

A New Way to See Yourself, Your Relationships, and Life

The

Hartman

PERSONALITY

PROFILE

Instructions:

Part One consists of 30 groups of descriptive words, with four words in each group. Consider each group and mark only one word that best describes your natural inclinations. Your first impression of each word is usually the best. For the most accurate assessment of your core personality, reflect back to your earliest recollections of yourself. Try not to focus on how you want to behave, or be influenced by that person you would like to become. (Page 2)

Part Two consists of 15 situations with four possible reactions to each. Consider your reactions to each situation and mark the one response most like you. (Page 3)

Begin now by turning to pages 2-3 to take your individual profile. When you have completed your individual profile, use the key on pages 4-6 to determine the results.

PART ONE

STRENGTHS AND LIMITATIONS

- | | | | |
|--|--|---|---|
| 1. <input type="checkbox"/> power-oriented
<input type="checkbox"/> nurturing
<input type="checkbox"/> inventive
<input type="checkbox"/> outgoing | 2. <input type="checkbox"/> indecisive
<input type="checkbox"/> opinionated
<input type="checkbox"/> a perfectionist
<input type="checkbox"/> a show-off | 3. <input type="checkbox"/> enthusiastic
<input type="checkbox"/> tolerant
<input type="checkbox"/> sympathetic
<input type="checkbox"/> dominant | 4. <input type="checkbox"/> self-serving
<input type="checkbox"/> suspicious
<input type="checkbox"/> unsure
<input type="checkbox"/> naive |
| 5. <input type="checkbox"/> contented
<input type="checkbox"/> playful
<input type="checkbox"/> decisive
<input type="checkbox"/> loyal | 6. <input type="checkbox"/> silently stubborn
<input type="checkbox"/> worry prone
<input type="checkbox"/> irresponsible
<input type="checkbox"/> arrogant | 7. <input type="checkbox"/> sociable
<input type="checkbox"/> assertive
<input type="checkbox"/> reliable
<input type="checkbox"/> kind | 8. <input type="checkbox"/> self-critical
<input type="checkbox"/> bossy
<input type="checkbox"/> a teaser
<input type="checkbox"/> reluctant |
| 9. <input type="checkbox"/> easygoing
<input type="checkbox"/> carefree
<input type="checkbox"/> action-oriented
<input type="checkbox"/> analytical | 10. <input type="checkbox"/> critical of others
<input type="checkbox"/> shy
<input type="checkbox"/> overly sensitive
<input type="checkbox"/> obnoxious | 11. <input type="checkbox"/> determined
<input type="checkbox"/> detail conscious
<input type="checkbox"/> a good listener
<input type="checkbox"/> a party person | 12. <input type="checkbox"/> unmotivated
<input type="checkbox"/> vain
<input type="checkbox"/> demanding
<input type="checkbox"/> unforgiving |
| 13. <input type="checkbox"/> happy
<input type="checkbox"/> idealistic
<input type="checkbox"/> considerate
<input type="checkbox"/> responsible | 14. <input type="checkbox"/> impulsive
<input type="checkbox"/> impatient
<input type="checkbox"/> moody
<input type="checkbox"/> passive | 15. <input type="checkbox"/> strong-willed
<input type="checkbox"/> patient
<input type="checkbox"/> fun-loving
<input type="checkbox"/> respectful | 16. <input type="checkbox"/> jealous
<input type="checkbox"/> directionless
<input type="checkbox"/> argumentative
<input type="checkbox"/> an interrupter |
| 17. <input type="checkbox"/> even-tempered
<input type="checkbox"/> trusting
<input type="checkbox"/> dependable
<input type="checkbox"/> independent | 18. <input type="checkbox"/> aggressive
<input type="checkbox"/> frequently depressed
<input type="checkbox"/> ambivalent
<input type="checkbox"/> forgetful | 19. <input type="checkbox"/> deliberate
<input type="checkbox"/> powerful
<input type="checkbox"/> gentle
<input type="checkbox"/> optimistic | 20. <input type="checkbox"/> undisciplined
<input type="checkbox"/> boring
<input type="checkbox"/> insensitive
<input type="checkbox"/> judgmental |
| 21. <input type="checkbox"/> popular
<input type="checkbox"/> agreeable
<input type="checkbox"/> emotional
<input type="checkbox"/> logical | 22. <input type="checkbox"/> always right
<input type="checkbox"/> uncommitted
<input type="checkbox"/> unenthusiastic
<input type="checkbox"/> guilt prone | 23. <input type="checkbox"/> accepting
<input type="checkbox"/> spontaneous
<input type="checkbox"/> pragmatic
<input type="checkbox"/> well-behaved | 24. <input type="checkbox"/> self-centered
<input type="checkbox"/> selfish
<input type="checkbox"/> unsatisfied
<input type="checkbox"/> uninvolved |
| 25. <input type="checkbox"/> task-oriented
<input type="checkbox"/> sincere
<input type="checkbox"/> diplomatic
<input type="checkbox"/> lively | 26. <input type="checkbox"/> loud
<input type="checkbox"/> lazy
<input type="checkbox"/> hard to please
<input type="checkbox"/> tactless | 27. <input type="checkbox"/> direct
<input type="checkbox"/> creative
<input type="checkbox"/> adaptable
<input type="checkbox"/> a performer | 28. <input type="checkbox"/> disorganized
<input type="checkbox"/> calculating
<input type="checkbox"/> self-righteous
<input type="checkbox"/> self-deprecating |
| 29. <input type="checkbox"/> pleasant
<input type="checkbox"/> charismatic
<input type="checkbox"/> confident
<input type="checkbox"/> disciplined | 30. <input type="checkbox"/> unrealistic expectations
<input type="checkbox"/> unproductive
<input type="checkbox"/> afraid to face facts
<input type="checkbox"/> intimidating | | |

Continue to page 3

PART TWO SITUATIONS

Respond the same way to the following situations as you did to groups of descriptive words. Again, pick only one answer.

31. If I applied for a job, a prospective employer would most likely hire me because I am:
- Patient, adaptable and tactful.
 - Deliberate, accurate and reliable.
 - Fun loving, spirited and casual.
 - Driven, direct and delegating.
32. When involved in an intimate relationship, if I feel threatened by my partner, I:
- Distance myself and avoid further conflict.
 - Fight back with facts and anger.
 - Become quiet, withdrawn and often hold anger until I blow up over some minor issue later.
 - Cry, feel hurt and plan revenge.
33. For me, life is most meaningful when it:
- Is task-oriented and productive.
 - Is free of pressure and stress.
 - Is filled with people and purpose.
 - Allows me to be optimistic, creative, and free.
34. As a child, I was:
- Quiet, easy-going and/or shy.
 - Well-behaved, caring and/or depressed.
 - Happy, playful and/or too talkative.
 - Bright, aggressive and/or stubborn.
35. As an adult, I am:
- Opinionated, determined and/or bossy.
 - Responsible, honest and/or unforgiving.
 - Tolerant, contented and/or unmotivated.
 - Charismatic, positive and/or obnoxious.
36. As a parent, I would probably be:
- Permissive, easily persuaded and/or often overwhelmed.
 - Playful, casual and/or irresponsible.
 - Demanding, quick-tempered and/or uncompromising.
 - Concerned, sensitive and/or critical.
37. In an argument with a friend, I am most likely to be:
- Loud, uncomfortable and/or compromising.
 - Verbally stubborn about facts.
 - Concerned about other's feelings and principles.
 - Silently stubborn, uncomfortable and/or confused.
38. If my friend were in trouble, I would be:
- Concerned, empathetic and loyal - regardless of the problem.
 - Supportive, patient and a good listener.
 - Nonjudgmental, optimistic and downplaying the seriousness of the situation.
 - Protective, resourceful and recommend solutions.
39. When making decisions, I am:
- Impulsive, uncommitted and inconsistent.
 - Indecisive, timid and reluctant.
 - Assertive, articulate, and logical.
 - Deliberate, precise, and cautious.
40. When I fail, I feel:
- Silently self-critical, yet verbally stubborn and defensive.
 - Unsettled and fearful, but I keep it to myself.
 - Embarrassed and nervous - seeking to escape the situation.
 - Guilty, self-critical and vulnerable to depression. I dwell on it.
41. If someone crosses me:
- I want to avoid confrontation, consider the situation not important enough to bother with and/or seek other friends.
 - I feel deeply hurt and find it almost impossible to forgive completely. Generally, getting even is not enough.
 - I am silently hurt and plan to get even and/or completely avoid the other person.
 - I am angered, and cunningly plan ways to get even quickly.
42. Work is:
- A healthy activity, which should be done right if it's to be done at all. Work should be done before one plays.
 - A most productive way to spend one's time.
 - A necessary requirement, much less inviting than play.
 - A positive activity as long as it is something I enjoy and don't feel pressured to accomplish.
43. In social situations, I am most often:
- Followed by others because I am assertive and on task.
 - Admired by others because I am caring and quality based.
 - Protected by others because I am gentle and kind.
 - Envied by others because I am happy and having so much fun.
44. In a relationship, I am most concerned with being:
- Praised, having fun and feeling free.
 - Allowed space, tolerant and peaceful.
 - Approved, respected, and being right.
 - Understood, appreciated and intimate.
45. To feel alive and positive, I seek:
- Adventure, leadership and lots of action.
 - Excitement, playful productivity and the company of others.
 - Security, creativity and purpose.
 - Acceptance, safety, and moving at my own pace.

SCORING PART ONE

STRENGTHS AND LIMITATIONS

1. ___ R
___ B
___ W
___ Y

2. ___ W
___ R
___ B
___ Y

3. ___ Y
___ W
___ B
___ R

4. ___ R
___ B
___ W
___ Y

5. ___ W
___ Y
___ R
___ B

6. ___ W
___ B
___ Y
___ R

7. ___ Y
___ R
___ B
___ W

8. ___ B
___ R
___ Y
___ W

9. ___ W
___ Y
___ R
___ B

10. ___ R
___ W
___ B
___ Y

11. ___ R
___ B
___ W
___ Y

12. ___ W
___ Y
___ R
___ B

13. ___ Y
___ B
___ W
___ R

14. ___ Y
___ R
___ B
___ W

15. ___ R
___ W
___ Y
___ B

16. ___ B
___ W
___ R
___ Y

17. ___ W
___ Y
___ B
___ R

18. ___ R
___ B
___ W
___ Y

19. ___ B
___ R
___ W
___ Y

20. ___ Y
___ W
___ R
___ B

21. ___ Y
___ W
___ B
___ R

22. ___ R
___ Y
___ W
___ B

23. ___ W
___ Y
___ R
___ B

24. ___ Y
___ R
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___ W

25. ___ R
___ B
___ W
___ Y

26. ___ Y
___ W
___ B
___ R

27. ___ R
___ B
___ W
___ Y

28. ___ Y
___ R
___ B
___ W

29. ___ W
___ Y
___ R
___ B

30. ___ B
___ W
___ Y
___ R

Mark your responses from page 2
and record your totals below:

___ R ___ B ___ W ___ Y

Continue scoring on page 5.

SCORING PART TWO SITUATIONS

31. ___ W
___ B
___ Y
___ R

32. ___ Y
___ R
___ W

___ B

33. ___ R
___ W
___ B
___ Y

34. ___ W
___ B
___ Y
___ R

35. ___ R
___ B
___ W
___ Y

36. ___ W

___ Y
___ R

___ B

37. ___ Y
___ R
___ B
___ W

38. ___ B

___ W
___ Y

___ R

39. ___ Y
___ W
___ R
___ B

40. ___ R

___ W
___ Y

___ B

41. ___ Y

___ B

___ W
___ R

42. ___ B

___ R
___ Y
___ W

43. ___ R
___ B
___ W
___ Y

44. ___ Y
___ W
___ R
___ B

45. ___ R
___ Y

___ B
___ W

Mark your responses from page 3
and record your totals below:

___ R ___ B ___ W ___ Y

Finish scoring on page 6.

COUNTING RESPONSES

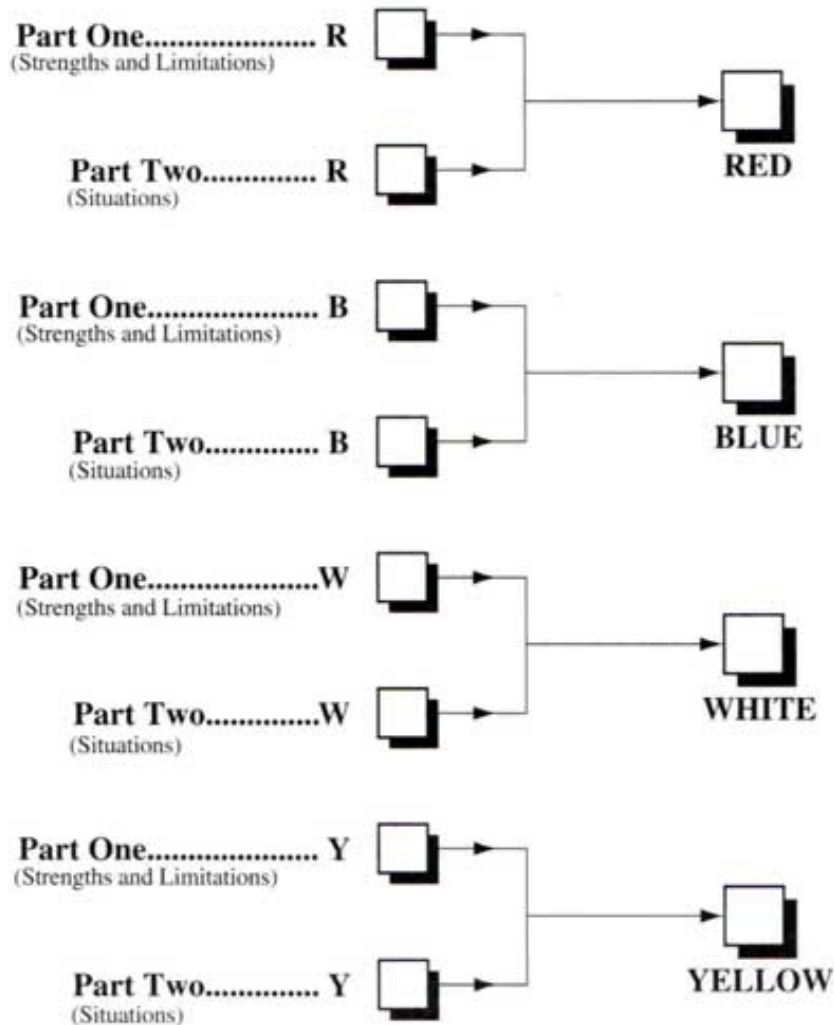
Step One: Total the number of **R**s marked on the Scoring Responses page for **PART ONE** (page 4). Write that total in the box to the right of the **R** for Part One. Do the same for **B**, **W**, and **Y** for Part One.

Step Two: Total the number of **R**s marked on the Scoring Responses page for **PART TWO** (page 5).

Write that total in the box to the right of the **R** for Part Two. Do the same for **B**, **W**, and **Y** for Part Two.

Step Three: Add the two numbers indicated by arrows for **R** and write the grand total in the box provided to the right. Do the same for **B**, **W**, and **Y**.

Note: The score with the highest number of responses is your core personality. If you have fairly equal numbers in all four categories, you are a White personality. Most people (80%) have a strong secondary color which impacts your core personality. Listen to *The Color Code* audio seminar, or read *The People Code* by Dr. Taylor Hartman, to better understand how primary and secondary personalities interact with each individual. You'll learn how every personality color impacts each other and how to most effectively deal with individuals from each of the various personality types.



Once you have accurately identified your core personality, the following information will assist you in understanding the four personalities listed below. Remember that your personality reflects your personal style of preference for thinking, communicating, and behaving. All life is about relationships. Consider the tremendous value in knowing your personality and understanding the strengths and limitations of others.

REDS (*Motive: POWER*)

Reds are motivated by power, seek productivity, and need to look good to others. Simply stated, Reds want their own way. They like to be in the driver's seat and willingly pay the price to be in a leadership role. Reds value whatever gets them ahead in life, whether it be at work, school or in their personal relationships. What Reds value, they get done. They are often workaholics. They will, however, resist being forced to do anything that doesn't interest them.

Reds need to appear knowledgeable. They crave approval from others for their intelligence and insight. They want to be respected even more than they want to be loved. They want to be admired for their logical, practical minds. When you deal with a Red, be precise, factual, and direct.

BLUES (*Motive: INTIMACY*)

Blues are motivated by intimacy, seek opportunities to genuinely connect with others, and need to be appreciated. They do everything with quality and are devoted and loyal friends. Whatever or whomever they commit to are their sole (and soul) focus. They love to serve and will give freely of themselves in order to nurture others' lives.

Blues need to be understood. They have distinct preferences and are the most controlling personality. Their code of ethics is remarkably strong and they expect others to live honest, committed lives as well. They enjoy sharing meaningful moments in conversation as well as remembering special life events (i.e. birthdays and anniversaries). Blues are serious, work-oriented, compassionate and emotional. They are like "sainted pit-bulls" who never let go of something once they are committed.

YELLOWS (*Motive: FUN*)

Yellows are motivated by fun. They are inviting and embrace life as a party which they're hosting. They love playful interaction and can be uncommitted and unreliable. They seek instant gratification. Yellows need to be adored and praised. While Yellows are carefree, they are quite sensitive and highly alert to others' motives to control them. Yellows carry within themselves the gift of a good heart.

Socially looking good is very important to Yellows and friendships command a high priority in their lives. Yellows are happy, highly verbal, easily bored and crave adventure. They can never sit still for long. They choose friends who, like themselves, refuse to allow life's boring details (like work and paying bills) stifle their curiosity. They embrace each day in the "present tense".

WHITES (*Motive: PEACE*)

Whites are motivated by peace, seek independence and require kindness. They resist confrontation at all costs. (*Feeling good* is more important than *being good*.) They have a strong, silent stubbornness that surfaces when they are being treated unkindly or forced to march to the drumbeat of the masses. They respect people who are kind, but recoil from perceived hostility or verbal battle.

Whites enjoy their quiet independence and refuse to be controlled by others. Whites want to do things their own way, in their own time. They ask little of others, and resent others demanding much of them. Whites are much stronger than people think because they don't reveal their feelings. Whites are kind, patient, accepting and can be indecisive, boring and silently stubborn.

HARTMAN PERSONALITY PROFILE

*"Nothing will give you a better understanding of who you were innately born to be than **The Color Code**"*

Everyone has a distinct personality pattern. Your personality includes specific ways of thinking, reasoning, feeling, and acting. Each person is born with a single core motive that remains stable throughout life. While your core motive never changes you can always develop strengths and/or limitations from the different personalities over time and in different situations.

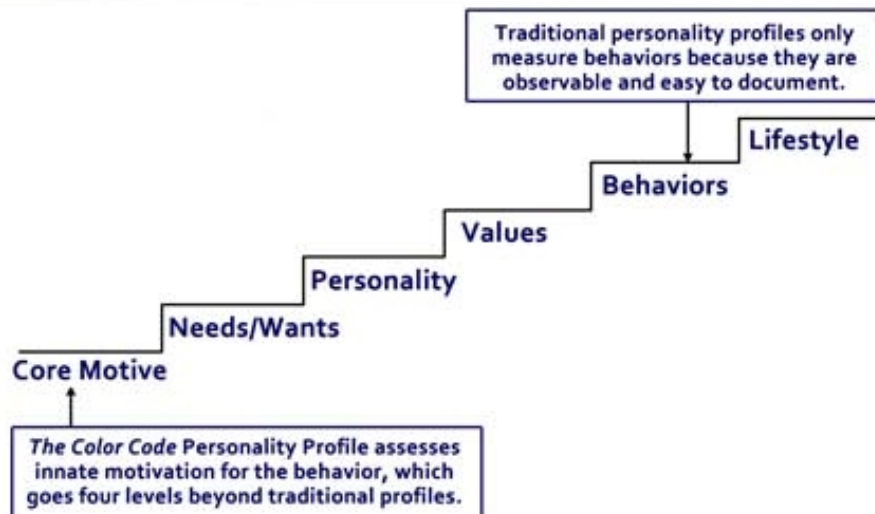
The *Hartman Color Code Personality Profile* will help you understand your core motive and provide insights to working more effectively with others who have the same or different core motives. The profile will help you understand your innate strengths and limitations, and help you relate more effectively with others, both at work, and at home.

Most personality profiles focus on behaviors because they are observable and easy to document. Knowing the core motivation behind behaviors is far more significant in assessing and understanding the person. It explains *why* people do what they do, not just *what* they do. The Hartman Profile is unique because it assesses your *motives for action*, rather than merely noting only the action itself. For this reason, the Hartman Profile can offer you critical insights into the reasons why you behave as you do.

You cannot pass or fail the profile. None of the core motives are innately good or bad, so don't be concerned about finding correct responses, because there are none. Every response is correct and every personality has its own strengths and limitations.

Even though everyone has a single core motive, many people can have attributes of the other core personalities. The blending of your personality makes you a distinct and unique individual, different from everyone else. You might find it difficult to select among some responses. It's important, however, to be as honest about yourself as possible, and always select only one answer. This will enable your core personality to surface from the responses. **Once you have accurately completed this profile, your scored results will never change.**

This Profile is only as accurate in pin-pointing your personality as your ability to select the most accurate responses. Review the items carefully to select the "most descriptive" response for each statement as it applies to you. The tremendous success of this profile comes from its accuracy and self-validation by each participant.



About the author: Taylor Hartman, Ph.D.

Taylor Hartman, a native of California and former professor at the University of California at Long Beach, has been coaching businesses and counseling individual clients for twenty-five years. His first book, *The Color Code*, was quickly recognized for its simplicity and accuracy in understanding the unique complexities of human behaviors and relationships. *The Character Code*, his second book, details the importance of achieving balance in life, personal integrity, and reaching one's potential. The impact of these two books has literally changed the lives of hundreds of thousands of people.

www.MindPerk.com/Hartman