

Background

You have been asked to complete this survey in order to help someone better understand the “gifts” used in your position. When completing the survey, be sure to rank the gifts *needed to do the work* and not your personal preferences for the aspects of the work you enjoy most.

Instructions

Please rank each of the gift sets below according to how often the gift set is needed for your work. Please rank the most highly used gift set with a “1” and then the second most highly used gift set with a “2.”

All other gift sets would be ranked from 3 to 8, with 8 being the gift set *least* needed for the job. Each ranking (number) can only be used once.

GIFT SETS

Rank (1=MOST used; 8=least used)

_____ **Visionary Gifts** Intently attending to inner imagination, quietly paying attention to inspirations, viewing a rich inner life of images and possibilities, living life from a deep inner dream, seeing deeper meanings and implications for the future

_____ **Theoretic Gifts** Formulating principles and theories, gradually developing unifying concepts, analyzing to derive new insights, finding similarities among ideas, thinking about abstract concepts

_____ **Decisive Gifts** Making decisions based on rational rules, separating things into logical parts, making fact-based, practical judgments, organizing individual parts to create order, analyzing concrete facts to create improved combinations

_____ **Catalytic Gifts** Boldly pursuing new possibilities, enthusiastically promoting ideas and visions, easily predicting trends and events, quickly picturing completed projects, beginning new adventures

_____ **Realistic** Perceiving experiences realistically, easily adapting to life as it comes, quickly responding to facts, actively experiencing the sensations of the moment, accurately noticing details

_____ **Social** Being guided by social customs, actively promoting harmonious relationships, easily adapting to specific social situations, being an agreeable member of a group, easily expressing a variety of feelings

_____ **Idealistic** Being guided by deeply held feelings and convictions, feeling quietly connected to what seems important and sacred, remaining constantly loyal to personal values, steady passionate commitment to personal ideals, privately redirecting intense feelings

_____ **Aesthetic** Absorbing deeply personal impressions, quietly soaking up the moment, seeing deeper meanings in ordinary facts, noticing certain special details, frequently finding pleasure in the routine