

Individual's Self Report For Sally Sample

This report is based on your answers to the Comprehensive Personality Profile questionnaire. This evaluation is not intended to provide clinical judgments nor is it intended to replace professional counseling. It is a general summary which has been oriented toward your positive characteristics and is intended to help you build upon your strengths.

SUMMARY OF PAGES

Page 2 -- Your responses to the 88 True/False statements are grouped into the six EIRSAT scales and paired (EI/RS/AT) into profiles (Temperament, Ego Style, Social Style) for easy identification of your most basic behaviors. Your responses are compared to the responses of thousands of other individuals and reported in the form of percentile rankings. If your score, for example, is a 75, 25 percent of your peers would score higher than you and 75 percent would score lower than you on that scale. **LOW** scores are 0 to 40 percent. **MODERATE** scores are 41 to 60 percent. **HIGH** scores are 61 to 100 percent.

Pages 3, 5, and 7 -- These profiles graphically describe your behavior in terms of the interactions between the three pairings of scores (EI/RS/AT). Your behavior may be similar to persons in adjacent categories, but the more distant the category, the more dissimilar that behavior will be.

Pages 4, 6, and 8 -- Your Temperament describes your intensity and how you control it. Your Ego-Style describes how you respond when you are in safe and familiar situations. Your Social Style describes how you respond to new and unfamiliar situations. Since each of these three behaviors are separate and independent of one another, expect contradictions. They indicate inner-conflicts which lead to inconsistent and less predictable behavior.

Pages 9 and 10 -- Your Temperament, Ego Style, and Social Style behaviors are combined and summarized in this Summary Profile. Extensive research has shown that each individual will behave in a way similar to one (or a combination of) these four Summary Profiles: Driver, Motivator, Supporter, or Thinker.

Temperament

Emotional Intensity 50%

It is the physical, mental, or social energy which helps to determine your intensity or activity level. HIGH scoring individuals are intense, restless, and have difficulty tolerating monotonous routines. LOW scoring individuals are more routine, consistent, and even-paced.

Intuition 61%

This scale measures the degree to which you rely upon experience and feelings to make a decision. HIGH scoring individuals typically dislike detailed analysis of complex subject matter and avoid situations that require deep concentration or long-term memory. LOW scoring individuals use an analytical approach to problem solving and enjoy challenges that involve deep concentration or detailed analysis.

Ego Style

Recognition Motivation 66%

It is your need for status, prestige, or acknowledgement. HIGH scoring individuals are motivated by status/prestige recognition and typically take pride in their social mobility. LOW scoring individuals are recognition independent. They are typically more interested in nature, music, science, or philosophy than status/prestige or social mobility.

Sensitivity 85%

This scale describes the degree to which you expressively demonstrate warmth and love for others. HIGH scoring individuals are actively involved in helping and nurturing others. LOW scoring individuals are more controlled and private. They believe that "familiarity breeds contempt" and typically avoid intimate, "know all", relationships.

Social Style

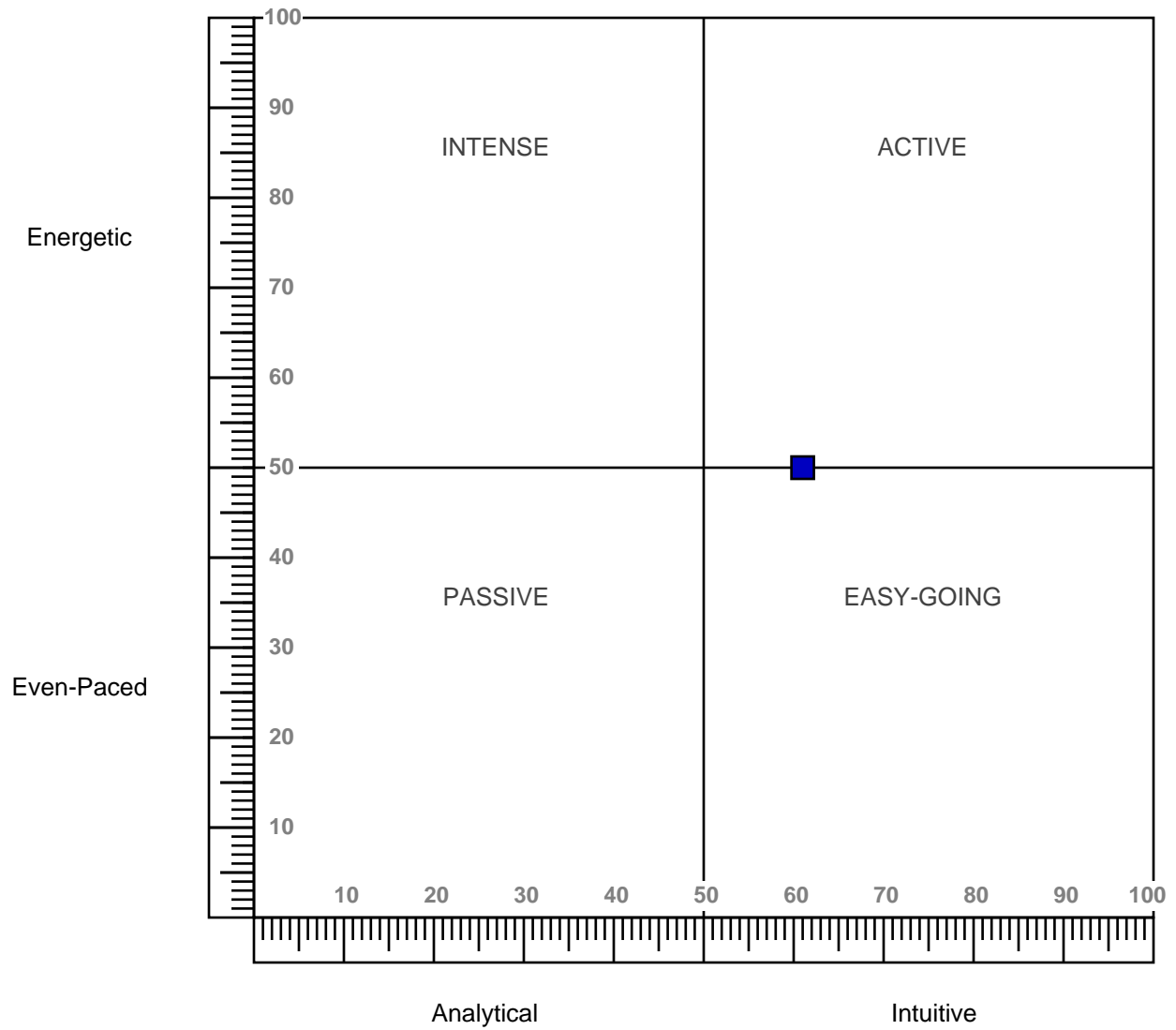
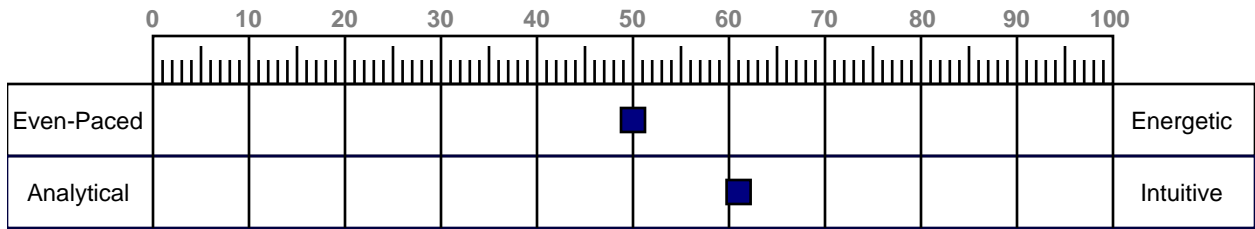
Assertiveness 84%

This scale measures your ability to control the actions of others. HIGH scoring individuals can confidently assert themselves when necessary. LOW scoring individuals have difficulty saying "no" when confronting aggressive or authoritative people. They report that they are often too agreeable and too concerned about what others may think of them.

Trust 25%

It is the perception of the world around you. HIGH scoring individuals are open and trusting and see others as honest and trustworthy. They initially give others the "benefit of the doubt" until they are proven wrong. LOW scoring individuals are more private and skeptical and initially require others to "prove themselves."

TEMPERAMENT



Temperament Profile

Style: Active / Easy-going

General Statement

You are characterized by a moderate energy level that is outer-directed toward intuitive, non-analytical pursuits. You do not attempt to control or bottle-up energy, and, as a result, you can appear impulsive at times. When it comes to making a decision, you rely more on instinct and intuition than thoughtful meditation and analysis. Hobbies and pastimes typically include social and athletic pursuits which do not require long-term memory or deep concentration. You get bored easily with numbers, details, and technical data. You are described as "Active/Easy-going" because your moderate energy level creates an inconsistency. Sometimes you will be seen as actively pursuing goals or challenges, while at other times you will appear easy-going, comfortable, and leisurely. You are described as intuitive, instinctual, non-analytical, logical, and practical. Opposites include: passive, analytical, reflective, hesitant, intense, perfectionistic, calculating, and precise.

Strengths

Your moderate intensity level presents you with the best of both worlds. You can accelerate with intensity when a sense of urgency exists, and slow yourself down when an even-paced effort is demanded. Your high level of intuition allows you to look at the big picture without seeing the minor flaws that sidetrack others who are too detail-minded. As a result, you are able to make decisions without getting bogged-down with irrelevant data.

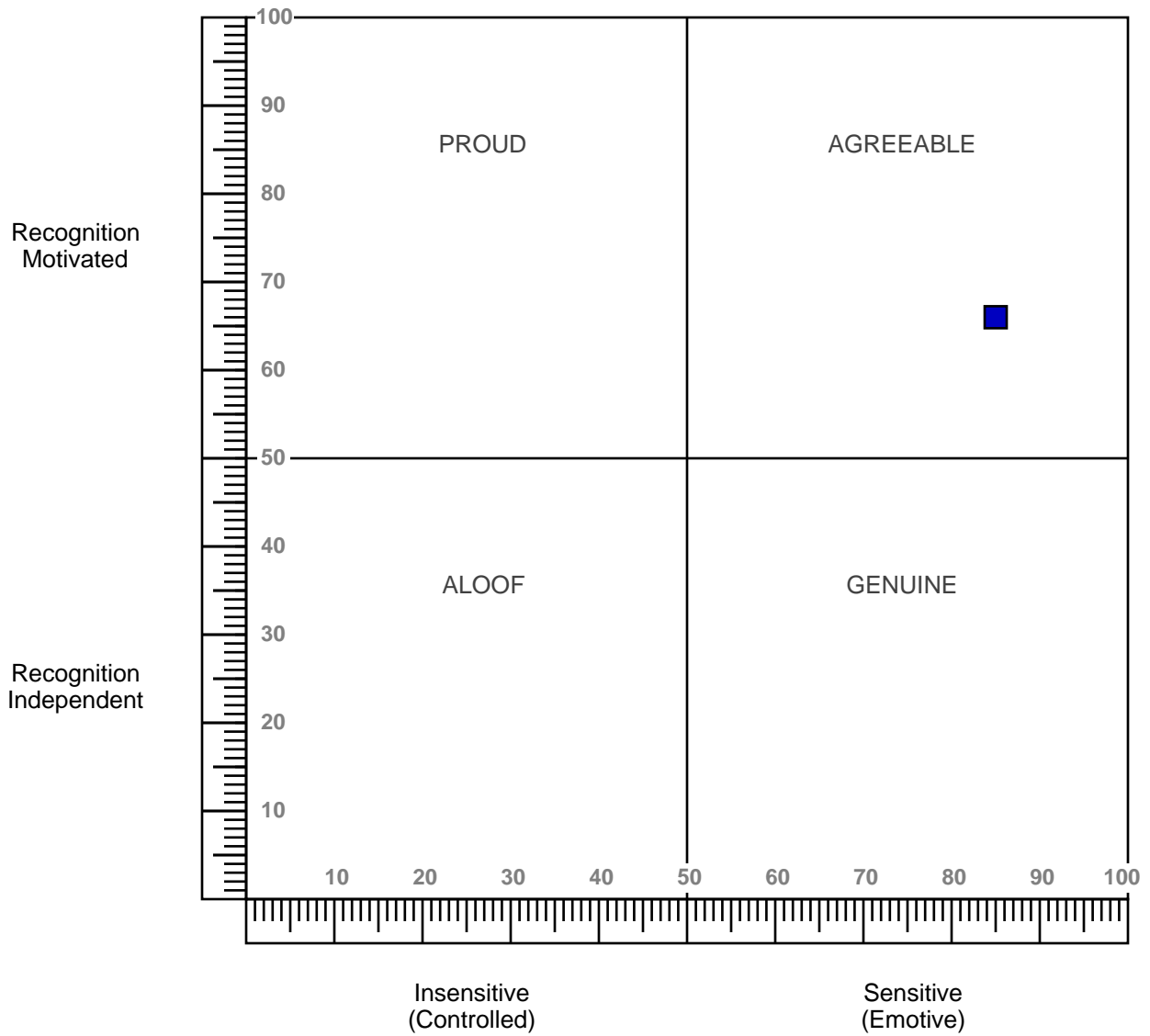
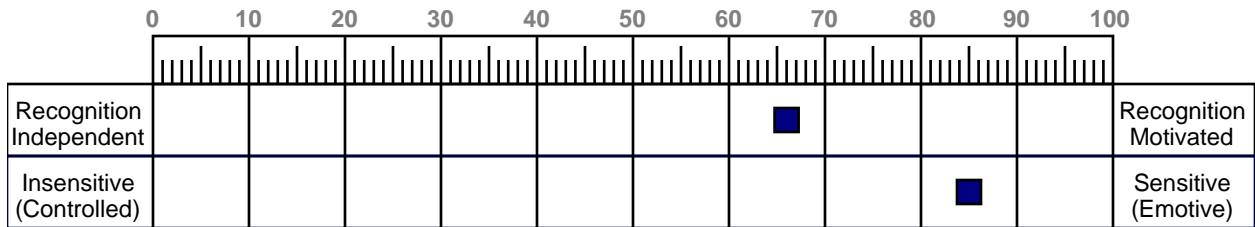
Stress / Anxiety

Your ability to externalize frustrations keeps things from getting bottled-up inside. As a result, anxiety that is related to temperament is not typically a problem. Since you are moderately active, you may get involved in too many different activities at one time and find that there is not enough time in the day to complete every project. This pressure can create stress or anxiety. However, typically you have the ability to relax and take it easy when necessary. As a result, stress is usually caused by traumatic events beyond the scope of any personality dimensions.

Career Considerations

You work best in situations which take advantage of your ability to communicate in a relaxed and comfortable manner. You least enjoy situations which require an abundance of detail-oriented analysis or technical interpretation. As a result, a position in collections, public relations, or sales could be compatible with your temperament. However, make sure that such jobs are compatible with the other dimensions of your personality as well.

EGO STYLE



Ego Style

Style: Agreeable

General Statement

You are characterized by a relatively high need for recognition coupled with a relatively high degree of sensitivity to the needs of others. You are dependent to the extent that approval, acceptance, and other forms of recognition are important. You typically prefer close, warm, open relationships which allow you an opportunity to be of assistance to others. You are sympathetic and compassionate and enjoy being helpful when someone is in need. You are described as "agreeable" because you are motivated toward acceptance and approval. This high level of sensitivity, when it is combined with a high need for recognition, produces a relatively inoffensive form of behavior. You are described as sympathetic, sincere, concerned, affectionate, and caring. Opposites include: inconsiderate, insensitive, and thick-skinned.

Strengths

When it comes to close personal relationships, you are warm, compassionate, considerate, and pleasing to be around. Seldom do you compete against others or offend others intentionally. You find it difficult being critical. Because of your interest in others, you are typically unselfish. You take great pride in making friends feel comfortable. In fact, you can get so wrapped up in the needs of others that there is very little time or energy left for personal needs. This high sensitivity to the needs of close friends should not be confused with your relationships with acquaintances and strangers. Occasionally, individuals may display high sensitivity to the needs of close friends while avoiding warm and open relationships with strangers. For additional information refer to the section of this report that discusses Trust.

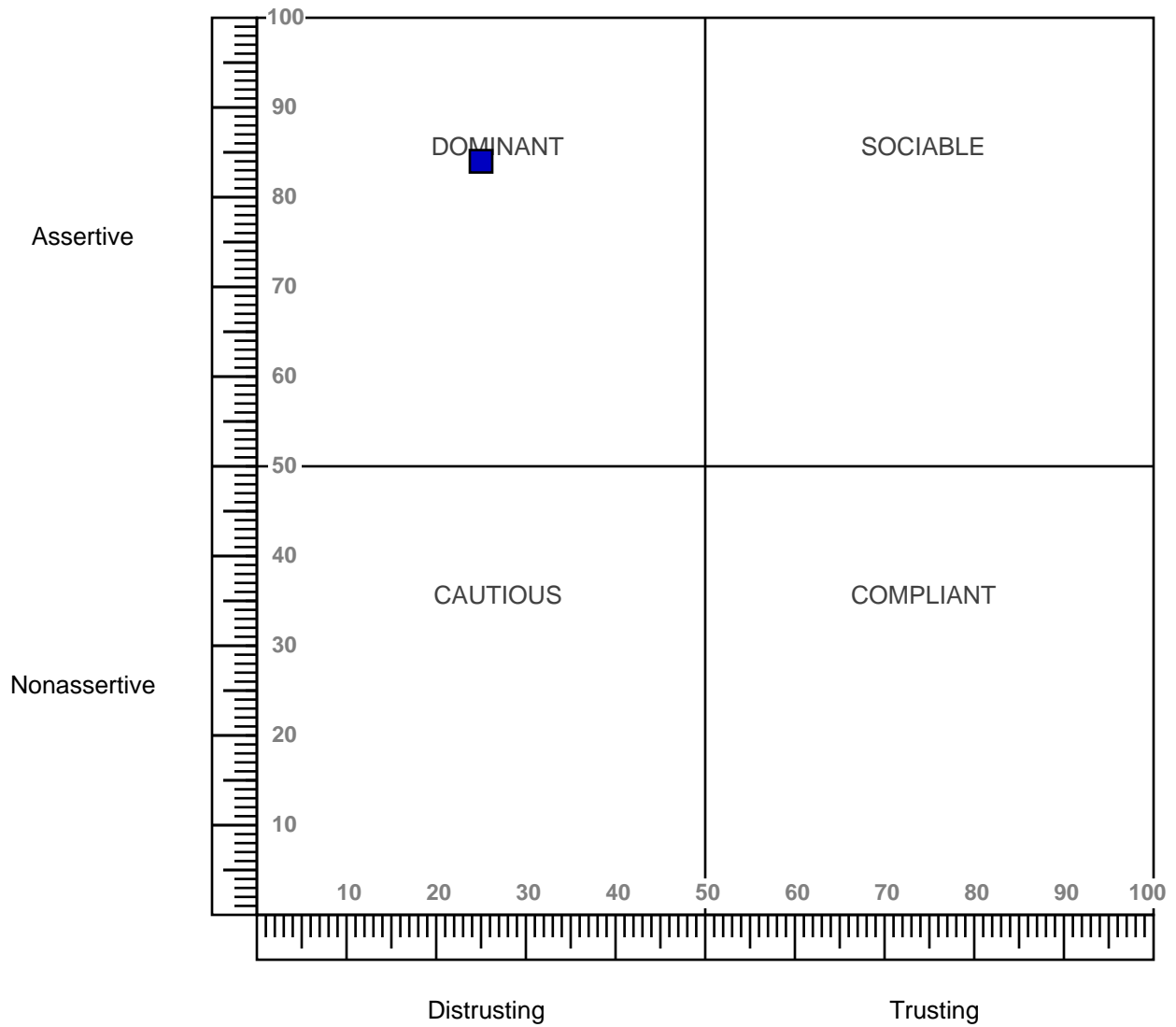
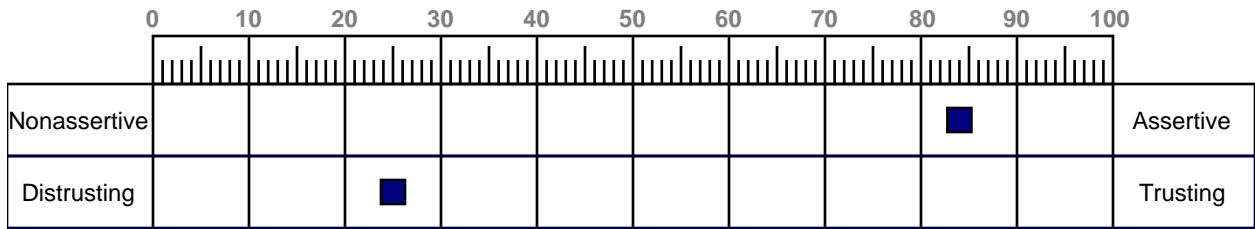
Stress / Anxiety

The stress and anxiety which comes from trying to meet the expectations and approval of others becomes a rather heavy burden at times. Any need which depends upon others for its fulfillment is difficult to control--and acceptance and approval are totally dependent upon what other people think. This lack of control over such an important need occasionally results in anxiety or stress.

Career Considerations

Your need for acknowledgement narrows down career choices to those areas where you can be of significance to others and receive positive feedback as a result of your efforts. Any job position where you use this high level of sensitivity and warmth in a positive environment will be rewarding and enjoyable.

SOCIAL STYLE



Social Style

Style: Dominant

General Statement

Your social style combines a low degree of trust with a high level of assertiveness. Low trust keeps you from becoming too vulnerable and allows you to maintain the proper objectivity, while high assertiveness keeps you from being manipulated by others. As a result, you are able to control both personal and business situations. When it comes to proving a point you can be quite authoritative, even to the point of inflexibility. You demand as much from others as you do of yourself, and you usually succeed in getting the most out of others.

Strengths

This no-nonsense attitude typically causes you to be efficient and self-disciplined. Though others may not like you at all times, you are well respected for your ability to effect change. They depend upon you for your objectivity and decisiveness. These two characteristics are your greatest assets. Your social style is referred to as "Dominant" because of your leadership abilities. When a stand needs to be taken, you can be depended upon to be firm and unyielding. You are seldom intimidated by those who challenge your authority. You would rather be known as strong (as opposed to soft-hearted); demanding (as opposed to yielding); and decisive (as opposed to conciliatory).

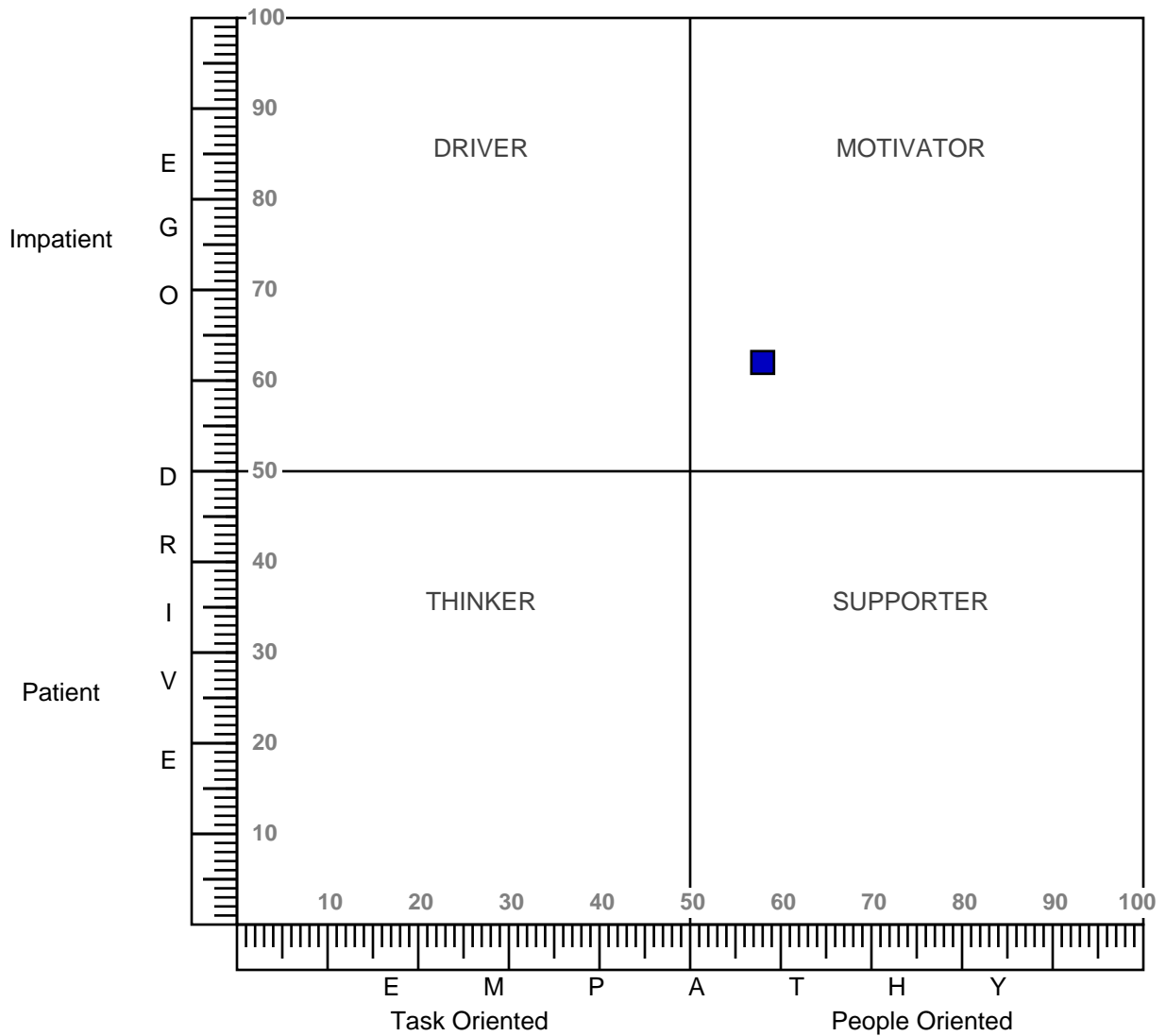
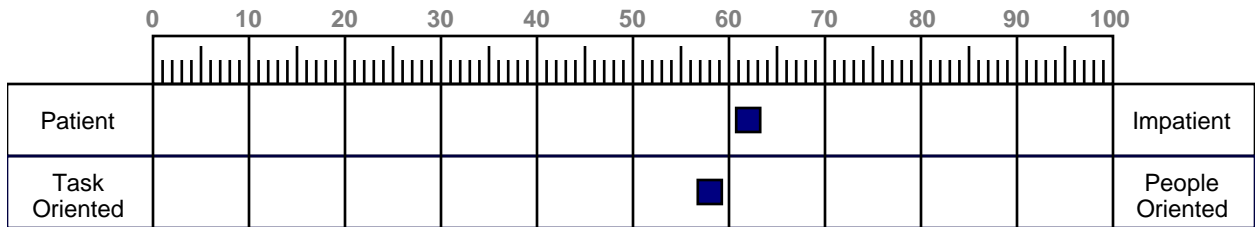
Stress / Anxiety

Anxiety or stress attributable to your social style is typically insignificant. However, other factors of personality contribute to your inability to control the outcome of an expectation. Your low trust in conjunction with other characteristics may prevent you from catering to the needs of others. This matter-of-fact attitude may make others feel uncomfortable. You may not be able to employ the tact and diplomacy that is necessary to avoid conflict. This inability to control what others may think could become a source of anxiety or stress.

Career Considerations

Your objectivity and decisiveness are great assets in any area of leadership that requires a no-nonsense, matter-of-fact approach to controlling the actions of others. Your low trust would prevent you from being manipulated, while your assertiveness would keep subordinates under control. A Supervisor, foreman, lawyer, judge, police officer, or game warden are a few possibilities.

SUMMARY STYLE PROFILE



Summary Style Profile

Style: Motivator / Driver

General Statement

You are characterized by a moderate degree of empathy along with a high activity level that is profoundly goal-oriented. Your greatest asset is an achievement motivation that is activated by competitive situations. You are described as a "Motivator/Driver" because you have two distinctly different personality styles. The "Motivator" is openly expressive and outgoing, while the "Driver" is a no-nonsense workaholic. At times you will appear to be sensitive, loving, and caring. At other times, however, you will be so wrapped up in the pursuit of personal goals that you will have no time for others. You are described as motivated, competitive, hurried, independent, impatient, and goal-oriented.

Strengths

Individually defined goals are very quickly attained. Your high motivational level tends to make you a workaholic toward individually defined goals. When results are needed immediately, personal relationships will find no place in your schedule. On the other hand, you show a distinct but inconsistent need to show warmth and sensitivity to others. Within the Transactional Analysis styles, you would display both the "Parent" and "Child" forms of behavior. The "Child" can be seen when a free-flowing sensitivity and compassion occasionally interrupts your disciplined and serious pursuit of personal goals. Friends and acquaintances will quickly become aware of this sensitive and compassionate side to your personality.

Stress / Anxiety

Your high activity level and goal-oriented behavior often create situations that produce stress. You have a tendency to pursue too many goals at one time, leaving very little time for rest and relaxation. Research has shown a relationship between a "Type A" personality style and heart disease. This "Type A" behavior may place too much strain on your heart and other related systems. It is important to realize the significance of pacing yourself and maintaining a routine of regular exercise and proper diet. These behaviors significantly reduce the stress that is inevitably part of your personality. Both stress and anxiety result from placing such emphasis on expectations that you fail to realize that some expectations are beyond your immediate control.

Career Considerations

You need independence of action and direct rewards for your efforts. Owning your own business or management will meet these two needs. You prefer pressured situations and intensely dislike situations that do not actively utilize your intelligence, creativity, and energy. You may not work as well in a corporate environment that does not allow upward mobility. In this situation, you must be allowed some degree of flexibility where you can autonomously and actively pursue well defined goals.