

Appendix – KIRTON Check the one from each of the following pairs which best describes you.

A 0 1. Thinking characterized by precision, reliability, efficiency, prudence,
discipline

0 2. Thinking characterized by lack of discipline, linking of unrelated ideas,
unusual thought patterns

B 0 1. Interested in finding problems to solve

0 2. Interested in solving problems

C

0 1. If rules don't fit, bend them a bit

0 2. Prefer to work within established rules

D

0 1. Solutions sought by tried and true methods

0 2. Use unproven ideas in seeking solutions

E

0 1. Can maintain high accuracy for long periods of work

0 2. Work best for short bursts of high intensity

F

0 1. Bending the rules for one person is unfair to the rest

0 2. Bending the rules if necessary makes bureau crazy human

G

0 1. Impractical, unpredictable, change-oriented type

0 2. Practical, predictable, take-care-of-business type

H

0 1. Command of specialized knowledge

0 2. Command of general knowledge

I

0 1. When involved in a project, I forget that other people are involved and
probably should be consulted

0 2. When involved in a project, I am still considerate of others