

Personality Strength Assessment (PSA) © Checklist

Our strengths carried to extremes can become weaknesses. Below are examples of how anyone can do that with each of these personality strengths. You may think of others. A good friend can tell you if s/he thinks that you are doing any of these.

My Rank	Personality Strength	Am I at risk for being Too High here?	Am I at risk for being Too Low here?
Coping Strategies			
_____	Ability to Ask For Help	Do I rely on others to do what what I should do?	Do I wait until I am in real trouble before I ask for help?
_____	Achievement	Do I work so hard meeting goals that I neglect any relationship?	Do I get done what I really need to get done?
_____	Affiliation	Do I join groups instead of accomplishing goals I set?	Do I not join groups and then wonder why I don't meet people?
_____	Aggression	Do people think I attack them, get angry, or are too outspoken?	Do I ask people what they want, tell them what I want and then look for ways that we both get what we want?
_____	Autonomy	Do I seem so self sufficient that people think I do not need them?	Do I rely on others to do what I could figure out how to do by myself?
_____	Change	Do I meet new people and do new things when the old ones actually were better for me than these new ones are?	Do I limit myself by resisting meeting new people and doing new things when it would benefit me to meet them and/or find new solutions?
_____	Deference	Do I go with other's suggestions, follow instructions or do what is expected without considering what I think would work best?	Do people tell me that I do not not listen to anyone? Do I not read instructions? Do I make people uncomfortable because I often do what is unexpected?
_____	Dominance	Do people tell me that I am argumentative? Do I seek to lead when I really think that this other person could do a better job here?	Do I go along with a solution even when I think I have one that would be a better one?
_____	Endurance	Do I keep doing something when I have reached the point of diminishing returns?	Do I give up on something that I really want or need?

_____	Exhibition	Do people I really like tell me that I hog all of the attention?	Do I think of funny things to say that I talk myself out of saying?
_____	Feelings of Guilt	Do I feel guilty when there is no way that something could be my fault?	Do I feel like what happens is almost always someone else's fault?
_____	Feelings of Inferiority	Do I feel inferior when there is no important data to suggest that?	Do I feel like there is not any subject in which I do not excel?
_____	Nurturance	Do I help friends when they do not want help, forgive people who enjoy hurting me or give affection to someone who does not want it from me?	Refuse to help someone who is in dire straights with no hope of help from another source? Or refuse to forgive someone who is genuinely sorry? Or withhold affection from someone when they really need it?
_____	Order	Do I focus on retyping something instead of addressing a crisis?	Do I often suffer serious setbacks because I cannot find something that I simply must have?
_____	Sexuality	Do I see a pattern of putting my relationship with my significant other at risk because of a casual liaison that means nothing to me?	Is my chance for advancement at work jeopardized by my unwillingness to work with people of the opposite sex?
_____	Tendency to Read Feelings	Do people often tell me that I make them uncomfortable because I overanalyze what they are feeling? Or what I am feeling?	Do people often tell me that I do not even try to understand how they feel?

Temperament Strengths

_____	Activity Level/ Energy Level	Do a lot of people tell me, "You just wear me out!"	Do I often find myself saying, "I just can't seem to get done half of what I want to get done."
_____	Cooperativeness	Do you often ask yourself, "Why did I go along with that?"	Do people often tell you that you are being critical or intolerant?
_____	Friendliness/ Agreeableness	Do you frequently wonder, "What have I gotten myself into?"	Do people accuse you of acting hostile or belligerent when you do not think that you are?
_____	Objectivity	Do people say, "Why are you acting so cold to me?"	Do people tell you that you are being overly sensitive and to "just get over it"?
_____	Optimism	Do people say, "If you think it will be that easy to solve you just don't understand the problem."	Do you often feel, "Right now I just can't see how I am going to figure this out."
_____	Restraint/ Seriousness	Do people suggest, "Quit being so serious. Let's go have some fun."	Do you hear, "I like spontaneity. But this decision is a big one – I can't just do this impulsively."

_____	Sociability	Do people call you a “social butterfly”?	Do people refer to you as a “stick in the mud”
_____	Social Boldness	Have more than a few people described you as “brazen”?	Are you more submissive than you would like to be?
_____	Thoughtfulness/ Reflectiveness	Do you consider a possible solution more than 10 times before you reach a decision?	Does “throw caution to the wind” describe what you feel the freedom to do from time to time?
_____	Traditional Female View	Do people describe you as “seeming to be helpless”?	Do people describe you as “overbearing”?
_____	Traditional Male View	Do people describe you as “overbearing”?	Do people describe you as “seeming to be helpless”?

Values

_____	Aesthetic Value (Harmony)	Do you question whether or not you pay too much for an art object?	Do you wish that you felt more comfortable in an art museum?
		Do you blend in and give up what you need to get agreement?	Do people you care about tell you that you might want to blend in with others more?
_____	Economic Value	Do people suggest that you think “Money is the only game.”?	Do you believe that “Money is the root of all evil”?
_____	Political Value	Does anyone call you a “megalomaniac”?	Do you give away so much of your power that you feel that you are not an important person?
_____	Religious Value	Is the statement “We are all one” a fundamental belief of yours?	Does the statement, “It’s every man for himself” describe what you believe?
_____	Social Value	Do you take care of other people’s needs and neglect your own?	Have more than a few people said that they think that you are self-centered?
_____	Theoretical Value	Do more than a few people use the phrase “Analysis Paralysis” in connection with you?	Do you usually act quickly to solve a problem, often selecting the first or second possible solution that occurs to you?

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