

# Thinking Style

1 2 3 4 5 6 7 8 9 10

4	Prefers dealing with opinions and feelings rather than facts and figures, likely to avoid using statistics	.	.	.	●	.	.	.	.	.	.	<b>Data Rational</b>	Likes working with numbers, enjoys analysing statistical information, bases decisions on facts and figures
3	Does not focus on potential limitations, dislikes critically analysing information, rarely looks for errors or mistakes	.	.	●	.	.	.	.	.	.	.	<b>Evaluative</b>	Critically evaluates information, looks for potential limitation, focuses upon errors
4	Does not question the reasons for people's behaviour, tends not to analyse people	.	.	.	●	.	.	.	.	.	.	<b>Behavioural</b>	Tries to understand motives and behaviours, enjoys analysing people
8	Favours changes to work methods, prefers new approaches, less conventional	.	.	.	.	.	.	.	●	.	.	<b>Conventional</b>	Prefers well established methods, favours a more conventional approach
2	Prefers to deal with practical rather than theoretical issues, dislikes dealing with abstract concepts	.	●	.	.	.	.	.	.	.	.	<b>Conceptual</b>	Interested in theories, enjoys discussing abstract concepts
2	More likely to build on than generate ideas, less inclined to be creative and inventive	.	●	.	.	.	.	.	.	.	.	<b>Innovative</b>	Generates new idea, enjoys being creative, thinks of original solutions
5	Prefers routine, is prepared to do repetitive work, does not seek variety	.	.	.	.	●	.	.	.	.	.	<b>Variety Seeking</b>	Prefers variety, tired out new things, likes changes to regular routine, can become bored by repetitive work
8	Behaves consistently across situations, unlikely to behave differently with different people	.	.	.	.	.	.	.	●	.	.	<b>Adaptive</b>	Changes behaviour to suit situation, adapts approach to different people
6	More likely to focus upon immediate than long-term issues, less likely to take a strategic perspective	.	.	.	.	.	●	.	.	.	.	<b>Forward Thinking</b>	Takes a long-term view, sets goals for the future, more likely to take a strategic perspective
6	Unlikely to become preoccupied with detail, less organised and systematic, dislikes tasks involving detail	.	.	.	.	.	.	●	.	.	.	<b>Detail Conscious</b>	Focuses on detail, likes to be methodical, organised and systematic, may become preoccupied with detail
6	Sees deadlines as flexible, prepared to leave some tasks unfinished	.	.	.	.	.	.	.	●	.	.	<b>Conscientious</b>	Focuses on getting things finished, persists until the job is done
7	Not restricted by rules and procedures, prepared to break rules, tends to dislike bureaucracy	.	.	.	.	.	.	.	.	●	.	<b>Rule Following</b>	Follows rules and regulations, prefers clear guidelines, finds it difficult to break rules

Analysis

Creativity & Change

Structure

# Personality Test Questions And Answers Samples

**Jicheng Xie**



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