

Appendix 1B – Human Identity Questionnaire – Part 2

This Appendix 1B contains Part 2 of your personal 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 help for beginning to use your profile.

Scoring Your Personal Identity Profile

Score your questionnaire in the following way:

First - Find Your Personal Identity Questionnaire Scoring Key on page 3. It gives the human psyche stage that corresponds to each of the alternative ways to complete each statement on the questionnaire.

Go to your completed questionnaire. The first job is to assign a psyche stage symbol to each alternative you assigned points to. The symbols you use are one of the B, C, D, E, F or A'. Note that the symbol A for Stage A is not included because Stage A pattern cannot be measured by a written questionnaire.

Let's use an example to explain how to use the **Scoring Key**. Consider your Questionnaire's first statement, "1. Friends And Associates." Assume you assigned 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 in this way through your questionnaire – Record a letter symbol corresponding to the psyche stage for each alternative you assigned points to.

Second, Find Your Personal Identity Questionnaire Score Sheet on page 4. It is the form for computing your questionnaire's point score for each stage of Your Personal Identity.

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

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. Copy 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 psyche stage of your Personal Identity. Enter the total points for each column at the bottom of the **Score Sheet** in the boxes provided.

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 before you go on.

Third, Find Your Personal Identity Profile Graph on page 5. It is the form for plotting your

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questionnaire scores, stage-by-stage, on **Your Personal Identity Profile**. It has six vertical columns: One for each of the stage patterns of Human Identity from Stage B through Stage A'. Recall that Stage A can't be measured with a questionnaire, so it is not included. Each column of the form has space for plotting psyche stage scores from 0 to 100 points. If you have a psyche stage score greater than 100, just extend the vertical scale as much as you need.

Plot your psyche stage score totals as a point on the centerline of the proper vertical column. After you plot your scores, connect the points with line segments to draw **Your Personal Identity Profile Graph**.

For example, assume your **Score Sheet** shows a total 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 psyche stage score totals from Stage C through Stage A'. When you have plotted all six points, complete **Your Personal Identity 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 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 **Profile Graph** shows the relative importance of various psyche stage patterns now functioning in your life.

The quantitative accuracy of **Your Personal Identity Questionnaire** is only approximate. It is the qualitative shape of your **Profile Graph** that is most significant. The currently dominant psyche 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 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. Stress may even shift your dominant stage to the left on your Profile Graph. We never observe stress shifting a profile to the right toward more evolved psyche stages. This observation is useful for understanding and dealing with yourself and others under stress.

Your Personal Identity Questionnaire assesses who you are now in your life's evolving process. It does not define you as some fixed type of person in any permanent sense. You are not a fixed person. You are an evolving living system. This contrasts with many other psychological instruments that try to determine what fixed type of person you are.

Your Personal Identity Profile Graph becomes more useful as you proceed through the *Human Identity* book. While recognizing the limitations of a questionnaire, I have been 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 have discovered for their **Human Identity 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 about how each of them thinks, feels, is motivated and behaves. 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. Two happier, more enthusiastic and productive workers were created. A tangible benefit resulted for them and their organization.

Second -A man in one of my client training programs spoke out against the idea of an evolving Personal Identity and its psyche 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 **Profile Graph** of such stages. To prove 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 too.

His teen-age children confronted him with their conclusions after they took the questionnaire and reviewed the training materials I had given to their father. They reported to him that indeed each **Profile Graph** matched how they perceived themselves. Further, they showed him how his **Profile Graph** agreed with how they perceived him. He was shocked.

Beyond that, the children used their own profiles, their parent's profiles and the training materials to explain communication problems within their 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 **Human Identity Questionnaire** concept and its psyche stages of human identity were more valuable than he first thought.

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