



Four Strengths Profile Instructions

In this packet, you will find three sets of questions (Profiles C, P and A). Each Profile will be followed by its matching Answer Sheet. Please circle your choice or preference for each question on the corresponding Answer Sheet. If you do not think either option fits you, pick the one that is the least offensive to you (you must choose one of the two answers for every question in order to get complete results).

You can make copies of the answer sheet to have other people take the profile. You will understand more about this concept if you get results from people you know well.

Answer the questions as quickly as possible. Your first reaction is probably your best response to the questions.

*Complete Profile C first, Profile P second and Profile A last.

*On each Answer sheet, add up all the A's in column A, all the B's in column B, and so on for the C's and D's.

Once you have finished all three Answer Sheets, plot your profile numbers on the Four Strengths Graph on page 11, and total the columns.

Make sure to write your **name**, a contact **phone** number and the **position** you are applying for (ex: Coordinator, Buyer, etc.).

Please fax the results from page 11 to the local office you are working with.

FAX TO: _____

FRANCHISE OFFICE USE ONLY

Franchise Office Only: Please email the results from page 11 to Norma Rodriguez at norma.rodriguez@homevestors.com). *Please include the name of your franchise office and a contact phone number.*



Four Strengths Profile C Questions

Profile C

How I respond under intense stress.

Name: _____

Date: ____/____/____

Position: _____

Instructions:

Each question below is divided into two statements. Choose the statement in either column that best describes **how you feel under intense stress**. There are no wrong answers. After each statement, you will find the letter A, B, C, or D. The Answer Sheet is numbered 1-20 to match the questions in Profile C. Circle the appropriate letter on the Answer Sheet. For example: On Statement 1, if you tend to become distrustful under stress more than you tend to plan your way out, you would circle D after 1. on the Answer Sheet. (You need to select one answer for each of the 20 statements even if you do not agree completely with either answer.)

1. Under intense stress I tend to plan my way out. [C]	Or	Under intense stress, I tend to become distrustful. [D]
2. Under intense stress I tend to become a big talker. [B]	Or	Under intense stress I tend to become withdrawn. [C]
3. Under intense stress I tend to become impractical. [C]	Or	Under intense stress I tend to become cross. [D]
4. Under intense stress I tend to become hotheaded. [A]	Or	Under intense stress I tend to become careless. [B]
5. Under intense stress I tend to become negative. [D]	Or	Under intense stress I tend to become dictatorial. [A]
6. Under intense stress I tend to become too permissive. [B]	Or	Under intense stress I tend to become stubborn. [D]
7. Under intense stress I tend to become indecisive. [C]	Or	Under intense stress I tend to become more likely to act. [A]
8. Under intense stress I tend to become bearish. [A]	Or	Under intense stress I tend to become manipulative. [B]
9. Under intense stress I tend to become very cautious. [D]	Or	Under intense stress I tend to become abrupt. [A]



Four Strengths Profile C Questions

Profile C

How I respond under intense pressure.

10. Under intense stress I tend to become reckless. [B]	Or	Under intense stress I tend to become inflexible. [D]
11. Under intense stress I tend to become passive. [C]	Or	Under intense stress I tend to insist on my own way. [A]
12. Under intense stress I tend to become high-handed. [A]	Or	Under intense stress I tend to become rebellious. [B]
13. Under intense stress I tend to become very picky. [D]	Or	Under intense stress I tend to become overbearing. [A]
14. Under intense stress I tend to become extremely careless. [B]	Or	Under intense stress I tend to become rigid. [D]
15. Under intense stress I tend to become scheming. [C]	Or	Under intense stress I tend to become concerned with details. [D]
16. Under intense stress I tend to become conceited. [B]	Or	Under intense stress I tend to become anxious and afraid. [C]
17. Under intense stress I tend to become sensitive. [C]	Or	Under intense stress I tend to become hostile. [A]
18. Under intense stress I tend to become opinionated. [B]	Or	Under intense stress I tend to become very emotional. [C]
19. Under intense stress I tend to become uncertain. [C]	Or	Under intense stress I tend to become domineering. [A]
20. Under intense stress I tend to become a bluffer. [B]	Or	Under intense stress I tend to become distrustful. [D]



Four Strengths Profile C Answer Sheet

Profile C Answer Sheet

*Please circle your choice. You must choose one for each question to get results.

Name: _____

Date: ____/____/____

Position: _____

1.			C	D
2.		B	C	
3.			C	D
4.	A	B		
5.	A			D
6.		B		D
7.	A		C	
8.	A	B		
9.	A			D
10.		B		D
11.	A		C	
12.	A	B		
13.	A			D
14.		B		D
15.			C	D
16.		B	C	
17.	A		C	
18.		B	C	
19.	A		C	
20.		B		D
Total each column A+B+C+D=20				



Four Strengths Profile P Questions

Profile P What I think I should do.

Name: _____

Date: ____/____/____

Position: _____

Instructions:

Each question below is divided into two statements. Choose the statement in either column that best describes **what you think you should do (or how you think others want you be)**. There are no wrong answers. After each statement, you will find the letter A, B, C, or D. The Answer Sheet is numbered 1-20 to match the questions in Profile P. Circle the appropriate letter on the Answer Sheet. For example: On Statement 1, if you think you should develop new plans more than you think you should be consistent, you would circle C next to 1. on the Answer Sheet. (You need to select one answer for each of the 20 statements even if you do not agree completely with either answer.)

1. I think I should develop new plans. [C]	Or	I think I should be consistent. [D]
2. I think I should stick to the rules. [D]	Or	I think I should supervise others. [A]
3. I think I should depend on my own experiences. [A]	Or	I think I should be a self-starter. [C]
4. I think I should confer with other people. [B]	Or	I think I should look for new ideas. [C]
5. I think I should give others directions. [A]	Or	I think I should influence others. [B]
6. I think I should conserve resources. [D]	Or	I think I should create ideas. [C]
7. I think I should do what works. [A]	Or	I think I should develop new approaches. [C]
8. I think I should coordinate group activities. [B]	Or	I think I should follow tradition. [D]
9. I think I should achieve by using ideas. [C]	Or	I think I should do something. [A]



Four Strengths Profile P Questions

Profile P What I think I should do.

10. I think I should arrange things in a pattern. [D]	Or	I think I should build something. [A]
11. I think I should explore new ideas. [C]	Or	I think I should help other people. [B]
12. I think I should involve others. [B]	Or	I think I should keep things in order. [D]
13. I think I should produce something. [A]	Or	I think I should be precise. [D]
14. I think I should keep on a schedule. [D]	Or	I think I should be hopeful. [B]
15. I think I should work with concepts and ideas. [C]	Or	I think I should be careful when working with facts and figures. [D]
16. I think I should be persuasive. [B]	Or	I feel others should respect me. [A]
17. I think I should promote programs to others. [B]	Or	I think I should compete with myself to do better. [C]
18. I think I should work within guidelines and forms. [D]	Or	I think I should coordinate group cooperation. [B]
19. I think I should work with ideas and plans. [C]	Or	I think I should get something done. [A]
20. I think I should organize others for the good of the group. [B]	Or	I think I should produce things. [A]



Four Strengths Profile P Answer Sheet

Please circle your choice. You must choose one on each question to get results.

Name: _____

Date: ____/____/____

Position: _____

1.			C	D
2.	A			D
3.	A		C	
4.		B	C	
5.	A	B		
6.			C	D
7.	A		C	
8.		B		D
9.	A		C	
10.	A			D
11.		B	C	
12.		B		D
13.	A			D
14.		B		D
15.			C	D
16.	A	B		
17.		B	C	
18.		B		D
19.	A		C	
20.	A	B		
Total each column $A+B+C+D=20$				



Four Strengths Profile A Questions

Profile A What I am comfortable doing.

Name: _____

Date: ____/____/____

Position: _____

Instructions:

Each question below is divided into two statements. Choose the statement in either column that best describes **what you are comfortable doing**. There are no wrong answers. After each statement, you will find the letter A, B, C, or D. The Answer Sheet is numbered 1-20 to match the questions in Profile A. Circle the appropriate letter on the Answer Sheet. For example: On Statement 1, if you show great enthusiasm defending a cause more than you are decisive and firm in your actions, you would circle B next to 1. on the Answer Sheet. (You need to select one answer for each of the 20 statements even if you do not agree completely with either answer.)

1. I am decisive and firm in my actions. [A]	Or	I show great enthusiasm when I am defending a cause. [B]
2. I enjoy meeting new people. [B]	Or	I prefer harmonious conditions. [C]
3. I am comfortable planning future events. [C]	Or	I prefer following a procedure. [D]
4. I am comfortable taking action. [A]	Or	I am most comfortable being creative. [C]
5. I enjoy being friendly to people. [B]	Or	I enjoy working with details and specifics. [D]
6. I enjoy thinking about alternatives. [C]	Or	I enjoy looking for exceptions. [D]
7. I prefer being direct with people. [A]	Or	I am comfortable checking accuracy. [D]
8. I enjoy doing things with a group. [B]	Or	I enjoy looking at things in a new way. [C]
9. I am comfortable being an idea person. [C]	Or	I enjoy exercising control and order. [D]



Four Strengths Profile A Questions

Profile A

What I am comfortable doing.

10. I enjoy being active. [A]	Or	I enjoy being exact and correct. [D]
11. I tend to expect the best to happen. [B]	Or	I enjoy working methodically within a system. [D]
12. I am comfortable being a powerful and forceful person. [A]	Or	I enjoy imagining possibilities. [C]
13. I am at ease cooperating with others. [B]	Or	I enjoy thinking independently. [C]
14. I am direct in my approach to others. [A]	Or	I am comfortable being warm and comforting to others. [B]
15. If I believe in a cause, I will sacrifice my own interest. [B]	Or	I enjoy doing things in an orderly way. [D]
16. I am comfortable acting with excitement and focus. [A]	Or	I am comfortable thinking about new ideas. [C]
17. I enjoy the give and take of conversation. [B]	Or	I prefer following a specific order or directions. [D]
18. I am most comfortable accomplishing something. [A]	Or	I am comfortable being cautious and conscientious. [D]
19. I enjoy situations where I can take action or do something. [A]	Or	I am at ease showing understanding and compassion. [C]
20. I am comfortable taking command of most situations. [A]	Or	I am friendly and I enjoy conversations with strangers. [B]



Four Strengths Profile A Answer Sheet

Profile A Answer Sheet

*Please circle your choice. You must choose one for each question to get results.

Name: _____

Date: ____/____/____

Position: _____

1.	A	B		
2.		B	C	
3.			C	D
4.	A		C	
5.		B		D
6.			C	D
7.	A			D
8.		B	C	
9.			C	D
10.	A			D
11.		B		D
12.	A		C	
13.		B	C	
14.	A	B		
15.		B		D
16.	A		C	
17.		B		D
18.	A			D
19.	A		C	
20.	A	B		
Total each column $A+B+C+D=20$				



Four Strengths Profile Graph

Name: _____

Franchise Name: _____

Contact Phone #: _____

Position: _____

Profile A
Adult – What I prefer to do.
How I am effective.

10	10	10	10
9	9	9	9
8	8	8	8
7	7	7	7
6	6	6	6
5	5	5	5
4	4	4	4
3	3	3	3
2	2	2	2
1	1	1	1
0	0	0	0
Action A	Talking B	Thinking C	Checking D

Profile P
Parent – Ought to. From parents.
How I ought to think.

10	10	10	10
9	9	9	9
8	8	8	8
7	7	7	7
6	6	6	6
5	5	5	5
4	4	4	4
3	3	3	3
2	2	2	2
1	1	1	1
0	0	0	0
Action A	Influence B	Thinking C	Maintaining D

Profile C
Child – Why? Born with.
How I react under stress.

10	10	10	10
9	9	9	9
8	8	8	8
7	7	7	7
6	6	6	6
5	5	5	5
4	4	4	4
3	3	3	3
2	2	2	2
1	1	1	1
0	0	0	0
Action A	Influence B	Thinking C	Maintaining D

TOTAL RED	TOTAL YELLOW	TOTAL BLUE	TOTAL GREEN
Doers	Talkers	Thinkers	Counters