

The Team Personal Styles Inventory (T-PSI)

Understanding your Personal Style

The five scores that you received from the T-PSI provide information on your personal style that can be useful to you in team projects as well as other situations. Each score provides information about how you typically behave. This does not mean that you will behave this way in every situation or that you cannot behave differently if you choose. The score represents a kind of average behavior across many situations.

Personality

In the past two decades, hundreds of studies have been done on personality. The conclusion of these studies is that there are five general categories that describe interpersonal behavior. These categories are sometimes referred to as the Five-Factor Model and include:

- **Extroversion:** the tendency to be sociable, talkative and assertive. Extroverts like to be around others, and are highly sociable. Those who score low on extroversion tend to prefer solitary activities such as quiet walks, reading, meditating or sharing time with a select few friends.
- **Agreeableness:** the tendency to be good-natured, cooperative, and caring. Agreeable people like to help others and tend to go along with the group. People low on agreeableness have less of a need to be liked by others and will challenge ideas and offer criticisms where others might be reluctant to do so.
- **Conscientiousness:** the tendency to be well organized and careful. Conscientious people tend to take responsibility and worry about standards. People who score low on conscientiousness prefer to improvise and tend not to be detail-oriented.
- **Stability:** the tendency to be secure and generally relaxed. People high on Stability are able to maintain their composure, even under stressful situations. Those low on stability tend to be more sensitive, emotional and prone to experience feelings that are upsetting.
- **Openness to experience:** the tendency to have broad interests. Open individuals like new ideas and like using their imagination. Those low on openness are more conventional and feel most comfortable with traditional and well-established topics and methods.

Your Results

