Spectrum Development Personality Inventory
Scott W. Plunkett, Ph.D. & Marla G. Sanchez, Ph.D.

Directions: Read each group of statements and prioritize them using the following rankings.

3 = Most like you  2 = Next most like you  1 = Third most like you  0 = Least like you

Write your responses to each question in the corresponding non-shaded boxes on the scorecard. In other words, the answer for 1A would go in the first box since it is not shaded. The answer for 1B would go in the second box since it is non-shaded, and so on. There can only be one "0", one "1", one "2", and one "3" for each group of statements.

1. My primary need is . . .
   A. to be responsible and useful to my home and family
   B. to have meaningful and satisfying relationships with others
   C. to be knowledgeable and competent
   D. to have freedom

2. As an elementary and high school student . . .
   A. I was bored at school due to the every day routine
   B. I found it easy to adjust to the rules of the school
   C. I found it difficult to fit into the structure of school life because of my creativity and imagination
   D. I questioned authority and needed to respect teachers before I could learn from them

3. As an employee I do my best when . . .
   A. I can see how I fit into the "big-picture"
   B. I am allowed to do my job my own way
   C. the work is structured and clearly defined
   D. my work involves helping other people

4. I see myself as . . .
   A. emotional and spiritual
   B. logical and analytical
   C. practical and sensible
   D. free-spirited and fun-loving

5. As a child . . .
   A. I tested the limits
   B. I reacted with sensitivity to hostility, unfriendliness, or rejection
   C. I understood and respected authority
   D. I acted older than my age and questioned authority

6. As a parent, or as a person interacting with children, I prefer a . . .
   A. "laid-back," friendship parenting style
   B. parenting style where children naturally honor and respect their parents
   C. logical and objective parenting style
   D. nurturing and cooperative parenting style

7. In relationships . . .
   A. I let my head rule my heart and feel uneasy when emotions take control
   B. I desire secure, predictable relationships with people who can work along with me
   C. I seek relationships with shared interests and activities
   D. I am a romantic who brings drama, warmth, and empathy to all relationships

8. When working I am good at . . .
   A. handling details and staying focused on the task
   B. communicating, interacting, and supporting others
   C. thinking of new ideas and then letting others maintain the project
   D. trouble-shooting, negotiating, and finding opportunities in problem situations

9. I value . . .
   A. integrity, genuineness, and relationships
   B. intelligence, insight, and justice
   C. home, family, and tradition
   D. independence, resourcefulness, and courage

10. When interacting with others, I am . . .
    A. caring, dependable, and loyal
    B. calm, logical, and intellectual
    C. affectionate, compassionate, and sincere
    D. charming, exciting, and fun-loving

11. I consider myself . . .
    A. action-oriented
    B. thinking-oriented
    C. feeling-oriented
    D. stability-oriented

12. As an elementary and high school student I focused on the . . .
    A. relationships with my peers and teachers
    B. learning and making good grades
    C. subjects in which I was very interested and was bored with drill and routine
    D. application of the information (how can I use this now!)

13. In relationships . . .
    A. I state my feelings and do not see the necessity to keep repeating them
    B. I enjoy the symbols of romance (flowers, music, candlelight) and cherish the small gestures of love
    C. I demonstrate love and affection through the practical things I do for others
    D. I enjoy giving extravagant gifts that bring obvious pleasure to others

14. When involved with a team I am usually the . . .
    A. member who creates energy and provides the "can do" spirit within the group
    B. industrious and dependable group member
    C. visionary and leader of the group
    D. member who maintains harmony among the group
15. My thinking style is . . .
   A. concrete, conventional, and sensible
   B. realistic, creative, and open-minded
   C. abstract, conceptual, and big-picture
   D. idealistic, imaginative, and intuitive

16. As a supervisor/leader, I focus on . . .
   A. providing clear expectations, structure, and consistency
   B. supporting, nurturing, and helping others
   C. developing competency and intelligence in others
   D. being flexible and motivating others

17. At work I like . . .
   A. to be independent and perform a variety of tasks at one time
   B. stability, punctuality, and organization
   C. teaching, helping, and communicating with others
   D. to be intellectually challenged and given the opportunity to problem-solve

Scoring the front page of the scorecard

Add up your totals straight down for Gd¹, B¹, Gn¹, O¹, O², Gn², B², Gd². Then transfer the totals to the left column of the scorecard in the appropriate blank.

Turn your scorecard over and answer the next questions using the following scale. Write the answer in the non-shaded box for the corresponding question.

3 = Always true
2 = Mostly true
1 = Sometimes true
0 = Never true

21. I would rather go out with a group of friends than stay home and watch TV or read
22. It is easy for me to approach others, even strangers
23. I am more comfortable alone than in a group
24. I enjoy working alone on a project or hobby
25. I express myself verbally more easily than in writing
26. I listen carefully before I speak
27. I tend to say what I feel like saying without hesitation
28. When I am out with friends, I am usually the one who decides what to do and where to go
29. I am inclined to be quiet when out with people I do not know very well
30. I enjoy reading books and/or attending lectures
31. I tend to think out loud
32. I enjoy interacting one-on-one more than in groups
33. I generally act first and think later
34. I generally ponder ideas before telling them to others
35. When I meet people in a business or social situation, I am usually the first person to "break the ice"
36. I tend to think first and act later
37. I practice things in my head before I say them out loud
38. I am very approachable by others
39. I find listening much more difficult than talking
40. I enjoy the peace and quiet of spending time alone
<table>
<thead>
<tr>
<th></th>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Totals</td>
<td>Gd$^1$</td>
<td>B$^1$</td>
<td>Gn$^1$</td>
<td>O$^1$</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
</tr>
</thead>
<tbody>
<tr>
<td>11</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>16</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>17</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>18</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>19</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>20</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Totals</td>
<td>O$^2$</td>
<td>Gn$^2$</td>
<td>B$^2$</td>
<td>Gd$^2$</td>
</tr>
</tbody>
</table>

\[
\frac{Gd^1}{Gd^2} = \text{Gold}
\]
\[
\frac{B^1}{B^2} = \text{Blue}
\]
\[
\frac{Gn^1}{Gn^2} = \text{Green}
\]
\[
\frac{O^1}{O^2} = \text{Orange}
\]

The total should equal 120
Add up your totals straight down for E (i.e., Extrovert) and I (i.e., Introvert).