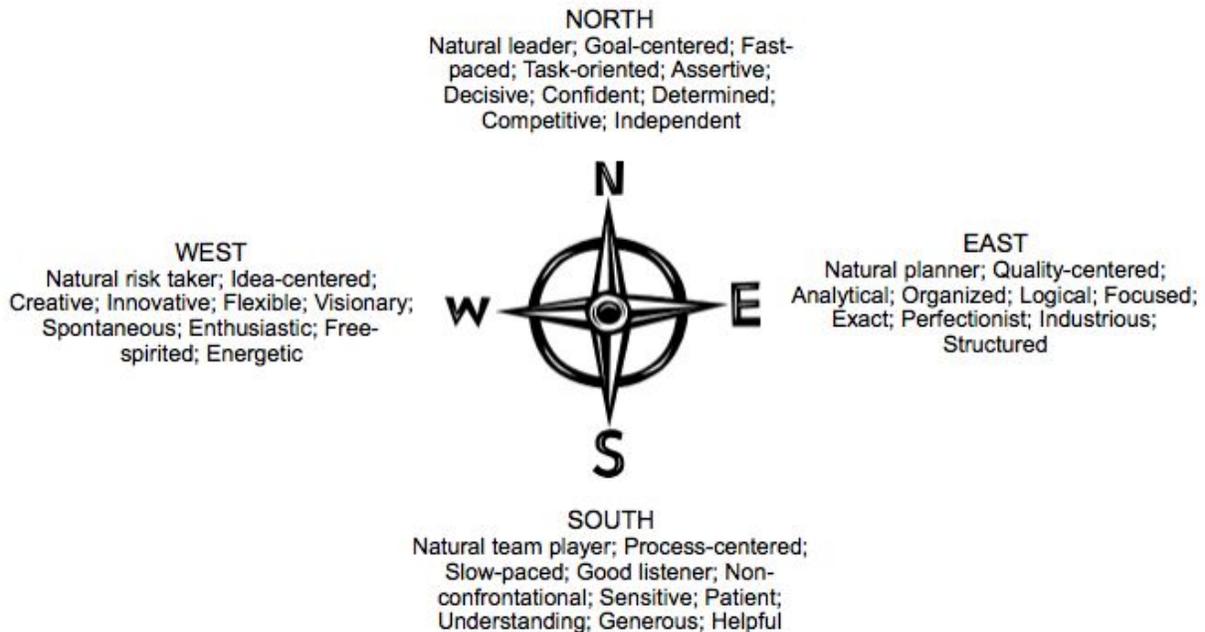


THE PERSONALITY COMPASS

Everyone has some characteristics from each of the four directions, but one will capture the essence of your personality more accurately than the others. That is your primary direction.

No one direction is better than another, they're all just different.



Is your primary direction, North, South, East, or West?

If you're not sure which one you are, an easy way to find out is to pick which type is LEAST like you. Find the one that has characteristics that:

- you don't like
- you tend to avoid
- make you feel uncomfortable
- you don't do well
- you don't enjoy

ONCE you find it, look at the opposite direction (for example, If you chose North, look at South) and that is your primary direction.

TEST ONE - NORTH OR SOUTH

Are you more North or South?

For each set of words, circle the word that describes you more often than the other one (even though you may have both characteristics at times)

a. Confident b. Helpful	a. Goal-centered b. People-centered	a. Bold b. Supportive
a. Self-reliant b. Understanding	a. Initiator b. Listener	a. Productive b. Faithful
a. Fast-paced b. Easy-going	a. Determined b. Unselfish	a. Self-starter b. Volunteer
a. Independent b. Team player	a. Straightforward b. Patient	a. Opinionated b. Sensitive
a. Decisive b. Diplomatic	a. Results-focused b. Relationship-focused	a. Challenger b. Mediator
a. Assertive b. Non-confrontational	a. Hardworking b. Friendly	a. Doer b. Communicator
a. Competitive b. Cooperative	a. In-charge b. Generous	a. Deadline-driven b. Values-driven
a. Leader b. Loyal	a. Task-oriented b. Peace-oriented	a. Achiever b. Caregiver

Total Number of A's circled: _____
(if this number is higher, you're more **North**)

Total Number of B's circled: _____
(if this number is higher, you're more **South**)

TEST TWO - EAST OR WEST

Are you more East or West?

For each set of words, circle the word that describes you more often than the other one (even though you may have both characteristics at times)

c. Organized d. Creative	c. Factual d. Fun-loving	c. Cautious d. Open-minded
c. Structured d. Flexible	c. Analytical d. Cheerful	c. Finisher d. Motivator
c. Quality-centered d. Idea-centered	c. Consistent d. Versatile	c. Rule-follower d. Option-provider
c. Logical d. Visionary	c. Serious d. Humorous	c. Systematic d. Carefree
c. Reserved d. Innovative	c. Efficient d. Dreamer	c. Precise d. Inventive
c. Planner d. Spontaneous	c. Reliable d. Delegator	c. Persuasive d. Adventurous
c. Perfectionist d. Free-spirited	c. Industrious d. Improvising	c. Accurate d. Adaptable
c. Traditional d. Risk-taker	c. Persistent d. Imaginative	c. Protocol-focused d. Methods-focused

Total Number of C's circled: _____
(if this number is higher, you're more **East**)

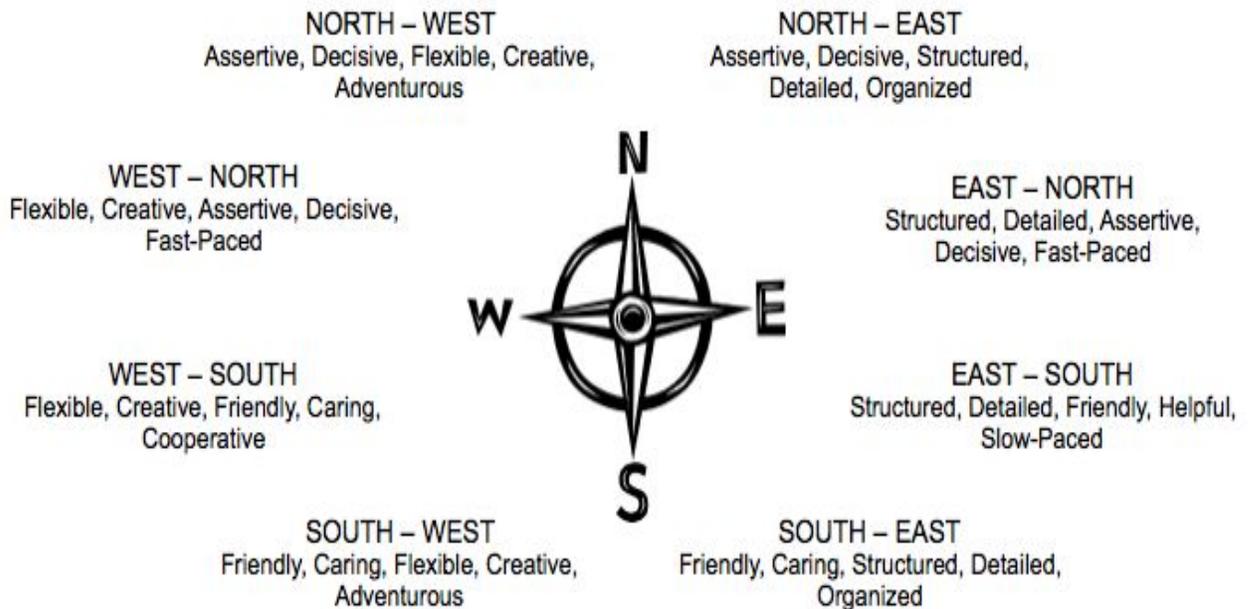
Total Number of D's circled: _____
(if this number is higher, you're more **South**)

YOUR PRIMARY (and sub-primary) PERSONALITY COMPASS

Now that you have a number for each of the four compass points (North, South, East, West)...

This direction has the highest number is: _____
(this is your primary direction)

This direction has the second highest number is: _____
(this is your sub-primary direction)



YOUR CAREER AND THE FOUR PERSONALITY DIRECTIONS

Each primary direction has characteristics that naturally fit well with certain jobs, positions, and careers. Here are some examples:

<p>NORTH</p> <p>North-East job examples: Military Officer – leader (N), structured regulations (E) Negotiator – assertive (N), analytical (E) Chairperson – authoritative (N), organized (E) Maitre d’ – decisive (N), proper protocol (E) Conductor – goal-centered (N), focused (E)</p> <p>North-West job examples: Chief Executive – in control (N), visionary (W) Manager – hardworking (N), flexible (W) Project Leader – fast-paced deadlines (N), innovative (W) Police Officer – fearless (N), risk taker (W) Coach – action-centered (N), adaptable (W)</p>	<p>SOUTH</p> <p>South-East job examples: Human Resources – people person (S), organized (E) Nurse – caring (S), detailed (E) Mediator – peace-loving (S), structured (E) Receptionist – friendly (S), logical (E) Assistant Coach – team player (S), strategist (E)</p> <p>South-West job examples: Salesperson – likable (S), flexible (W) Diplomat – hospitable (S), adaptable (W) Missionary – giving (S), adventurous (W) Waiter – helpful (S), fast-paced (W) Talk Show Host – good listener (S), sense of humor (W)</p>
<p>EAST</p> <p>East-North job examples: Judge – structured (E), decisive (N) Attorney – detailed (E), assertive (N) Surgeon – focused (E), confident (N) Engineer – analytical (E), determined (N) Quality Control – quality-centered (E), initiative (N)</p> <p>East-South job examples: Editor – detailed (E), patient (S) City Planner – plans well (E), process-centered (S) Car Sales Rep – punctual (E), friendly (S) Secretary – proper protocol (E), helpful (S) Museum Curator – responsible (E), slow-paced (S)</p>	<p>WEST</p> <p>West-North job examples: Project Coordinator – juggles many tasks (W), leader (N) Advertiser – innovative (W), competitive (N) Developer – visionary (W), self-starting (N) Performer – multi-talented (W), confident (N) Builder – dreamer (W), goal-centered (N)</p> <p>West-South job examples: Writer – free-thinking (W), sensitive (S) Story-Boarder – idea-centered (W), communicator (S) Liaison Officer – flexible (W), helpful (S) Artist – creative (W), introspective (S) Landscaper – sees options (W), people pleaser (S)</p>



From reading your personality description earlier, what other jobs do you think would be a good fit and why?

SIMILARITIES AND THE FOUR PERSONALITY DIRECTIONS

North & East	Work hard	Productive	Take responsibility	Serious	Finish tasks	Catch mistakes
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North & West	Move fast	Talkative	Enjoy action	Welcome change	Bold	Take risks
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South & East	Move slow	Listen well	Conservative	Avoid change	Cautious	Follow rules
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South & West	Motivate others	Sociable	Shun deadlines	Adaptable	Avoid pressure	Enjoy relaxation
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THE FOUR PERSONALITY DIRECTIONS AT A GLANCE

	NORTH	EAST	SOUTH	WEST
Motto	Get the job done fast	Do it right the first time	Build the best team	Expand all horizons
Great Strength	Making quick decisions	Planning in detail	Cooperation	Innovative creativity
Basic Weakness	Impatience	Tunnel vision	Non-assertiveness	Disorganization
Fundamental Aptitude	Leadership	Logical analysis	Peace-making	Seeing the big picture
Priority	Goals	Facts	Values	Methods
Motivation	Competition	Looking for errors	Helping	Freedom
Pet Peeve	Indecision	Inaccuracy	Conflict	Rules
Work Style	Independent	Serious	Group	Adaptable
Main Work Competency	Supervisory	Organization	Team building	Coordinating many tasks
Pace	Fast and determined	Slow and cautious	Slow and laid-back	Fast and flexible
Image	Achievement	Quality	Compassion	Originality