

# The Hartman Personality Profile (Hintze adapted!)

Directions: Mark an "X" by the one word or phrase that best describes what you are like *most of the time*. Choose only one response from each group. After you've finished question 30, total your scores for each letter.

## PERSONALITY STRENGTH AND LIMITATIONS

Be honest! Mark choices that come to you most readily. Skip the tough one's and come back later. Ask a friend for help. Strive to choose answers that are most typical of your thoughts and/or actions. ENJOY!

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|---|--|
| 1a) ___ opinionated<br>b) ___ nurturing<br>c) ___ inventive<br>d) ___ outgoing<br><br>3a) ___ dominant<br>b) ___ sympathetic<br>c) ___ tolerant<br>d) ___ enthusiastic<br><br>5a) ___ decisive<br>b) ___ loyal<br>c) ___ contented<br>d) ___ playful<br><br>7a) ___ assertive<br>b) ___ reliable<br>c) ___ kind<br>d) ___ sociable<br><br>9a) ___ action-oriented<br>b) ___ analytical<br>c) ___ easygoing<br>d) ___ carefree<br><br>11a) ___ determined<br>b) ___ detail conscious<br>c) ___ a good listener<br>d) ___ a party person<br><br>13a) ___ responsible<br>b) ___ idealistic<br>c) ___ considerate<br>d) ___ happy | 2a) ___ power-oriented<br>b) ___ perfectionist<br>c) ___ indecisive<br>d) ___ self-centered<br><br>4a) ___ self-serving<br>b) ___ suspicious<br>c) ___ unsure<br>d) ___ naive<br><br>6a) ___ arrogant<br>b) ___ worry prone<br>c) ___ silently stubborn<br>d) ___ flighty<br><br>8a) ___ bossy<br>b) ___ self-critical<br>c) ___ reluctant<br>d) ___ a teaser<br><br>10a) ___ critical of others<br>b) ___ overly sensitive<br>c) ___ shy<br>d) ___ obnoxious<br><br>12a) ___ demanding<br>b) ___ unforgiving<br>c) ___ unmotivated<br>d) ___ vain<br><br>14a) ___ impatient<br>b) ___ moody<br>c) ___ passive<br>d) ___ impulsive |
|---|--|

- |  |  |
|--|--|
| 15a) ___ strong-willed<br>b) ___ respectful<br>c) ___ patient<br>d) ___ fun-loving<br><br>17a) ___ independent<br>b) ___ dependable<br>c) ___ even-tempered<br>d) ___ trusting<br><br>19a) ___ powerful<br>b) ___ deliberate<br>c) ___ gentle<br>d) ___ optimistic<br><br>21a) ___ logical<br>b) ___ emotional<br>c) ___ agreeable<br>d) ___ popular<br><br>23a) ___ pragmatic<br>b) ___ well-behaved<br>c) ___ accepting<br>d) ___ spontaneous<br><br>25a) ___ task-oriented<br>b) ___ sincere<br>c) ___ diplomatic<br>d) ___ lively<br><br>27a) ___ direct<br>b) ___ creative<br>c) ___ adaptable<br>d) ___ a performer<br><br>29a) ___ confident<br>b) ___ disciplined<br>c) ___ pleasant<br>d) ___ charismatic | 16a) ___ argumentative<br>b) ___ unrealistic<br>c) ___ directionless<br>d) ___ an interrupter<br><br>18a) ___ aggressive<br>b) ___ often depressed<br>c) ___ ambivalent<br>d) ___ forgetful<br><br>20a) ___ insensitive<br>b) ___ judgmental<br>c) ___ boring<br>d) ___ undisciplined<br><br>22a) ___ always right<br>b) ___ guilt prone<br>c) ___ unenthusiastic<br>d) ___ uncommitted<br><br>24a) ___ merciless<br>b) ___ thoughtful<br>c) ___ uninvolved<br>d) ___ a show-off<br><br>26a) ___ tactless<br>b) ___ hard to please<br>c) ___ lazy<br>d) ___ loud<br><br>28a) ___ calculating<br>b) ___ self-righteous<br>c) ___ self-deprecating<br>d) ___ disorganized<br><br>30a) ___ intimidating<br>b) ___ careful<br>c) ___ unproductive<br>d) ___ afraid to face facts |
|--|--|

**Enter the totals in the proper spaces!**

\_\_\_\_\_ Total A's    \_\_\_\_\_ Total B's    \_\_\_\_\_ Total C's    \_\_\_\_\_ Total D's

Now let's see if you respond the same way to the following situations as you did to groups of descriptive words. Again, pick only one answer, and record your totals for each letter at the end of the section.. *Mark only one answer.*

### SITUATIONS:

31. If I applied for a job, a prospective employer would most likely hire me because I am:
  - a. Driven, direct, and delegating.
  - b. Deliberate, accurate, and reliable.
  - c. Patient, adaptable, and tactful.
  - d. Fun-loving, spirited, and casual.
  
32. When involved in an intimate relationship, if I feel threatened by my partner, I:
  - a. Fight back with facts and anger.
  - b. Cry, feel hurt, and plan revenge.
  - c. Become quiet, withdrawn, and often hold anger until I blow up over some minor situation later.
  - d. Distance myself and avoid further conflict.
  
33. For me, life is most meaningful when it:
  - a. Is task-oriented and productive.
  - b. Is filled with people and purpose.
  - c. Is free of pressure and stress.
  - d. Allows me to be playful, lighthearted, and optimistic.
  
34. As a child, I was:
  - a. Stubborn, bright, and/or aggressive.
  - b. Well-behaved, caring, and/or depressed
  - c. Quiet, easygoing, and/or shy.
  - d. Too talkative, happy, and/or playful.
  
35. As an adult, I am:
  - a. Opinionated, determined, and/or bossy.
  - b. Responsible, honest, and/or unforgiving.
  - c. Accepting, contented, and/or unmotivated.
  - d. Charismatic, positive, and/or obnoxious.
  
36. As a parent, I am:
  - a. Demanding, quick-tempered, and/or uncompromising.
  - b. Concerned, sensitive, and/or critical.
  - c. Permissive, easily persuaded, and/or often overwhelmed.
  - d. Playful, casual, and/or irresponsible.
  
37. In an argument with a friend, I am most likely to be:
  - a. Verbally stubborn about facts.
  - b. Concerned about others' feelings and principles.
  - c. Silently stubborn, uncomfortable, and/or confused.
  - d. Loud, uncomfortable, and/or compromising.
  
38. If my friend was in trouble, I would be:
  - a. Protective, resourceful, and recommend solutions.
  - b. Concerned, empathetic, and loyal – regardless of the problem.
  - c. Supportive, patient, and a good listener.
  - d. Nonjudgmental, optimistic, and downplaying the seriousness of the situation.

39. When making decisions, I am:
- Assertive, articulate, and logical.
  - Deliberate, precise, and cautious.
  - Indecisive, timid, and reluctant.
  - Impulsive, uncommitted, and inconsistent.
40. When I fail, I feel:
- Silently self-critical, yet verbally stubborn and defensive.
  - Guilty, self-critical, and vulnerable to depression – I dwell on it.
  - Unsettled and fearful, but I keep it to myself.
  - Embarrassed and nervous – seeking to escape the situation.
41. If someone crosses me:
- I am angered, and cunningly plan ways to get even quickly.
  - I feel deeply hurt and find it almost impossible to forgive completely. Generally, getting even is not enough.
  - I am silently hurt and plan to get even and/or completely avoid the other person.
  - I want to avoid confrontation, consider the situation not important enough to bother with, and/or seek other friends.
42. Work is:
- A most productive way to spend one's time.
  - A healthy activity, which should be done right if it's to be done at all. Work should be done before one plays.
  - A positive activity as long as it is something I enjoy and don't feel pressured to accomplish.
  - A necessary evil, much less inviting than play.
43. In social situations, I am most often:
- Feared by others.
  - Admired by others.
  - Protected by others.
  - Envied by others.
44. In a relationship, I am most concerned with being:
- Approved of and right.
  - Understood, appreciated, and intimate.
  - Respected, tolerant, and peaceful.
  - Praised, having fun, and feeling free.
45. To feel alive and positive, I seek:
- Adventure, leadership, and lots of action.
  - Security, creativity, and purpose.
  - Acceptance and safety.
  - Excitement, playful productivity, and the company of others.

### SITUATION TOTALS

|  |
|--|
| _____ Total A's    _____ Total B's    _____ Total C's    _____ Total D's |
|--|

\* This test is the exact duplicate of "The Hartman Personality Profile" outlined in his book: [The Color Code](#) by Taylor Hartman, Ph.D. There are many other personality tests available, along with many great books on this intriguing study of human nature, although none as effective as the personal experience you gain by working with others!

## GRAND TOTALS!

Now ADD your totals from numbers 1-30 to those from numbers 31-45 and get your Grand Totals!

|                 |                 |                 |                 |
|-----------------|-----------------|-----------------|-----------------|
| _____ Total A's | _____ Total B's | _____ Total C's | _____ Total D's |
|-----------------|-----------------|-----------------|-----------------|

The four personality color types are assigned to each of the letters:

**RED = A    GREEN = B    YELLOW = C    BLUE = D**

(In my studies I have found that many authorities on this subject each use different colors that correspond to the different personality types. In other words, one person's yellow is another person's Blue. This happens to be the first way I wrote it down over 15 years ago, so this is the way that I correlate the colors to personalities and behaviors.)

**INTERPRITATION:** The letter with the highest score depicts your natural personality type. Many people will notice a blend of personality traits that will be shown with answers in each column. A *purist* would be someone with a score of 30 or more in one letter category. This group will find it easy to relate to the characteristics, motives and behaviors of their particular color. However we are all very complex beings, aren't we?! While we truly only have one primary personality color (many believe, granted at birth) many may find themselves with a *mixed personality* which can show itself with two or more colors representing almost equal totals. A person with a strong secondary color may find it harder to understand and deal with some of the situations we find in life:

### Examples:

**RED-GREEN:** If you are strong in both colors you could actually increase productivity by invoking your authority to complete the task at hand (Red) and then feel guilty afterwards for making that person feel bad in the process (Green)

**BLUE-YELLOW:** You are a people person! Relaxed and you will usually take the path of least resistance. People naturally gravitate toward you as you feel comfortable with yourself and make others feel comfortable around you with a strong sense of excitement and fun.

**GREEN-YELLOW:** Another people person. Comfortable in who you are, you express yourself softly with great sincerity. People find you determined yet flexible and you can get along with most anyone.

**BLUE-RED:** A natural leader without much conflict in your personalities. The Red in you directs your productive life while the Blue side of you reminds you to stop and smell the rose's life provides.

**CONFLICTING COMBINATIONS: RED-YELLOW's and BLUE-GREEN's** are very complex and often times competing personality types. The Blue in you will pack up the kids for a fun day at the park until your Green side comes out and creates guilt at all the stuff that still needs to be done in the office! Red-Yellow's are tough to read because they can be determined and passionate one minute (R) and passively quite the next (Y).

**REMEMBER:** Your personality color does not make you good or bad. It is just who you are and every one of us is a unique creation. Like no two finger prints are exactly the same, no two personalities are exactly the same..

Understanding who we are however will allow us to work on our strengths and weaknesses and, most importantly, recognize who we are dealing with so we can be as effective as possible when working with others.

I hope this information puts a little color into your life!