

Unicru Assement Guide

Version 1.4

Preamble

The Unicru personality test is a multiple choice assessment given to job-seekers who fill out on-line applications for most "Big Box" retailers and large corporations. The idea behind the test is to narrow down the amount of selectable applicants by using poorly worded and ambiguous questions and providing a set of scalar multiple choice answers as follows: "Strongly Disagree," "Disagree," "Agree," "Strongly Agree."

This may sound simple enough to the average person; however, this test was not designed for the average person to pass and the only way to truly "pass" this test and not get put into the "red" or "yellow" lists is to do a little social engineering and study of the assessment. The most important aspect one must remember when taking the Unicru Personality Assessment is that it is designed not to look for psychologically sound and honest people. The fact is that the test is not a morality test and the results they are really seeking is someone who is extroverted, a "yes man," and has a slave mentality (ie, they don't care about being screwed). In other words, the perfect corporate drone. Or as one person said it best: "a self-loathing wannabe extrovert."

On another note, each question only has one answer because the answers will either always be "Strongly Disagree" or "Strongly Agree" and *never* "Disagree" or "Agree." The logic behind this is the test seeks to pass applicants who are unwavering in the qualities being assessed.

The reason I am providing this document, for no cost and under the terms of the GFDL is because it the kind of profiling being done by Unicru is unethical and there is nothing that can be done short of defeating what is becoming an oligopoly of human resource companies bent on categorizing and cataloging our personalities, faults, and opinions and then using our very one human nature against us by using it to deprive good natured and hard working people of employment and their chance at success.

The very misleading nature of misrepresenting applicants to their companies is dishonest and sole reason why, if one encounters a company that uses Unicru that one might want to consider boycotting them and notifying the offending company that you are going to do so by sending them both an email to their corporate office and by calling their local outlets. The Unicru Personality Assessment is an insult to the common man's intelligence and it's high time that we let corporations like this know that their presence will not be tolerated. We are not slaves, we are not suck-ups and "yes-men." We are human beings and we want to be treated as human beings, not "human resources."

Key to Reading the Answer Guide

All questions are placed in alphabetical order and their correct answer in is placed to their left. An "A" symbol to the right of the question indicates that the answer to the question is "Strongly Agree" and a "D" symbol to the right of the question indicates that the answer to the question is "Strongly Disagree." Also all questions which are to be answered "Strongly Disagree" are in italics and appear in red.

Answers to the Unicru Assessment

Any trouble you have is your own fault: A

In school or on a job, you could be doing better than you are: D

It bothers you a long time when someone is unfair to you: D

It bothers you when you have to obey a lot of rules: D

It is easy for you to feel what others are feeling: A

It is fun to go to events with big crowds : A

It is hard to really care about work when the job is boring: D

It is maddening when the court lets guilty criminals go free: A

It is not easy for you to put your ideas in writing: D

Many people cannot be trusted: D

Other people's feelings are their own business: D

People are often mean to you: D

People do a lot of annoying things: D

People do a lot of things that make you angry: D

People who talk all the time are annoying: D

People's feelings are sometimes hurt by what you say: D

Right now, you care more about having fun than being serious at school or work: D

Slow people make you impatient: D

There are some people you really can't stand: D

There's no use having close friends; they always let you down: D

When people make mistakes, you correct them: A

When someone treats you badly, you ignore it: A

When things go wrong, it's hard to control your temper: D

When under pressure, you think about all that can go wrong: D

When you are annoyed with something, you say so: D

When you are done with your work, you look for more to do: A

When you go someplace, you are never late: A

When your friends need help, they call you first: A

When you need to, you take it easy at work: D

You agree with people more often than you argue: A

You always try not to hurt people's feelings: A

You are a fairly private person: D

You are a friendly person: A

You are always cheerful: A

You are careful not to offend people: A

You are more relaxed than strict about finishing things on time: D

You are not afraid to tell someone off: D

You are not interested in your friends' problems: D

You are proud of the work you do at school or on a job: A

You are somewhat a of a thrill-seeker: A

You are unsure of what to say when you meet someone: D
You are unsure of yourself with new people: D
You attract attention to yourself: D
You avoid arguments as much as possible: A
You can easily cheer up and forget about a problem: A
You can wait patiently for a long time: A
You change from feeling happy to sad without any reason: D
You chat with people you don't know: A
You could describe yourself as 'tidy': A
You could not deal with difficult people all day: D
You criticize people when they deserve it: D
You do not fake being polite: A
You do not like small talk: D
You do not like to meet new people: D
You do not like to take orders: D
You do some things that upset people: D
You do things carefully so you don't make mistakes: A
You do what you want, no matter what others think: D
You don't act polite when you don't want to: D
You don't believe a lot of what people say: D
You don't care if you offend people: D
You don't care what people think of you: D
You don't work hard because it doesn't pay off anyway: D
You don't worry about making a good impression: D
You feel nervous when there are demands you can't meet: D
You finish your work no matter what: A
You get angry more often than nervous: D
You get mad at yourself when you make mistakes: D
You give direct criticism when you need to: A
You got mostly good grades in high school: A
You hate to give up if you can't solve a hard problem: A
You have a busy, active schedule: A
You have always had good behavior in school or work: A
You have confidence in yourself: A
You have friends, but don't like them to be too close: D
You have no big regrets about your past: A
You have no big worries: A

You have to give up on some things that you start: D
You hold back from talking a lot in a group: D
You ignore people you don't like: D
You ignore people's small mistakes: D
You keep calm when under stress: A
You keep your feelings to yourself: A
You know when someone is in a bad mood, even if they don't show it: A
You like to be alone: D
You like to be in the middle of a big crowd: A
You like to plan things before you do them: A
You like to talk a lot: A
You like to take frequent breaks when working on something difficult: D
You look back and feel bad about things you've done: D
You love to be with People: A
You love to listen to people talk about themselves: A
You make more sensible choices than careless ones: A
You often tell others what to do: D
You rarely act without thinking: A
You say whatever is on your mind: D
You show it when you are in a bad mood: D
You sometimes thought seriously about quitting high school: D
You swear when you argue: D
You think of yourself as being very sensible: A
You try to sense what others are thinking and feeling: A
You want to be the best at everything you do: A
You were absent very few days from high school: A
You work best at a slow but steady speed: A
You would rather not get involved in other people's problems: D
You would rather work on a team than by yourself: A
Your friends and family approve of the things you do: A
Your moods are steady from day to day: A
You'd rather not compete very much: D
You've done your share of troublemaking: D
You've had some disappointments that you'll never get over: D
Your stuff is often kind of messy: D

A Special Thanks To

NOTE: SOME OF THESE LINKS MAY CONTAIN CONTENT THAT IS NOT WORK FRIENDLY

"DranoK." "Answers to the Unicru Application Personality Test." DeadGod Forums.
<http://forums.deadgod.net/showthread.php?t=2599>.

"Melbel." <http://melbel.com/2008/01/unicru-application.html>. 24 January 2008.

Timothy Horrigan. "Some Answers to the Unicru personality test." <http://www.timothyhorrigan.com/documents/unicru-personality-test.answer-key.html>. 27 January 2009.

Vannessa O'Connell. "Test for Dwindling Retail Jobs Spawns Culture of Cheating." The Wall Street Journal. 7 January 2009.

"Yowling Cat." Wrong Planet blog - <http://www.wrongplanet.net/postt81389.html>. A blog for people with autism and Asperger's Syndrome. 30 October 2008.

And to the many others who have compiled information on how the Unicru Assessment works. With your help we will reverse engineer the test into nonexistence. Your work has been greatly appreciated in decoding how this test works and what to look for to get the right answer.

Contact Info

To assist me in updates and corrections please email me at: faolan.aodfin@gmail.com. Your support is necessary for me to keep this going.