

## ***Appendix 1A – Human Identity Questionnaire – Part 1***

This Appendix 1A contains Part 1 of your personal Human Identity Questionnaire. It enables you to measure the current status of your Human Psyche Stage Profile. Appendix 1B contains Part 2 of your Human Identity Questionnaire. It enables you to score and to interpret your questionnaire. It is best to complete this Part 1 of your questionnaire before proceeding to Part 2.

### **Measuring Your Human Identity Profile**

This personal questionnaire gives you insight into which stages of human identity are now most important in your life. When you compare your questionnaire with what you learn in the *Human Identity* book, you better understand who you really are now, where you are going and the nature of your relationships with others. This new knowledge is an important tool for you to live and work successfully in our time of radical change.

#### **Introduction**

How can I measure my own process of human identity? How can I measure those of people I live and work with? These are questions that have come to me over and over again in my consulting work, or wherever I speak to people about the evolution of our human identity throughout life. Everyone wants to know how to discover which psyche stage patterns are now active in their lives, what are their relative strengths and which stage is now dominant.

I created this self-discovery tool so you can investigate these questions for yourself. It can also give you insight into the psyche stage patterns active in the lives of others you deal with. Then you can better understand their human nature relative to yours. The questionnaire is valuable for improving your personal, family and work relationships. Many persons have used it to meet these important needs.

Its primary result is your **Personal Identity Profile**. Sharing the graph of your profile with others helps you to achieve better communication, resolve conflicts and facilitate your growth.

The questionnaire does not assess your intelligence or achievement. There are no right or wrong answers, or no good or bad answers. Your answers are your personal preferences for the various ways to complete each of the questionnaire's twenty statements. As you read the *Human Identity* book, your personal questionnaire results become more meaningful.

You can photocopy the questionnaire and its scoring forms for others to use. Now you are ready to learn how to take your questionnaire.

## **How To Take Your Personal Identity Questionnaire**

As you read this page, turn to the Questionnaire that begins on the next page. Notice how it is laid out. It has twenty incomplete statements about common life and work situations. There are six ways to complete each statement.

There is an open box to the left of each way to complete a given statement. If you have any preference for some alternative way to complete the statement, place a mark in this box to show that you prefer that alternative to some degree.

There are two larger boxes to the right of each way to complete a statement. You use the left box to enter a number of points giving the relative degree of your preferences. The questionnaire scoring process uses the right box. How you do these things is explained next.

Now you are ready to take your Questionnaire. Go through it one statement at a time. Use the following procedure:

- **First** – Read an incomplete statement. Then quickly read all six alternative ways to complete it.
- **Second** – Select all of the alternatives you prefer to any degree by marking the box to the left of each. Some alternatives you will prefer strongly, some moderately, others weakly and some not at all. Select no more than three alternatives for completing each statement, unless you feel you want to choose more. If you select more than three alternatives, your **Personal Identity Profile Graph** may be less distinct. Work as fast as you can through the Questionnaire. You gain nothing by agonizing over your selections.
- **Third** – Distribute a total of 10 points among the alternatives you selected for completing each statement. The number of points you assign shows the relative strength of your preference for each alternative selected. The following example explains how to distribute the 10 points:

If you choose only one way to complete the statement, assign 10 points to it in the left hand box to the right of that alternative. If you choose more than one way to complete the statement, assign a number of points to each that expresses your relative preferences. For example, assume you have differing preferences for three ways to complete a given statement. Assume you prefer one way as strongly as you prefer the other two combined, and you prefer the second way slightly more than the third. Therefore, assign point values of 5, 3 and 2 to your selections, respectively. This makes the total point score for all your selections for that statement equal to 10, as it should be. Place the points in the left hand boxes to the right of your selections. Use whole numbers of points. Don't use fractional points.

- **Fourth** – Check two things, after you complete assigning points to all twenty statements on the Questionnaire. First, be sure you have assigned a total of 10 points to each statement. Second, check that you have assigned a total of 200 points for the whole Questionnaire.

## YOUR PERSONAL IDENTITY QUESTIONNAIRE

### 1. Friends and Associates

Most of my friends and associates are:

	people I feel close to because they are concerned about me and accept me as I am.		
	people from a variety of backgrounds who I enjoy being with even if they may disagree with my views.		
	people who agree with my beliefs and don't break rules of right conduct.		
	people who make me feel safe.		
	people who can help me achieve my goals and do not interfere with me.		
	people who know they can't take advantage of me.		

### 2. Spare Time or Vacation

During my spare time or vacation I like to:

	go on a properly organized tour that is really the right one for me.		
	stay with my own kind and do what they want.		
	go someplace where I can get what I want and nobody can bother me.		
	share ideas with others and then plan something that is novel and meaningful to each in his own way.		
	spend time with warm, friendly people; the location is not as important.		
	go to a first class place where the best people go and I can assure freedom from interference.		

### 3. Evaluating Others

In evaluating others I:

	want to know if they are for me or against me because you can't trust most people.		
	consider their position in the community, their accomplishments and their special abilities.		
	take into account the whole context of their life, including their performance, relationships, situation and environment.		
	respond to our similarities, how we relate to each other and whether I feel accepted.		
	determine if they do what is right and uphold high moral standards.		
	find out if they belong to my group.		

**4. Disagreements Between People**

Disagreements between people happen because:

	they do not agree with the way things are done.		
	they push their narrow self interests rather than realizing they must integrate their legitimate differences within an effective system.		
	they do not understand feelings from the viewpoint of others.		
	they do not follow the rules and standards set up to make sure everybody does the right thing.		
	they try to get power and take things the other person wants.		
	those who don't know what they are doing interfere with those who do.		

**5. Word Association**

Of the following words, I relate most to:

	Power		
	Sacrifice		
	Victory		
	Safety		
	Interdependence		
	Community		

**6. Evaluating What Is Said About Others**

A highly regarded person is said to have started a fight. I want to know:

	if the report is based upon facts and what the person giving the report could gain by lying.		
	how the information about the situation was obtained and in what context the incident supposedly took place.		
	what strange thing made him do it		
	what differing emotions were involved and whether or not he was feeling himself.		
	if he got what was coming to him.		
	how unwarranted rumors about this righteous person got started.		

**7. Feelings About Management**

My feelings about management are:

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	I like managers who accept me and who enable the group to work harmoniously.		
	I expect management to be stable, have firm rules and regulations and make everyone follow them.		
	I want a strong boss who isn't on my back and who gets me what I have coming.		
	I want management to give me tangible rewards for my personal accomplishments and to let me work independently.		
	I like a boss who shows us how to do things and who can help us.		
	I like managers who share knowledge of overall directions, allow me freedom to contribute my talents, but who insure individual efforts are properly integrated.		

**8. Rewards For My Work**

I believe the most important rewards for my work are:

	higher pay and positions of responsibility that recognize my ability and individual performance.		
	the opportunity to do work that helps others and have a pay system that makes harmony, not status differences.		
	getting top pay now, not a bunch of hassles and a lot of promises.		
	a steady job with good pay.		
	performing work by myself and with others that is meaningful, challenging and requires me to grow both as a person and in competence.		
	a uniform pay and promotion system that guarantees rewards for loyalty and length of service.		

**9. Being Criticized**

If someone said to me, "Why didn't you do that?" I would answer:

	I should have done it, is it all right if do it now?		
	nobody showed me what to do and I didn't know what to do.		
	I wanted to talk it over first because it seems to me it may not fit in with our overall plan.		
	nobody else did it, so why should I?		
	I was working on something that I think was more important.		
	I'm really sorry I let you down.		

**10. Word Association**

Of the following words, I relate most to:

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	Mystery		
	Science		
	Humanity		
	Order		
	Synthesis		
	Heroism		

**11. Failure**

When I fail at something:

	I want to understand how it happened so I can decide if it's worthwhile to resolve it.		
	it's usually because it was my fault and I didn't do what I should have done.		
	it's usually because somebody's out to get me.		
	I double my efforts to succeed.		
	I wonder what others will think of me and how they will react.		
	it wasn't meant to be.		

**12. Learning**

The way I learn best is:

	by finding out the fastest way to get what I want.		
	show me what to do and help me do it over and over until I get it.		
	by observing what happens as people behave one way or another and then relating those actions to similar situations in my own life.		
	by collaborating in an inter-active process with associates and with leaders who participate in the learning process as they guide it.		
	being taught the way people get the right answer and the consequences for making a mistake.		
	by my own efforts using logical methods and by knowing the payoff to me for success.		

**13. The Way People Take Action**

I believe:

	people perform best when they act as individuals, know their reward for success,		
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	and they are free of external interference and control.		
	there are powers and forces that make things happen and make people do things.		
	people who live righteous lives must discipline themselves in order to meet high moral standards and follow proven rules.		
	people do what is best for them.		
	people perform if personally convinced the work is worthwhile, if participation is voluntary, if expression is free without barriers, if access to information is open and if leaders are human, enabling and competent.		
	people act to achieve peace with themselves and others by being involved and mutually dependent.		

**14. Things That Bother Me**

Things that bother me most are:

	not having the information I need to know how to develop my ideas and to act competently.		
	not being at peace with myself and not feeling accepted by others.		
	outside controls that limit my personal initiative and accomplishment, and that force unwanted relationships and dependencies on me.		
	lack of order, stability and right purpose in people's lives.		
	things that can hurt me.		
	people who think they can get me.		

**15. Word Association**

Of the following words, I relate most to:

	People		
	Survival		
	Wealth		
	Discipline		
	Becoming		
	Magic		

**16. Working In Groups**

I work best in groups when:

	there are clear rules and the leader makes sure they are followed.		
	my personal abilities are tangibly recognized and the leader values my personal initiative to set goals and solve problems.		

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	directions and milestone goals for the work process are reached by agreement through open interaction among competent, committed people.		
	I don't have to put up with bull to get what I want.		
	the leader shows me what he wants me to do.		
	we understand and depend upon each other and try to help each other.		

**17. Solving Our Country's Problems**

The way to solve our country's problems is:

	to live like famous citizens show us.		
	to be strong enough that nobody can take advantage of us without getting hurt.		
	to increase people's sense of community and participation so we can develop a better understanding of others we can depend upon.		
	to realize our problems are complex and inter-dependent, requiring new solutions through integrated relationships, rather than through separate interests.		
	to stop the decaying moral principles, which undermine every civilization, and return to the practices that made us a strong and righteous nation.		
	stop government interference in people's lives and build the strength of our free, independent economy.		

**18. Goals In Life**

Main goals in my life are:

	to get along with the powers that control my life.		
	to achieve success by being best at what I do, by working hard and by putting myself at the right place at the right time.		
	to be aware of myself, how I relate to others and to make a contribution to society.		
	to lead a disciplined, orderly life according to high ideals and morals so I am worthy of reward.		
	to come out on top in my constant battles to get what I deserve.		
	to find meaningful direction and integrate my experiences into a process of living that, according to my evolving standards, has high quality of life.		

**19. Guidelines For Life**

To achieve purpose in my life, my guidelines come from:

	a guiding model that integrates useful principles, knowledge, resources, and real life experiences.		
	sound reasoning based on facts and expert opinion.		
	right moral principles and rules that hold society together.		

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	the feelings and needs of people.		
	the ways of my family and my people		
	whatever it takes to get me what I want.		

**20. Phrase Association**

Of the following phrases, I relate most to:

	being at peace with my inner self and being content with the relationships in my life		
	having and using power.		
	learning about the interactions among people and their environment so I can better understand how the world functions.		
	keeping myself and my group safe.		
	having the material resources and independence to do as I wish		
	knowing the truths that make a moral life.		