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.

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PART ONE
STRENGTHS AND LIMITATIONS

1. ___ power-oriented  
   ___ nurturing  
   ___ inventive  
   ___ outgoing

2. ___ indecisive  
   ___ opinionated  
   ___ a perfectionist  
   ___ a show-off

3. ___ enthusiastic  
   ___ tolerant  
   ___ sympathetic  
   ___ dominant

4. ___ self-serving  
   ___ suspicious  
   ___ unsure  
   ___ naive

5. ___ contented  
   ___ playful  
   ___ decisive  
   ___ loyal

6. ___ silently stubborn  
   ___ worry prone  
   ___ irresponsible  
   ___ arrogant

7. ___ sociable  
   ___ assertive  
   ___ reliable  
   ___ kind

8. ___ self-critical  
   ___ bossy  
   ___ a teaser  
   ___ reluctant

9. ___ easygoing  
   ___ carefree  
   ___ action-oriented  
   ___ analytical

10. ___ critical of others  
    ___ shy  
    ___ overly sensitive  
    ___ obnoxious

11. ___ determined  
    ___ detail conscious  
    ___ a good listener  
    ___ a party person

12. ___ unmotivated  
    ___ vain  
    ___ demanding  
    ___ unforgiving

13. ___ happy  
    ___ idealistic  
    ___ considerate  
    ___ responsible

14. ___ impulsive  
    ___ impatient  
    ___ moody  
    ___ passive

15. ___ strong-willed  
    ___ patient  
    ___ fun-loving  
    ___ respectful

16. ___ jealous  
    ___ directionless  
    ___ argumentative  
    ___ an interrupter

17. ___ even-tempered  
    ___ trusting  
    ___ dependable  
    ___ independent

18. ___ aggressive  
    ___ frequently depressed  
    ___ ambivalent  
    ___ forgetful

19. ___ deliberate  
    ___ powerful  
    ___ gentle  
    ___ optimistic

20. ___ undisciplined  
    ___ boring  
    ___ insensitive  
    ___ judgmental

21. ___ popular  
    ___ agreeable  
    ___ emotional  
    ___ logical

22. ___ always right  
    ___ uncommitted  
    ___ unenthusiastic  
    ___ guilt prone

23. ___ accepting  
    ___ spontaneous  
    ___ pragmatic  
    ___ well-behaved

24. ___ self-centered  
    ___ selfish  
    ___ unsatisfied  
    ___ uninvolved

25. ___ task-oriented  
    ___ sincere  
    ___ diplomatic  
    ___ lively

26. ___ loud  
    ___ lazy  
    ___ hard to please  
    ___ tactless

27. ___ direct  
    ___ creative  
    ___ adaptable  
    ___ a performer

28. ___ disorganized  
    ___ calculating  
    ___ self-righteous  
    ___ self-deprecating

29. ___ pleasant  
    ___ charismatic  
    ___ confident  
    ___ disciplined

30. ___ unrealistic expectations  
    ___ unproductive  
    ___ afraid to face facts  
    ___ 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 unemotional.
   ___ 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.
   ___ Verbal, 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.

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### SCORING PART ONE

**STRENGTHS AND LIMITATIONS**

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

\[ ___ \text{ R} \quad ___ \text{ B} \quad ___ \text{ W} \quad ___ \text{ Y} \]

Continue scoring on page 5.
## SCORING PART TWO

### SITUATIONS

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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 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

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