



Close Encounters With People of the Third Kind



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TEMPERAMENT ANALYSIS

This questionnaire has nothing to do with your intelligence. There are no right or wrong answers. Your honest answers will give you some insight into certain temperament characteristics that affect your relationships with associates and friends in business, family, and social situations. It is your emotional reaction that is being checked so do not bother yourself with doubts or illogicalities. You will be shown how to score the test when you are finished.

INSTRUCTIONS: IF YOUR ANSWER IS “YES”, CIRCLE “YES”; IF “NO” CIRCLE “NO”; IF “SOMETIMES”, CIRCLE “S”.
ANSWER ALL QUESTIONS.

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|-----|--|-----|---|----|
| 1. | Are you able to conscientiously do routine and/or boring work for an extended period? | Yes | S | No |
| 2. | Do you have strong religious or political convictions? | Yes | S | No |
| 3. | Does it bother you to know others are talking about you? | Yes | S | No |
| 4. | Do you wish that you were more certain of yourself and more self-confident? | Yes | S | No |
| 5. | Would you consider yourself a “morning” type person more than an “afternoon” type person? | Yes | S | No |
| 6. | Do you speak your mind and come to the point even when there could be negative consequences? | Yes | S | No |
| 7. | Would you say you tend to be shy with members of the opposite sex? | Yes | S | No |
| 8. | Do you find it hard to modify or adapt your behavior according to the people you meet? | Yes | S | No |
| 9. | Do you find that some days you are “feeling great” while other days you have the “blues”? | Yes | S | No |
| 10. | In groups you do not know well, are you frequently aware that other people do most of the talking? | Yes | S | No |
| 11. | Is your reading more along the serious line? | Yes | S | No |
| 12. | Are you usually slow in making new friends in a new situation? | Yes | S | No |
| 13. | Do you frequently re-think and re-consider your decisions after they are made? | Yes | S | No |
| 14. | Do you tend to blush easily? | Yes | S | No |



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| 15. | Do you like to take care of the details of your work? | Yes | S | No |
| 16. | Do you usually find large, noisy social gatherings unpleasant or a waste of time? | Yes | S | No |
| 17. | Do your friends or associates think you are particular about details? | Yes | S | No |
| 18. | Are you cautious in lending your car or garden tools to your neighbors or friends unless you are sure of them? | Yes | S | No |
| 19. | When someone crowds ahead of you in line, do you say anything? | Yes | S | No |
| 20. | Do you like to tinker with and work on your cars, appliances or things around the house? | Yes | S | No |
| 21. | Would you prefer to read a good book, rather than attend a social function? | Yes | S | No |
| 22. | Would you say thoroughness and accuracy are characteristic of you even though a less perfect job would be acceptable? | Yes | S | No |
| 23. | Do you keep your checkbook in balance almost all of the time? | Yes | S | No |
| 24. | Have you ever been afraid of losing a job because your work went badly? | Yes | S | No |
| 25. | Does it bother you when someone watches you doing your job? | Yes | S | No |
| 26. | When in groups, do you tend to prefer to be a member rather than a leader? | Yes | S | No |
| 27. | Do you frequently think about where you would like to go, what you would like to do and things you would like to have? | Yes | S | No |
| 28. | Is it easy for you to change an opinion or belief? | Yes | S | No |
| 29. | Do you find most people cooperate with you and follow your suggestions and plans? | Yes | S | No |
| 30. | Do you like to work on tasks and projects with other people? | Yes | S | No |
| 31. | Can you express yourself orally more easily than in writing? | Yes | S | No |
| 32. | Do you enjoy eating spicy foods? | Yes | S | No |



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|-----|---|-----|---|----|
| 33. | Do you enjoy smoking cigarettes or cigars? | Yes | S | No |
| 34. | Do you accept people's mistakes and little annoying actions good-naturedly? | Yes | S | No |
| 35. | Do you like to "take chances" in order to achieve high stakes? | Yes | S | No |
| 36. | Would you prefer to be a member of congress rather than a research scientist? | Yes | S | No |
| 37. | Would you describe yourself as always looking on the bright side of life as opposed to being more cautious? | Yes | S | No |
| 38. | In a dramatic production, would you prefer playing a leading role to working backstage? | Yes | S | No |
| 39. | Do you like to keep a lot of projects going on at the same time? | Yes | S | No |
| 40. | After you have done the big and difficult parts of a job do you dislike finishing up the odds and ends? | Yes | S | No |
| 41. | Do you find it easy to get started with the new projects? | Yes | S | No |
| 42. | Are you usually late for meetings, appointments or "get-togethers"? | Yes | S | No |
| 43. | Do you usually initiate the talking when you first meet a person? | Yes | S | No |
| 44. | Are you quick to react and make decisions rapidly? | Yes | S | No |
| 45. | Are you relaxed when entering a room full of strangers? | Yes | S | No |
| 46. | Are you inclined to go ahead and do things without thinking much about the outcome? | Yes | S | No |
| 47. | Are you inclined to exaggerate about your experiences or about what you can do? | Yes | S | No |
| 48. | In almost all of your activities would you say you are full of energy as opposed to lacking in energy? | Yes | S | No |
| 49. | Is it easy for you to laugh out loud? | Yes | S | No |
| 50. | In answering these questions are you moving quickly without a lot of thought or meditation? | Yes | S | No |



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Temperament Analysis

Synopsis

The introvert is so concerned
With matters analytical,
He fancies every eye is turned
On him, acutely critical.

The extrovert may make mistakes
But rarely finds them taxing.
He's happy with the bed he makes
And lies in it, relaxing.

Sometimes, if one is quite alert,
One notices an ambivert
Who quietly observes the two
And figures out what not to do.

~Irene Warsaw

A Word in Edgewise

The ability to understand human behavior comes in great measure to those who know how to: **recognize people as they are and deal with them as they are.**

This means that an ability to size up the temperament qualities of others can give direct clues as to how that person will behave and react in certain situations. All people fall into three temperament classes: **introvert extrovert ambivert**

Introverts express their emotions inwardly; they are concerned with causes and analysis of actions; they prefer detailed, painstaking work; they do not care to work with and be with other people so much as they care to see the results of their own efforts. These people generally gravitate into professions that include scientists, inventory, accountants, and engineers.

Extroverts express their emotions outwardly and are more concerned with action than with causes; they tend to put their ideas into action without giving much consideration to the effects of action. These people tend to become actors, sales people, athletes, and politicians.

Ambiverts are a balance of the two extremes. They are usually able to adjust more easily and readily to life's problems and situations than the introvert or the extrovert. Likewise, they are usually more successful in dealing with people. These people make good teachers, executives, and parents.



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How Introverts Act and Behave

Concerning their actions, introverts:

1. are more “morning” type people.
2. do not lend money or possessions readily.
3. can prepare a report in writing easier than giving it verbally.
4. are usually outspoken in views and opinions. (Say what they think.)
5. do not tend to laugh readily. (Actually, introverts think they are laughing when they are smiling.)
6. blush rather easily.
7. take particularly good care of their personal property such as clothes, auto, etc. Like to tinker, polish, and adjust things.
8. are not natural public speakers.
9. are easily embarrassed in front of a crowd.
10. are generally bashful with members of the opposite sex.
11. do not move fast in the routine actions of the day, such as talking, dressing, walking, etc.
12. rewrite their letters, add postscripts, and are generally “perfectionists” about their work.
13. are a bit slow about making new friends.
14. like to argue.
15. probably would smoke a pipe if they smoke.

All fifteen will not be present in any one person.

Concerning their attitudes and behavior, introverts:

1. usually are worriers.
2. deliberate in great detail about all decisions: what to wear, where to eat, etc., and generally will tell why they decided.
3. have their feelings hurt quite easily.
4. dislike being ordered to do things.
5. are usually extreme in religion and politics. (Don’t discuss with them.)
6. would rather struggle alone with a problem than ask for help. (Edison: 50,000 filaments before he got the perfect one.)
7. would prefer to work alone than with others.
8. are moved to best efforts by (sincere) praise. They need it the most and get it the least.
9. are suspicious of the motives of others. (Credit managers are often introverts.)
10. are inclined to be moody.
11. prefer work involving detailed and exacting requirements such as chemistry, accounting, programming.
12. like security and do not want to gamble on it.
13. prefer books, concerts, and art to athletics. (Ask them “Been to an art show lately?”)
14. daydream a good deal. (The third person approach in selling would be effective; emotional appeals work well.)
15. are very conscientious people.

It is necessary for us to realize that people are like bank accounts: you have to make deposits so that you can make withdrawals in the form of criticism. I don’t have to tell you that it is good to have a healthy balance in our bank accounts. Always keep your balance up so that you can take some money whenever you need to. If you have no bank balance in your people, you will find that your criticism to them will backfire.

Always remember to start out treating people as though they are *introverts*. Introverts resent being treated as extroverts, but an extrovert will not resent being treated like an introvert. *You know there is nothing wrong with being treated like an introvert. You hear people say: “Too bad he’s an introvert.* I would venture to say that the majority of your architects, engineers, and scientists would lean toward the introvert side of the scale.



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Extroverts *ask* how they are doing at work in order to get praise. Then, when they get home at night and their spouse asks them how things are going, extroverts say: “Oh, the boss says I’m doing a wonderful job”. But, when those poor introverts who *never hear because they never ask* go home and their spouse asks them how things are going, they have to say: “I don’t know how I’m doing; no one ever tells me”. Very sad - particularly because it’s very true.

How Extroverts Act and Behave

Concerning their actions, extroverts:

1. lend money and possessions readily.
2. are fluent talkers; can give reports orally better than they can prepare them in writing. *This is why most sales people hate paperwork.*
3. are usually careful not to be outspoken or hurt the feelings of others. They tend to be a little more empathetic.
4. laugh readily.
5. rarely blush.
6. do not take particular care of their personal possessions.
7. are natural public speakers.
8. are not ill at ease in front of a crowd.
9. are attracted to the opposite sex.
10. move briskly in the routine activities of the day.
11. seldom rewrite letters or give much attention to detail.
12. make new friends quickly.
13. do not like to argue too much.
14. prefer spicy foods to bland foods.

Concerning their attitudes and behavior, extroverts:

1. are not worriers.
2. are not bothered by details of what to wear, where to eat. (Will eat anywhere as long as you buy.)
3. are not much concerned by what is said about them. (Assume it is good.)
4. accept orders as a matter of course.
5. have views that are usually “middle of the road” in religion and politics. (Less enemies, more friends.)
6. do not hesitate to ask for help in solving problems.
7. would rather work with others than alone.
8. are not much affected by praise.
9. are not suspicious of the motives of others.
10. are in about the same mood all the time.
11. prefer work in which details do not matter.
12. are good “gamblers”. (Quantity *not* Quality)
13. prefer athletics to books and highbrow activities.
14. seldom daydream.
15. are not too conscientious.
16. like to smoke cigarettes and/or cigars, if they smoke.

Once again, you probably could never find all of these traits in any one extrovert. But you would find several of them.



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