

INSTRUCTIONS

Kostick

In this questionnaire you will find 90 pairs of phrases, you must choose from each pair the one which best matches your way of being or thinking. Sometimes you will have the impression that no sentence resembles your way of being or on the contrary, that both do so; in any case you should choose one of the two.

Mark your choice on the answer sheet.

Example:

What most describes me:

1.-

I am a tenacious worker ☐ 1

I am not fickle..... ☐ 2

1	☒	2
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Answer quickly and sincerely.

- | | | | |
|--|--|---|---|
| 1.- I am a hard worker | <table border="1"><tr><td>1</td></tr><tr><td>2</td></tr></table> | 1 | 2 |
| 1 | | | |
| 2 | | | |
| I am not a person of changing moods | | | |
| 2.- I like to do my work better than others | <table border="1"><tr><td>1</td></tr><tr><td>2</td></tr></table> | 1 | 2 |
| 1 | | | |
| 2 | | | |
| I like to follow through with what I start until the end | | | |
| 3.- I like to teach people how to do things | <table border="1"><tr><td>1</td></tr><tr><td>2</td></tr></table> | 1 | 2 |
| 1 | | | |
| 2 | | | |
| I like to do things the best possible manner | | | |
| 4.- I like to do funny things | <table border="1"><tr><td>1</td></tr><tr><td>2</td></tr></table> | 1 | 2 |
| 1 | | | |
| 2 | | | |
| I like telling people what to do | | | |
| 5.- I like belonging to groups | <table border="1"><tr><td>1</td></tr><tr><td>2</td></tr></table> | 1 | 2 |
| 1 | | | |
| 2 | | | |
| I like to excel in groups | | | |
| 6.- I like to have one intimate friend | <table border="1"><tr><td>1</td></tr><tr><td>2</td></tr></table> | 1 | 2 |
| 1 | | | |
| 2 | | | |
| I like to have friends with the group | | | |
| 7.- I am quick to change when I feel it is necessary | <table border="1"><tr><td>1</td></tr><tr><td>2</td></tr></table> | 1 | 2 |
| 1 | | | |
| 2 | | | |
| I try to have close friends | | | |
| 8.- I like to "get back" at someone who offends me | <table border="1"><tr><td>1</td></tr><tr><td>2</td></tr></table> | 1 | 2 |
| 1 | | | |
| 2 | | | |
| I like to do new or different things | | | |
| 9.- I want my boss to like me | <table border="1"><tr><td>1</td></tr><tr><td>2</td></tr></table> | 1 | 2 |
| 1 | | | |
| 2 | | | |
| I like to tell people when they are wrong | | | |
| 10.- I like to follow instructions given to me | <table border="1"><tr><td>1</td></tr><tr><td>2</td></tr></table> | 1 | 2 |
| 1 | | | |
| 2 | | | |
| I like to please my superiors | | | |

- 11.- I try very hard

1

I am neat. I put everything in its place

2

- 12.- I get people to do what I want

1

I don't get upset easily

2

- 13.- I like telling the group what they have to do

1

I always follow through a task until it is finished

2

- 14.- I like to be lively and interesting

1

I want to be very rich and famous

2

- 15.- I like to "fit in" groups

1

I like to help people make decisions.....

2

- 16.- It worries me when someone doesn't like me

1

I like people to notice me

2

- 17.- I like to try new things

1

I'd rather work with others than by myself

2

- 18.- I sometimes blame others when things go wrong

1

It bothers me when somebody doesn't like me

2

- 19.- I like to please my superiors

1

I like to try new and different tasks

2

- 20.- I like to have detailed instructions to do a job

1

I like to tell people when they bother me

2

- 21.- I always work intensely

1

I like to do one thing at a time and with detail

2

- 22.- I am a good "leader"

1

I organize my work very well

2

- 23.- I get angry easily

1

I am slow in making decisions

2

- 24.- I like to work on several things at the same time

1

When I´m in a group, I like to keep quiet

2

- 25.- I love to be invited

1

I like to do things better than others

2

- 26.- I like to have close friends

1

I like to give others advice

2

- 27.- I like to do new and different things.....

1

I like to talk about how I get my successes

2

- 28.- I like to fight for what I feel is right

1

I like belonging to a group

2

- 29.- I avoid being different from others

1

I try to get very close to people

2

- 30.- I like to be told exactly how to do my job

1

I get easily bored

2

- | | | | |
|------|--|---|---|
| 31.- | I work very hard | <table border="1"><tr><td>1</td></tr></table> | 1 |
| 1 | | | |
| | I think and plan a lot | <table border="1"><tr><td>2</td></tr></table> | 2 |
| 2 | | | |
| | | | |
| 32.- | I like to lead the group | <table border="1"><tr><td>1</td></tr></table> | 1 |
| 1 | | | |
| | I am interested in small details | <table border="1"><tr><td>2</td></tr></table> | 2 |
| 2 | | | |
| | | | |
| 33.- | I make decisions fast and easily | <table border="1"><tr><td>1</td></tr></table> | 1 |
| 1 | | | |
| | I have my things neat and in order | <table border="1"><tr><td>2</td></tr></table> | 2 |
| 2 | | | |
| | | | |
| 34.- | I do things fast | <table border="1"><tr><td>1</td></tr></table> | 1 |
| 1 | | | |
| | I almost never get mad nor sad | <table border="1"><tr><td>2</td></tr></table> | 2 |
| 2 | | | |
| | | | |
| 35.- | I want to be part of the group | <table border="1"><tr><td>1</td></tr></table> | 1 |
| 1 | | | |
| | I like to do one thing at a time | <table border="1"><tr><td>2</td></tr></table> | 2 |
| 2 | | | |
| | | | |
| 36.- | I try to make close friends | <table border="1"><tr><td>1</td></tr></table> | 1 |
| 1 | | | |
| | I try very hard to be the best | <table border="1"><tr><td>2</td></tr></table> | 2 |
| 2 | | | |
| | | | |
| 37.- | I like new styles in clothes and cars | <table border="1"><tr><td>1</td></tr></table> | 1 |
| 1 | | | |
| | I like to be responsible for others | <table border="1"><tr><td>2</td></tr></table> | 2 |
| 2 | | | |
| | | | |
| 38.- | I enjoy discussions | <table border="1"><tr><td>1</td></tr></table> | 1 |
| 1 | | | |
| | I like people to pay attention to me | <table border="1"><tr><td>2</td></tr></table> | 2 |
| 2 | | | |
| | | | |
| 39.- | I like to please my superiors | <table border="1"><tr><td>1</td></tr></table> | 1 |
| 1 | | | |
| | I am interested in being part of the group | <table border="1"><tr><td>2</td></tr></table> | 2 |
| 2 | | | |
| | | | |
| 40.- | I like to follow rules carefully | <table border="1"><tr><td>1</td></tr></table> | 1 |
| 1 | | | |
| | I like people to know me well | <table border="1"><tr><td>2</td></tr></table> | 2 |
| 2 | | | |

- 41.- I try very hard

1
2

I am very friendly

1
2
- 42.- People think I am a good "leader"

1
2

I think carefully and slowly

1
2
- 43.- I take risks often

1
2

I like to give importance to trivial things

1
2
- 44.- People think I work fast

1
2

People think I keep my things neat and orderly

1
2
- 45.- I like to play games and participate in sports

1
2

I am very pleasant

1
2
- 46.- I like people to be close and friendly

1
2

I always try to finish what I start

1
2
- 47.- I like to experiment and try new things

1
2

I like to do a hard task well

1
2
- 48.- I like to be treated fairly

1
2

I like to tell others how to do things

1
2
- 49.- I like to do what is expected of me

1
2

I like to be taken into account

1
2
- 50.- I like to have precise instructions on how to do a job

1
2

I like to be with people

1
2

- 51.- I always try to do my job perfectly

1

They tell me I am practically untiring

2

- 52.- I am the "leader type"

1

I make friends easily

2

- 53.- I assume risks

1

I think a lot

2

- 54.- I work at a quick and constant pace

1

I enjoy working with details

2

- 55.- I have a lot of energy for games and sports

1

I keep my things clean and orderly

2

- 56.- I get along with everybody

1

I have a stable temperament

2

- 57.- I want to meet new people and do new things

1

I always want to finish the job I start

2

- 58.- I usually fight for what I believe

1

I usually like to work very hard

2

- 59.- I like suggestions from the people I admire

1

I like to be in charge of other people

2

- 60.- I am easily influenced by others

1

I like to be the center of attention

2

- 61.- I usually work hard

1
2

I usually work fast

2

- 62.- When I speak, the group listens

1
2

I am skillful with tools

2

- 63.- I am slow at making friends

1
2

I am slow at making decisions

2

- 64.- I usually eat fast

1
2

I enjoy reading

2

- 65.- I like a job where I can move around

1
2

I like a job that has to be done carefully

2

- 66.- I have the largest number of friends possible

1
2

I always find what I have put away

2

- 67.- I plan things ahead

1
2

I am always pleasant

2

- 68.- I take good care of my reputation

1
2

I insist on a problem until it is solved

2

- 69.- I like to please the people I admire

1
2

I want to be successful

2

- 70.- I like others to make decisions for the group

1
2

I like to make decisions for the group

2

- 71.- I always make a big effort

1

I make decisions quickly and easily

2

- 72.- The group usually does what I want

1

I am usually in a hurry

2

- 73.- I often feel tired

1

I am slow in making decisions

2

- 74.- I work fast

1

I make friends easily

2

- 75.- I usually have strength and energy

1

I dedicate a lot of time to thinking

2

- 76.- I am very friendly with people

1

I like work that requires precision

2

- 77.- I think and plan a lot

1

I put everything in its place

2

- 78.- I like to a job that is detail-oriented

1

I always finish what I start

2

- 79.- I like to imitate the people I admire

1

I hardly ever get mad

2

- 80.- I like clear instructions

1

I like to work intensely

2

- 81.- I go after what I want

1

I am a good "leader"

2

- 82.- I make others work intensely

1

I am person that doesn't worry about anything

2

- 83.- I make quick decisions

1

I talk fast

2

- 84.- I usually work fast

1

I exercise regularly

2

- 85.- I don't like to meet people

1

I get tired right away

2

- 86.- I make great many friends

1

I spend a lot of time thinking

2

- 87.- I like to work on theoretical problems

1

I like to work with details

2

- 88.- I like to work with details

1

I like to organize my work

2

- 89.- I put things in their place

1

I am always pleasant

2

- 90.- I like to be told what to do

1

I have to finish what I have started

2
