**Strengths Awareness Test**

**Introduction**

It’s not about you, it’s about how you communicate with others.

**Why this test is different**

**You Learn….**

1. how to relate & interact with others
2. to understand the gifts and strengths you were born with
3. to recognize each personality so you can work efficiently with them
4. how to communicate more effectively & speak to others
5. that your personal & working relationships will become less stressful & more productive

After studying human behavior and research, we learned there are four basic types of personalities, & everyone needs to speak the language of each personality type to excel in all areas of life. You must identify your own personality type, or “GEM,” & get comfortable with your own language. Once you understand your GEM type, you can learn to spot other GEMS quickly.

Walk through these various scenarios & answer the questions honestly. Not all of these scenarios will apply to you perfectly. Place a check mark next to the answer that is most appropriate, or you feel best describes you. Just ignore the letters at the end of each option; they are to score your test after you have completed it.

**Scenario1: You have received an item that needs to be assembled:**

1. \_\_\_\_\_ You read ALL the instructions first & take an inventory of all the parts. (D)
2. \_\_\_\_\_ You throw the instructions off to the side & only look at the pictures. (A)
3. \_\_\_\_\_ You don’t want to be a burden for anybody else so you assemble it alone, but it may take you longer than others to do so. (C)
4. \_\_\_\_\_ You first grumble that it hasn’t already been assembled & you put it together really fast. You think the manufacturer made a mistake because now you have leftover parts! You toss the parts; they were not needed.

**Scenario 2: When giving a gift:**1. \_\_\_\_\_ You find something really nice, in fact so nice you decide to keep it for yourself. You thengo buy them something different. (B)
2. \_\_\_\_\_ You purchase a fun gift that tells the story of an inside joke or is just a complete gag gift. (A)
3. \_\_\_\_\_ You make the gift yourself or purchase something & add your own personal touch. (C)
4. \_\_\_\_\_ You may buy them a card or if you knew what they wanted, it was economical, & fit into your budget, you would make the purchase. (D)

**Scenario 3: Hotel chains now place a card inside the hotel room that reads “Please save our water supply. If you would like your towels to be washed please place them on the floor.” Your response is:**

1.\_\_\_\_\_ You definitely follow the instructions & hang your towels after use. You want to do your part to save the environment. (C)
2. \_\_\_\_\_ You read the card & analyze how sincere the hotel actually is. You hang up your towels, because you would never leave them on the floor. (D)
3. \_\_\_\_\_ You will just throw the towel on the floor by default. You probably didn’t even realize there was a card in your room & you’re in a hurry anyway, so you’re out the door. (A)
4. \_\_\_\_\_ You will say to yourself, “No, I paid a high price for this hotel room & I want the full service, including fresh clean towels.” (B)

**Scenario 4: You are out with other people. When ordering from a menu at a restaurant:**
1. \_\_\_\_\_ You wait to order to see what everyone else orders first to ensure you order something different. That way, you can taste multiple unique things from the menu! (A)
2. \_\_\_\_\_ You look at cost to value & ask yourself, “How much do I get for what price? What makes the most sense to buy?” (D)
3. \_\_\_\_\_ You usually gravitate to the most expensive item on the menu because you want the best. You typically ask the server, “What is the best thing on your menu?” (B)
4. \_\_\_\_\_ If someone else might be picking up the bill, you will choose the least expensive item. You tend to order the healthier option. (C)

**Scenario 5: You are at dinner with your friends, the server seems stressed out because the restaurant is packed. When he/she delivers your food, you realize quickly he/she brought you the wrong dish:**
1. \_\_\_\_\_Say nothing, it was an honest mistake, & you don’t want to further stress the poor server. (C)
2. \_\_\_\_\_ As it is being delivered you say something immediately like, “Ah, I didn’t order this,” & in the back of your mind you think the server is obviously incompetent. (B)
3. \_\_\_\_\_ Catch server’s attention & send it back & say that you would appreciate a discount on your check. (D)
4. \_\_\_\_\_ Eat the meal, who knows, it might be better than what you ordered. You may make a comment to the server with no expectations & say something like, “It’s no problem, I’ll eat it anyway. “ (A)

**Scenario 6: When it comes to rules:**
1. \_\_\_\_\_ You think that everyone else’s rules are stupid. When it comes to the rules you invested, you believe everyone should follow them. “It’s my way or the highway.” (B)
2. \_\_\_\_\_ You will naturally follow the rules because you don’t want to hurt anybody’s feelings or displease anyone. (C)
3. \_\_\_\_\_You believe that rules are meant to be broken. (A)
4. \_\_\_\_\_ You believe that rules were meant to be followed. (D)

**Scenario 7: Pick an occupation that most appeals to you:**
1. \_\_\_\_\_ You prefer to work directly with people, build relationships, & travel. (A)
2. \_\_\_\_\_ You prefer to work with methods, systems, numbers, processes, & routines. (D)
3. \_\_\_\_\_ You like what is challenging & makes the most money. (B)
4. \_\_\_\_\_ You enjoy helping & serving people & working toward a great cause (C)

**Scenario 8: When it comes to sports:**
1. \_\_\_\_\_ If you can’t win then you won’t play, because winning is everything! (B)
2. \_\_\_\_\_ You love to play team sports! If you don’t win it’s OK because you enjoyed playing the game with each other. (A)
3. \_\_\_\_\_ You don’t exactly see the point in sports, you have a long task list & some research you would rather be going. (D)
4. \_\_\_\_\_ If you make me play, I’ll play, but please don’t hurt me & don’t scream at me & I really don’t care if we win. (C)

**Scenario 9: When it comes to clothing:**
1. \_\_\_\_\_ You wear clothes that are comfortable, breathable, non-binding. You also own a lot of old things that have been passed down from generation to generation because you are the family heirloom recipient. You generally like earth tones. (C)
2. \_\_\_\_\_ You are the person who wears something bright, trendy, fun, colorful, what’s hip, what’s hot now. You like funny clothes even with jokes on them. It doesn’t matter if anybody likes it; you like it. (A)
3. \_\_\_\_\_ You wear the BEST, the most popular labels, the hottest-looking clothes. You put on the most expensive clothing & you dress to impress. You also wear a lot of black! (B)
4. \_\_\_\_\_ You may have items in your closet that are more than 10 years old, still in good working order. There is no point in replacing them; fashion repeats itself just like history. (D)

**Scenario 10: When it comes to shoes:**
1. \_\_\_\_\_ You purchase quality shoes at a discounted price. Among your shoes, you’ve had many of them for a long time because you wear them until they wear out. (D)
2. \_\_\_\_\_ You have a lot of comfortable slip-on shoes, something that is easy to get into & out of & great to wear all day. You probably love Birkenstocks & during the winter you may even wear them with socks. (C)
3. \_\_\_\_\_ You have tons of shoes & none of them are boring. They are colorful, bedazzled, extreme, or something that always makes them a topic of conversation. Comfort is not the goal. (A)
4. \_\_\_\_\_ You have a selection of top-of-the-line, brand-name shoes. (Several pairs in black) (B)

**Scenario 11: When it comes to accessories:**
1. \_\_\_\_\_ You always have tons of accessories, mixing & matching different bracelets, rings, watches, & earrings (usually inexpensive, or fake). You may even have lots of visible tattoos & piercings. (A)
2. \_\_\_\_\_ Your accessories are simple & you only wear maybe a watch and/or wedding band. It is tasteful. (D)
3. \_\_\_\_\_ You are attracted to the best jewelry, the highest quality stones & metals. Basically, you want your jewelry to say I have more money than you (even if I don’t). (B)
4. \_\_\_\_\_ You typically don’t wear a lot of jewelry, if you do it is handmade, or heirlooms that have been passed down & hold sentimental value. (C)

**Scenario 12: Through your formal educational years:**
1. \_\_\_\_\_ You never got in trouble. You probably scored high in either math or science. You were neat & organized; everything was in its proper place. Your locker was also neat, organized, & even color coded! (D)
2. \_\_\_\_\_ You heard “sit down & shut up” often. You often got in trouble for being loud & tardy. (A)
3. \_\_\_\_\_ You were the best at everything – well everything you chose to be the best at, because it’s silly to be the best at something that is not important. (B)
4. \_\_\_\_\_ You were a compliant & quiet student who listened to most everything your teachers had to say. You worked diligently so that you wouldn’t disappoint your teachers and/or parents. (C)

**Scenario 13: When it comes to your care:**
1. \_\_\_\_\_ You like a fun car with really cool colors & the sound system is more expensive than the car itself. & you have a lot of stuff in your trunk that you have no idea what’s in there. You have candy wrappers & fast-food wrappers underneath all the seats. If there is a license & registration it is crumbled up in a ball somewhere. (A)
2. \_\_\_\_\_ You like the best cars! Clean, sparkling, & capable of getting a lot of attention. It has to be a popular high-end brand name & it has to be expensive. It is the best of its class. (B)
3. \_\_\_\_\_ You like a car with research behind it; it must be cost effective, get good gas mileage, & have longevity. A car must be clean & organized inside & out. The scheduled maintenance & tune-ups ensure the longevity of the vehicle. Everything must be in good working order. (D)
4. \_\_\_\_\_ A car should be safe & good for the environment. Your cars in the past have had bumper stickers on the back & pictures of the kids inside. You always have tissues & wipes just in case. You know all the safety features. (C)

**Scenario 14: When driving:**
1. \_\_\_\_\_ You drive slow & will let everyone into your lane. You stop for pedestrians & will brake for animals in the road. (C)
2. \_\_\_\_\_ You drive fast, honk the horn at cars & pedestrians. You tailgate, & you don’t heed the bike lane. (B)
3. \_\_\_\_\_ You drive fast, talk/text, run yellow lights. Music is very loud. You didn’t even know there were pedestrians waiting to cross. (A)
4. \_\_\_\_\_ You tend to obey the traffic signs & law. On the highway you may set your cruise control to the exact speed limit. It is illogical & insensible to pay for a traffic citation. (D)

**Scenario 15: When packing to go out of town:**
1. \_\_\_\_\_ All of your clothes are thrown in unfolded with shoes on top of the clothes or in with the clothes. Your shampoos & toiletries are also thrown in with everything. (A)
2. \_\_\_\_\_ You have one complete outfit for each day picked out in advance. All of your toiletries are in separate compartments. Everything is perfectly folded. (D)
3. \_\_\_\_\_ You bring more clothes than what you need, & you pack at the last minute because you are so busy. However, you do keep your toiletries separate & shoes separate. Your bag is not so organized, but you know what will look good & better than everybody else when you arrive. (B)
4. \_\_\_\_\_ You bring very few cosmetics. You don’t have a bag that’s too heavy because “somebody else may have to lift this.” You always have a first-aid kit just in case somebody else needs a bandage. You also pack snacks! (C)

**Scenario 16: When it comes to dating:**
1. \_\_\_\_\_ You are on time. You dressed appropriately for whatever the activity may be. (D)
2. \_\_\_\_\_ You probably go to a concert or out dancing, something that is active & fun! You WILL be late because you changed your clothes 10 times because you didn’t know what you wanted to wear. (A)
3. \_\_\_\_\_ You would go to an expensive restaurant. (B)
4. \_\_\_\_\_ You enjoy a nice quiet restaurant that is not too expensive & has an organic flare to it. (C)

**Scenario 17: When you are surrounded by children:**
1. \_\_\_\_\_ You are multi-tasking, holding a conversation as well as texting & emailing others at the same time. (B)
2. \_\_\_\_\_ Find most kids to be noisy & rambunctious & difficult to control. (D)
3. \_\_\_\_\_ Will get out & play with the kids for hours! (A)
4. \_\_\_\_\_ Suggest a nice quiet activity (like reading) & just enjoy spending time with them. (C)

**Scenario 18: When it comes to money:**
1. \_\_\_\_\_ Impulse buyer, you don’t know where half of your money ends up. (A)
2. \_\_\_\_\_ Splurges on expensive items; you tend to purchase items that are the best. (B)
3. \_\_\_\_\_ Not a huge spender, but you lend or give friends & family money & you may go without because of it (C)
4. \_\_\_\_\_ You know where every dime of your money ends up. You never impulse buy; every purchase is thought out thoroughly. (D)

**Scenario 19: When setting goals:**
1. \_\_\_\_\_ Set dozens of lofty goals, you are a goal-setter & a go-getter. You tend to overfill your plate & will avoid failure at all cost. (B)
2. \_\_\_\_\_ Assess first & establish practical goals. (D)
3. \_\_\_\_\_ Volunteer to help other people fulfill their goals, you naturally find a need & fit it! (C)
4. \_\_\_\_\_ Don’t set big goals, unless it is to have a good time. You love to start things, but rarely finish them. (A)

**Scenario 20: When it comes to solving problems:**
1. \_\_\_\_\_ You are a verbal processor; you have to talk out your problems with someone. (A)
2. \_\_\_\_\_ You come up with several scenarios, map each solution out & decide what the most efficient course of action would be. (D)
3. \_\_\_\_\_ Fix it fast; you don’t have time to deal with problems. But you know your solution is the best possible answer. (B)
4. \_\_\_\_\_ Become overwhelmed, seek out others for help. You don’t want to disappoint anybody. (C)

**Scenario 21: An argument breaks out; you are the one who:**
1. \_\_\_\_\_ Probably started it (but you would never admit that). (B)
2. \_\_\_\_\_ Will quiet down & stay out of it. (C)
3. \_\_\_\_\_ Try to make light of it & attempt to change the subject. (A)
4. \_\_\_\_\_ Have a valid argument & lay it out, even if it’s harsh. (D)

**Scenario 22: If it’s a big decision:**
1. \_\_\_\_\_ Make quick decisions & often change them just as quickly. (A)
2. \_\_\_\_\_ Never like making a decision, & quickly become stressed out. Especially if the decision could hurt people’s feelings. (C)
3. \_\_\_\_\_ Consider all of the options & make the most logical choice. (D)
4. \_\_\_\_\_ Make quick decisions. You aren’t afraid to make a tough decision & you disregard any obstacles in the way. (B)

**Scenario 23: If there was a threat or a natural disaster in your area:**
1. \_\_\_\_\_ You are too busy to even think about the disaster. Why waste time concerning yourself with something that may never happen? If it actually did come to your area, you would quickly run out & grab supplies at the last minute. (B)
2. \_\_\_\_\_ You already have your emergency kit ready & have had it ready to go for years with enough food & fresh water to last your family several months. (D)
3. \_\_\_\_\_ You have an emergency kit with a lot of excess food in case other people didn’t prepare; you also have extra flashlights & lots of bandages for everybody else. (C)
4.\_\_\_\_\_ When you hear about the possibility, you run to the store & stock up on overly processed foods such as chips, donuts, beer, soda, & crackers. You make sure to grab a deck of cards. (A)

**Scenario 24: Spring cleaning! You open your garage door:**
1. \_\_\_\_\_ There are boxes full of old knickknacks that have been there for years. You can’t bring yourself to throw them out. You know that others are in need, so you find some older clothes & furniture to donate. (C)
2. \_\_\_\_\_ Everything is already organized, pushed to one side, & stacked perfectly. However, you take the time to implement a new color-coded labeling system on all the boxes. Red is for Christmas decorations, etc. (D)
3. \_\_\_\_\_ Everything is everywhere, you can barely open the garage door; it is a disaster. Why clean it? You still always find what you need. (A)
4. \_\_\_\_\_ Your garage is packed full of “stuff” & you are too busy to clean & organize it. You do a quick clean & shove boxes to one side so you can fit your new car in the garage. You may have thrown away some important family items, but who hangs on to that stuff anyway? (B)

**Scenario 25: You open your closet doors:**
1. \_\_\_\_\_ There is a place for everything. Your closet is organized with the hangers in the same direction & your clothes hang neatly from light to dark. (D)
2. \_\_\_\_\_ A majority of the hangers are empty, because most of your clothes are on the floor in your room. You are lucky if you find two socks that match. (A)
3. \_\_\_\_\_ Not overly organized or sloppy, you are too busy to organize, but your clothes are hanging. (B)
4. \_\_\_\_\_ Your closet is packed with hand me downs, a lot of neutral tones, & comfortable organic materials because you can’t throw anything out! (C)

**Scenario 26: You are loading the dishwasher:**
1. \_\_\_\_\_ Load it full of food still encrusted on all the dishes, you don’t get to unloading it until the sink is full again of dirty dishes. You often ruin hand-wash only dishes & melt plastic ware by placing them in the high heat rack. (A)
2. \_\_\_\_\_ Load it with crusty dishes, you don’t want to wait for it to be full to run it so you start the dishwasher when it is half-full most of the time. (B)
3. \_\_\_\_\_ Load the dishwasher with pre-rinsed & scraped dishes, in an orderly manner with all of the silverware matched up in separate, designated areas. (D)
4. \_\_\_\_\_ Because conserving water & energy is important to you, you don’t run the dishwasher until it is totally full, so you don’t have to run it that often. (C)

**Scenario 27: Shopping at the grocery store:**1. \_\_\_\_\_ Grab & go, the idea is to get out of the store as quickly as possible. (B)
2. \_\_\_\_\_ Spend entirely too long in the grocery store, buy more than you intended & totally forget to buy the key items you originally went in for. (A)
3. \_\_\_\_\_ Go straight for the organic section. (C)
4. \_\_\_\_\_ Have a list, don’t buy anything that is not on the list, shop the sales & look for discounts. (D)

**Scenario 28: Friendships:**
1. \_\_\_\_\_ Have lots of friends; people love being around you! & you are constantly making new friends! You value relationship & keep in touch with people you have known for a very long time. (A)
2. \_\_\_\_\_ You have a huge heart for your friends, & also maintain many long-term relationships. You are everyone’s best friend, but often your kindness gets taken advantage of. (C)
3. \_\_\_\_\_ You attempt to change people, because they tend to let you down. You have a few close friends, but it is hard to earn your trust. (D)
4. \_\_\_\_\_ Everybody knows who you are, you make sure of that. Your closest friends are probably driven & ambitious like yourself (but not more than you). (B)

**Scenario 29: When you are in a room full of people:**
1. \_\_\_\_\_ You will talk to every single person in the room, & comfortably. (A)
2. \_\_\_\_\_ You size up everyone in the room, & immediately identify any competition. (B)
3. \_\_\_\_\_ You find one person & connect really well, spending the whole night in a thoughtful conversation with them. (C)
4. \_\_\_\_\_ You gravitate away from the main mass of people, sit back, & observe. (D)

**Scenario 30: When talking on the phone:**
1. \_\_\_\_\_ You are aware of how much time you are dedicating to the call, being sure to ask all questions up front & ending the conversation after all important information has been relayed. No reason to linger. (D)
2. \_\_\_\_\_Even if it is the cable guy, you talk for at least 20 minutes discussing your favorite TV shows & what you had for lunch. (A)
3. \_\_\_\_\_ You don’t talk a lot; you mostly listen to the other person. You never end the conversation. You are available to them for as long as they need & answer all questions fully. (C)
4. \_\_\_\_\_ You have a purpose for the conversation & will stay on the phone long enough to make sure that purpose was accomplished. You will keep talking until the other person fully understands. The conversation ends with an action item. (B)

**Scenario 31: Public speaking:**
1. \_\_\_\_\_ You have everything written down & explain or present the information in a step-by-step fashion, & tend to use a larger vocabulary. (D)
2. \_\_\_\_\_ You avoid public speaking as much as possible. When forced you keep it short (if not slightly rushed sounding) & tend to be more soft-spoken. (C)
3. \_\_\_\_\_ You probably should have made note cards but forgot. You are a very animated speaker, using your hands & swaying or walking around while you talk. It may not be the most organized & maybe you unintentionally leave out a few things but in general, you are always enthusiastic about the topic. (A)
4. \_\_\_\_\_ You are a very confident public speaker & aren’t afraid to be the first to present an idea. (B)

**Scenario 32: In conversation with someone one-on-one:**
1. \_\_\_\_\_ You don’t talk loud & are more reserved. You tend to be the first to listen & the last to speak (C).
2. \_\_\_\_\_ You are pretty loud or animated (or both) when you talk to someone. (A)
3. \_\_\_\_\_ You tend to talk in a rhythm, more monotone. You are not overly loud or soft-spoken. You like to ask questions in order to clarify. (D)
4. \_\_\_\_\_ You tend to dominate the conversation. You are a direct communicator, & you emphasize what you think is BEST a lot. You’re opinionated & don’t like it if people disagree. (B)

**Scenario 33: When visiting the zoo:**
1. \_\_\_\_\_ You make a beeline for the birds of prey & wildcat exhibits. In general, see what you want & then leave. (B)
2. \_\_\_\_\_ You stop by every exhibit & feel sadness for all the caged animals, & typically donate at every opportunity. (C)
3. \_\_\_\_\_ You, as always, have the day planned out, & stop by each exhibit & catch every animal show in order of the map. You also pack snacks & water & don’t buy anything from inside the park; it is all overpriced. (D)
4. \_\_\_\_\_You don’t even look at the map, you bounce around the park to each exhibit sign as you see them. You make sure to buy the elephant swirly straw & some cotton candy. (A)

**Scenario 34: Handshake:**
1. \_\_\_\_\_ You tend to offer a loose relaxed handshake & often use both hands to shake. (C)
2. \_\_\_\_\_ You offer a firm quick handshake. (D)
3. \_\_\_\_\_ You love an enthusiastic shake, tend to not let go, or you bypass the hand & offer a hug. (A)
4. \_\_\_\_\_ You have a strong solid grip when you shake hands; you control when it ends. (B)

**Scenario 35: Keeping track of time**
1. \_\_\_\_\_ Every clock in your house is set to the same time, down to the second. You are always on time. You are never late. (D)
2. \_\_\_\_\_ You are so busy it is hard to keep track of time. You usually sacrifice eating & sleeping times to get things done. (B)
3. \_\_\_\_\_ You try to be everywhere early; you don’t want to inconvenience anyone. However, it doesn’t always work out. (C)
4. \_\_\_\_\_ If you do care about being on time, you set your watch 10-30 minutes ahead to help give you extra time, & still often find yourself late. You lose track of it quickly. (A)

**Scenario 36: When home alone:**
1. \_\_\_\_\_ Pull out your home task list & begin completing things that need to get done, one by one. (D)
2. \_\_\_\_\_ Pull out your laptop & continue working. (B)
3. \_\_\_\_\_ Put on the TV, music, & call someone, all at the same time. (A)
4. \_\_\_\_\_ Put on some relaxing music, sit down to rest for a bit, & maybe enjoy a cup of tea outside. (C)

**Scenario 37: How you view people:**
1. \_\_\_\_\_ You find most people incompetent. (D)
2. \_\_\_\_\_ You see the good in people. (A)
3. \_\_\_\_\_ You try to show them up, whoever it is. (B)
4. \_\_\_\_\_ You see the good in people, will give them multiple chances, even if they have hurt you. (C)

**Scenario 38: When at the doctor’s office:**
1. \_\_\_\_\_ You got there on time & you are frustrated if you are made to wait longer than a few minutes past your appointment time. (D)
2. \_\_\_\_\_ You got there early & will wait patiently to see the doctor if he is running late. You understand some emergency may have come up that requires the doctor’s time. (C)
3. \_\_\_\_\_ You showed up late & just hope they didn’t cancel your appointment. You get out your phone & start texting or make a call. You may even play a game on your phone. (A)
4. \_\_\_\_\_ Chances are you were a couple minutes late but act as if you were on time. If made to wait more than a reasonable amount of time, you confront the receptionist. If the doctor can’t make time for you, you are not going to sit around all day. She/he should just let you in or reschedule the appointment for a day when the doctor is less busy. (B)

**Scenario 39: Hair:**
1. \_\_\_\_\_Your hair is always trendy, professional, & you pay a lot of money to maintain it (even if you are a guy). (B)
2. \_\_\_\_\_ You love experimenting with funky colors, dreadlocks, a perm! Anything! (A)
3. \_\_\_\_\_ You don’t want to damage your hair with harmful chemicals or processing. Whatever is easy. You don’t pay attention much to styling. (C)
4. \_\_\_\_\_ You tend to pick a hairstyle that does not require a lot of time to maintain it. You may have been going to the same barber/hair stylist for 20 years, & you rarely change your hairstyle. (D)

**Scenario 40: Of these 4 choices, which option motivates you the most:**
1. \_\_\_\_\_ Serving others. (C)
2. \_\_\_\_\_ Challenge and/or money. (B)
3. \_\_\_\_\_ Fun! (A)
4. \_\_\_\_\_ Facts & figures. (D)

**Congratulations on completing the assessment!**

Great job. Go back through the assessment & add up the number of items that corresponds to the letters A, B, C & D & enter those totals on the lines below. Each GEM is excellent in its own right, with strengths & advantages that need to be recognized & honored to maximize communication!

**A\_\_\_\_\_\_ A = Sapphire** you are motivated by fun! **B\_\_\_\_\_\_ B = Ruby** you are motivated by a challenge and/or money. **C\_\_\_\_\_\_ C = Pearl** you are motivated by a cause. **D\_\_\_\_\_\_ D = Emerald** you are motivated by facts & figures.

But hold on; you don’t get just one score; you get two. Everyone has a primary & a secondary GEM. So, if the highest total number of answers corresponds to the letter D, & the second highest number of answers corresponds to the letter B, you are an Emerald (Primary) & Ruby (Secondary).We have CD’s that give more detail on each GEM (CD training tab in the info center)

**Email just your results Letters/numbers**

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**Next steps:**