personality orientation. Personality orientation is characterized by attitudes an individual holds, as well as behaviors an individual does consistently.

There are four primary personality orientations based on distinct driving forces. The distinct driving forces are power, people, perfection and peace.

Uses

This instrument can be used by individuals to identify patterns of thought and action that impact how they interact with others. By understanding his or her own personality orientation, an individual can learn how to adjust his or her behaviors to better build relationships with others, such as co-workers. If an individual also has the opportunity to have insight into another person's personality orientation, he or she can learn to adapt to the other person's personality orientation when appropriate. Teams and groups, in a work or project setting, can use this instrument to frame discussions on how best to work together.

Considerations

The POP works best as a tool to help individuals become more aware of their own patterns of thoughts and behaviors and how these may impact others. Since each person is an individual, this instrument will not uncover the many facets of an individual. Therefore, you should not use it as a tool to help you make an important decision about an individual, such as giving a person additional responsibilities. When using this profile, it is important to understand a person:

- May change as he or she grows older or goes through different experiences.
- May exhibit different orientations when in different environments, e.g., work, home.
- Should not be stereotyped. POP does not replace building a one-on-one relationship with another person.

Instructions for Completing the POP

1. For each statement in Part 1, indicate how frequently the statement is true by writing the corresponding number for the frequency in the cell to the right of the statement.
2. For each orientation in Part 2, copy your responses from Part 1 to the score grid.
3. Calculate the total score for each orientation.
4. Place the total for each orientation from Part 2 in the grid box provided in Part 3.
5. Circle your (or other person's) primary and secondary personality orientations based on the highest to lowest scores.

Personality Orientation Profile (POP) Worksheet

Part 1

For each of the following statements, indicate how frequently it is true. The scale is 1-7:
 1—Never, 2—Seldom, 3—Sometimes, 4—Often, 5—Very Often, 6—Almost Always, 7—Always

I...	1-7	I...	1-7
1. Am a down-to-earth (or sincere) person.		30. Am practical.	
2. Prefer to have a routine to follow.		31. Respond to the needs and feelings of others.	
3. Assert myself.		32. Like to help people.	
4. Prefer systematic order.		33. Am a leader.	
5. Plan before I take action.		34. Am adventurous.	
6. Express my feelings and thoughts well.		35. Tend to critique situations and people.	
7. Am optimistic.		36. Am productive.	
8. Am modest.		37. Am flexible.	
9. Am a lively person.		38. Have very strong opinions.	
10. Have a restless nature.		39. Am independent.	
11. Give a lot of attention to details.		40. Tend to shelter people.	
12. Am cheerful.		41. Am a pleasant person to be around.	
13. Adapt well to different situations.		42. Tend to be a perfectionist.	
14. Am an aggressive person.		43. Tend to be unsettled.	
15. Am a quiet person.		44. Prefer things to be in an orderly fashion.	
16. Am a demanding person.		45. Tend to observe situations and people.	
17. Stick to my decisions.		46. Tend to be a stable person.	
18. Am persuasive.		47. Am talkative.	
19. Am willing to accept new ideas.		48. Show my feelings and emotions.	
20. Am sympathetic.		49. Am competitive.	
21. Have a dominating nature.		50. Am creative.	
22. Am shy.		51. Am a gentle person.	
23. Am consistent.		52. Am diplomatic.	
24. Get straight to the point.		53. Say the right thing at the right time.	
25. Am careful.		54. Am a capable person.	
26. Am kind.		55. Tend to be curious.	
27. Am reserved.		56. Focus on results.	
28. Am unbending.		57. Am spontaneous.	
29. Am an outgoing person.		58. Am laid back.	

Part 2

For each orientation, copy your responses from Part 1 to the score grid. The numbers in bold for each orientation represent the statement numbers in Part 1.

Power	3	10	14	17	21	24	28	33	34	36	38	39	49	53	56	Total
People	6	7	9	12	13	18	19	29	37	41	43	47	48	50	57	Total
Perfection	2	4	5	11	15	16	23	35	42	44	45	50	52	54	55	Total
Peace	1	2	8	20	22	25	26	27	30	31	32	40	46	51	58	Total

Part 3

Place the total for each orientation from Part 2 in the grid below. Circle the two highest scores.

Orientation	Power	People	Perfection	Peace
Your/Other Person's Score				

Note: The higher your score for an orientation the greater your tendency to exhibit characteristics of that orientation. If any of the scores is over 75, your tendency toward that orientation is particularly strong. If scores are close together, it may indicate that you fluctuate relatively freely between orientations.