

The OPM Personality Assessment for Leaders

The OPM Personality Assessment for Leaders is a personality assessment designed for current and future leaders in the Federal government. The OPM Personality Assessment for Leaders is a developmental tool intended to help leaders better understand their personality and how it impacts their performance as a Federal leader. The assessment will help you understand how your personality relates to the competencies that drive leadership effectiveness in the Federal Government.

All responses to the OPM Personality Assessment for Leaders are confidential. Your individual responses will go directly to OPM; no one at your agency will have access to your individual responses. If you have any questions or comments about this assessment, please contact OPM at Leadership_Assessment@opm.gov.

Privacy Act Statement

Pursuant to 5 U.S.C. § 552a(e)(3), this Privacy Act Statement informs you of why OPM is requesting the information from you.

Authority: OPM is authorized to collect the information requested pursuant to 5 U.S.C. § 4702 – Research Programs.

Purpose: OPM is requesting this information to improve methods in Federal personnel management, workforce effectiveness, and/or agency effectiveness. OPM will use this information to evaluate tasks and/or competencies required to perform work and identify strategies to help effectively meet human capital needs.

Routine Uses: In any public release of survey results, no data will be disclosed that could be used to match your responses with your identity. The information requested may be shared externally as a "routine use" as specified in the system of records notice associated with this collection of information, OPM GOVT-6, Personnel Research and Test Validation Records, OPM GOVT-6.

Consequences of Failure to Provide Information: Providing this information is completely voluntary and there is no penalty if you choose not to respond. However, maximum participation is encouraged so that the data will be complete and representative.

Public Burden Statement

The public reporting burden to complete this information collection is estimated at **20** minutes per response, including time for reviewing instructions, searching data sources, gathering, and maintaining the data needed, and the completing and reviewing the collected information. An agency may not conduct or sponsor, and a person is not required to respond to a collection of information unless it displays a currently valid OMB control number and expiration date. Send comments regarding this burden estimate or any other aspect of this collection information, including suggestions for reducing this burden to the Office of Personnel Management, Assessment & Evaluation at Organizational_Assessment@opm.gov. Current information regarding this collection of information – including all background materials -- can be found at <https://www.reginfo.gov/public/do/PRAMain> by using the search function to enter either the title of the collection (Leadership Assessment Surveys), or the **OMB Control Number (3206-0253)**.

Navigation Instructions

To begin the assessment, click on the "Next" button located at the bottom of this page. The "Next" button will take you to the next page of the assessment. Please click the "Back" button if you want to return to a previous page at any time during the assessment.

If you are unable to complete the assessment in a single uninterrupted session, you can complete the assessment at a later time by clicking the "Save" button located at the bottom of the page.

There is a "Submit" button on the last page of the assessment. You must submit your responses in order to receive a report. You will not be able to access your assessment again once you submit. Your report will be emailed to you when the assessment administration period has ended.

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	Extremely Inaccurate	Very Inaccurate	Moderately Inaccurate	Neither Inaccurate nor Accurate	Moderately Accurate	Very Accurate	Extremely Accurate
I put in just enough effort to get the job done.	m	m	m	m	m	m	m
I enjoy leading meetings.	m	m	m	m	m	m	m
In general, I try to put other people's needs before my own.	m	m	m	m	m	m	m
I always meet my deadlines.	m	m	m	m	m	m	m
I encourage others to think outside the box.	m	m	m	m	m	m	m
I am even-tempered.	m	m	m	m	m	m	m
I am a sensitive person.	m	m	m	m	m	m	m
I take time to consider alternatives before deciding on a course of action.	m	m	m	m	m	m	m
I dislike philosophical conversations.	m	m	m	m	m	m	m
As soon as I accomplish a goal, I move on to the next.	m	m	m	m	m	m	m
I find social gatherings exhausting.	m	m	m	m	m	m	m
I always think people are staring at me.	m	m	m	m	m	m	m
I follow the saying, "You can sleep when you're dead."	m	m	m	m	m	m	m
I am open to others' opinions swaying mine.	m	m	m	m	m	m	m
Preparing for speeches or presentations makes me anxious.	m	m	m	m	m	m	m
People describe me as a quiet person.	m	m	m	m	m	m	m
I am shy around new people.	m	m	m	m	m	m	m
I believe my way is the right way.	m	m	m	m	m	m	m
I often need others' help to complete tasks that were assigned to me.	m	m	m	m	m	m	m
I consider myself creative.	m	m	m	m	m	m	m

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	Extremely Inaccurate	Very Inaccurate	Moderately Inaccurate	Neither Inaccurate nor Accurate	Moderately Accurate	Very Accurate	Extremely Accurate
I often need to take time to relax and recharge my batteries.	m	m	m	m	m	m	m
I find simple tasks boring.	m	m	m	m	m	m	m
I put my needs before others'.	m	m	m	m	m	m	m
I believe I am competent.	m	m	m	m	m	m	m
I feel comfortable in the background.	m	m	m	m	m	m	m
I am a trusting person.	m	m	m	m	m	m	m
I am always working towards a goal.	m	m	m	m	m	m	m
I find routines boring.	m	m	m	m	m	m	m
I don't believe people should be given hand-outs.	m	m	m	m	m	m	m
I tend to keep my problems to myself.	m	m	m	m	m	m	m
It is easy for me to form close relationships with others.	m	m	m	m	m	m	m
I tend to approach my life in a relaxed manner.	m	m	m	m	m	m	m
I like solving complex problems.	m	m	m	m	m	m	m
I do not dwell on disappointments.	m	m	m	m	m	m	m
I wait for others to speak first in meetings.	m	m	m	m	m	m	m
I try to pursue new lines of thinking.	m	m	m	m	m	m	m
I am always on time for appointments.	m	m	m	m	m	m	m
I am a joyful person.	m	m	m	m	m	m	m
Sometimes I will avoid talking to people I do not know very well.	m	m	m	m	m	m	m
I am open to new ideas.	m	m	m	m	m	m	m

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	Extremely Inaccurate	Very Inaccurate	Moderately Inaccurate	Neither Inaccurate nor Accurate	Moderately Accurate	Very Accurate	Extremely Accurate
Organization is not my strong suit.	m	m	m	m	m	m	m
Sometimes, the simplest mistake can make me angry.	m	m	m	m	m	m	m
In general, I prefer to take my time.	m	m	m	m	m	m	m
I assert my opinion in meetings.	m	m	m	m	m	m	m
I do not like taking risks.	m	m	m	m	m	m	m
I have no problem talking to strangers.	m	m	m	m	m	m	m
I am constantly worrying about something.	m	m	m	m	m	m	m
I am detail-oriented.	m	m	m	m	m	m	m
I am a charitable person.	m	m	m	m	m	m	m
I am easily upset.	m	m	m	m	m	m	m
Typically I feel that I am able to accomplish the tasks before me.	m	m	m	m	m	m	m
My moods change quickly.	m	m	m	m	m	m	m
I manipulate situations to my advantage.	m	m	m	m	m	m	m
I do not worry if I don't finish something I started.	m	m	m	m	m	m	m
I enjoy having a creative outlet.	m	m	m	m	m	m	m
Sometimes I feel awkward when others around me embarrass themselves.	m	m	m	m	m	m	m
I reach out to meet new people.	m	m	m	m	m	m	m
In general, I enjoy taking things slow.	m	m	m	m	m	m	m
I am not an argumentative person.	m	m	m	m	m	m	m
I am sometimes initially hesitant to get to know people.	m	m	m	m	m	m	m

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	Extremely Inaccurate	Very Inaccurate	Moderately Inaccurate	Neither Inaccurate nor Accurate	Moderately Accurate	Very Accurate	Extremely Accurate
I like to make a plan of action.	m	m	m	m	m	m	m
I like activities that do not require a lot of thought.	m	m	m	m	m	m	m
I do not expect anything in return when I do someone a favor.	m	m	m	m	m	m	m
In my spare time, I prefer pastimes that require little to no activity.	m	m	m	m	m	m	m
When I have many tasks, the little things sometimes fall through the cracks.	m	m	m	m	m	m	m
I have to have someone else review my work or it will have many errors.	m	m	m	m	m	m	m
I think no law is insignificant enough to break.	m	m	m	m	m	m	m
I believe there is good in everyone.	m	m	m	m	m	m	m
I have a need to accomplish my goals.	m	m	m	m	m	m	m
I tend to move at a rapid pace.	m	m	m	m	m	m	m
I enjoy helping others.	m	m	m	m	m	m	m
I enjoy giving presentations.	m	m	m	m	m	m	m
I prefer to cooperate than to compete.	m	m	m	m	m	m	m
I plan out steps to ensure tasks are completed.	m	m	m	m	m	m	m
I prefer to focus on the big picture rather than the details.	m	m	m	m	m	m	m
I am generous with my time.	m	m	m	m	m	m	m
I believe in performing selfless acts of kindness.	m	m	m	m	m	m	m
I prefer to go to my favorite places rather than try new ones.	m	m	m	m	m	m	m
I worry about things that may go wrong.	m	m	m	m	m	m	m
It is difficult for me to warm up to others.	m	m	m	m	m	m	m

	Extremely Inaccurate	Very Inaccurate	Moderately Inaccurate	Neither Inaccurate nor Accurate	Moderately Accurate	Very Accurate	Extremely Accurate
I am a lenient person.	m	m	m	m	m	m	m
In general, I do not like to discuss my personal life.	m	m	m	m	m	m	m
I rarely think about the future.	m	m	m	m	m	m	m
I think brainstorming sessions are valuable.	m	m	m	m	m	m	m
I am happy if others are happy.	m	m	m	m	m	m	m
I am a high-spirited person.	m	m	m	m	m	m	m
I do not like talking with people I do not know.	m	m	m	m	m	m	m
I am usually the last person to greet the new person in the office.	m	m	m	m	m	m	m
I live an active lifestyle.	m	m	m	m	m	m	m
I cooperate with people that I interact with regardless of who they are.	m	m	m	m	m	m	m
It is okay to help yourself first.	m	m	m	m	m	m	m
I am an anxious person.	m	m	m	m	m	m	m
I think things through before making a decision.	m	m	m	m	m	m	m
I set high expectations and meet them.	m	m	m	m	m	m	m
Sometimes I make decisions too quickly.	m	m	m	m	m	m	m
People describe me as an animated person.	m	m	m	m	m	m	m
I become agitated when a situation doesn't go as planned.	m	m	m	m	m	m	m
I am a nervous person.	m	m	m	m	m	m	m
It does not bother me when people make fun of me.	m	m	m	m	m	m	m
I enjoy being on the go.	m	m	m	m	m	m	m

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	Extremely Inaccurate	Very Inaccurate	Moderately Inaccurate	Neither Inaccurate nor Accurate	Moderately Accurate	Very Accurate	Extremely Accurate
People describe me as relaxed.	m	m	m	m	m	m	m
I get flustered when things do not go according to plan.	m	m	m	m	m	m	m
I think before I respond to a person's question.	m	m	m	m	m	m	m
I worry about the worst possible scenario.	m	m	m	m	m	m	m
I am not a creative person.	m	m	m	m	m	m	m
I become energized from talking to people.	m	m	m	m	m	m	m
I am not bothered by things that go wrong.	m	m	m	m	m	m	m
I am easily rattled.	m	m	m	m	m	m	m
I prefer to accomplish goals without having a plan in place.	m	m	m	m	m	m	m
I consider myself a dependable person.	m	m	m	m	m	m	m
I laugh easily and often.	m	m	m	m	m	m	m
I dislike speaking in front of others.	m	m	m	m	m	m	m
I trust others' work.	m	m	m	m	m	m	m
I follow the rules and regulations no matter what.	m	m	m	m	m	m	m
I tend to be bashful around people I don't know.	m	m	m	m	m	m	m
I think it is more important to take care of your own needs than to worry about the needs of others.	m	m	m	m	m	m	m
I would rather listen than talk.	m	m	m	m	m	m	m
I try to use a democratic approach to decision-making.	m	m	m	m	m	m	m
I think before acting.	m	m	m	m	m	m	m
I trust others to follow through on promises.	m	m	m	m	m	m	m

	Extremely Inaccurate	Very Inaccurate	Moderately Inaccurate	Neither Inaccurate nor Accurate	Moderately Accurate	Very Accurate	Extremely Accurate
I have trouble dealing with the unexpected.	m	m	m	m	m	m	m
I am outspoken.	m	m	m	m	m	m	m
I often begin tasks before making a plan.	m	m	m	m	m	m	m
I take it personally when things go wrong.	m	m	m	m	m	m	m
In general, my happiness is more important than the happiness of others.	m	m	m	m	m	m	m
I procrastinate until the deadline approaches.	m	m	m	m	m	m	m
I tend to be a calm person.	m	m	m	m	m	m	m
Sometimes I prefer to take on goals that are not overly challenging.	m	m	m	m	m	m	m
It is important to me that I be the best at what I do.	m	m	m	m	m	m	m
I worry about the future.	m	m	m	m	m	m	m
It does not bother me if I am late to an appointment.	m	m	m	m	m	m	m
I often sympathize with others.	m	m	m	m	m	m	m
I always try to think of ways to be more valuable to my organization.	m	m	m	m	m	m	m
I follow through on my word.	m	m	m	m	m	m	m
I am not a person who is quick to anger.	m	m	m	m	m	m	m
It does not bother me if I miss a deadline.	m	m	m	m	m	m	m
I am reserved.	m	m	m	m	m	m	m
People tell me I should think before I speak.	m	m	m	m	m	m	m
I enjoy attending social gatherings.	m	m	m	m	m	m	m
Doing things for other people makes me happy.	m	m	m	m	m	m	m

	Extremely Inaccurate	Very Inaccurate	Moderately Inaccurate	Neither Inaccurate nor Accurate	Moderately Accurate	Very Accurate	Extremely Accurate
I am a thorough person.	m	m	m	m	m	m	m
It is unlikely that I would go somewhere new.	m	m	m	m	m	m	m
I argue my point until I win.	m	m	m	m	m	m	m
I worry I am not performing at an appropriate level.	m	m	m	m	m	m	m
People often tell me I am high-strung.	m	m	m	m	m	m	m
I require little downtime.	m	m	m	m	m	m	m
It is easy for me to let stressful things roll off my back.	m	m	m	m	m	m	m
I have a few close friends.	m	m	m	m	m	m	m
I feel embarrassed when I misunderstand something.	m	m	m	m	m	m	m
I can come up with innovative ideas easily.	m	m	m	m	m	m	m
I do not see the point in trying to improve something that works.	m	m	m	m	m	m	m
I donate to worthy causes.	m	m	m	m	m	m	m
I am even-keeled.	m	m	m	m	m	m	m
I have considered bending the rules to ensure I achieve a goal.	m	m	m	m	m	m	m
I would rather talk than listen.	m	m	m	m	m	m	m
I like to use familiar approaches when accomplishing tasks.	m	m	m	m	m	m	m
I am comfortable in the spotlight.	m	m	m	m	m	m	m
I will not compromise my moral obligations in order to meet a deadline.	m	m	m	m	m	m	m
In my spare time, I like to be physically active.	m	m	m	m	m	m	m
I like intellectual conversations.	m	m	m	m	m	m	m

	Extremely Inaccurate	Very Inaccurate	Moderately Inaccurate	Neither Inaccurate nor Accurate	Moderately Accurate	Very Accurate	Extremely Accurate
Creativity is not my strong suit.	m	m	m	m	m	m	m
I don't trust others to come through.	m	m	m	m	m	m	m
I am skeptical of others' intentions.	m	m	m	m	m	m	m
I tend not to share my feelings with others.	m	m	m	m	m	m	m
People tell me I am a cooperative person.	m	m	m	m	m	m	m
I think it is okay to pursue a goal without having first developed a plan to achieve it.	m	m	m	m	m	m	m
I like trying new foods.	m	m	m	m	m	m	m
I tend to have a short temper when I am stressed.	m	m	m	m	m	m	m
I have trouble thinking outside the box.	m	m	m	m	m	m	m
I am understanding when mistakes happen.	m	m	m	m	m	m	m
I am an organized person.	m	m	m	m	m	m	m
I am self-disciplined.	m	m	m	m	m	m	m
I like to stick with routines.	m	m	m	m	m	m	m
I care about the welfare of other people.	m	m	m	m	m	m	m
I believe everything belongs in its place.	m	m	m	m	m	m	m
I get bored with repetition.	m	m	m	m	m	m	m
I am not easily frustrated.	m	m	m	m	m	m	m
I have a lot of friends.	m	m	m	m	m	m	m
I place a lot of importance on my career advancement.	m	m	m	m	m	m	m
I become stressed when things go wrong.	m	m	m	m	m	m	m

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	Extremely Inaccurate	Very Inaccurate	Moderately Inaccurate	Neither Inaccurate nor Accurate	Moderately Accurate	Very Accurate	Extremely Accurate
I do not consider myself to be an innovative person.	m	m	m	m	m	m	m
I become upset quickly.	m	m	m	m	m	m	m
I am not an outgoing person.	m	m	m	m	m	m	m
I have a cheerful disposition.	m	m	m	m	m	m	m
I trust others' intentions.	m	m	m	m	m	m	m
People often describe me as generous.	m	m	m	m	m	m	m
I rarely experience intense feelings of joy.	m	m	m	m	m	m	m
I am able to keep my composure in stressful situations.	m	m	m	m	m	m	m
I view all of my deadlines as adjustable.	m	m	m	m	m	m	m
I tend to share my problems with others.	m	m	m	m	m	m	m
I prefer to give than receive.	m	m	m	m	m	m	m
I think it is okay to bend the rules in certain situations.	m	m	m	m	m	m	m
It does not bother me to admit I do not know the answer to a question.	m	m	m	m	m	m	m
I am energetic.	m	m	m	m	m	m	m
People describe me as a talkative person.	m	m	m	m	m	m	m
I believe in giving to charity only when needed.	m	m	m	m	m	m	m
I am calm by nature.	m	m	m	m	m	m	m
I am always willing to help those in need.	m	m	m	m	m	m	m
I like to create new ways to complete tasks.	m	m	m	m	m	m	m
I have trouble allowing myself to become close to others.	m	m	m	m	m	m	m

	Extremely Inaccurate	Very Inaccurate	Moderately Inaccurate	Neither Inaccurate nor Accurate	Moderately Accurate	Very Accurate	Extremely Accurate
I do not worry until there is something to worry about.	m	m	m	m	m	m	m
I often worry I will make mistakes.	m	m	m	m	m	m	m
I rarely panic.	m	m	m	m	m	m	m
I am quick to forgive and forget.	m	m	m	m	m	m	m
I tend to keep to myself.	m	m	m	m	m	m	m
I prefer to keep relationships with my coworkers formal in nature.	m	m	m	m	m	m	m
Talking to people exhausts me.	m	m	m	m	m	m	m
I do not like trying out new ideas.	m	m	m	m	m	m	m
I bounce back easily from disappointments.	m	m	m	m	m	m	m
I will give people a second chance.	m	m	m	m	m	m	m
I am an enthusiastic person.	m	m	m	m	m	m	m
I like talking with people I have just met.	m	m	m	m	m	m	m
Sometimes I feel that I will never be as good a performer as my peers.	m	m	m	m	m	m	m
I rarely need help finishing my tasks.	m	m	m	m	m	m	m
I believe others will reciprocate good deeds.	m	m	m	m	m	m	m
I enjoy going to new places.	m	m	m	m	m	m	m
I volunteer my opinion regardless of whether I have been asked to share it.	m	m	m	m	m	m	m
I help others when they are in need.	m	m	m	m	m	m	m
I do not like being the target of jokes.	m	m	m	m	m	m	m
I tend to be late to meetings.	m	m	m	m	m	m	m

(End of Page 12)

	Extremely Inaccurate	Very Inaccurate	Moderately Inaccurate	Neither Inaccurate nor Accurate	Moderately Accurate	Very Accurate	Extremely Accurate
I like change.	m	m	m	m	m	m	m
It is easy for me to prioritize goals.	m	m	m	m	m	m	m
If I am running behind on a deadline, I am willing to bend the rules to ensure it is met.	m	m	m	m	m	m	m
I like to think outside the box.	m	m	m	m	m	m	m
I tend to keep my thoughts to myself.	m	m	m	m	m	m	m
I have no problem letting others win sometimes.	m	m	m	m	m	m	m
It does not upset me when things don't go my way.	m	m	m	m	m	m	m
It does not take much to upset me.	m	m	m	m	m	m	m
I have many close friends.	m	m	m	m	m	m	m
I open up to others easily.	m	m	m	m	m	m	m
If I say I will do something, I will see it through to the end.	m	m	m	m	m	m	m
I do not speak up in meetings.	m	m	m	m	m	m	m

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Please select your current leadership level:

- Individual Contributor:** No formal or informal supervisor responsibilities.
- Team Leader:** Not official supervisors; those who provide employees with day-to-day guidance in conducting work projects, but do not have supervisory responsibilities or conduct performance appraisals.
- Supervisor:** First-line supervisors who do not supervise other supervisors; typically those who are responsible for employees' performance appraisals and approval of their leave.
- Manager:** Those in management positions who typically supervise one or more supervisors.
- Senior Leader:** The heads of departments/agencies and their immediate leadership team. Typically, these individuals would be members of the Senior Executive Service or equivalent.

Are you

- Female
- Male
- Different Identity
- Prefer not to say

The categories below are designed to identify your race. Select racial category(s) with which you identify. (Mark all that apply.)

- American Indian or Alaskan Native
- Asian
- Black or African American
- Hispanic, Latino, or Spanish
- Native Hawaiian or Other Pacific Islander
- White
- Other
- Prefer not to say

What is your age?

- Less than 20
- 20-29
- 30-39
- 40-49
- 50-59
- 60 or over

Please enter your name for inclusion in your individual feedback report.

Please enter the email address where you would like your report sent. Your report will be sent after the survey administration period is complete.
