

Career Personal Strengths Profile

for

Sample Profile

Sample

Saturday, March 10, 2018



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INTERPRETING YOUR PERSONAL STRENGTHS PROFILE

The Personal Strengths Profile provides a description of how you communicate with others, make decisions, react under pressure, respond to different environments and how you are responding to current life events. The profile can help you understand better where you most naturally excel and provide insight, direction and confidence in work, educational, career and personal situations.

The interpretation report covers three main areas.

- 1. Your natural personality style -- how you feel you really are, or how you would probably be if life went exactly as planned**
- 2. Your first impression style -- how you would typically come across to others in a first time encounter.**
- 3. Your adaptation to changes -- within your current environment and your energy reserve for responding to current demands**

This report interprets your behavioral preferences according to the personality traits below. To the left are the four primary or CORE traits and to the right their counter traits.



There are strengths to each trait. None is right or wrong, good or bad. There are situations, however, when the natural behaviors of one trait may be more or less appropriate than those of another. This report will help you understand some of those situations.

For even more understanding about your personality, ask Henko, your PREP Administrator about "The Pocket Communicator", "The Communicator", "The Coach", or contact us at Leadership Development International, 86-22-8823-9235, LDiInfo@ldi-cn.com.

Thank you for taking our Personal Strengths Profile!

YOUR NATURAL STYLE PROFILE

The Natural Style Profile is the foundation for understanding your personality style and behavioral preferences. It represents how you view the world, receive communications, form relationships and respond to stressful or uncomfortable situations. Your natural style is usually established in early years and changes slowly, often when your normal behavior is not getting the results you would like. Those who are closest to you probably know you best as the person shown by the Natural Style Profile.

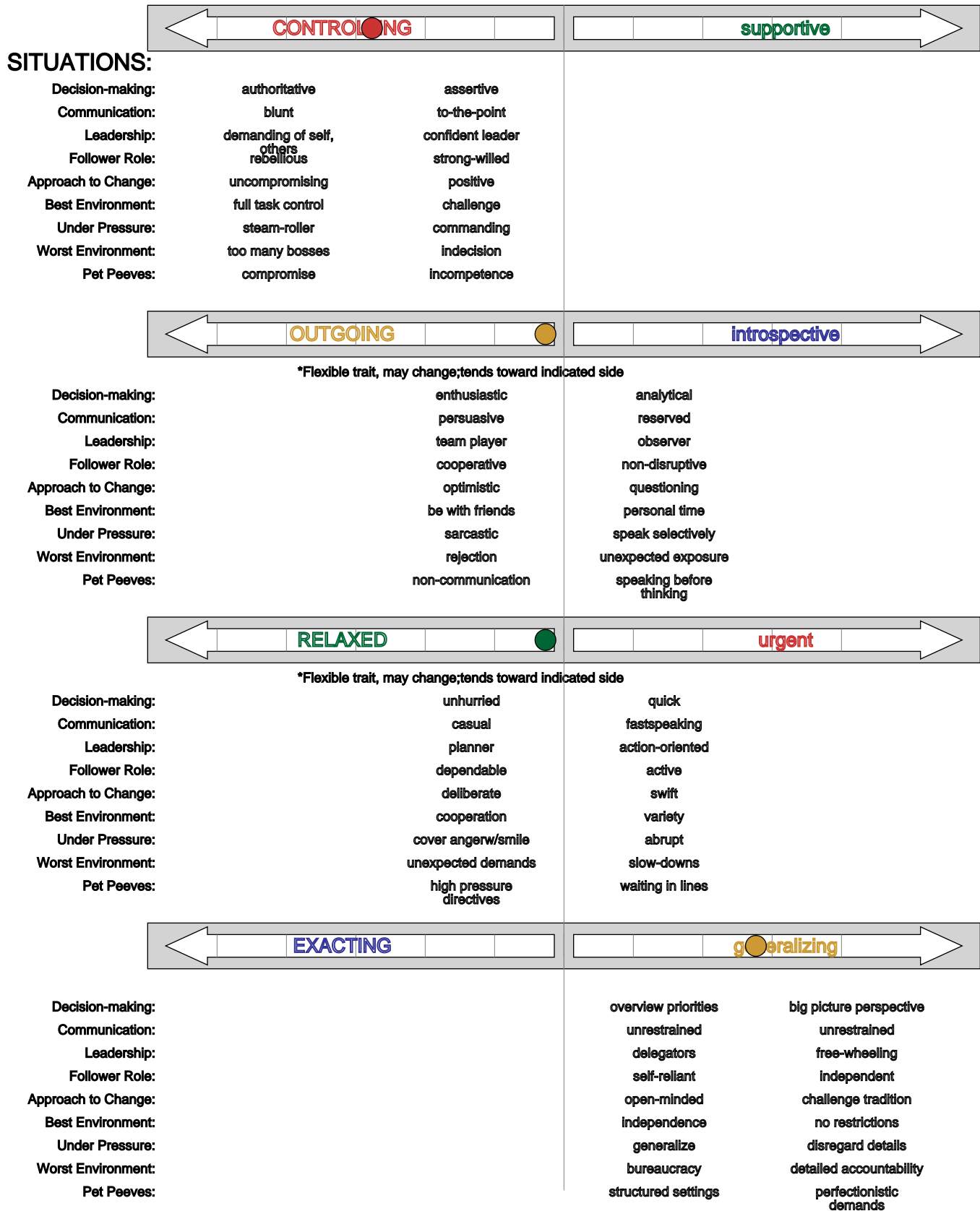
Your Natural Style personality profile is graphed on the personalized Trait Summary Chart which follows. The personalized Trait Summary Chart is a graphic interpretation of your Natural Style strengths. On the left side of the personalized Trait Summary Chart is a Situation column. You will find a summary phrase of how you tend to respond to each situation on the corresponding line. The top situations describe your strengths in each of your four traits. The lower three situations reflect your behaviors under pressure and less productive responses.

Pay particular attention to your most extreme left and extreme right markings. These are your most consistent personality traits. Traits close (within 1/2") to the center line are more flexible and adaptive and will be flagged on your graph. Your extreme left and right traits can change but it is uncommon and would only occur over extended periods of time or under extreme adverse stress.

Some individuals will have a profile in which all traits cluster closely to the center line. This is referred to as an adaptive profile. The more adaptive a profile, the more variety in activities the person often seeks. The wider the profile, the more predictable and consistent the behavior, regardless of the environment. Being more or less adaptive is neither good nor bad. This only indicates different ways of interacting with others.

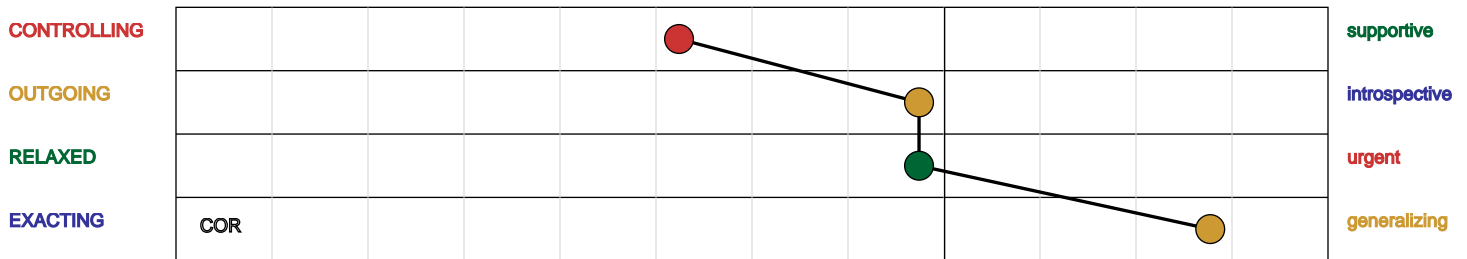
Your survey administrator may have included the complete Trait Summary Chart for a quick overview to compare opposite personality styles. The Situation Column is located in the center of this chart, instead of the left side on your personalized Trait Summary Chart. If you wish to have a copy of the complete Trait Summary Chart, please contact your survey administrator.

TRAIT SUMMARY CHART



YOUR CORE STRENGTHS

Natural Style Profile



The key to understanding your basic style is the Controlling trait. Controlling individuals strive to achieve competence in their skills or abilities and they pride themselves on their ingenuity. Controlling individuals have a strong effect on their environment and are natural leaders. Those with the Controlling trait prominent in their personality often come across more strongly than they would think; at times this may overwhelm those who do not have this style.

Also significant in your profile is the Outgoing-Relaxed trait combination. This would emphasize your intense people interests and almost charismatic ability to influence others. You probably seek the opportunity to strategically direct others decisions and to strategically plan and be involved in developing long term key relationships.

Of additional importance in your profile is the Generalizing trait. The generalizing trait is characterized by viewing life from along term big-picture perspective rather than getting stuck in trivia or mundane details. Generalizing people enjoy promoting new and innovative ideas. You are probably good at initiating projects but may rely on others to do the specific detail work.

Your particular profile is usually convincingly assertive and has a calm, yet controlling style. You tend to be a doer and driver to get results in an almost seamless fashion. This profile is usually socially adept and quick thinking around others yet direct and independent. This pattern is competitive and goal oriented, enjoying people contact, especially when in control.

You tend to be a good listener with a natural sense of understanding others' needs. This style is good at planning and designing, especially in people-intensive areas and situations. You probably have a contagious and lively enthusiasm. This pattern has a natural flair for marketing and entrepreneurial activities.

YOUR CORE CAREER STRENGTHS

A satisfying career match is a combination of your special area(s) of interest or passion and your CORE personality; then modified by your skill set competence, education and current life needs: social, emotional, intellectual and financial.

Natural skills for your personality include:

- Initiating, planning and setting long range goals
- Coaching and motivating leadership potential
- Influencing others, such as selling and marketing
- Focusing on developing long term people relationships
- Teaching, especially in a creative or innovative environment
- Seeking to incorporate new approaches in the planning process
- Exploring new areas or boundaries
- Seeking adventurous or unusual activities
- Viewing the bigger picture

The following list highlights some natural career matches for your profile:

- Generalist or multi-tasking to initiate activities
- Entrepreneur, especially in people-focused areas
- Manager, especially in customer interaction, human resources and new project start ups
- Project developer
- Public relations specialist
- Pharmaceutical sales representative
- Hospitality coordinator, manager for hotels, restaurants
- Recreation specialist and project lead
- Design and production specialist or project manager
- Natural resources team or group coordinators
- Creative expression specialist, performer
- Public affairs, interactions and communications specialist, politician
- Presenter, trainer
- Sales representative for consumer products, field sales, media
- Retail marketing
- Customer service manager or training specialist
- Hospitality and customer care manager, specialist or project initiator
- Planning processes project lead
- International or cultural relations specialist or manager
- Long-term relationship and project development
- Outdoor or natural resource planning work
- Artist, musician or interior design specialist

Contact your Survey Administrator for a more in-depth look and match of your personality and career, especially to personalize your interests, career goals, education, work experience, and current life needs.

YOUR CORE CHALLENGES

The most challenging situations you probably face are with people who have strong supportive-exacting tendencies. These individuals are cooperative, non-threatening, subtle, detail and team oriented. Often supportive-exacting people prefer for others to make the "tough" or major decisions and they want strong support for those decisions they do make. These individuals are not outspoken, and they expect to be given abundant praise and recognition without having to ask for it. They want to be given what they have earned and appreciate merit increases according to a predetermined scale.

You may interpret a supportive-exacting person or environment as indecisive, weak, overly concerned with protocol or incompetent. You would probably feel this person to be too passive or overly reliant on others' approval. This could trigger less appropriate behaviors from you, such as taking over completely, discrediting the person or situation as "inept" or weak. This could lead to not getting information from them that might be helpful to you. By validating their strong team and consensus approach and offering your natural strengths in goal setting and emphasizing boundaries, your different natures could be quite complementary.

Personality Profile Matrix



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DYNAMICS OF PERSONALITY TRAITS

When the CORE Personality Traits combine in specific patterns, there are unique characteristics that help to better understand the complexity of personality, rather than just knowing what the four traits generally and "in isolation" would describe. These combinations describe your style of communication, problem solving, activity focus and approach to environment.

YOUR COMMUNICATION STYLE

Communication Style

Objective



Personal

Two basic styles of communication are personal and objective.

Personal communicators emphasize people's feelings, hence tend to be less direct in expressing factual or objective information. They may take liberty in focusing on particular discussion items that would emphasize the personal side of things or exaggerate facts to drive home a point.

Objective communicators express tangible, factual evidence fluently, specifically and at times, bluntly. They may seek to avoid conflicts and confusion by skirting, minimizing, or avoiding the expression of their own and others' personal feelings.

Those with similar styles tend to understand one another naturally and easily. We gain balance in communication and perspective when opposite styles are represented, and all parties are putting forth effort and attention to communicate effectively for mutual understanding.

Effective communications occur when you balance your natural communication style preference by considering the opposite style's potential misinterpretation before expressing--particularly in sensitive situations.

In communications, your strengths are typically in objectively expressing yourself. Your most natural communication preference is to be informal, to-the-point and frank. You initially tend to be very cordial and personable. Should others get in the way of your ability to either make your point or to accomplish what you want, you would probably take a direct approach to making your point.

Miscommunications may occur when dealing with people who are overly personal in the way they express themselves. These individuals often are less direct and more enthusiastic in their communications, and may even demand the same from others. They

may at times see you as giving lip service to being people-oriented, since when push comes to shove, you may take a hard line and leave the feeling side alone in favor of accomplishing the overall results. Clarifying when the results boundary is necessary to respect and even defend can assist these very personally oriented individuals to define their own boundaries further.

YOUR PROBLEM SOLVING STYLE

Problem Solving Style



Two opposite scales in the decision process are represented by systematic to innovative problem solving styles.

Those who are most naturally innovative problem solvers enjoy initiating work and setting things up. They may prefer having others carry out the routine and detailed implementation phases. Typically, they enjoy doing things a little differently each time they do something.

Systematic problem solvers enjoy creating an efficient system that provides an effective order and organization for a process to occur. They may prefer taking a project from the idea stage to its practical implementation and application.

Individuals using different problem solving styles may find the others' way of thinking difficult to understand. People are often most comfortable when they are with people who think as they do; although, remaining in one's comfort zone can lead to tunnel vision.

Balanced problem-solving in a situation leads to powerful thinking. Understanding your own natural problem-solving style, then applying the opposite pattern as a "check" for either more choices or to screen for one-sided logic helps create balanced problem solving.

In decision-making situations, your problem-solving preference is innovative. This would indicate that you probably decide things based primarily on your feelings. Decisions would be made by viewing the situation and getting an intuitive feel for it. You probably tend to be a big-picture person who enjoys trying something new. Your style may get easily bored with repetition once the task is mastered.

When presenting an idea or project to someone with the opposite, or systematic, problem-solving style, you may be most clearly understood when you present solutions sequentially and factually. Those with the opposite problem-solving style would expect most decisions to be either black or white, with few "gray" areas that would delay your decision. You would probably improve your success in addressing these systematic types by presenting conclusive, well-organized facts at the outset.

YOUR ACTIVITY FOCUS

Activity Focus



An individual's activity orientation indicates which part of an activity will be the most natural focus and priority. Some individuals prefer task-focused work, toward outcomes, while others regard the process or people-considerations of primary importance. Those who are outcome oriented tend to be strongly goal directed and focused; at times they may become so short-term task centered that they pay little attention to the process and people involved. Process oriented individuals tend to be sensitive to the how's and subtler aspects of the activity; they may become overly involved in working out a long-term correct process that the task or deadline to be accomplished is delayed or inadvertently missed.

Both areas are important to an activity; however, the preferred mixture will vary according to circumstances and the type of activity. People who have different activity orientations may view the opposite approach to getting things done as either insensitive or unfocused.

The most effective situation for short and long term project or activity accomplishment occurs when both activity orientations are represented.

In interacting with others in a situation or task, you probably enjoy a balance of planning, resolving and clearly defining both outcomes and their processes. You would probably enjoy opening activities as well as concluding them, and occasionally enjoy coordinating or overseeing the intermediate steps or processes. You would typically interact with a goal or results orientations, but would not lose sight of the necessity to keep the process functioning well. There may be times where defining a good long-term process would be your goal. Mediation and facilitation may be natural for you.

Your strengths may be misunderstood by those who are either extremely identified with the task or the process, not seeing the middle ground. You may see these individuals as being too black and white, or so indecisive that agreement between the parties is very difficult. Your style is one that enjoys bringing divergent parties together and finding how to work together.

APPROACH TO YOUR ENVIRONMENT

Approach to the Environment



Individuals tend to interact with others and with their environment in either a proactive or a responsive manner.

Proactive individuals tend to take charge and assert themselves in their environment and interactions; they may at times overstep their boundaries and unintentionally overpower those with less overt influence.

Responsive individuals tend to be careful observers of their surroundings and lead by responding to the interactions at hand, rather than be an initiator of action. They may at times hesitate to take the bolder steps that may be most appropriate for the situation.

Different environments and situations require different interactions for optimal effectiveness. Individuals with opposite interaction styles can complement one another when there is mutual respect. Misunderstanding and frustration, however, can arise when the styles clash: either when roles are not clearly defined or there is an imbalanced group with too many of one style.

Teamwork is strongest and most gratifying when a range of interaction styles is present, recognized and valued.

In interacting with your environment, you are known to be proactive. You would tend to be a self-starter, a natural leader, a good initiator and a big-picture person. You may at times initiate change or begin action, then evaluate the situation, rather than wait for things to happen. You probably are a good overall planner.

A non-rewarding environment for you is one where you are expected to be strongly responsive. You may find that routine work in planning, follow-up and evaluation becomes secondary in interest and importance to you once you have mastered it. Your style typically would prefer to lead rather than follow an impulsive, less experienced person.

YOUR IDEAL MOTIVATING ENVIRONMENT

There is an optimal environment for each person. That environment nourishes the potential for positive development.

Out of their proper environments, people often are not as productive as they could be and do not feel as good about themselves as they know they could. A positive, balanced environment tends to provide energy. A negative, unbalanced environment tends to drain a person's energy.

An effective way to recharge your energy battery is to include activities in your environment that are aligned with your values and personality preferences.

Your responses show the following situations and activities to be among those you consider important:

... Control... challenge ... chance to prove competence ... tangible rewards ... influence ... monetary rewards ... results ... freedom from controls ... being your own boss.

... Opportunity ... friends ... recognition ... group activities ... others to help you with your projects.

... Relaxed surroundings ... cooperation ... stability ... explanations when changes are being made ... time to plan and to adjust to changes ... no harsh arguments or exaggerated statements.

... Freedom from routine, details, rules ... unusual assignments ... independence.

Situations you find least desirable may include:

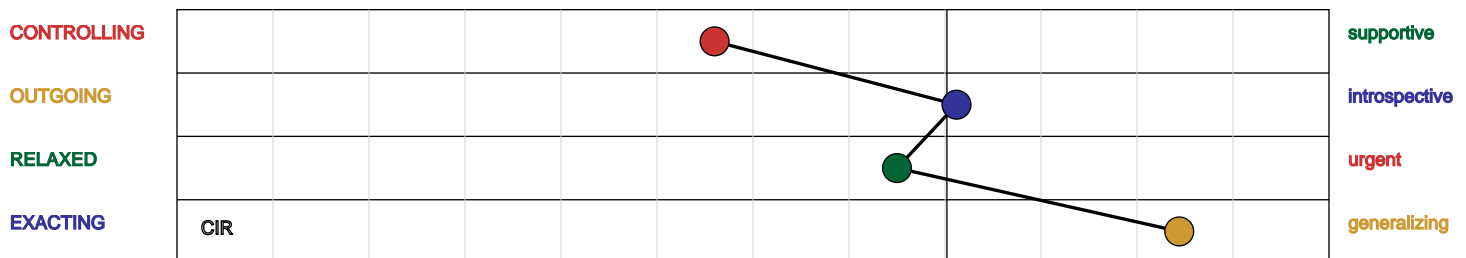
... too many outside controls ... incompetent people to work with ... or trivial interferences.

CURRENT INTERPERSONAL ADAPTATIONS

This section reflects the changes you have been making recently, to adapt to your current situation to succeed, thrive or survive. You may wish to view this as a moving picture of the past several months and understand that it will change as circumstances change. In this section, how you currently are coming across to others (First Impression Profile) indicates how others might see you on a day-to-day basis, when you are not feeling over-stressed. The changes you may be feeling necessary to make are outlined in the Current Motivation section. How these changes may be seen or felt by others on a day-to-day basis are measured in your Personal Expectations Graph. The section on your Change Management Resilience is comprised of your overall energy reserve and long term stress level. These two graphs are reviewed for understanding your current capacity for handling change.

YOUR FIRST IMPRESSION PROFILE

First Impression Profile



The First Impression Profile describes how you are typically seen by others, which may change from time to time and situation to situation. This compares with the Natural Style Profile, which describes the internally consistent picture of you. The Natural Style Profile rarely changes significantly, and people who know you well will see you more as a reflection of your Natural Style Profile than your First Impression Profile. Knowing how you initially may come across is helpful in understanding your interactions with and your impact on others.

Sometimes your First Impression Profile is the same as your Natural Style Profile, but it is not unusual for people to put forth a different "face". There may be times when putting a different face forward is important to achieve what is needed in a given situation. However, a great deal of energy is required to keep up a "mask".

In times of high stress or pressure, research indicates many people behave from the Natural Style Profile, not the First Impression Profile. If these two profiles vary significantly, others may expect you to act differently than you probably will behave. Unexpected behavior is frequently at the root of miscommunications. Often the individual who feels

more in harmony or aligned with job, family and personal purposes will have less variation between the Natural Style and First Impression profiles.

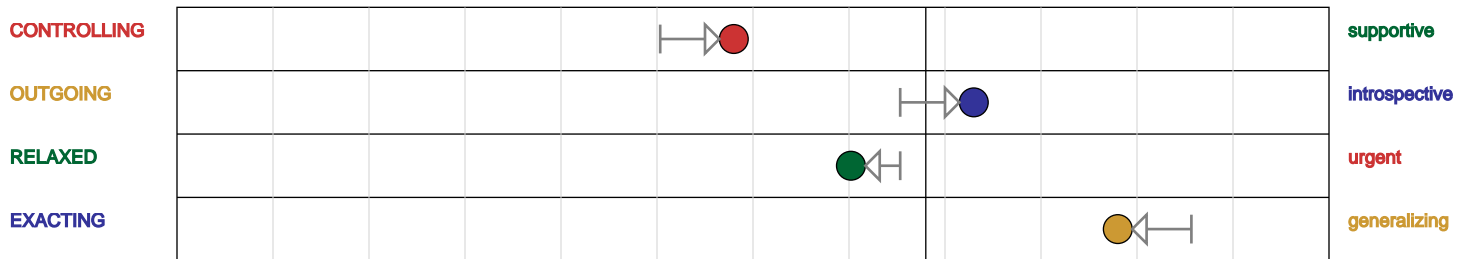
Your response to the Personal Strengths Profile indicates the following First Impression Profile:

Others see you as being direct, as not hesitating to take risks and as planning your objectives well. You seem to be independent, persistent and creative, often with revolutionary ideas. You may come across as having a deliberate self-determination, not being easily influenced by others' opinions about your ideas. You appear only to respect authority or an organization when results have been achieved. You seem to be a natural brainstormer, enjoying learning and doing new and different things.

You appear to be very pragmatic and to have an intuitive "feel" for natural order and for how to develop relationships effectively. You seem to be a good observer, inventor and natural scientist.

YOUR CURRENT MOTIVATION PROFILE

Current Motivation Profile



The Current Motivation Profile shows how you have been adapting to your current environment of work, home, school, friends and other activities over the past six to eight weeks. These changes may be positive or draining your energy, depending on how you feel about them.

The direction of the arrow in the graph indicates how you have recently been trying to change your behavior. You may feel these as demands coming from your present situation or they may simply reflect your personal desires to succeed.

Pay particular attention to any arrows that cross the center line, especially if they come

from your most extreme right or left Natural Style traits. These movements show where your current energy 'leaks' may occur. You may wish to note which area(s) could indicate where you could do things differently to be more aligned or productive at work or home.

Your survey indicates the following demands:

You are probably trying to adapt more to others and are perhaps less dynamic than you naturally could be. Perhaps you are feeling boxed in by external pressures or attempting to hold back in response to internal pressures. This may be in response to needing or wanting to be more diplomatic, versatile, or a more cooperative team player. Others probably see you as being less decisive than you may be ordinarily.

Being more cooperative and agreeable is probably important to you currently. You may feel that either you are wanting to be or are being required to be more supporting and participating than you typically might be. You are probably stepping back, being a better listener, and not being as forceful and assertive as you could be. This may be reflective of trying to be a more cooperative team player in your relationships. Others probably see you as being less dominant, sharing the decision making process with others and lowering your personal risk factor.

At present you may find yourself reflecting more about your personal needs and what is important to you than at other times. You are tending to become more objective about people and perhaps not as trusting as you have been. This shows you are probably stepping back and being more alone or private than you would be on your own. You may have recently experienced a disappointing situation that has shaken your faith in another person(s). Others probably see you as more serious, analytical and solitary than you perceive yourself.

This may be a time for planning or stepping back to gain a broader perspective on your activities. You seem to be either slowing down or waiting for things to happen. You are probably trying to be more tolerant and easy-going, not pressuring yourself or others as hard as you otherwise might. You may even experience the current time period as a time of being "on hold", delaying actions and decisions for a later date. Others may think you are relaxed or are tending to procrastinate because you are trying to be deliberate in deciding and taking action.

Analyzing situations or double-checking your work may be your focus recently. You are probably paying more attention to systems, procedures and rules than you would ordinarily. This often indicates that you are calculating your risks carefully and exercising caution in your dealings, emphasizing precision, accuracy and doing things right the first time. Others probably see you as being more conservative, detail oriented and calculating than you feel you are naturally.

YOUR PERSONAL EXPECTATIONS

Personal Expectations Response



Your Personal Expectations Response indicates:

You probably feel that your expectations are being sufficiently met at this time. This usually indicates that you understand the purpose for making your current behavioral changes, or you feel you have good reasons for acting or behaving as you are currently. You probably feel OK in coping with your everyday stresses and demands in a productive manner. You may find that on balance your life is going okay on a day to day basis --perhaps work and your personal life are both fine, or one is particularly rewarding and the other is "tolerable". Others would see you as being able to handle the changes and challenges you currently face.

Your current Personal Expectations tend to indicate an ability to learn or take on new activities, provided your overall life balance is maintained. Consider exploring something you have wanted to do. Is there anything else that would add to your life or is there anything that you have been "dragging along" that is no longer beneficial? Since this indicator has a small "lag" factor, you may experience this overall sense of balance either improving or being slightly challenged, depending on how well your recent expectations are faring and continue to be met. It may be helpful to take on something new that would add to your overall resourcefulness and energy.

You may have good reasons for acting or behaving the way you currently are. While your overall balance in life appears to be okay on a day to day basis --perhaps work or your personal life is particularly rewarding, while the other area is not fully rewarding. Considering taking on new activities to enhance those areas of your life, especially those you perhaps haven't fully focused on balancing that would improve your sense of fulfillment.

CHANGE MANAGEMENT INTERPRETATION

Handling change is important in our day-to-day activities. There are those periods in our lives where change is welcomed and other times when change may be perceived as stressful. Much of this depends on our current energy reserve and the demands we experience that either drain or recharge our energy "battery".

If our long-term stress level exceeds our energy reserve or if we have a difficult time meeting even some of our current energy demands, recharging our battery may be very important in order to operate at an optimal energy level. On the other hand, we may be experiencing a productive time where we have the energy to meet all our current demands and are wanting to make a move towards new ventures or activities.

Keeping in mind that these changes do not usually happen overnight, we can monitor this balance for the long term by recharging our batteries and keeping our productivity strong. This may translate into being sufficiently busy and not overwhelmed. This can be good not only for ourselves but also those around us -- whether at work or in our personal lives.

While each of us has a typical energy reserve, research has shown that this measurement can change as your daily stress level or energy requirement changes. How healthy or open to change we feel is often related to the two PREP measurements that follow, Your Current Energy Reserve and Your Current Stress Level.

YOUR CURRENT ENERGY RESERVE

Energy Reserve



You currently may have a modest energy reserve; when productively directed, it is probably adequate to do most activities you feel are important to accomplish. Sometimes this energy level indicates you have had strong demands on you over the past several months and that previously you may have had a greater energy level than you currently have. If you feel your current situation is unsatisfactory, you may not feel you have the energy reserves to cope as well as you'd like or may have been accustomed.

You may feel a need to frequently "recharge" your battery to be able to do as many things as you would choose. There may be people who want you to be doing more than you feel you can or should do.

Your best use of energy at present is probably to direct yourself toward a specific activity

and perhaps to have one or two additional in-depth outside activities. This would allow you to meet work and/or family obligations easily. As long as your energy is directed and not scattered, you can accomplish most of your necessary activities.

YOUR CURRENT STRESS LEVEL

Stress Level

HIGH INTENSITY



low intensity

You may have had significant levels of change recently; however, you probably have had sufficient energy to adapt and be productive on a day-to-day basis. This indicator may simply mean you have an excellent way to deal with long term stress, such as not over committing yourself. For others, this indicator can be a reflection of having put difficult situations "on hold" for processing at a later time. Things may not be exactly as you'd like them to be, however your current coping ability is probably good for the upcoming months, as long as major negatively perceived changes do not occur. Others probably see you as being able to handle all that is currently "on your plate." There might be areas in your life currently where you may feel either bored or under-motivated to achieve what you know you can accomplish.

Completing unresolved issues that you may have "shelved" or avoided would probably help balance your energy and sense of accomplishment. If you are bored in any particular area of your life, this would be a great time to take on positive new activities. If your level of personal gratification has dropped off, you may feel your ability to deal with increased change may lessen. This could result in your feeling more irritable or less able to tolerate minor frustrations. Developing an "add-pleasurable or energizing activities" personal agenda may be appropriate.

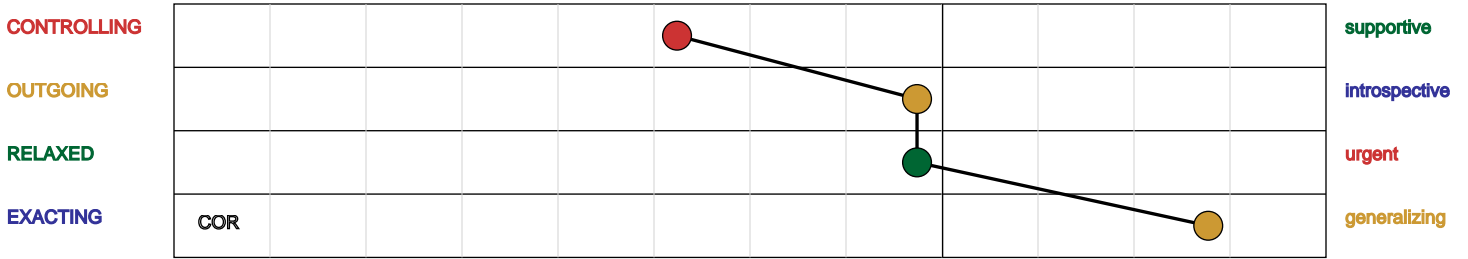
HOW TO APPLY YOUR INTERPRETATION REPORT

There are several ways you can use your Personal Strengths Profile to improve understanding, communications, relationships and to strengthen your change responses, feel more aligned at home and work and recharge your energy:

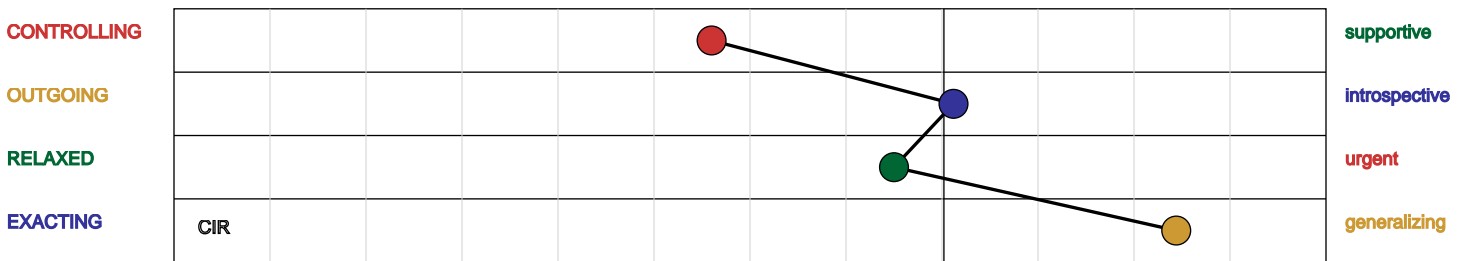
1. Review your profile with your survey administrator to verify results, gain more personalized insights and identify next steps for you.
2. Share your personality traits and preferences with peers, co-workers, and relatives to improve understanding and communication.
3. Interact with others according to their personality styles and preferences --in effect "speak in their language." Refer to PREP's "Pocket Communicator" or "The Communicator" for tips on how to more easily recognize and effectively speak to different personality styles. This may help others feel validated and you to have more common ground with them for understanding, trust and agreement.
4. Assess your current environment. If you are in a situation that is not rewarding to you, make a list of what you enjoy and include more of these activities in your daily life. Similarly, if you are demotivated by elements in your environment, make a list of these and begin the steps to resolve them.
5. Develop a support system with people you respect to achieve more balance and fulfillment in your life through more open and trusting communication.
6. Use "The Coach", a personal development workbook to accompany this report, to further develop your strengths and a long term approach to complementing your lesser developed sides.
7. Consider periodically taking another Personal Strengths Profile to review your current changes and stresses.
8. Contact your survey administrator to help you use the Personal Strengths Profile in your team or to target your hiring process, leadership and career applications.

For further information, contact us at: PREP Profile Systems, Inc., 541/382-1401, Fax: 541/382-6725, prep-profiles.com. Thank you for taking our Personal Strengths Profile!

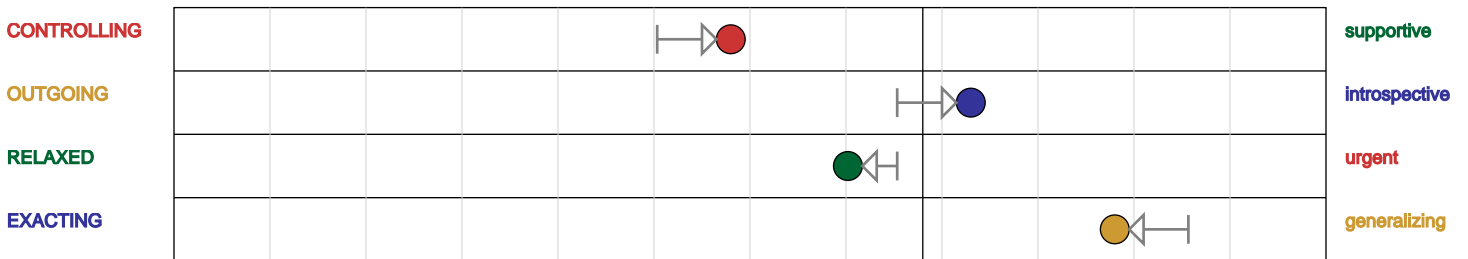
Natural Style Profile



First Impression Profile



Current Motivation Profile



Personal Expectations Response



Energy Reserve



Stress Level

