



Servay Tahker

12 December 2023

Interpreting Your Self Development Report

Data Graph

Trait Description Chart

Current Interpersonal Adaptations

Change Management Interpretation

PREP Summary



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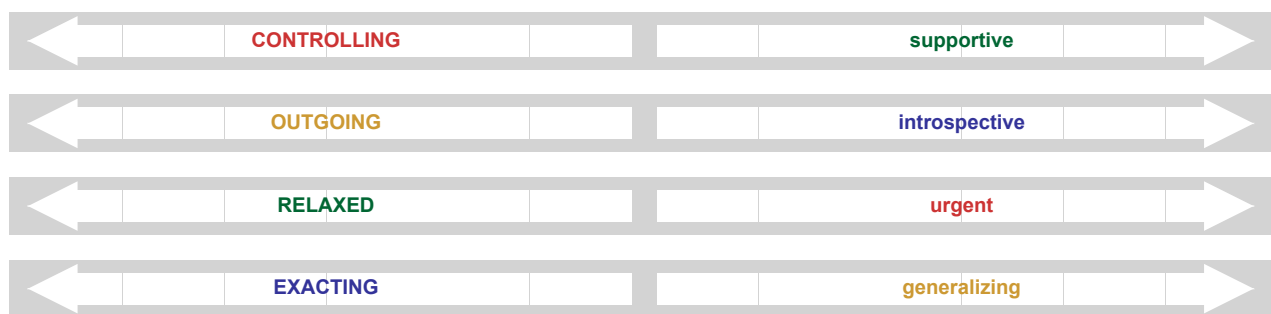
INTERPRETING YOUR SELF DEVELOPMENT REPORT

The Self Development Report 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.

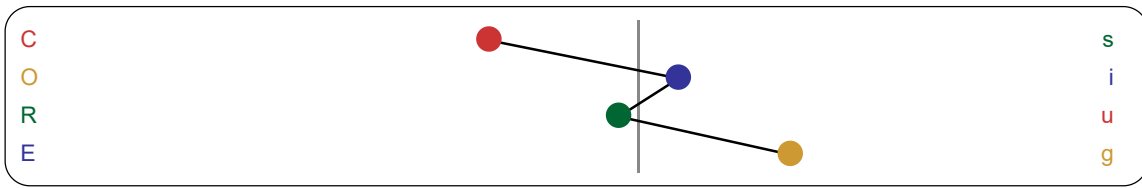
- 1. Your natural personality style -- how you feel you really are, or how you would probably be if life went exactly as planned**
- 2. Your first impression style -- how you would typically come across to others in a first time encounter.**
- 3. Your adaptation to changes -- within your current environment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

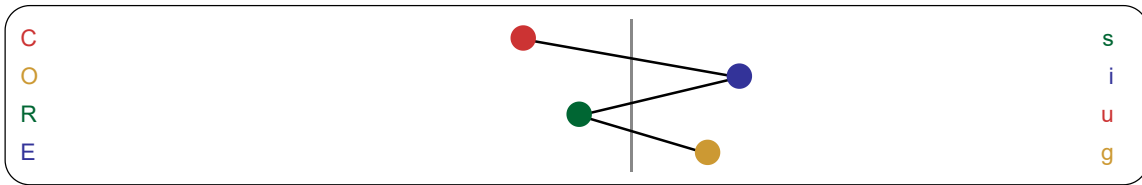


There are strengths to each trait. None is right or wrong, good or bad. There are situations, however, when the natural behaviors of one trait may be more or less appropriate than those of another. This report will help you understand some of those situations.

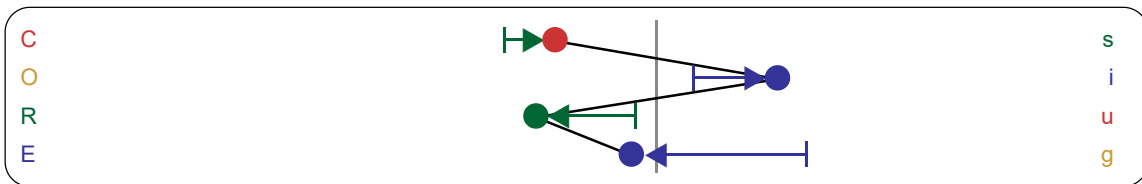
Natural Style Profile



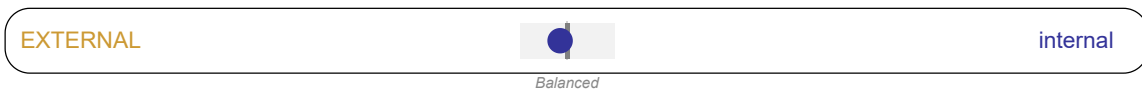
First Impression Profile



Current Behavioral Motivation



Current Personal Focus



Energy Reserve



Stress Level





Servay's Trait Description Chart

Situation	CONTROLLING	Adaptive	supportive
	<i>At times may also be:</i>		
Decision Style	authoritative	assertive	
Communication	direct	to-the-point	
Leadership	take-charge	confident	
Follower Role	high leader expectations	self-assured	
Change	direct-focused	positive	
Most Preferred	complete control	challenge	
Under Pressure	commanding	take-charge	
Least Preferred	too many bosses	indecision	
Annoyed By	compromise	incompetence	

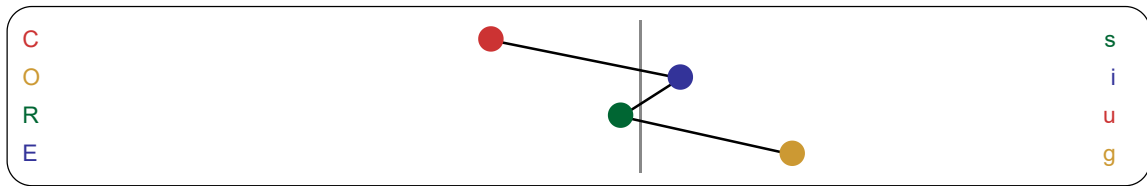
Situation	OUTGOING	Adaptive	introspective
			<i>At times may also be:</i>
Decision Style		agreeable	analytical
Communication		cordial	reserved
Leadership		small groups	observer
Follower Role		cooperative	non-disruptive
Change		positive	questioning
Most Preferred		diversity	personal time
Under Pressure		unpredictable	speak selectively
Least Preferred		overlooked	sudden exposure
Annoyed By		singled out	blurring

Situation	RELAXED	Adaptive	urgent
	<i>At times may also be:</i>		
Decision Style	unhurried	balancing	
Communication	casual	diplomatic	
Leadership	planner	facilitating	
Follower Role	dependable	options driven	
Change	deliberate	adjust to situation	
Most Preferred	cooperation	pace changes	
Under Pressure	cover-up anger	vacillates	
Least Preferred	sudden demands	boredom	
Annoyed By	being bullied	monotony	

Situation	EXACTING	Adaptive	generalizing
			<i>At times may also be:</i>
Decision Style			overview priorities
Communication			informal
Leadership			delegators
Follower Role			self-reliant
Change			open-minded
Most Preferred			independence
Under Pressure			generalize
Least Preferred			bureaucracy
Annoyed By			structured settings
			big picture view
			unrestrained
			free-wheeling
			informal
			confront traditions
			no restrictions
			overlook details
			micromanagement
			perfectionists

YOUR CORE STRENGTHS

Natural Style Profile



The key to understanding your basic style is the Control trait. Those with this trait strive to achieve competence in their skills or abilities and they pride themselves on their ingenuity. These individuals have a strong effect on their environment and are natural leaders. Those with the Control 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 Relaxed-Generalizing trait combination. This combination emphasizes your big-picture perspective, determination, and perseverance in problem-solving. Once you have set your goals, you are probably not easy to sidetrack. You may be very creative and develop ideas that are 'ahead of your time' and others' current focus.

Of additional importance in your profile is the Introspective trait. Introspective individuals are private, reflective people who enjoy time to think creatively and review problems or procedures without interruption. Introspective individuals speak only when they have something meaningful or significant to say. You probably are highly analytical, reserving judgment until facts or evidence are sufficiently proven.

Your particular profile is usually direct, does not hesitate to take risks and would tend to plan objectives well. You tend to be independent, persistent and creative, often with revolutionary ideas. Typically characteristic is a strong self-determination with little worry as to what others think about your ideas. You may only respect authority or an organization when results have been achieved. People with this style are natural brainstormers and entrepreneurs, generally liking to do new and different things.

This is a very pragmatic style and has an intuitive "feel" for natural order and how to develop relationships effectively. You are probably a good observer and a natural scientist/researcher. It may be that only your close friends appreciate your sensitive side. You tend to appreciate nature and may express this artistically, through nature related crafts or hobbies, or musically.

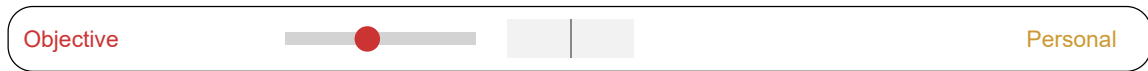
Self Development Opportunity

The most challenging situations you probably face are with people who have strong Supportive-Outgoing tendencies. Supportive-Outgoing individuals are cooperative, gregarious, team oriented and non-threatening. Often these people prefer for others to make the "tough" or major decisions, and want strong support and recognition for those decisions they do make. Supportive individuals are not outspoken, and they expect to be given abundant praise and recognition without having to ask for it.

You may interpret a supportive person or environment as indecisive, weak or incompetent. You would probably feel this person to be too passive, helpless, or overly reliant on others. 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 approach and offering your natural strengths in goal setting, long-term planning and emphasizing boundaries, your different natures could be quite complementary.

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.

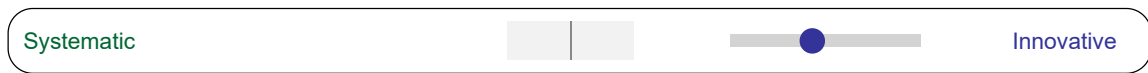
Objective communicators express tangible, factual evidence fluently, specifically and at times, bluntly. They may seek to avoid conflicts and confusion by skirting, minimizing, or avoiding the expression of their own and others' personal feelings.

In communications, your strengths are typically in objectively expressing yourself. Your most natural communication preference is to be direct, to-the-point and frank. You express what you want succinctly and tersely, taking a no-frills approach to communication. You would appreciate others communicating in a straightforward manner, without hidden meanings. You may come across more strongly than you intend and unintentionally intimidate others who do not have a direct style of expressing themselves.

Self Development Opportunity

Miscommunications may occur when dealing with people who are personal in the way they express themselves. Often they prefer a more compassionate communication approach, taking time to develop relationships with others, not just communicating to achieve results. You probably see them as being emotional and unable to clearly express themselves, while they think they are communicating in a friendly, people-sensitive 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.

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

Self Development Opportunity

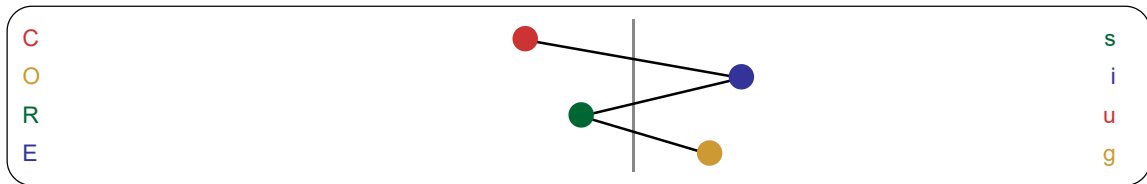
When presenting an idea or project to someone with the opposite, or systematic, problem-solving style, you will be most effective when you can present solutions sequentially and factually at the beginning of the discussion. Those with this opposite-- systematic and shorter term-- problem-solving style expects most decisions to be either black or white, with few "gray" areas that delay decision making. You would probably improve your success in addressing these systematic types by presenting conclusive, linear logic with well-organized facts in an "executive summary" fashion and following up when they are ready for your longer term options and elements.

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.

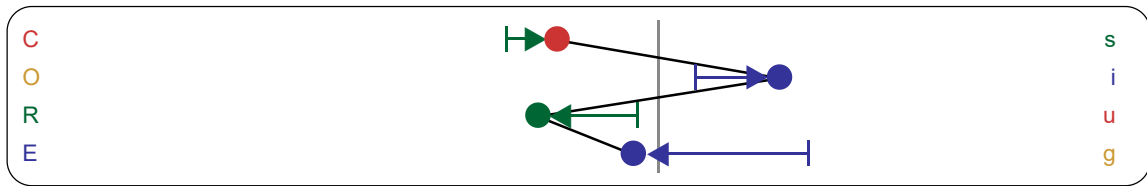
You appear to be very pragmatic and to have an intuitive "feel" for natural order and for how to develop relationships effectively. You seem to be a good observer, inventor and natural scientist.

Self Development Opportunity

Others might not recognize your natural strengths. You might find that others think you are different from how you experience yourself. In meeting new people, there could be some confusion in their minds as to exactly who you are and what your key strengths are. It may be advisable to personally be ready to concisely mention your greatest strengths in these new relationship situations to keep the situation from becoming unclear and expectations being poorly set up. Having the behavioral flexibility it appears you currently have, you may offer a group the special service of being able to take on group functions that no one else either can or wants, at least for the short term. Expressing your willingness to do this clearly, drawing the distinction between what you would naturally take on versus for the good of the group, may be another way to add both to group effectiveness and keep your personal productivity and boundaries respected.

YOUR CURRENT BEHAVIORAL MOTIVATION

Current Behavioral Motivation



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.

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

Your most effective approach to success and motivation is by taking action. If you find yourself waiting and being dependent on others to move forward, it may not feel as 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 CURRENT PERSONAL FOCUS (formerly Expectations)

Current Personal Focus



Your Current Personal Focus indicates:

Your current personal focus appears to be balanced between internal (self) and external (others). This is usually a healthy balance, caring both towards others and your environment as well as maintaining personal sense of confidence and key boundaries. It also reflects that overall your expectations are being sufficiently met at this time. You probably understand the purpose for making your current behavioral changes, or you feel you have good reasons for acting or behaving as you are currently. Additionally, it's common with this balance that both you and others see you as 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".

Self Development Opportunity

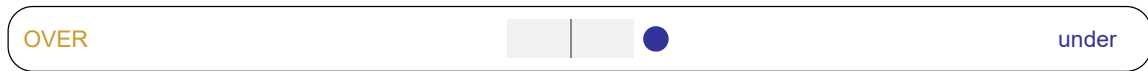
When your Personal Focus is 'balanced', this tends to indicate an ability to learn or take on new activities, provided your overall life balance is maintained. Consider exploring something you have wanted to do. Is there anything else that would add to your life or is there anything that you have been "dragging along" that is no longer beneficial? Perhaps there is something you 'used to do' but haven't thought of or felt you had the time to take up again. If so, this could be a good time to revisit any enjoyable activities that nourish your resiliency and joy. Since this indicator has a small "lag" factor of 6-8 weeks, 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.

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



Your results indicate your current energy reserve is in the normal range. You usually have the stamina to do most of the activities you want to do. There may be individuals who want you to do more, but when focusing your attention productively, you have the energy to carry out your priorities and want-to-do activities.

Self Development Opportunity

Your best use of energy at present is probably to direct yourself toward a specific activity and perhaps to have an additional one or two in-depth outside activities. This would allow you to easily meet work and/or family obligations. Should you experience major stressors in the upcoming months, you might try prioritizing your own personal time to recharge your battery, which could fire up your overall motivation to meet deeper challenges. Occasionally you might tolerate a work or personal situation that may not be as good for you as it is for others longer than might be healthy. Checking your involvement level from time to time might be useful to you and those close to you. 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.

YOUR CURRENT STRESS LEVEL

Stress Level

MORE



less










You probably have felt demands on your energy for quite sometime, and you may feel you are not meeting challenges as productively as you have in the past. Usually this indicator reflects either intense or heavy changes or demands in one or more areas of your life: work, school, or personal. While you may not feel you are as able to concentrate or productively do long term planning as you normally have been, or occasionally even experience being overwhelmed by the requirements of your current situation, you are probably handling things sufficiently well on a day-to-day basis.

Self Development Opportunity

You may not feel you have sufficient energy to resolve all the problems that appear to be confronting you, even though others think you are capable of carrying continually large loads. You may feel irritable, or less able to tolerate minor frustrations. It may be helpful for you to acknowledge or clarify your actual capacity for handling complex or difficult change to those with whom you work regularly. Additionally, you may find that some demands would be fine, as long as they helped you get back in balance or maintain perspective. Again, being clear with others about what you can and cannot take on right now may be advisable. The key may be in resolving problematic, ongoing indeterminant situations in your life and to begin engaging in pleasurable activities that would revitalize you. Many people with this indicator find they accomplish more in the long run by setting aside ample personal time to do things that recharge their batteries.

You are probably coming across to others currently from a combination of your Natural Style and First Impression behaviors. The more alike they are, the less day-to-day stress you probably experience. Perhaps you may find it helpful to take more time for yourself than normally you do, especially before getting involved with activities or individuals that do not reinforce your natural strengths.

PREP Summary for Servay Tahker

CORE Personality:		Controlling and Generalizing, also Relaxed and Introspective.
Communication Style:		Objective: straightforward, logical and matter of fact approach to others
Problem Solving Style:		Innovative and Generalizing: prefers to focus on ideas; variety of interests; may be intuitive.
Approach to Environment:		Proactive with information, analysis or achieving tangible goals, tends to be more responsive in social or highly people-interactive situations.
Activity Focus:		Outcomes: analytical and goals oriented; hard working; skeptical of unproven.
Leadership Style:		Autonomous, self-reliant solo-role
Learning Style:		Focus one-on-one relationships; freedom to troubleshoot, invent and critique progress.
Change Readiness:		Average short term: introduce incremental changes with clear expectations and timeframes that will allow Servay to focus on key priorities and for personal recharging time.
Energy:		Average

Summary of Your CORE Personality

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Summary of Your Self-Development Opportunities

The most challenging situations you probably face are with people who have strong Supportive-Outgoing tendencies. Supportive-Outgoing individuals are cooperative, gregarious, team oriented and non-threatening. Often these people prefer for others to make the "tough" or major decisions, and want strong support and

recognition for those decisions they do make. Supportive individuals are not outspoken, and they expect to be given abundant praise and recognition without having to ask for it.

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Thanks for using PREP Advanced Insights' Reports!

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