

# PERSONALITY PRACTICE TEST FOR JOBS

25 Free Test Questions with Answers Explained



# Employment Personality Sample Test

You can learn and find more practice materials for the test on our [Personality Tests study guide](#). For each question, mark whether you agree or disagree using the sliding scale below:

**1. Strongly Agree 2. Agree 3. Neutral 4. Disagree 5. Strongly Disagree**

1. I find that following a routine feels confining.
2. I do my work because I enjoy it and don't think too much about promotions.
3. Large social gatherings overwhelm me.
4. I never give in during negotiations.
5. I don't get worked up over minor details.
6. I tend to stick to the same techniques if I know they work well.
7. I go with the flow and see where my life takes me.
8. It takes me a while to really open up to people outside my inner circle.
9. I'm hardly ever wrong.
10. I'm not very emotional or sentimental.
11. I'm not very creative or imaginative.
12. I tend to look at the big picture rather than focusing on each individual detail.
13. I need to make sure I have time to myself every day.
14. I hate working in groups.
15. I am rarely stressed or anxious.
16. If there's a schedule, I always follow it to a tee.
17. I don't like my workplace to be too structured and orderly. I prefer a more easygoing environment.

18. I prefer to read the newspaper on my coffee break than to chat with my colleagues in the cafeteria.
19. I have my way of doing things.
20. Criticism rarely affects me personally.
21. Though I work hard, I don't particularly like trying new experiences outside my comfort zone.
22. I like to keep a good work-life balance so I have time to enjoy myself.
23. I am a rather quiet, introspective individual.
24. I keep a healthy level of skepticism whenever doing business.
25. I don't worry all that much about my job performance.

## Detailed Answers:

### Openness:

Add up your responses for questions 1, 6, 11, 16, and 21.

**5-9:** You are rational and conventional. You like to stick to your routines and shy away from new experiences.

**10-14:** You are practical, and you like to stick with what you know works well.

**15-19:** You're interested in a variety of subjects and you are always open to trying new techniques.

**20-25:** You're highly creative and imaginative, and you crave adventure and variety.

### Conscientiousness:

Add up your responses for questions 2, 7, 12, 17, and 22.

**5-9:** You have relaxed standards.

**10-14:** You are easygoing but always finish your work on time.

**15-19:** You thrive off of discipline and are highly self-motivated.

**20-25:** You are very efficient and know how to work hard to achieve your goals.

### Extraversion:

Add up your responses for questions 3, 8, 13, 18, and 23.

**5-9:** You're highly introverted and prefer to work alone.

**10-14:** You value your solitary time and are somewhat reserved.

**15-19:** You are bubbly and talkative and derive energy from interactions with others.

**20-25:** You are highly enthusiastic, and you love working with people.

### **Agreeableness:**

Add up your responses for questions 4, 9, 14, 19, and 24.

**5-9:** You find it difficult to give in to others or collaborate when you don't agree.

**10-14:** You always make sure to stand up for yourself.

**15-19:** You're affectionate and friendly. Your co-workers never have problems working with you.

**20-25:** You are quick to compromise, and are highly trusting, but you can sometimes be a people-pleaser.

### **Neuroticism:**

Add up your responses for questions 5, 10, 15, 20, and 25.

**5-9:** You rarely allow your emotions to affect you.

**10-14:** You aren't easily bothered by your moods.

**15-19:** You sometimes suffer from anxiety because you often find yourself worrying.

**20-25:** You're highly sensitive and tend to drown in your emotions.