

## ***Appendix 1B – Human Identity Questionnaire – Part 2***

This Appendix 1B contains Part 2 of your personal copy of the Human Identity Questionnaire. It contains the Instructions, Tables, and Graph Forms for you to use to score your Human Identity Questionnaire and plot your Psyche Stage Profile. It also contains a brief discussion to help you to begin to use and interpret your profile. It is best to complete Part 1 of your questionnaire before proceeding to Part 2.

### **Scoring Your Personal Identity Profile**

Score your questionnaire in this way:

**First - Find Your Personal Identity Questionnaire Scoring Key** that follows these instructions. It gives the Human Identity stage that corresponds to each of the alternative ways to complete each statement on the Questionnaire.

Return to your completed Questionnaire. For each alternative you assigned points to, you will enter in the right-hand box the corresponding symbol for the Human Identity stage. This symbol is one of the letters B, C, D, E, F or A'. Stage A of Human Identity is not included because it cannot be measured by a written questionnaire.

Now, let's go through an example to demonstrate how to use your **Scoring Key**. Consider your Questionnaire's first statement, "1. Friends And Associates." Assume you assign six points to the first alternative way to complete the statement and four points to the second. The Scoring Key shows these alternatives for completing statement 1 correspond to Stage F pattern and to Stage A' pattern, respectively. Therefore, place an F in the right-hand box next to where you placed 6 points and an A' to the right of where you placed 4 points. Proceed this way through your Questionnaire. You record the stage letter symbol wherever you assigned points.

**Second, Find Your Personal Identity Questionnaire Score Sheet.** It follows the **Scoring Key** in this section. It is a form for computing your Questionnaire's total point score, for each stage of Your Personal Identity.

Return now to your completed Questionnaire. For each alternative you assigned points to, enter in the proper column on the **Score Sheet** the number of points you assigned to that alternative.

For example, consider again the Questionnaire's first statement, "1. Friends And Associates." Assume you assigned points only to the first two alternatives: Six points to the first alternative (corresponding to Stage F), and four points to the second (corresponding to Stage A'). On the Score Sheet to the right of, "1. Friends and Associates", enter 6 points in the Stage F column and 4 points in the Stage A' column.

Continue in this way through your Questionnaire, copying your assigned points to the proper rows and columns on the Score Sheet. Be sure to transfer a total of ten points for each statement. Then, sum the points in each vertical column to compute the total points for each stage of Your Personal Identity. Enter the total points for each column at the bottom of the **Score Sheet** in the boxes provided for Stage Score Totals.

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Be sure the horizontal sum of the numbers in the Stage Score Total boxes equals 200 points. If it does not, find and correct the errors in entering or summing points before you go on.

**Third, Find Your Personal Identity Questionnaire Profile Graph** that follows the **Score Sheet**. It is a graph form for plotting **Your Personal Identity Questionnaire** scores (i.e. Stage Score Totals from your **Score Sheet**).

**Your Personal Identity Questionnaire Profile Graph** has six vertical columns: One for each of the stage patterns of Human Identity from Stage B through Stage A'. Recall that Stage A of Human Identity can't be measured with a questionnaire, so it is not included. Each column of tile Profile Graph has space for plotting stage scores from 0 to 100 points.

Plot your Stage Score Totals for each stage of Your Personal Identity on the centerline of the proper vertical column. After you plot your scores, connect the points with line segments to draw **Your Personal Identity Questionnaire Profile Graph**.

For example, assume your **Score Sheet** shows a Stage B pattern score of 15 points. Find the 15 point level at the center of the Stage B column. Place a point there. Do the same thing for your other Stage Score Totals from Stage C through Stage A'. When you have plotted all six points, complete **Your Personal Identity Questionnaire Profile Graph** by drawing line segments between the points. Start at the Stage B point and end with the Stage A' point.

**Your Personal Identity Questionnaire Scoring Key**

Alternative For Statement Completion	1	2	3	4	5	6
1. Friends And Associates	F	A'	D	B	E	C
2. Spare Time Or Vacation	D	B	C	A'	F	E
3. Evaluating Others	C	E	A'	F	D	B
4. Disagreements Between People	B	A'	F	D	C	E
5. Word Association	C	D	E	B	A'	F
6. Evaluating What Is Said About Others	E	A'	B	F	C	D
7. Feelings About Management	F	D	C	E	B	A'
8. Rewards For My Work	E	F	C	B	A'	D
9. Being Criticized	D	B	A'	C	E	F
10. Word Association	B	E	F	D	A'	C
11. Failure	A'	D	C	E	F	B
12. Learning	C	B	F	A'	D	E
13. The Way People Act	E	B	D	C	A'	F
14. Things That Bother Me	A'	F	E	D	B	C
15. Word Association	F	C	E	D	A'	B
16. Working In Groups	D	E	A'	C	B	F
17. Solving Our Country's Problems	B	C	F	A'	D	E
18. Goals In Life	B	E	F	D	C	A'
19. Guidelines For Life	A'	E	D	F	B	C
20. Phrase Association	F	C	A'	B	E	D

**Your Personal Identity Questionnaire Score Sheet**

Stage Of Human Identity	B	C	D	E	F	A'
1. Friends And Associates						
2. Spare Time Or Vacation						
3. Evaluating Others						
4. Disagreements Between People						
5. Word Association						
6. Evaluating What Is Said About Others						
7. Feelings About Management						
8. Rewards For My Work						
9. Being Criticized						
10. Word Association						
11. Failure						
12. Learning						
13. The Way People Act						
14. Things That Bother Me						
15. Word Association						
16. Working In Groups						
17. Solving Our Country's Problems						
18. Goals In Life						
19. Guidelines For Life						
20. Phrase Association						
Stage Score Totals						

**Your Personal Identity Questionnaire Profile Graph**

	B	C	D	E	F	A'
100						
95						
90						
85						
80						
75						
70						
65						
60						
55						
50						
40						
35						
30						
25						
20						
15						
10						
5						
0						

## **Using Your Personal Identity Profile Graph**

**Your Personal Identity Questionnaire** is fun to take and use. The shape of Your Personal Identity Questionnaire Profile **Graph** measures the relative importance of various stage patterns of Human Identity now functioning in your life.

The quantitative accuracy of **Your Personal Identity Questionnaire** scoring numbers is only approximate. It is the qualitative shape of the profile graph that is most significant. The currently dominant stage pattern of your Personal Identity is the stage with the highest peak farthest to the right on your Profile Graph.

Usually you take your Questionnaire during a low stress period. Therefore, it assesses your normal stress-free thinking, feelings, motivation, and behavior. If you are under high stress when you take the your Questionnaire, its results may show different relative stage strengths, or even a different dominant stage of identity than your profile graph would otherwise show.

High stress may shift your relative stage strength values, or your dominant stage to the left on your Profile Graph. We never observe stress shifting a profile to the right toward more evolved stages of your Personal Identity. This observation is useful for understanding and dealing with yourself, or with other people under stress.

**Your Personal Identity Questionnaire** assesses your current position in your life's evolving process of Personal Identity. It assesses who you really are now and where you are going in a moving process. It does not show who you are as some fixed type of person in any permanent sense, because you are not a fixed type of person. This is in contrast with many other psychological instruments that try to determine what fixed type of person you are.

**Your Personal Identity Questionnaire Profile Graph** becomes more useful as you proceed through the *Human Identity* book. While recognizing the limitations of a questionnaire, I am pleased with how valid and useful its results tend to be. Hundreds of people have taken this Questionnaire in a wide range of personal and work situations in more than one country. People continue to report that its results give them:

- A valid picture of who they discover themselves to really be;
- Powerful insights for where they are going;
- A useful tool for personal growth;
- Important help to understand others who are different in thinking, feelings, motivation and behavior;
- An effective tool for selecting people and for assigning them to specific types of work where they can be most productive;
- A significant aid in leading and managing people; and
- A personal guide for applying the *Human Identity* book's material to their lives.

Two examples illustrate the range of uses people find for their Questionnaire and Profile Graph.

**First** - Two employees who worked for one of my clients shared their Questionnaires and Profile Graphs with each other. They discussed their Personal Identity differences in terms of the kind of work each preferred. They discussed what they had learned from the training I gave them and from their Profile Graphs about how each of them thinks, feels and is motivated. They realized that each was more suited for the other person's job.

Together they went to their supervisor, who also had taken my training and this Questionnaire. They asked

him if they could switch jobs. He gave permission. Fortunately, they were both in the same pay and benefits classification so the change was administratively easier to make. A tangible benefit resulted for them and their organization. Two happier, more enthusiastic and productive workers were created.

**Second** -A man in one of my client training programs spoke out against the idea of an evolving Personal Identity and its stage patterns. He said it was a ridiculous concept because he claimed everyone knew that we were pretty much formed in childhood, and that was that. He scoffed at measuring his Personal Profile of such stages. To show that he was right, he made copies of the Questionnaire for his family to use. He intended to demonstrate that not only was his Profile Graph meaningless, but those of his family would be as well.

His teen-age children confronted him with their conclusions after they took the Questionnaire and reviewed the training handout materials I had given to their father. They reported to him that indeed their Personal Identity Profile Graphs matched how they perceived themselves. Further, they showed him how his Profile Graph agreed with how they perceived him.

Beyond that, the children used their own Profile Graphs and their parent's Profile Graphs together with the training handouts to explain the communication problems they were having within the family.

To his great credit as a growing person, this man openly reported these events near the end of the training program. He graciously observed that the Personal Identity Questionnaire concept and its stages of human identity were more valuable than he first thought.

This family used group discussion to extend the usefulness of their Personal Identity Profile Graphs. They achieved within their family group a degree of effective communication previously unknown to them. The Questionnaire and their Personal Identity Profile Graphs were catalysts for their individual growth and effectiveness as a family.