

GEMS™ Personality Test

Introduction

Have you ever taken a personality test that absolutely bored you? I have too! After all those dull and dreary word associations, and endless questions, what do you get? Results that often require a Ph.D. to interpret, with clinical analysis that has no bearing on your day-to-day life. These clinical test results also only focus on you, and not on how you need to relate to and interact with others. After all, who do we work with? Other people. Who do we live with? Other people. Who do we interact with each day? Other people. The fact is, it's not about you, it's about how you communicate with others.

From years of research, trial and error, and observation of practical human behavior, I learned there are four basic types of personalities, and everyone needs to speak the language of each personality type to excel in all areas of life. As a first step, you must identify your own personality type, or "GEM," and get comfortable with your own language. Once you understand your GEM type, you can learn to spot other GEMS™ quickly.

Walk through these various scenarios and answer the questions honestly. Remember, the only right answer is an honest answer! Not all of these scenarios will apply to you perfectly, because we are all different. So just place a check mark next to the answer that is most appropriate or you feel best describes you. You may notice letters at the end of each option, ignore them while you are reading through, they are to score your test after you have completed it.

Scenario 1: You have received an item that needs to be assembled:

1. ____ You read ALL the instructions first and take an inventory of all the parts. "D"
2. ____ You throw the instructions off to the side and only look at the pictures. "A"

3. ____ You don't want to be a burden to anybody else so you assemble it alone, but it may take you longer than others to do so. "C"
4. ____ You first grumble that it hasn't already been assembled and you put it together really fast. You think the manufacturer made a mistake because now you have left over parts! You toss the parts; they were not needed. "B"

Scenario 2: When giving a gift:

1. ____ You find something really nice, in fact so nice you decide to keep it for yourself. You then go buy them something different. "B"
2. ____ You purchase a fun gift that tells the story of an inside joke, or is just a complete gag gift. "A"
3. ____ You make the gift yourself or purchase something and add your own personal touch. "C"
4. ____ You may buy them a card or if you knew what they wanted, it was economical, and fit into your budget, you would make the purchase. "D"

Scenario 3: Hotel chains now place a card inside the hotel room that reads "Please save our water supply. If you would like your towels to be washed please place them on the floor." Your response is:

1. ____ You definitely follow the instructions and hang your towels after use. You want to do your part to save the environment. "C"
2. ____ You read the card and analyze how sincere the hotel actually is. You hang up your towels, because you would never leave them on the floor. "D"
3. ____ You will just throw the towel on the floor by default. You probably didn't even realize there was a card in your room and you're in a hurry anyway, so you're out the door. "A"
4. ____ You will say to yourself, "No, I paid a high price for this hotel room and I want the full service, including fresh clean towels." "B"

Scenario 4: You are out with other people. When ordering from a menu at a restaurant:

1. ____ You wait to order to see what everyone else orders first to ensure you order something different. That way, you can taste multiple unique things from the menu! "A"
2. ____ You look at cost to value and ask yourself, "How much do I get for what price? What makes the most sense to buy?" "D"
3. ____ You usually gravitate to the most expensive item on the menu because you want the best. You typically ask the server, "What is the best thing on your menu?" "B"
4. ____ If someone else might be picking up the bill, you will choose the least expensive item. You tend to order the healthier option. "C"

Scenario 5: You are at dinner with your friends, the server seems stressed out because the restaurant is packed. When he/she delivers your food, you realize quickly he/she brought you the wrong dish:

1. ____ Say nothing, it was an honest mistake, and you don't want to further stress the poor server. "C"
2. ____ As it is being delivered you say something immediately like, "Ah, I didn't order this," and in the back of your mind you think the server is obviously incompetent. "B"
3. ____ Catch the server's attention and send it back, and say that you would appreciate a discount on your check. "D"
4. ____ Eat the meal, who knows, it might be better than what you ordered. You may make a comment to the server with no expectations and say something like, "It's no problem, I'll eat it anyway." "A"

Scenario 6: When it comes to rules:

1. ____ You think that everyone else's rules are stupid. When it comes to the rules you invented, you believe everyone should follow them. "It's my way or the highway." "B"

2. ____ You will naturally follow the rules because you don't want to hurt anybody's feelings or displease anyone. "C"
3. ____ You believe that rules are meant to be broken. "A"
4. ____ You believe that rules were meant to be followed. "D"

Scenario 7: Pick an occupation that most appeals to you:

1. ____ You prefer to work directly with people, build relationships, and travel. "A"
2. ____ You prefer to work with methods, systems, numbers, processes, and routines. "D"
3. ____ You like what is challenging and makes the most money. "B"
4. ____ You enjoy helping and serving people and working toward a great cause. "C"

Scenario 8: When it comes to sports:

1. ____ If you can't win then you won't play, because winning is everything! "B"
2. ____ You love to play team sports! If you don't win it's OK because you enjoyed playing the game with each other. "A"
3. ____ You don't exactly see the point in sports, you have a long task list and some research you would rather be doing. "D"
4. ____ If you make me play, I'll play, but please don't hurt me and don't scream at me and I really don't care if we win. "C"

Scenario 9: When it comes to clothing:

1. ____ You wear clothes that are comfortable, breathable, non-binding. You also own a lot of old things that have been passed down from generation to generation because you are the family heirloom recipient. And you generally like earth tones. "C"
2. ____ You are the person who wears something bright, trendy, fun, colorful, what's

hip, what's hot now. You like funny clothes even with jokes on them. It doesn't matter if anybody likes it; you like it. "A"

3. ____ You wear the BEST, the most popular labels, the hottest-looking clothes. You put on the most expensive clothing and you dress to impress. You also wear a lot of black! "B"
4. ____ You may have items in your closet that are more than 10 years old, still in good working order. And there is no point in replacing them, fashion repeats itself just like history. "D"

Scenario 10: When it comes to shoes:

1. ____ You purchase quality shoes at a discounted price. Among your shoes, you've had many of them for a long time because you wear them until they wear out. "D"
2. ____ You have a lot of comfortable slip-on shoes, something that is easy to get into and out of and great to wear all day. You probably love Birkenstocks and during the winter you may even wear them with socks. "C"
3. ____ You have tons of shoes and none of them are boring. They are colorful, be-dazzled, extreme, or something that always makes them a topic of conversation. Comfort is not the goal. "A"
4. ____ You have a selection of top-of-the-line, brand-name shoes. (Several pairs in black) "B"

Scenario 11: When it comes to accessories:

1. ____ You always have tons of accessories, mixing and matching different bracelets, rings, watches, and earrings (usually inexpensive, or fake). You may even have lots of visible tattoos and piercings. "A"
2. ____ Your accessories are simple and you only wear maybe a watch and/or wedding band. It is tasteful. "D"
3. ____ You are attracted to the best jewelry, the highest quality stones and metals. Basically you want your jewelry to say I have more money than you (even if I don't). "B"

4. ____ You typically don't wear a lot of jewelry, if you do it is handmade, or heirlooms that have been passed down and hold sentimental value. "C"

Scenario 12: Through your formal educational years:

1. ____ You never got in trouble. You probably scored high in either math or science. You were neat and organized, everything was in its proper place. Your locker was also neat, organized, and even color coded! "D"
2. ____ You heard 'sit down and shut up' often. You often got in trouble for being loud and tardy. "A"
3. ____ You were the best at everything - well everything you chose to be the best at, because it's silly to be the best at something that is not important. "B"
4. ____ You were a compliant and quiet student who listened to most everything your teachers had to say. You worked diligently so that you wouldn't disappoint your teachers and/or parents. "C"

Scenario 13: When it comes to your car:

1. ____ You like a fun car that has really cool colors and the sound system is more expensive than the car itself. And you have a lot of stuff in my trunk that you have no idea what's in there. You have candy wrappers and fast food wrappers underneath all the seats. If there is license and registration it is crumbled up in a ball somewhere. "A"
2. ____ You like the best cars! Clean, sparkling, and capable of getting a lot of attention. It has to be a popular high-end brand name and it has to be expensive. It is the best of its class. "B"
3. ____ You like a car with research behind it; it must be cost effective, get good gas mileage, and have longevity. A car must be clean and organized inside and out. The scheduled maintenance and tune-ups ensure the longevity of the vehicle. Everything must be in good working order. "D"
4. ____ A car should be safe and good for the environment. Your cars in the past have had bumper stickers on the back and pictures of the kids inside. You always have tissues and wipes just in case. You know all the safety features. "C"

Scenario 14: When driving:

1. ____ You drive slow, and will let everyone into your lane. You stop for pedestrians and will brake for animals in the road. "C"
2. ____ You drive fast, honk the horn at cars and pedestrians. You tailgate, and you don't heed the bike lane. "B"
3. ____ You drive fast, talk/text, run yellow lights. Music is very loud. You didn't even know there were pedestrians waiting to cross. "A"
4. ____ You tend to obey the traffic signs and law. On the highway you may set your cruise control to the exact speed limit. It is illogical and insensible to pay for a traffic citation. "D"

Scenario 15: When packing to go out of town:

1. ____ All of your clothes are thrown in unfolded with shoes on top of the clothes or in with the clothes. Your shampoos and toiletries are also thrown in with everything. "A"
2. ____ You have one complete outfit for each day picked out in advance. All of your toiletries are in separate compartments. Everything is perfectly folded. "D"
3. ____ You bring more clothes than what you need, and you pack at the last minute because you are so busy. However, you do keep your toiletries separate and shoes separate. Your bag is not so organized but you know what will look good and better than everybody else when you arrive. "B"
4. ____ You bring very few cosmetics. You don't have a bag that's too heavy because "somebody else may have to lift this." You always have a first-aid kit just in case somebody else needs a bandage. You also pack snacks! "C"

Scenario 16: When it comes to dating:

1. ____ You are on time. You dressed appropriately for whatever the activity may be. "D"
2. ____ You most likely go to a concert or out dancing, something that is active and

fun! And you WILL be late because you changed your clothes 10 times because you didn't know what you wanted to wear. "A"

3. ____ You would go to an expensive restaurant. "B"
4. ____ You enjoy a nice quiet restaurant that is not too expensive and has an organic flare to it. "C"

Scenario 17: When you are surrounded by children:

1. ____ You are multi-tasking, holding a conversation as well as texting and emailing others at the same time. "B"
2. ____ Find most kids to be noisy and rambunctious and difficult to control. "D"
3. ____ Will get out and play with the kids for hours! "A"
4. ____ Suggest a nice quiet activity (like reading) and just enjoy spending time with them. "C"

Scenario 18: When it comes to money:

1. ____ Impulse buyer, you don't know where half of your money ends up. "A"
2. ____ Splurges on expensive items, you tend to purchase items that are the best. "B"
3. ____ Not a huge spender, but you lend or give friends and family money and you may go with out because of it. "C"
4. ____ You know where every dime of your money ends up. You never impulse buy; every purchase is thought out thoroughly. "D"

Scenario 19: When setting goals:

1. ____ Set dozens of lofty goals, you are a goal-setter and a go-getter. You tend to overfill your plate and will avoid failure at all cost. "B"
2. ____ Assess first and establish practical goals. "D"

3. ____ Volunteer to help other people fulfill their goals, you naturally find a need and fill it! "C"
4. ____ Don't set big goals, unless it is to have a good time. You love to start things, but rarely finish them. "A"

Scenario 20: When it comes to solving problems:

1. ____ You are a verbal processor, you have to talk out your problems with someone. "A"
2. ____ You come up with several scenarios, map each solution out and decide what the most efficient course of action would be. "D"
3. ____ Fix it fast; you don't have time to deal with problems. But you know your solution is the best possible answer. "B"
4. ____ Become overwhelmed, seek out others for help. You don't want to disappoint anybody. "C"

Scenario 21: An argument breaks out, you are the one who:

1. ____ Probably started it (but you would never admit that). "B"
2. ____ Will quiet down and stay out of it. "C"
3. ____ Try to make light of it and attempt to change the subject. "A"
4. ____ Have a valid argument and lay it out, even if it's harsh. "D"

Scenario 22: If it's a big decision:

1. ____ Make quick decisions and often change them just as quickly. "A"
2. ____ Never like making a decision, and quickly become stressed out. Especially if the decision could hurt people's feelings. "C"
3. ____ Consider all of the options and make the most logical choice. "D"
4. ____ Make quick decisions. You aren't afraid to make a tough decision and you disregard any obstacles in the way. "B"

Scenario 23: If there was a threat of a natural disaster in your area:

1. ____ You are too busy to even think about the disaster. Why waste time concerning yourself with something that may never happen? If it actually did come to your area, you would quickly run out and grab supplies at the last minute. "B"
2. ____ You already have your emergency kit ready, and have had it ready to go for years with enough food and fresh water to last your family several months. "D"
3. ____ You have an emergency kit with a lot of excess food in case other people didn't prepare; you also have extra flashlights and lots of bandages for everybody else. "C"
4. ____ When you hear about the possibility, you run to the store and stock up on overly processed foods such as chips, donuts, beer, soda, and crackers. And make sure to grab a deck of cards. "A"

Scenario 24: Spring cleaning! You open your garage door:

1. ____ There are boxes full of old knickknacks that have been there for years. You can't bring yourself to throw them out. You know that others are in need so you find some older clothes and furniture to donate. "C"
2. ____ Everything is already organized, pushed to one side, and stacked perfectly. However, you take the time to implement a new color-coded labeling system on all the boxes. Red is for Christmas decorations, etc. "D"
3. ____ Everything is everywhere, you can barely open the garage door; it is a disaster. Why clean it? You still always find what you need. "A"
4. ____ Your garage is packed full of "stuff" and you are too busy to clean and organize it. You do a quick clean and shove boxes to one side so you can fit your new car in the garage. You may have thrown away some important family items, but who hangs on to stuff anyway? "B"

Scenario 25: You open your closet doors:

1. ____ There is a place for everything. Your closet is organized with the hangers in the same direction and your clothes hang neatly from light to dark. "D"
2. ____ A majority of the hangers are empty, most of your clothes are on the floor in your room. You are lucky if you find two socks that match. "A"
3. ____ Not overly organized or sloppy, you are just too busy to organize it. But your clothes are hanging. "B"
4. ____ Your closet is packed with hand me downs, a lot of neutral tones, and comfortable organic materials because you can't throw anything out! "C"

Scenario 26: You are loading the dishwasher:

1. ____ Load it full with food still encrusted on all the dishes, you don't get to unloading it until the sink is full again of dirty dishes. You often ruin hand-wash only dishes and melt plastic ware by placing them in the high heat rack. "A"
2. ____ Load it with crusty dishes, you don't want to wait for it to be full to run it so you start the dishwasher when it is half-full most of the time. "B"
3. ____ Load the dishwasher with pre-rinsed and scraped dishes, in an orderly manner with all of the silverware matched up in separate, designated areas. "D"
4. ____ Because conserving water and energy is important to you, you don't run the dishwasher until it is totally full so you don't have to run it that often. "C"

Scenario 27: Shopping at the grocery store:

1. ____ Grab and go, the idea is to get out of the store as quickly as possible. "B"
2. ____ Spend entirely too long in the grocery store, buy more than you intended and totally forget to buy the key items you originally went in for. "A"
3. ____ Go straight for the organic section. "C"
4. ____ Have a list, don't buy anything that is not on the list, and shop the sales and look for discounts. "D"

Scenario 28: Friendships:

1. ____ Have lots of friends; people love being around you! And you are constantly making new friends! You value relationships and keep in touch with people you have known for a very long time. "A"
2. ____ You have a huge heart for your friends, and also maintain many long-term relationships. You are everyone's best friend, but often your kindness gets taken advantage of. "C"
3. ____ You attempt to change people, because they tend to let you down. You have a few close friends but it is hard to earn your trust. "D"
4. ____ Everybody knows who you are, you make sure of that. Your closest friends are probably driven and ambitious like yourself (but not more than you). "B"

Scenario 29: When you are in a room full of people:

1. ____ You will talk to every single person in the room, and comfortably. "A"
2. ____ You size up everyone in the room, and immediately identify any competition. "B"
3. ____ You find one person and connect really well, spending the whole night in a thoughtful conversation with them. "C"
4. ____ You gravitate away from the main mass of people, sit back, and observe. "D"

Scenario 30: When talking on the phone:

1. ____ You are aware of how much time you are dedicating to the call, being sure to ask all questions up front and end the conversation after all important information has been relayed. No reason to linger. "D"
2. ____ Even if it is the cable guy, you talk for at least twenty minutes discussing your favorite TV shows and what you had for lunch. "A"
3. ____ You don't talk a lot, you mostly listen to the other person. You never end the conversation, you are available to them for as long as they need and answer all questions fully. "C"

4. ____ You have a purpose for the conversation, and will stay on the phone long enough to make sure that purpose was accomplished. You will keep talking until the other person fully understands. The conversation ends with an action item. "B"

Scenario 31: Public Speaking:

1. ____ You have everything written down, and explain or present the information in a step-by-step fashion, and tend to use a larger vocabulary. "D"
2. ____ You avoid public speaking as much as possible. When forced you keep it short (if not slightly rushed sounding) and tend to be more soft-spoken. "C"
3. ____ You probably should have made note cards but forgot. You are a very animated speaker, using your hands and swaying or walking around while you talk. It may not be the most organized and maybe you unintentionally leave out a few things but in general, you are always enthusiastic about the topic. "A"
4. ____ You are a very confident public speaker, and aren't afraid to be the first to present an idea. "B"

Scenario 32: In conversation with someone one-on-one:

1. ____ You don't talk loud and are more reserved. You tend to be the first to listen and the last to speak. "C"
2. ____ You are pretty loud or animated (or both) when you get to talking to someone. "A"
3. ____ You tend to talk in a rhythm, more monotone. You are not overly loud or soft-spoken. You like to ask questions in order to clarify. "D"
4. ____ You tend to dominate the conversation. You are a direct communicator, and you emphasize what you think is BEST alot. You're opinionated and don't like it if people disagree. "B"

Scenario 33: When visiting the zoo:

1. ____ You make a beeline for the birds of prey and wildcat exhibits. In general, see what you want and then leave. "B"
2. ____ You stop by every exhibit and feel a sadness for all the caged animals. And typically donate at every opportunity. "C"
3. ____ You, as always, have the day planned out, and stop by each exhibit and catch every animal show in order of the map. You also pack snacks and water and don't buy anything from inside the park; it is all overpriced. "D"
4. ____ You don't even look at the map, you bounce around the park to each exhibit sign as you see them. You make sure to buy the elephant swirly straw and some cotton candy. "A"

Scenario 34: Handshake:

1. ____ You tend to offer a loose relaxed handshake and often use both hands to shake. "C"
2. ____ You offer a firm quick handshake. "D"
3. ____ You love an enthusiastic shake and tend to not let go, or you bypass the hand and offer a hug. "A"
4. ____ You have a strong solid grip when you shake hands; you control when it ends. "B"

Scenario 35: Keeping track of time:

1. ____ Every clock in your house is set to the same time, down to the second. You are always on time. You are never late. "D"
2. ____ You are so busy it is hard to keep track of time. You usually sacrifice eating and sleeping times to get things done. "B"
3. ____ You try to be everywhere early; you don't want to inconvenience anyone. However, it doesn't always work out. "C"

4. ____ If you do care about being on time, you set your watch 10-30 minutes ahead to help give you extra time, and still often find yourself late. You lose track of it quickly. "A"

Scenario 36: When home alone:

1. ____ Pull out your home task list and begin completing things that need to get done, one by one. "D"
2. ____ Pull out your laptop and continue working. "B"
3. ____ Put on the TV, music, and call someone, all at the same time. "A"
4. ____ Put on some relaxing music and sit down to rest for a bit, and maybe enjoy a cup of tea outside. "C"

Scenario 37: How you view people:

1. ____ You find most people incompetent. "D"
2. ____ You see the good in people. "A"
3. ____ You try to show them up, whoever it is. "B"
4. ____ You do see the good in people, and will give them multiple chances - even if they have hurt you. "C"

Scenario 38: When at the doctor's office:

1. ____ You got there on time and you are frustrated if you are made to wait longer than a few minutes past your appointment time. "D"
2. ____ You got there early and will wait patiently to see the doctor if he is running late. You understand some emergency may have come up that requires the doctor's time. "C"
3. ____ You showed up late and just hope they didn't cancel your appointment. You get out your phone and start texting or make a call. You may even play a game on your phone. "A"

4. ____ Chances are you were a couple minutes late, but act as if you were on time. If made to wait more than a reasonable amount of time, you confront the receptionist. If the doctor can't make time for you, you are not going to sit around all day – she/he should just let you in or reschedule the appointment for a day when the doctor is less busy. "B"

Scenario 39: Hair:

1. ____ Your hair is always trendy, professional, and you paid a lot of money to maintain it (even if you are a guy). "B"
2. ____ You love experimenting with funky colors, dreadlocks, a perm! Anything! "A"
3. ____ You don't want to damage your hair with harmful chemicals or processing. Whatever is easy. You don't pay attention much to styling. "C"
4. ____ You tend to pick a hairstyle that does not require a lot of time to maintain it. You may have been going to the same barber/hair stylist for 20 years, and you rarely change your hair style. "D"

Scenario 40: Of these four choices, which option motivates you the most:

1. ____ Serving others. "C"
2. ____ Challenge and/or Money. "B"
3. ____ Fun! "A"
4. ____ Facts and figures. "D"

Congratulations on completing the assessment!

Great job. So...now what?

Simply go back through the assessment and add up the number of items that corresponds to the letters A, B, C and D and enter those totals on the lines below. As you've probably figured out, each letter corresponds to a specific GEM:

A = Sapphire

B = Ruby

C = Pearl

D = Emerald

But hold on; you don't get just one score; you get two. Everyone has a primary and a secondary GEM! So, if the highest total number of answers corresponds to the letter D, and the second highest number of answers corresponds to the letter B, you are an Emerald (Primary) and Ruby (Secondary).

Keep in mind that there are NO RIGHT ANSWERS or 'GOOD' GEMS™. Each GEM is excellent in its own right, with strengths and advantages that need to be recognized and honored to maximize communication!

Scoring:

A:__

B:__

C:__

D:__