

# Self Development Report

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.

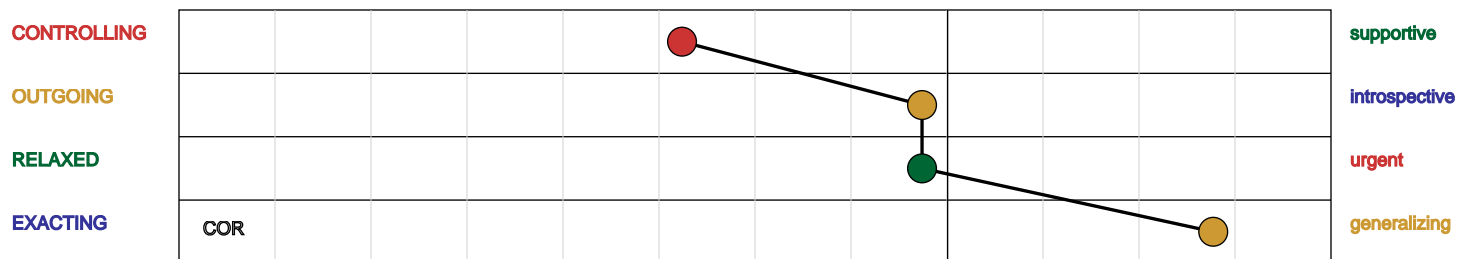
- 1. Your natural personality style -- how you feel you really are, or how you would probably be if life went exactly as planned**
- 2. Your first impression style -- how you would typically come across to others in a first time encounter.**
- 3. Your adaptation to changes -- within your current environment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

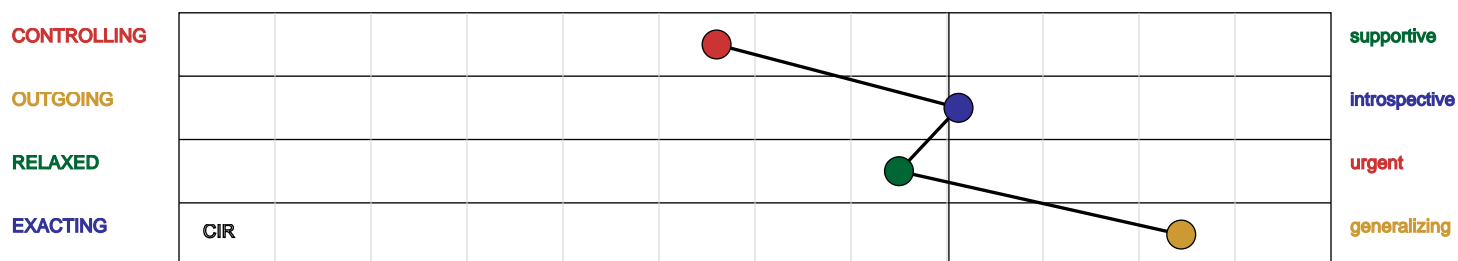
← CONTROLLING	supportive →
← OUTGOING	introspective →
← RELAXED	urgent →
← EXACTING	generalizing →

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.

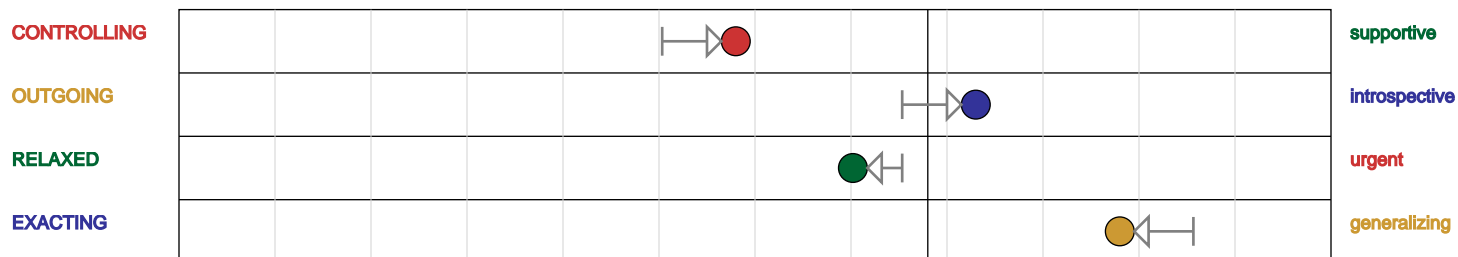
## Natural Style Profile



## First Impression Profile



## Current Motivation Profile



## Personal Expectations Response



## Energy Reserve



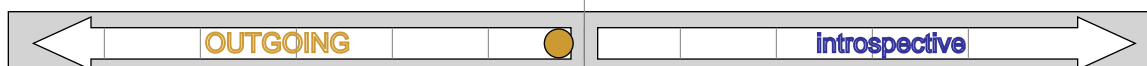
## Stress Level



## TRAIT SUMMARY CHART

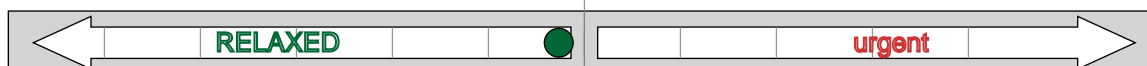
## SITUATIONS:

Decision-making:	authoritative	assertive
Communication:	blunt	to-the-point
Leadership:	demanding of self, others	confident leader
Follower Role:	rebellious	strong-willed
Approach to Change:	uncompromising	positive
Best Environment:	full task control	challenge
Under Pressure:	steam-roller	commanding
Worst Environment:	too many bosses	indecision
Pet Peeves:	compromise	incompetence



\*Flexible trait, may change;tends toward indicated side

Decision-making:	enthusiastic	analytical
Communication:	persuasive	reserved
Leadership:	team player	observer
Follower Role:	cooperative	non-disruptive
Approach to Change:	optimistic	questioning
Best Environment:	be with friends	personal time
Under Pressure:	sarcastic	speak selectively
Worst Environment:	rejection	unexpected exposure
Pet Peeves:	non-communication	speaking before thinking



\*Flexible trait, may change;tends toward indicated side

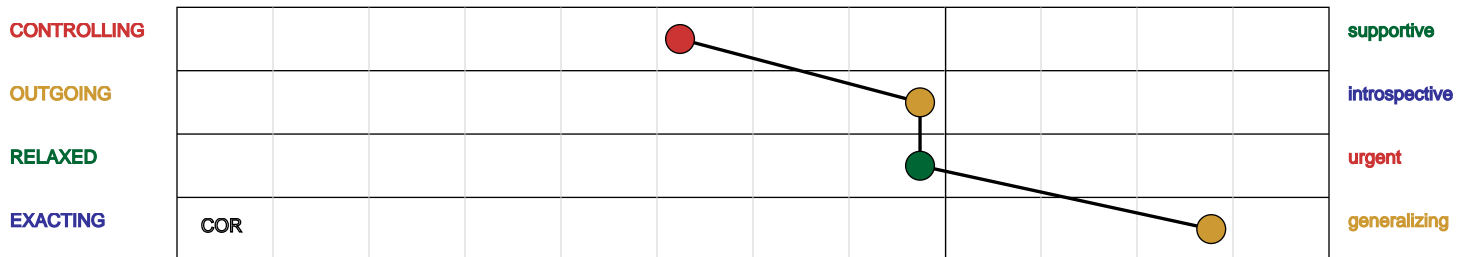
Decision-making:	unhurried	quick
Communication:	casual	fastspeaking
Leadership:	planner	action-oriented
Follower Role:	dependable	active
Approach to Change:	deliberate	swift
Best Environment:	cooperation	variety
Under Pressure:	cover anger/w/smile	abrupt
Worst Environment:	unexpected demands	slow-downs
Pet Peeves:	high pressure directives	waiting in lines



Decision-making:	overview priorities	big picture perspective
Communication:	unrestrained	unrestrained
Leadership:	delegators	free-wheeling
Follower Role:	self-reliant	independent
Approach to Change:	open-minded	challenge tradition
Best Environment:	independence	no restrictions
Under Pressure:	generalize	disregard details
Worst Environment:	bureaucracy	detailed accountability
Pet Peeves:	structured settings	perfectionistic demands

## 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 COMMUNICATION STYLE

### Communication Style



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.

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.

### Self Development Opportunity

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

Systematic



Innovative

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.

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.

### Self Development Opportunity

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.

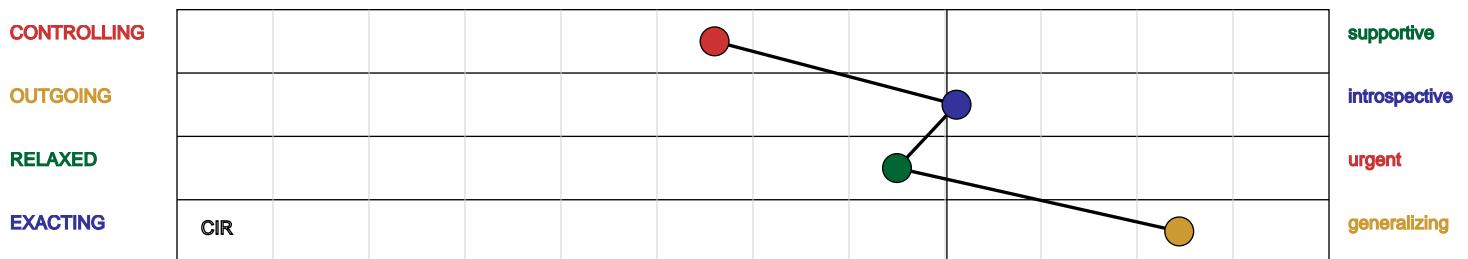


## CURRENT INTERPERSONAL ADAPTATIONS

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.

## YOUR FIRST IMPRESSION PROFILE

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.

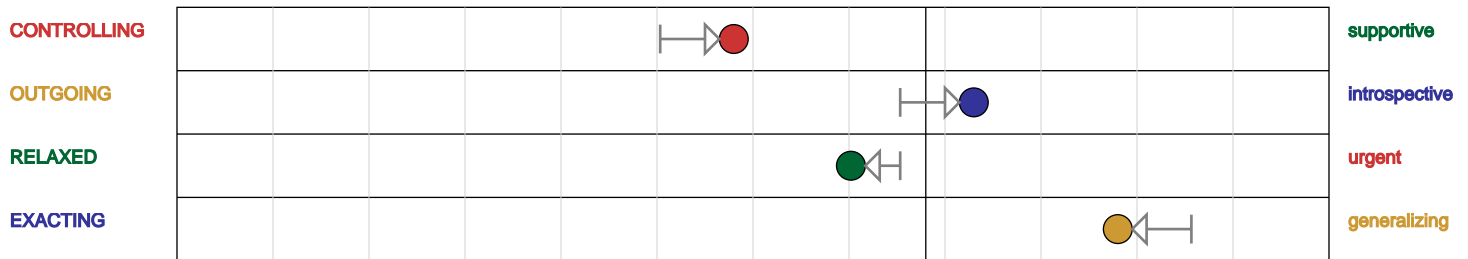
You appear to be very pragmatic and to have an intuitive "feel" for natural order and for how to develop relationships effectively. You seem to be a good observer, inventor and natural scientist.

### Self Development Opportunity

Coming across to others as being much who you are, others probably anticipate your reactions pretty well. This can be positive when you are in roles that reflect your strengths. You may find it helpful to solicit input from others when you are in key group activities or roles that are not necessarily coming from your strengths. Others will probably be open and understanding of this situation, just as they may quickly acknowledge your competence in activities that reflect your strengths. When you are beginning either activities that are new to you or have long-term involvement, it may be advantageous to speak up early-on regarding activities that are clear matches for you and to problem-solve mismatched tasks, so you are not cast in a role that might not fit well in the long run.

## YOUR CURRENT MOTIVATION PROFILE

## Current Motivation Profile



Review which of these changes are productive and which are uncomfortable for you. Then, prioritize these behavioral changes and ask yourself if the way you have been responding is the best way to respond to the current situation. By going through this exercise, you may better understand how to more effectively respond to situations with less stress and greater satisfaction.

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.

#### Self Development Opportunity

Waiting and being dependent on others for your success and motivation is not a very effective way for you to lead your life. Setting challenges and goals that will both add back rewarding activities and ventures as well as reduce the hassle-factors will improve your resilience and optimism for self-directed change that gives you a competitive edge and your natural motivation.

## YOUR PERSONAL EXPECTATIONS

### Personal Expectations Response

OVERESTIMATION



underestimation

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.

### Self Development Opportunity

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

This section reviews your current coping resilience for managing change. While each of us has a typical energy reserve, research has shown that this measurement can change as your daily stress level and energy requirements change. How open to change you may feel is often related to the following two PREP measurements.

### YOUR CURRENT ENERGY RESERVE

#### Energy Reserve

HIGH INTENSITY



low intensity

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.

#### Self Development Opportunity

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.

It may be helpful for you to check your involvement level from time to time to keep focusing on how much you can productively give to others for their requirements or demands. Your ability to focus will, in all likelihood, be appreciated by others and will help you keep your personal goals and strengths better aligned with your day-to-day activities, without "loosing steam" in the process.

## 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.

### Self Development Opportunity

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.

You have good long-term resilience for doing things that may not be completely natural or your first preference. While you might be experiencing some minor incongruities between what you would like to be doing in your daily activities and what you may feel is required of you, you are probably in a good place for maintaining your personal balance. Doing some personal goal setting might be helpful for maintaining your long term stamina and taking advantage of your current strong resilience.

## Executive Summary for Sample Profile

<b>CORE Personality:</b>	Controlling and Generalizing, also Outgoing and Relaxed.
<b>Communication Style:</b>	Objective and Outgoing: personable, especially to meet goals; quick thinking/speaking
<b>Problem Solving Style:</b>	Innovative and Proactive: non-linear and "new" solutions-based, natural brainstormer, big picture oriented.
<b>Approach to Environment:</b>	Proactive: prefers action, short term projects and change.
<b>Activity Focus:</b>	Outcomes: analytical and goals oriented; hard working; skeptical of unproven.
<b>Leadership Style:</b>	Leadership big-picture role, group brainstorming
<b>Learning Style:</b>	Provide visual and graphic analysis/information with brief verbal summary; Prompt communications when goals aren't being met
<b>Change Readiness:</b>	Above average: if there are major life/work changes, introduce these changes incrementally, with clear expectations and timeframes; Sample may need some personal recharging time to optimally make long term shifts.
<b>Energy:</b>	Average

## Summary of Your CORE Personality

- 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.

### Summary of Your Self-Development Opportunities

- 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.