

## *Adlerian Personality Priority Assessment*

<b>Directions:</b> Choose a response for how true each the following statements are for you:					
	Not at all	A little bit	Somewhat	Quite a bit	Very much
1. I tend to avoid committing to too many things.	1	2	3	4	5
2. I would like to accomplish more than I do, but usually end up not getting as much done as I would like to.	1	2	3	4	5
3. I work really hard to keep from offending others.	1	2	3	4	5
4. I prefer not having a lot of work to do.	1	2	3	4	5
5. I often feel anxious when someone does not like me.	1	2	3	4	5
6. I tend to put things off until I have to do them.	1	2	3	4	5
7. If things are tough or difficult, I move on to something else.	1	2	3	4	5
8. I get exhausted trying to please everyone.	1	2	3	4	5
9. I tend to take charge.	1	2	3	4	5
10. I need to know that others are pleased with me.	1	2	3	4	5
11. I have a strong desire to meet others' needs.	1	2	3	4	5
12. I can make things happen by taking charge.	1	2	3	4	5
13. I look at people to see if they are pleased or displeased by my actions.	1	2	3	4	5
14. When I do a project, I work for it to be better than others'.	1	2	3	4	5
15. I like it when others do what I say.	1	2	3	4	5
16. I need to be the winner in games.	1	2	3	4	5
17. I will go to great lengths to keep from disappointing other people.	1	2	3	4	5
18. Others may say that I am bossy.	1	2	3	4	5
19. I want to do better than others at school and work.	1	2	3	4	5
20. I have a need to accomplish more than other people.	1	2	3	4	5
21. I am very sensitive to others' expectations.	1	2	3	4	5
22. It is more important for me to enjoy life than to get things done.	1	2	3	4	5
23. In most situations, I prefer to be in charge.	1	2	3	4	5
24. I feel most comfortable when I am in charge.	1	2	3	4	5
25. My goal in life is to be the best.	1	2	3	4	5
26. I often feel my ideas are better than others.	1	2	3	4	5
27. I am generally eager to please others.	1	2	3	4	5
28. I tend to leave things undone, leave things hanging over my head.	1	2	3	4	5
29. I avoid projects that are stressful.	1	2	3	4	5
30. I have an internal drive that pushes me to achieve higher standards and goals than others.	1	2	3	4	5

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**RECORDING FORM FOR ADMINISTRATION**

Directions: Score the items for each response as 1 = not at all, 2 = a little bit, 3 = somewhat, 4 = quite a bit, and 5 = very much. Total each column and divide by the number of items.

Item	Pleasing	Control	Comfort	Superiority
1				
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29				
30				
Column (subscale) Total:				
Column (Subscale) Mean:	÷ 9 = _____	÷ 6 = _____	÷ 8 = _____	÷ 7 = _____

## ***Adlerian Personality Priority Assessment***

The highest score represents your top personality priority. If your results show two priorities are your highest scores, this may indicate that the way you achieve significance and belonging is through pursuing two goals rather than one.

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\_\_\_\_\_ **Pleasing:** Persons with a pleasing personality priority seek to please others. They are generally considered friendly, non-aggressive, and compromising. They are likely to volunteer for tasks and meet others' expectations. Those with a pleasing priority may feel that others do not respect them and possibly that they do not respect themselves. Others typically feel pleased around persons with a pleasing priority especially at first, but may become frustrated or exasperated by constant demands for approval.

\_\_\_\_\_ **Comfort:** Persons with a comfort priority seek to avoid discomfort or stress. They are generally considered easy-going, making few demands on others, peacemakers, and mellow. They are fairly predictable, mind their own business and show empathy toward others. Those with a comfort priority may feel they are not as productive as they would like to be or that they are not successfully using their talents. Others typically like persons with a comfort personality, yet they may be irritated or bored by the comfort personality's avoidance of situations.

\_\_\_\_\_ **Control:** Persons with a control priority may seek to control self or others, including situations. They are considered to be leaders, organized, and productive. They are assertive in their interactions and follow rules. Those with a control priority may feel less creative or lacking in spontaneity. They sometimes complain of feeling distanced from others or wanting to feel closer to others. Others may feel challenged, tense, or resistant when interacting with persons with a control priority.

\_\_\_\_\_ **Superiority:** Persons with a superiority priority seek to be more competent, useful, or better than others. They are considered to be knowledgeable, idealistic, and perfectionistic. Those with a superiority priority may feel overburdened, over-responsible, and over-involved. They typically complain of being overloaded and having a lack of time, as well as uncertain of their relationships with others. Others may feel inadequate, inferior, or guilty when interacting with persons with a superiority priority.

### **Description of Personality Priorities**

Identification of Personality Priorities is a concept derived from the Individual Psychology of Alfred Adler. Adler believed that individuals develop a style of life that provides a sense of belonging and interacting with others. One component of a lifestyle is the development of a personality priority which is defined by an individual's convictions about how he or she acquires belonging, significance, and a sense of mastery along with subsequent behavior related to those convictions (Ashby, Kottman, & Rice, 1998). According to Kefir (1981), there are four identified personality priorities that include pursuing the goal of *pleasing, superiority, comfort, or control*. The number one priority of a person operates as a life goal and permeates a person's way of thinking and acting, serving as a life theme in interactions. It is hypothesized that although a person may operate from any priority at any given time, one priority emerges as a life goal above all others. For each priority, there is a goal or asset of desirability, as well as avoidance of the undesirable by not pursuing the goal (Holden, 1991). If a person is unable to achieve the priority goal, he or she may perceive self as in crisis. Identification of personality priority is often made easier by identifying what the person is trying to avoid in life. Literature surmises that personality priorities appear to influence a person's choice of mate, satisfaction in career, as well as daily interactions with others.