

Personality / Job Fit Questionnaire

Full Name: **Date:**

Read each statement below carefully and decide how **"true"** it is of your behaviours and attitudes on the job. Tick the circle that most accurately describes your **"true"** behaviour and attitude. Remember that these questions are about how you behave at work and think about work.

| | |
|------------------------|---|
| Not at all true | Not at all true <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Very True |
| Slightly true | Not at all true <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Very True |
| Somewhat true | Not at all true <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Very True |
| Fairly true | Not at all true <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> Very True |
| Very true | Not at all true <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> Very True |

1. Too much planning on the job can get in the way of enjoying things.

Not at all true Very True

2. Helping others who need help on the job is important, regardless of the cost to me.

Not at all true Very True

3. I am not a very adventurous person on the job.

Not at all true Very True

4. At work, I am quite reserved.

Not at all true Very True

5. I rarely get upset when I'm working.

Not at all true Very True

6. I perform best on the job when working on a team.

Not at all true Very True

7. I have never exaggerated on purpose at work.

Not at all true Very True

8. There are times on the job when I've been a bit lazy.

Not at all true Very True

9. At work, I readily forgive others.

Not at all true Very True

10. I prefer familiarity and routine at work to novelty and variety.

Not at all true Very True

11. At work others sometimes see me as quiet.

Not at all true Very True

12. I can be easily made uncomfortable at work.

Not at all true Very True

13. My ideal job would involve a lot of teamwork.

Not at all true Very True

14. I obey the law more often if there's a chance that I might get caught.

Not at all true Very True

15. I always make a detailed plan before I begin any job.

Not at all true Very True

16. Trusting others on the job can be dangerous.

Not at all true Very True

17. I like being spontaneous on the job.

Not at all true Very True

18. I always stay relaxed in difficult situations at work.

Not at all true Very True

19. Others at work see me as assertive.

Not at all true Very True

20. There are few things at work that upset me.

Not at all true Very True

21. I prefer to work by myself rather than in a team.

Not at all true Very True

22. Sometimes I bend a rule if I can get my work done more easily.

Not at all true Very True

23. I work harder than anybody else doing my job.

Not at all true Very True

24. Given half a chance, other people at work will take advantage of you.

Not at all true Very True

25. Everybody at work sees me as self-confident.

Not at all true Very True

26. Variety is the spice of life.

Not at all true Very True

27. At work, I never run out of enthusiasm.

Not at all true Very True

28. It's easy to take it personally when things go wrong at work.

Not at all true Very True

29. Working in teams brings out the best in people.

Not at all true Very True

30. Sometimes at work, I put my feelings ahead of those of other people.

Not at all true Very True

31. There are times on the job when it's been a little hard to get organised.

Not at all true Very True

32. Sometimes on the job I find it hard to be sympathetic with others.

Not at all true Very True

33. I prefer novelty and new experiences on the job.

Not at all true Very True

34. Sometimes it's hard to relate to highly confident colleagues.

Not at all true Very True

35. I am always concerned about my job.

Not at all true Very True

36. I believe I do my best work as part of a team rather than working alone.

Not at all true Very True

37. I never break any rules at my job.

Not at all true Very True

38. I always do much more than others expect me to do on the job.

Not at all true Very True

39. I never make enemies of my colleagues.

Not at all true Very True

40. I tend to be sceptical in dealing with others at work.

Not at all true Very True

41. Trying new things on the job is one way of keeping young.

Not at all true Very True

42. On the job, there are times when I lack self-confidence.

Not at all true Very True

43. It's easy to get discouraged on the job when things don't work out.

Not at all true Very True

44. Some of my proudest moments have been as a member of a team.

Not at all true Very True

45. I have never tried to get back at someone who has hurt me on the job.

Not at all true Very True

Thank you. Please return the completed sheets to your interviewer.