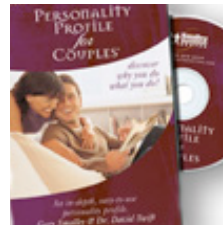


INSTRUCTIONS

In the space provided, identify the degree in which the following characteristics or behaviors most accurately describes you at home or in the relationships with your loved ones.

0 = not at all 1 = somewhat 2 = mostly; 3 = very much

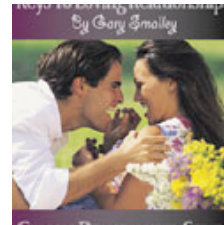
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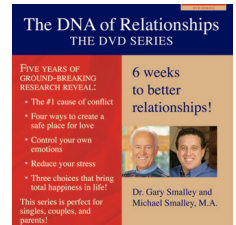
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The Free Personality Test

Column 1	Column 2	Column 3	Column 4
<input type="checkbox"/> Likes control	<input type="checkbox"/> Enthusiastic	<input type="checkbox"/> Sensitive	<input type="checkbox"/> Consistent
<input type="checkbox"/> Confident	<input type="checkbox"/> Visionary	<input type="checkbox"/> Calm	<input type="checkbox"/> Reserved
<input type="checkbox"/> Firm	<input type="checkbox"/> Energetic	<input type="checkbox"/> Non-demanding	<input type="checkbox"/> Practical
<input type="checkbox"/> Likes challenge	<input type="checkbox"/> Promoter	<input type="checkbox"/> Enjoys routine	<input type="checkbox"/> Factual
<input type="checkbox"/> Problem solver	<input type="checkbox"/> Mixes easily	<input type="checkbox"/> Relational	<input type="checkbox"/> Perfectionistic
<input type="checkbox"/> Bold	<input type="checkbox"/> Fun-loving	<input type="checkbox"/> Adaptable	<input type="checkbox"/> Detailed
<input type="checkbox"/> Goal driven	<input type="checkbox"/> Spontaneous	<input type="checkbox"/> Thoughtful	<input type="checkbox"/> Inquisitive
<input type="checkbox"/> Strong willed	<input type="checkbox"/> Likes new ideas	<input type="checkbox"/> Patient	<input type="checkbox"/> Persistent
<input type="checkbox"/> Self-reliant	<input type="checkbox"/> Optimistic	<input type="checkbox"/> Good listener	<input type="checkbox"/> Sensitive
<input type="checkbox"/> Persistent	<input type="checkbox"/> Takes risks	<input type="checkbox"/> Loyal	<input type="checkbox"/> Accurate
<input type="checkbox"/> Takes charge	<input type="checkbox"/> Motivator	<input type="checkbox"/> Even-keeled	<input type="checkbox"/> Controlled
<input type="checkbox"/> Determined	<input type="checkbox"/> Very verbal	<input type="checkbox"/> Gives in	<input type="checkbox"/> Predictable
<input type="checkbox"/> Enterprising	<input type="checkbox"/> Friendly	<input type="checkbox"/> Indecisive	<input type="checkbox"/> Orderly
<input type="checkbox"/> Competitive	<input type="checkbox"/> Popular	<input type="checkbox"/> Dislikes change	<input type="checkbox"/> Conscientious
<input type="checkbox"/> Productive	<input type="checkbox"/> Enjoys variety	<input type="checkbox"/> Dry humor	<input type="checkbox"/> Discerning
<input type="checkbox"/> Purposeful	<input type="checkbox"/> Group oriented	<input type="checkbox"/> Sympathetic	<input type="checkbox"/> Analytical
<input type="checkbox"/> Adventurous	<input type="checkbox"/> Initiator	<input type="checkbox"/> Nurturing	<input type="checkbox"/> Precise
<input type="checkbox"/> Independent	<input type="checkbox"/> Inspirational	<input type="checkbox"/> Tolerant	<input type="checkbox"/> Scheduled
<input type="checkbox"/> Action oriented	<input type="checkbox"/> Likes change	<input type="checkbox"/> Peace maker	<input type="checkbox"/> Deliberate
<input type="checkbox"/> TOTAL SCORE	<input type="checkbox"/> TOTAL SCORE	<input type="checkbox"/> TOTAL SCORE	<input type="checkbox"/> TOTAL SCORE

On the next page, record the totals on the appropriate graph space.

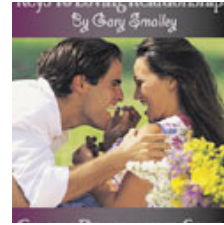
INSTRUCTIONS

Simply plot your scores on the graph below and then connect the dots from one column to the next. Your strengths are the columns in which you scored the highest points.

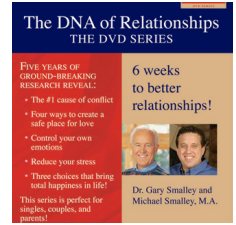
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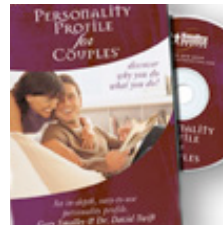
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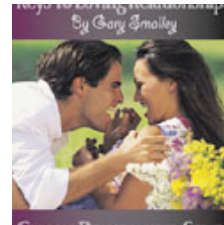
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Score	The Lion	The Otter	The Golden Retriever	The Beaver
60				
58				
56				
54				
52				
50				
48				
46				
44				
42				
40				
38				
36				
34				
32				
30				
28				
26				
24				
22				
20				
18				
16				
14				
12				
10				
8				
6				
4				
2				
0				

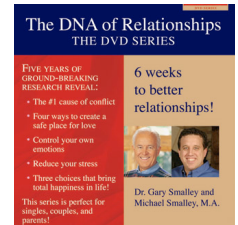
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The Smalley Center Personality Interpretations

	The Lion	The Otter	The Golden Retriever	The Beaver
Relational Strengths:	Takes charge. Problem solver. Competitive. Enjoys change. Confrontational.	Optimistic. Energetic. Motivators. Future oriented.	Warm & Relational. Loyal. Enjoys Routine. Peace-Maker. Sensitive Feelings.	Accurate and precise. Quality control. Discerning. Analytical.
Strengths Out of Balance:	Too direct or impatient. Too busy. Cold blooded. Impulsive or takes big risks. Insensitive to others.	Unrealistic or day-dreamer. Impatient or over bearing. Manipulator or pushy. Avoids details or lacks follow-through.	Attract the hurting. Missed opportunities. Stays in a rut. Sacrifice own feelings for harmony. Easily hurt or holds a grudge.	Too critical or too strict. Too controlling. Too negative of new opportunities. Lose overview.
Communication Style:	Direct or blunt. One-way. Weakness: Not as good a listener.	Can inspire others. Optimistic or enthusiastic. One-way. Weakness: High energy can manipulate others.	Indirect. Two-way. Great listener. Weakness: Uses too many words or provides too many details.	Factual. Two-way. Great listener (tasks). Weakness: Desire for detail and precision can frustrate others.
Relational Needs:	Personal attention & recognition for what they do. Areas where he or she can be in charge. Opportunity to solve problems. Freedom to change. Challenging activities.	Approval. Opportunity to verbalize. Visibility. Social recognition.	Emotional security. Agreeable Environment.	Quality. Exact expectations.
Relational Balance:	Add softness. Become a great listener.	Be attentive to mate's needs. There is such a thing as too much optimism.	Learn to say "NO" ... establish emotional boundaries. Learn to confront when own feelings are hurt.	Total support is not always possible. Thorough explanation isn't everything