

贡献力测试中文翻译版

1

Welcome to Contribify

The tools on this website will help you create a profile about what's most important in your work and life, so you can make even greater contributions in the future.

In the activities that follow, you will be asked a series of closed and open-ended questions. This should take about 15-20 minutes, and your responses will be used to generate your initial Contribify Profile.

欢迎来到贡献力测试

本次测试将为你创建一份报告，报告是关于你工作与生活中最重要的是什么，以便你可以在未来做出更大的贡献。

测试题目包括开放式与封闭式两种，完成大约需要 15 至 20 分钟。你的回答将被用来生成报告。

2

Please enter the name you would like displayed on your Contribify Profile and the email address you would like the profile sent to upon completion of the initial inventory.

* First Name

* Last Name

* Email Address

请填写你想要展示在测试报告上的姓名，以及接收测试报告的电子邮箱。

*名：

*姓：

*电子邮箱：

3

The inventory will take you through a series of closed and open-ended questions. This is an exercise in how you prioritize where you can and want to make even greater contributions.

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接下来，你将回答一系列封闭式及开放式的问题。对你来说，这也是一次练

习，考虑自己最擅长在哪方面做出贡献，以及最想在哪些方面做出更大贡献。

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4

Defining Roles

Think for a moment about the most essential roles you play in life: friend, parent, worker, volunteer, or any other important roles you fill on a frequent basis. A defining role is a combination of what you want people to see you as today and what you want to be remembered as when you are gone. In the space provided below, list three roles that best describe the roles you play in work and life (using brief 1-2 word descriptors).

决定性角色

请思考你生命中最重要的角色：朋友、父母、职员、志愿者或其他。决定性角色综合了你希望现在你在他人眼中的角色，以及你希望在你去世后，他人想到你时的角色。在下面的空白处列出你在工作与生活中扮演的 3 个角色（使用 1 至 2 个单词的描述语）。

（提示：为保证测试结果的准确性，建议使用英文作答）

5

I want to contribute by:

Finding issues that could cause problems.

Bringing groups together for a common purpose.

Helping people make better decisions.

Being an expert in my field.

我想要通过_____做出贡献。

找到可能导致问题的问题。

将团队团结起来为了同一个目标前进。

帮助人们做出更好的决策。

成为我所在行业的专家。

6

I want to contribute by:

Explaining things to others.

Challenging people's thoughts and beliefs.

Saving people time and effort.

Being of service to my community.

我想要通过_____做出贡献。

向他人解释事情。

挑战人们的想法与信念。

节省人们的时间和精力。

为社区提供服务。

7

I want to contribute by:

Finding the smartest ways to do things.

Sharing new ideas.

Being the best in the world at what I do.

Being very candid to help a friend in need.

我想要通过_____做出贡献。

找到最聪明的做事方法。

分享新观点。

在我所做的事情上做到世界最好。

真诚地帮助有需要的朋友。

8

I want to contribute by:

Selling something that improves lives.

Testing things to ensure they are safe and reliable.

Finding the best way to encourage another person.

Being a great friend for a colleague in need.

我想要通过_____做出贡献。

销售能改善人们生活的产品。

测试某物以确保它是安全可靠的。

找到鼓励他人的最佳方式。

成为有需要的同事的挚友。

9

I want to contribute by:

Learning and synthesizing information.

Helping people build stronger relationships.

Using caution to ensure people feel included.

Helping someone develop a new skill.

我想要通过_____做出贡献。

学习和整合信息。

帮助人们搭建更牢固的关系。

谨慎地确保人们有归属感。

帮助某人发展一项新技能。

10

I want to contribute by:

Adding objectivity to group discussions.

Simplifying things for a wider audience.

Being a hub of communication for your social networks.

Creating a sustainable environment for the future.

我想要通过_____做出贡献。

加强小组讨论的客观性。

将内容简化为受众更广的内容。

成为社交网络的中心。

创造一个未来可持续发展的环境。

11

I want to contribute by:

Serving a friend, client, or customer.

Helping people to learn and be more effective.

Making small changes today that add up over time.

Working harder than anyone else.

我想要通过_____做出贡献。

为朋友、客户或用户服务。

帮助人们学习并提高效率。

坚持每天做一些小改变。

比其他人更努力地工作。

12

I want to contribute by:

Helping people to cooperate more.

Accumulating information on a specific topic.

Going against the grain of conventional wisdom.

Being a champion for a person I believe in.

我想要通过_____做出贡献。

促进人们合作。

收集某个特定话题的信息。

打破常规。

成为我信任的某人的支持者。

13

I want to contribute by:

Spending quality time with a few close friends or colleagues.

Having a positive influence on many people over time.

Identifying what makes one person unique from the next.

Using words that inspire people to action.

我想要通过_____做出贡献。

与少量亲密的朋友或同事共度美好时光。

持续对很多人产生积极影响。

发掘每个人身上的独特性。

用语言鼓励人们行动起来。

14

I want to contribute by:

Knowing how my performance compares to the best.

Maintaining peace among my social circles and preventing conflict.

Showing others how to apply their strengths.

Helping people energize and enjoy their work.

我想要通过_____做出贡献。

知道自己的表现与最好的相比如何。

维护社交圈里的和平并避免冲突发生。

向他人展示如何运用自己的优势。

帮助人们充满激情，享受工作。

15

I want to contribute by:

Helping someone imagine a better future.

Seeing the impact of what I do in the moment.

Identifying the cause of a problem.

Keeping all of my promises.

我想要通过_____做出贡献。

帮助人们构想更好的未来。

看到我此刻所做的事情所产生的影响。

找到问题的原因。

信守承诺。

16

I want to contribute by:

Influencing people's thoughts and decisions.

Creating works of art that inspire.

Serving a higher power or purpose.

Building diverse networks of people and expertise.

我想要通过_____做出贡献。

影响人们的想法和决定。

创造能激发灵感的艺术作品。

为一个更高的目标奋斗。

建立多元化的人员和专业知识网络。

17

I want to contribute by:

Making people feel better with each interaction.

Holding people accountable for their actions.

Sorting through many options to find the best answer.

Helping people discover their talents.

我想要通过_____做出贡献。

让人们在每次互动中感觉更好。

让人们对自己的行为负责。

从众多选项中挑选出最佳答案。

帮助人们发现自己的天赋。

18

I want to contribute by:

Bringing ideas to life with words.

Contributing to a project that serves my community.

Finding more sources of information to inform a decision.

Taking action to strengthen my closest relationships.

我想要通过_____做出贡献。

通过语言生动地描绘出想法。

投身于能造福于我社区的某个项目。

找到更多的信息帮助决策。

通过具体行动来加固亲密关系。

19

I want to contribute by:

Presenting or performing to a live audience.

Taking something already good and making it great.

Grounding people and decisions in reality.

Anticipating what people need before they ask.

我想要通过_____做出贡献。

在观众面前表演或展示。

把已经不错的东西变得更好。

使人和决策基于现实。

在人们开口前就知道了他们需要什么。

20

I want to contribute by:

Using stories to bring things to life.

Finding the right information to share with each person.

Investing my financial resources to do good.

Doing something to a level of perfection.

我想要通过_____做出贡献。

通过讲故事让某物生动起来。

找到正确的信息与每个人分享。

为有益的事情投入财力。

做事力图做到完美。

21

I want to contribute by:

Inspiring others to be more creative.

Doing something original that has not been done before.

Prioritizing what matters most.

Figuring out how a group or team could better serve a community.

我想要通过_____做出贡献。

启发他人变得更有创造力。

做以前没有人做过的事情。

优先考虑最重要的事情。

弄清一个团队如何更好服务社区。

22

I want to contribute by:

Using technology to reach as many people as possible.

Taking steps to improve the health of people I care about.

Getting people excited about their work.

Helping people feel safe and secure.

我想要通过_____做出贡献。

利用技术触及尽可能多的人。

采取措施改善我所关心之人的健康。

让人们对自己的工作感到兴奋。

帮助人们感到安全、踏实。

23

I want to contribute by:

Advocating for someone I believe in.

Building collective intelligence.

Making sure people are prepared for anything.

Ensuring people have fun every day.

我想要通过_____做出贡献。

支持我所相信之人。

建立集体的智慧。

保证人们已经为任何事做好了准备。

保证人们开心地度过每一天。

24

I want to contribute by:

Juggling a lot of things at one time.

Being a voice for people who need one.

Helping people learn from my experiences.

Giving recognition for great work.

我想要通过_____做出贡献。

同时处理很多事。

为有需要的人发声。

帮助人们从我的经历中学习。

对重大成果给予肯定。

25

MILES (Most Influential Life Experiences)

Look back and identify a few of the most formative experiences of your lifetime. What are the events, moments, or periods of time that influenced

your work and life the most?

In the fields below, list three of the most influential work and life experiences you recall (using a phrase or sentence to describe the experience):

MIES (最具影响的人生经历)

回顾一下，找出一些对你人生影响最大的经历。哪些事件、瞬间或时期对你的工作和生活产生了最大的影响？

在下方，列出你记忆中对你工作和生活产生最大影响的 3 段经历（使用一个词组或一句话来描述这段经历）。

26

I want to contribute by:

Building a knowledge base to answer a range of questions.

Standing up for what I believe in most deeply.

Crafting policies that improve a community.

Helping others enjoy themselves in the moment.

我想要通过_____做出贡献。

搭建一个可以回答一系列问题的知识库。

坚守我最坚信的东西。

制定能改善社区的政策。

帮助他人享受当下。

27

I want to contribute by:

Engineering things to be as user-friendly as possible.

Planning events for friends, family, or colleagues.

Ensuring fairness among my friends and colleagues.

Focusing on doing a few things very well.

我想要通过_____做出贡献。

设计出对用户尽可能友好的产品。

为朋友、家人或同事策划活动。

确保朋友与同事之间的公平性。

专注在个别几件事上做得很好。

28

I want to contribute by:

Creating structure that enables growth.

Being a great listener and hearing people's needs.

Coaching people to achieve more

Debating important topics.

我想要通过_____做出贡献。

创造能够促进增长的结构。

成为一个倾听他人需求的倾听者。

指导人们实现更多目标。

讨论重要话题。

29

I want to contribute by:

Rallying to make something happen at the last minute.

Making things more practical and applicable.

Inventing something that improves lives.

Organizing trips or social outings.

我想要通过_____做出贡献。

在最后一刻促成事情成就。

让事情变得更切实际也更适用。

发明一些能改善生活的东西。

组织旅行或社交活动。

30

I want to contribute by:

Encouraging another person to do more.

Building structure that makes things more efficient.

Taking care of someone who has been struggling.

Sharing important information with many people.

我想要通过_____做出贡献。

鼓励他人做更多。

创建使事情更有效率的结构。

照顾某个正苦苦挣扎的人。

与很多人分享重要信息。

31

I want to contribute by:

Taking charge when no one else will.

Showing people how to do things more effectively.

Connecting friends with people they should know.

Being recognized as an expert in my field.

我想要通过_____做出贡献。

在没人愿意负责时担起重任。

向人们展示如何更高效地做事。

帮助朋友结识他们应该认识的人。

在所在领域成为公认的专家。

32

I want to contribute by:

Setting trends that others follow.

Being someone that friends can always count on.

Building a legacy people will remember.

Creating engagement among a team.

我想要通过_____做出贡献。

引领他人追随的趋势。

做一个朋友永远可以依靠的人。

建立人们会记住的遗产。

让团队中每个人都有参与感。

33

I want to contribute by:

Presenting concepts to groups.

Turning around something that is not working.

Setting a good model through my actions.

Helping others see a bigger picture.

我想要通过_____做出贡献。

向小组介绍概念。

扭转了糟糕的局势。

用自身行为树立一个好榜样。

帮助他人看到更大的图景。

34

I want to contribute by:

Volunteering or investing my time.

Teaching a group so they can do more.

Making people laugh.

Initiating new conversations.

我想要通过_____做出贡献。

参加志愿活动或贡献我的时间。

培训一个小组，使其可以完成更多工作。

逗笑人们。

发起新的对话。

35

I want to contribute by:

Giving undivided attention.

Asking great questions to get people talking.

Leading a product or project team.

Finding agreement between two sides.

我想要通过_____做出贡献。

做什么事都很专注。

提出好问题来让人们发言。

领导一个产品或项目团队。

使双方达成一致。

36

I want to contribute by:

Studying what worked in the past to guide the future.

Responding to the needs of other people.

Help people see how their work influences many.

Launching new products, services, or initiatives.

我想要通过_____做出贡献。

总结过去有效的经验以指导未来。

对他人的需求做出回应。

帮助人们看到自己的工作如何影响很多人。

启动新产品、服务或项目。

37

I want to contribute by:

Discovering patterns and connections between things.

Sensing what other people need at just the right time.

Focusing on long-term efforts and projects.

Standing up for something you believe in.

我想要通过_____做出贡献。

发现事物之间的模式与联系。

在适当的时候感受到他人的需求。

聚焦于长期的努力与项目。

坚守坚信的东西。

38

I want to contribute by:

Using data and measures to make better decisions.

Helping others to relax and de-stress.

Mentoring another person.

Creating a new product from scratch.

我想要通过_____做出贡献。

借助数据与测量做出更好的决定。

帮助他人放松、减压。

指导他人。

从零开始创造一个新产品。

39

I want to contribute by:

Using my instincts to solve problems.

Researching the best answer to a question.

Sharing information throughout my social circles.

Comforting someone in a time of need.

我想要通过_____做出贡献。

利用直觉解决问题。

研究问题的最佳答案。

在社交圈里分享信息。

在他人需要的时刻给予安慰。

40

I want to contribute by:

Protecting people from hazardous situations.

Exploring new ideas and deciding which ones to invest in.

Implementing established programs that help people.

Speaking up for people who need to be heard.

我想要通过_____做出贡献。

在危及时刻保护他人。

探索新想法，并决定投入精力在哪些新想法上。

落实对他人有益的计划。

为那些需要被倾听的人发声。

41

Strengths

What do you consider to be your greatest personal strengths? Feel free to use your own words or language from any assessments you have used. In the space provided below, list three words or terms that best describe your personality strengths.

优势

你自认为最强的个人优势是什么？请使用自己的语言或曾经做过的测试的语言，列出最能形容你个人优势的 3 个词，并填写在以下空白处。

42

Which statement describes you best?

I have far more creativity than most people.

I am creative.

I am productive.

I get far more done in a given day than most people do.

以下哪个描述最符合你？

我比大多数人更具创造力。

我具有创造性。

我还算高产。

我在一天之内所完成任务，远超其他人。

43

Which statement describes you best?

New ideas come to mind easily for me.

I have new ideas every now and then.

I stick with things long enough to get them done.

I stick with things when others are giving up.

以下哪个描述最符合你？

想出新点子对我来说很容易。

我时不时会想出一些新点子。

我能坚持做某事。

当其他人选择了放弃，我仍会坚持完成某事。

44

Which statement describes you best?

I have everything in order.

I am relatively organized.

I get things in order when it's necessary.

I often figure things out at the last minute.

以下哪个描述最符合你？

我能让任何事都有井井有条。

我比较有条理。

我在必要时会有条理。

我经常临时抱佛脚。

45

Which statement describes you best?

Details always matter to me.

I can follow detailed instructions when needed.

I don't need a lot of structure.

I am flexible and adapt to needs in the moment.

以下哪个描述最符合你？

细节对我来说很重要。

必要时我会遵循详细的指示。

我不需要那么多条条框框的限制。

我很灵活，能随机应变。

46

Which statement describes you best?

I love gatherings and social events.

I enjoy occasional social events.

I prefer time alone to time with groups.

I look forward to time alone so I can think.

以下哪个描述最符合你？

我喜欢组织社交聚会。

我偶尔喜欢社交聚会。

相比和一群人社交，我更喜欢独处。

我渴望一个人待着这样我能思考一些问题。

47

Which statement describes you best?

I like initiating new conversations.

I can start conversations when needed.

I can be creative when I need to.

I excel at coming up with new ideas.

以下哪个描述最符合你？

我喜欢发起对话。

必要时我可以发起对话。

必要时我可以有创意。

我非常善于提出新点子。

48

Which statement describes you best?

I build consensus between people.

I want people to get along with one another.

It's okay when people disagree.

I challenge what people think.

以下哪个描述最符合你？

我在人们之间达成共识。

我希望人们能彼此和睦相处。

我能接受意见不合。

我会挑战人们的观念。

49

Which statement describes you best?

I get along with everyone.

I get along with most people.

I sometimes have open disagreements with people.

I have open disagreements with people every day.

以下哪个描述最符合你？

我和所有人和睦相处。

我和大多数人和睦相处。

我有时会 and 人们产生公开的分歧。

我每天都和人们产生公开的分歧。

50

Which statement describes you best?

A lot of things have a big emotional impact on my day.

I sometimes let small things get me down.

Little things don't get me down very often.

I brush things off quickly and move on.

以下哪个描述最符合你？

很多事情能严重影响到我一天的情绪。

有时，我会因为一些小事情绪低落。

小事不会经常对我的情绪有影响。

我能将事情快速抛诸脑后，并继续前进。

51

Which statement describes you best?

My mood fluctuates a lot throughout the day.

My mood fluctuates a little throughout the day.

My mood is fairly stable during a typical day.

I help people keep charging through the day so little things don't
get them down.

以下哪个描述最符合你？

一天之内，我的情绪波动频繁。

一天之内，我的情绪偶尔发生波动。

一天之内，我的情绪比较稳定。

我能帮助他人控制情绪，以免他们因小事而感到低落。

52

Which statement describes you best?

I love trying new things or experiences.

Doing something new is better than doing what I've tried before.

I prefer doing things that I've tried before.

I almost always stick to things that I've tried before.

以下哪个描述最符合你？

我热爱尝试新鲜事物或新体验。

尝试一些新事物好过做一些我尝试过的事情。

我更愿意做一些我尝试过的事。

我几乎总是做我尝试过的事。

53

Which statement describes you best?

I arrive early for scheduled events.

I arrive on time.

I usually arrive on time.

I try not to get myself worked up about timing throughout the day.

以下哪个描述最符合你？

我会比预约的时间早到。

我会按时赴约。

我常常按时赴约。

我试着不让自己整天为时间而紧张。

54

Which statement describes you best?

I am a hub for interaction within my social networks.

I often bring groups of friends together.

I prefer conversations with one other person.

I love to ask questions and listen to my closest friends.

以下哪个描述最符合你？

我是社交圈的核心。

我总是将朋友们聚在一起。

我更喜欢一对一的聊天。

我喜欢向最亲密的朋友提问并倾听。

55

Which statement describes you best?

People tell me I am a great listener.

I am good at listening when it's important.

I am good at debating when I need to.

People tell me I am a great debater.

以下哪个描述最符合你？

人们评价我为很好的倾听者。

重要的时候我很善于倾听。

必要时我很擅长辩论。

人们评价我为很好的辩论家。

56

Which statement describes you best?

I worry about making the wrong choices.

It takes me more time to make decisions.

I make quick decisions.

I make quick decisions and rarely look back.

以下哪个描述最符合你？

我担心做出错误的选择。

做决定时，我需要花费更多时间。

我做决定很迅速。

我很快做出决定，并且很少回过头去怀疑。

57

Which statement describes you best?

People often describe me as open-minded.

I can be open minded when I need to.

I prefer to stick to what I know.

There are things I believe in so deeply that these views will never change.

以下哪个描述最符合你？

人们总是评价我能广泛地接受各方观点。

必要时，我会接受各方观点。

我更喜欢坚持我所知道的。

如果是我所坚信的事情，我的观点永远不会改变。

58

Which statement describes you best?

Meeting people's expectations is very important to me.

I meet expectations when it matters most.

My own expectations are more important than external ones.

I love to set my own priorities and expectations.

以下哪个描述最符合你？

满足他人的期待，对我来说非常重要。

在最重要的时候，我会满足别人的期待。

我自己的期待比其他人的重要。

我喜欢设定我自己的优先级和期待。

59

Which statement describes you best?

The more people I'm around, the more energy it gives me.

Being around a select group of friends energizes me most.

One-on-one time is most energizing to me.

Time alone re-energizes me.

以下哪个描述最符合你？

身边的人越多，越能让我充满活力。

和特定的一群朋友在一起，最能让我充满活力。

一对一的沟通，最能让我充满活力。

独处能让我充满活力。

60

Which statement describes you best?

Friends bring me their problems because they know I will listen.

I listen when I know people need it most.

Friends ask my opinions when they are stuck.

I love to give advice.

以下哪个描述最符合你？

朋友会向我倾诉烦恼，因为他们知道我会倾听。

当我知道人们需要倾听的时候，我会倾听。

朋友在陷入麻烦时，会询问我的看法。

我热衷于给建议。

61

Which statement describes you best?

My friends seem to be careful about what they say around me.

My friends are sometimes cautious about what they say around me.

My friends seem to let their guard down when I am around.

My friends know they can say almost anything around me.

以下哪个描述最符合你？

同我交谈时，朋友似乎有些谨慎。

同我交谈时，朋友有时有些谨慎。

同我交谈时，朋友似乎会放下戒备。

同我交谈时，朋友可以畅所欲言。

62

Which statement describes you best?

I spend time reading and learning every day.

I like to learn.

I like to get things done.

I keep track of what I achieve throughout the day.

以下哪个描述最符合你？

我每天都会花时间阅读和学习。

我喜欢学习。

我喜欢把事情做完。

我记录自己一天所完成的事情。

63

Which statement describes you best?

Friends describe me as a perfectionist.

I pay attention to detail.

I go with the flow when needed.

Friends describe me as carefree and adaptable.

以下哪个描述最符合你？

朋友形容我是完美主义者。

我看重细节。

必要时我会跟随大多数人的脚步。

朋友形容我无忧无虑、适应性很强。

64

Which statement describes you best?

I love to talk.

I am good at making small talk.

I scrutinize the right way to say things before I speak.

Even when in a group, I am fine just listening and learning.

以下哪个描述最符合你？

我喜欢说话。

我擅长闲聊。

开口前我会思考正确的表达方式。

即便是在团队中，我也可以只是倾听和学习。

65

Which statement describes you best?

I go out of my way to include everyone.

I often worry about people who are not included.

I can be selective when I need to be.

I am good at selecting the right people for the right things

以下哪个描述最符合你？

我会有意让每个人都融入进来。

我经常担心有人无法融入集体。

必要时我会挑选一部分人。

我擅长挑对的人做对的事情。

66

Which statement describes you best?

I often wish I would've done things differently.

I sometimes wish I had done things differently.

I sometimes experience regret.

I rarely experience regret.

以下哪个描述最符合你？

我常常希望当初可以换个方式做某事。

我有时希望当初可以换个方式做某事。

我有时感到后悔。

我几乎不会感到后悔。

67

Congratulations on completing your Contribify Inventory!

Based on your responses to this initial inventory, we have created a personalized Contribify Profile. This profile is designed as a starting point for making even greater contributions in work and life.

The first page is intended to be a brief scorecard of what's most important so you can do more for others in the future. It is also meant to be a starting point for discussions with others and among teams. The extended report, which follows the scorecard, goes into more depth about how you can best contribute to others, teams, and organizations.

Please check the email address you registered with for a printable PDF of your Contribify Profile and Planning Guide. Normally this will take only a few minutes to reach your inbox, but please allow up to fifteen minutes for your results to arrive in your inbox.

恭喜你完成了贡献力测试。

根据你对以上问题的回答，我们创建了一份个性化的分析报告，用于指导你在工作和生活中做出更大贡献。

第一页简单总结了对你来说最重要的事情，以便你在未来可以在这些领域为他人做更多。这些内容也可以供你与其他人或团队展开讨论。之后是更为深入的分析报告，介绍了你如何能为他人、团队和公司最大限度地做出贡献。

请查看你注册账户时所用的邮箱，从而获得你的贡献力报告与规划指南。通常发送至你的邮箱只需要几分钟，但请允许 15 分钟内测试结果发送至你的电子邮箱。