

# OMS

ORGANIZATIONAL  
MANAGEMENT SYSTEM

*Please complete the information below, then begin with Part A.  
When you finish Part A, proceed with Part B, which has different instructions.  
There is no time limit for the completion of this questionnaire, but it  
usually takes about ten minutes. First impressions are generally best, and  
there are no right or wrong answers..*

**Name:** \_\_\_\_\_

**Position:** \_\_\_\_\_

**Location:** \_\_\_\_\_

**Date:** \_\_\_\_\_  Job Applicant  Employee

***The OMS Questionnaire™*** helps  
employers better understand the job-related skills, abilities,  
and development needs of employees and job applicants.

# Part A

Read down each column and place a check mark beside those words you believe **describe yourself**.

- |   |  |  |  |
|---|--|--|--|
| <input type="checkbox"/> Self-confident | <input type="checkbox"/> Organized       | <input type="checkbox"/> Determined    | <input type="checkbox"/> Outgoing        |
| <input type="checkbox"/> Uncritical     | <input type="checkbox"/> Relaxed         | <input type="checkbox"/> Talkative     | <input type="checkbox"/> Punctual        |
| <input type="checkbox"/> Funny          | <input type="checkbox"/> Absent-minded   | <input type="checkbox"/> Efficient     | <input type="checkbox"/> Reflective      |
| <input type="checkbox"/> Orderly        | <input type="checkbox"/> Independent     | <input type="checkbox"/> Patient       | <input type="checkbox"/> High-strung     |
| <input type="checkbox"/> Sentimental    | <input type="checkbox"/> Optimistic      | <input type="checkbox"/> Emotional     | <input type="checkbox"/> Self-starter    |
| <input type="checkbox"/> Questioning    | <input type="checkbox"/> Contented       | <input type="checkbox"/> Curious       | <input type="checkbox"/> Attractive      |
| <input type="checkbox"/> Demanding      | <input type="checkbox"/> Passionate      | <input type="checkbox"/> Exacting      | <input type="checkbox"/> Steady          |
| <input type="checkbox"/> Charming       | <input type="checkbox"/> Creative        | <input type="checkbox"/> Accepting     | <input type="checkbox"/> Opportunistic   |
| <input type="checkbox"/> Stylish        | <input type="checkbox"/> Competitive     | <input type="checkbox"/> Supportive    | <input type="checkbox"/> Disciplined     |
| <input type="checkbox"/> Impressionable | <input type="checkbox"/> Accurate        | <input type="checkbox"/> Inquisitive   | <input type="checkbox"/> Casual          |
| <input type="checkbox"/> Adventurous    | <input type="checkbox"/> Accommodating   | <input type="checkbox"/> Moody         | <input type="checkbox"/> Unconventional  |
| <input type="checkbox"/> Enthusiastic   | <input type="checkbox"/> Lively          | <input type="checkbox"/> Ambitious     | <input type="checkbox"/> Sociable        |
| <input type="checkbox"/> Forgiving      | <input type="checkbox"/> Perceptive      | <input type="checkbox"/> Easygoing     | <input type="checkbox"/> Unhurried       |
| <input type="checkbox"/> Intelligent    | <input type="checkbox"/> Self-assured    | <input type="checkbox"/> Thorough      | <input type="checkbox"/> Enterprising    |
| <input type="checkbox"/> Impulsive      | <input type="checkbox"/> Impetuous       | <input type="checkbox"/> Sensitive     | <input type="checkbox"/> Influential     |
| <input type="checkbox"/> Controlled     | <input type="checkbox"/> Satisfied       | <input type="checkbox"/> Humorous      | <input type="checkbox"/> Original        |
| <input type="checkbox"/> Good-mixer     | <input type="checkbox"/> Obedient        | <input type="checkbox"/> Decisive      | <input type="checkbox"/> Animated        |
| <input type="checkbox"/> Loyal          | <input type="checkbox"/> Clever          | <input type="checkbox"/> Popular       | <input type="checkbox"/> Diplomatic      |
| <input type="checkbox"/> Calm           | <input type="checkbox"/> Leisurely       | <input type="checkbox"/> Methodical    | <input type="checkbox"/> Composed        |
| <input type="checkbox"/> Venturesome    | <input type="checkbox"/> Individualistic | <input type="checkbox"/> Skilled       | <input type="checkbox"/> Ingenious       |
| <input type="checkbox"/> Distractible   | <input type="checkbox"/> Tolerant        | <input type="checkbox"/> Innovative    | <input type="checkbox"/> Meticulous      |
| <input type="checkbox"/> Resourceful    | <input type="checkbox"/> Cooperative     | <input type="checkbox"/> Self-reliant  | <input type="checkbox"/> Trusting        |
| <input type="checkbox"/> Precise        | <input type="checkbox"/> Persuasive      | <input type="checkbox"/> Conscientious | <input type="checkbox"/> Confrontational |
| <input type="checkbox"/> Inventive      | <input type="checkbox"/> Imaginative     | <input type="checkbox"/> Lenient       | <input type="checkbox"/> Dedicated       |
| <input type="checkbox"/> Cheerful       | <input type="checkbox"/> Spontaneous     | <input type="checkbox"/> Happy         | <input type="checkbox"/> Temperamental   |
| <input type="checkbox"/> Driving        | <input type="checkbox"/> Dynamic         | <input type="checkbox"/> Tough-minded  | <input type="checkbox"/> Tidy            |
| <input type="checkbox"/> Soft-hearted   | <input type="checkbox"/> Entertaining    | <input type="checkbox"/> Bright        | <input type="checkbox"/> Encouraging     |

**End of Part A. Please Proceed With Part B**

# Part B

Read down each column and place a check mark beside those words you believe **describe how you should behave in your present job.** If currently unemployed, your most recent position.

- |  |  |                                       |   |
|--|--|---------------------------------------|---|
| <input type="checkbox"/> Influential     | <input type="checkbox"/> Precise         | <input type="checkbox"/> Demanding    | <input type="checkbox"/> Persuasive     |
| <input type="checkbox"/> Tidy            | <input type="checkbox"/> Calm            | <input type="checkbox"/> Popular      | <input type="checkbox"/> Punctual       |
| <input type="checkbox"/> Optimistic      | <input type="checkbox"/> Impressionable  | <input type="checkbox"/> Thorough     | <input type="checkbox"/> Humorous       |
| <input type="checkbox"/> Disciplined     | <input type="checkbox"/> Independent     | <input type="checkbox"/> Methodical   | <input type="checkbox"/> High-strung    |
| <input type="checkbox"/> Emotional       | <input type="checkbox"/> Funny           | <input type="checkbox"/> Sentimental  | <input type="checkbox"/> Ambitious      |
| <input type="checkbox"/> Curious         | <input type="checkbox"/> Contented       | <input type="checkbox"/> Questioning  | <input type="checkbox"/> Animated       |
| <input type="checkbox"/> Determined      | <input type="checkbox"/> Trusting        | <input type="checkbox"/> Dedicated    | <input type="checkbox"/> Satisfied      |
| <input type="checkbox"/> Lively          | <input type="checkbox"/> Original        | <input type="checkbox"/> Accepting    | <input type="checkbox"/> Opportunistic  |
| <input type="checkbox"/> Cheerful        | <input type="checkbox"/> Decisive        | <input type="checkbox"/> Supportive   | <input type="checkbox"/> Orderly        |
| <input type="checkbox"/> Absent-minded   | <input type="checkbox"/> Accurate        | <input type="checkbox"/> Intelligent  | <input type="checkbox"/> Easygoing      |
| <input type="checkbox"/> Individualistic | <input type="checkbox"/> Composed        | <input type="checkbox"/> Moody        | <input type="checkbox"/> Venturesome    |
| <input type="checkbox"/> Happy           | <input type="checkbox"/> Charming        | <input type="checkbox"/> Self-starter | <input type="checkbox"/> Sociable       |
| <input type="checkbox"/> Soft-hearted    | <input type="checkbox"/> Perceptive      | <input type="checkbox"/> Casual       | <input type="checkbox"/> Leisurely      |
| <input type="checkbox"/> Inquisitive     | <input type="checkbox"/> Confrontational | <input type="checkbox"/> Efficient    | <input type="checkbox"/> Entertaining   |
| <input type="checkbox"/> Impulsive       | <input type="checkbox"/> Encouraging     | <input type="checkbox"/> Spontaneous  | <input type="checkbox"/> Self-confident |
| <input type="checkbox"/> Diplomatic      | <input type="checkbox"/> Steady          | <input type="checkbox"/> Reflective   | <input type="checkbox"/> Creative       |
| <input type="checkbox"/> Good-mixer      | <input type="checkbox"/> Loyal           | <input type="checkbox"/> Competitive  | <input type="checkbox"/> Attractive     |
| <input type="checkbox"/> Obedient        | <input type="checkbox"/> Clever          | <input type="checkbox"/> Talkative    | <input type="checkbox"/> Controlled     |
| <input type="checkbox"/> Relaxed         | <input type="checkbox"/> Unhurried       | <input type="checkbox"/> Patient      | <input type="checkbox"/> Accommodating  |
| <input type="checkbox"/> Unconventional  | <input type="checkbox"/> Adventurous     | <input type="checkbox"/> Cooperative  | <input type="checkbox"/> Imaginative    |
| <input type="checkbox"/> Distractible    | <input type="checkbox"/> Lenient         | <input type="checkbox"/> Bright       | <input type="checkbox"/> Conscientious  |
| <input type="checkbox"/> Self-reliant    | <input type="checkbox"/> Skilled         | <input type="checkbox"/> Resourceful  | <input type="checkbox"/> Passionate     |
| <input type="checkbox"/> Organized       | <input type="checkbox"/> Outgoing        | <input type="checkbox"/> Meticulous   | <input type="checkbox"/> Self-assured   |
| <input type="checkbox"/> Inventive       | <input type="checkbox"/> Ingenious       | <input type="checkbox"/> Tolerant     | <input type="checkbox"/> Exacting       |
| <input type="checkbox"/> Stylish         | <input type="checkbox"/> Sensitive       | <input type="checkbox"/> Enthusiastic | <input type="checkbox"/> Dynamic        |
| <input type="checkbox"/> Driving         | <input type="checkbox"/> Temperamental   | <input type="checkbox"/> Tough-minded | <input type="checkbox"/> Uncritical     |
| <input type="checkbox"/> Forgiving       | <input type="checkbox"/> Enterprising    | <input type="checkbox"/> Innovative   | <input type="checkbox"/> Impetuous      |

**End of Part B. Thank You.**



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