

PROFILE INTERPRETATION: Sample Report

Dimensions: **Social** **Demeanor** **Mental**

DIM	Description	Candidate Vs. POP	Description
<b>M5</b>	<p><b>Wary</b> As someone who scores high on the Wary scale, likes to have things clear-cut before commits to a course of action. is, by nature, a cautious person. This mindset means is unlikely to be pushed around by anybody. On the flip side, can be prone to dithering where others would weigh the alternatives, however imperfect, and make a choice and move on. Being flippant and disobedient at times are other possible negative traits.</p>	<p>Top 1% Decisive</p>	<p><b>Decisive</b> As a high scorer on the Decisive scale, is someone who can tolerate ambiguity and confidently make assumptions in order to express an opinion. takes a dogged, levelheaded approach to any problem with a bias for solving it one way or another. This desire to solve can make a better than average learner. dress will typically be neat and conventional a reflection of personality. On the other hand, may follow instructions to a fault and be impatient of others who aren't as fussy as is about sticking to protocol.</p>
<b>M2</b>	<p><b>Casual</b> As a Casual high scorer, is a high-spirited, spontaneous person who has a talent for improvising. At social events, is a fun-loving participant some might describe as the life of the party. is upbeat and optimistic and thus hardly ever tense. As such, can find the playful aspect of almost any situation. informal, relaxed attitude makes a natural conversationalist who puts people at ease. On the other hand, can be a careless, forgetful person. Planning ahead and paying attention to details are not strong suit.</p>	<p>Top 1% Disciplined</p>	<p><b>Disciplined</b> As a Disciplined high scorer, is a thorough, organized person in all does. is a deliberate and methodical planner who takes pride in self-discipline and ordered way of going about things. As such, is likely to have clear goals and ideals and be a tidy person in habit and dress. approaches work as a conscientious and reliable employee. On the other hand, can be a bit fussy about work, wanting everything touches to be handled in a meticulous manner.</p>

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<p><b>S3</b></p>	<p><b>Cautious</b>  A high scorer on the Cautious scale indicates that approaches life in a steady and prudent way. Whenever possible, prepares well in advance. may be shy and find it difficult to strike up conversations with strangers. And yet, can be so comfortable in the presence of close friends that becomes verbose and uninhibited. Work situations with little social interaction and stress may suit best. On the flip side, can sometimes weigh risks to the point of indecisiveness, fearful of making a wrong decision. At its extreme, this trait can cause to be timid in situations others would take in stride.</p>	<p>Top 1% Cautious</p>	<p><b>Bold</b>  As a high scorer on the Bold scale, is most likely a gregarious and outgoing person who's unafraid of difficult people and testing emotional circumstances. Positive is the one word that describes best. is comfortable introducing to strangers and speaking before groups, whatever the reception. Hence, would likely be good at prospecting. can be a venturesome risk-taker who enjoys taking audacious and daring action. This tendency makes resilient in high-stakes situations. On the flip side, it can also lead to the occasional reckless decision as well as a gambling and overbearing attitude.</p>
<p><b>S6</b></p>	<p><b>Accommodating</b>  As a high scorer on this characteristic, is a deferential and cooperative person. comes across as modest and self-effacing and is unlikely to insist on rights. Obedient and polite are the adjectives that describe best. This humble and helping person is likely to comply with the wishes of others. In roles that require little interaction with people, or interaction within well defined boundaries, is likely to excel. At the extreme, personality may be so passive that it keeps from expressing ideas or taking a stand and be something of a pushover.</p>	<p>Top 1% Accommodating</p>	<p><b>Assertive</b>  As a high scorer on this characteristic, is a positive, take-charge person who's likely to be good at managing people and projects to achieve organizational goals. Setting the agenda comes naturally. expects others to recognize and respect for that. When necessary, doesn't shy away from standing up for rights as well as viewpoint. is competitive by nature, whether at work or play or in a casual social setting. At the extreme, can become so determined to have things way that becomes overbearing and arrogant in the eyes of others.</p>

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<p><b>S5</b></p>	<p><b>Quiet</b> scores high on the Quiet trait, which identifies as a dignified, reserved person. approaches any form of work in an earnest manner. As a result, is not easily sidetracked, even when a tiresome or trying task requires a long time to finish. When abilities sync well with a given expertise, can become an accomplished expert. Serious is the adjective that describes best. may sometimes be rather earnest about beliefs. On the other hand, can be quiet to the point of avoiding social situations; and when attending them, come across as dull and boring. Steady work that demands close attention suits to a T.</p>	<p>Top 1% Quiet</p>	<p><b>Outgoing</b> As someone who scores high on the Outgoing trait, is a lively, talkative person with an effervescent personality. brings enthusiasm and energy to work and is well suited temperamentally to multitasking. outgoing disposition can make a good presenter; and when inspired, can be something of an entertainer. Cheerful is the adjective that describes best. On the other hand, may tend to showoff in a situation that requires a degree of decorum. When gets carried away, this tendency can make seem wild and boastful.</p>
<p><b>D3</b></p>	<p><b>Demonstrative</b> As a person who scores high on the Demonstrative scale, exhibits traits of friendliness and even affection openly. There's never any doubt as to how is feeling at any given time. Whatever is on mind is on face and in bearing, which more reserved people may judge to be a lack of self-restraint. Generally, is good-natured and adaptable. has a genuine interest in people and enjoys interacting with friends, coworkers and strangers alike. On the negative side, can be touchy and quick-tempered, reacting out of proportion to a situation or before everything is known.</p>	<p>Top 5% Controlled</p>	<p><b>Controlled</b> As a high scorer on this scale, is apt to hide feelings. is a patient person who shows restraint in situations where more demonstrative people do not. Steady and imperturbable describe well. has a greater ability to cope with and recover from stress than many other people. By extension, can be expected to deal with tough circumstances in a mature and, if circumstances permit, resourceful way. Personal pitfalls can include a cold and unfeeling demeanor, the flipside of habitually hiding one's feelings.</p>

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<b>S4</b>	<p><b>Rebellious</b> As a high scorer on this attribute, is an expedient person who's quick to seize opportunity. If a rule hinders action, contemplates how might get around it. Freethinker describes best. is apt to gravitate toward jobs that allow flexibility in how work is done. If a job involves creativity, original thinking, or advising people in need of help, can make significant contributions. Thinking outside the box comes naturally to . Conversely, accepting authority does not. In a fixed, procedure-bound job, this high scorer may demonstrate erratic performance.</p>	<p>Top 5% Conscientious</p>	<p><b>Conscientious</b> As a high scorer on this trait, most likely has elevated moral standards and makes decisions cautiously. For , society's rules are there to be followed; and behavior in all situations reflects a closely held belief in principles and ethics, so much so that may appear idealistic to some and moralistic or self-righteous to others. can be counted on to know duty and perform it conscientiously. Self-control is this person's motto. makes an especially loyal and respectful employee. Conversely, can be sanctimonious and unbending at times.</p>
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<b>S2</b>	<p><b>Guarded</b> As a high scorer on the Guarded scale, sets high standards for but reveals little of thoughts or feelings. This privateness is a conscious and deliberate choice made to achieve goals. Coworkers may find professional about work but hard to get to know personally. is a perceptive judge of human nature who understands the actions and reactions of others, sometimes to the point of being able to predict them. considers employer's business highly confidential. On the other hand, may sometimes act defensive and not admit shortcomings.</p>	<p>Top 5% Guarded</p>	<p><b>Open</b> With 's high score on the Open scale, you can count on to be forthright to the point that readily discloses feelings, family issues and even matters of personal health. likes people and deals with coworkers and customers alike in a natural, relaxed way that makes a pleasure to interact with. gives emotional nurturance and welcomes it in return. On the other hand, trusting nature and lack of internal censorship may make seem naive or tactless to more private people; and in turn, may think such people are unhappy with .</p>

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<p><b>D2</b></p>	<p><b>Sensitive</b> As a high scorer on the Sensitive scale, is conscious of feelings as well as those of others. has great empathy for a friend or coworker's problems. When another person hurts, hurts as well. Incidents that might not embarrass others embarrass easily. Humble describes well. appreciates the aesthetic aspects of life and may like art, literature, music and live performances. In essence, is a kindhearted person to friend and stranger alike. On the other hand, can be jealous of confident people. And emotions can sometimes make it hard for to focus on a practical matter at hand.</p>	<p>Top 5% Sensitive</p>	<p><b>Confident</b> As a high scorer on the Confident scale, feels secure and sure of . is an optimistic person. It's natural for to apply reason and facts in making an important decision; emotions don't enter the equation. As such, has the poise to handle most emergencies well. tends to focus on objective considerations. is not deluded by the harsher realities of life; and thus can accept austere conditions without protest. On the other hand, he may be somewhat conceited and thus blind to the emotions of others since rarely comes to grips with own. Also, confident nature of expressing may strike some as pompous and patronizing.</p>
<p><b>M4</b></p>	<p><b>Self-Unaware</b> As a high scorer on the Self-Unaware scale, is prone to misjudge in relation to others. In turn, they are likely to think of him as inconsiderate. Its difficult for to, in effect, stand outside and judge actions after the fact. When comes across as tactless, it is almost always the result of being unobservant as opposed to a conscious decision to act in that manner. At the extreme, however, might delude others on purpose.</p>	<p>Top 10% Self-Aware</p>	<p><b>Self-Aware</b> As a high scorer on the Self-Aware scale, can correctly assess own strengths and weaknesses as they relate to other people. is very aware of the personalities of the people around , so much so that can detect their moods from even the briefest interactions. Using this keen perception, can quickly model own behavior to achieve the greatest accord in a variety of situations that might leave others baffled as to what to do. All in all, is a mature and self-accepting person who fits in well in nearly any work situation.</p>

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<p><b>S7</b></p>	<p><b>Independent</b> Having a high score on the Independent scale suggests that enjoys working alone and can do so for long stretches. is self-reliant and individualistic and thus prefers own ideas to those of others. Poised and steady describe well. Since tends to consider way to be the best way, it's easy for to question authority or even reject it. may avoid interaction with others to the point of sometimes declining invaluable help. On the flip side, others may take desire for autonomy as aloofness. And may be obstructive when things don't go way.</p>	<p>Top 10% Cooperative</p>	<p><b>Cooperative</b> As a high scorer on the Cooperative scale, likes to collaborate with others in day-to-day work activities and in making decisions. is happiest in a group environment, for naturally gravitates toward social interaction and companionship. Team player describes well, a trait that makes easy to manage. takes real pleasure in volunteering to help others. On the flip side, need for acceptance may make tentative and fail to take initiative when should. Also, is so dependent upon relationships that differences with others can make anxious.</p>
<p><b>M3</b></p>	<p><b>Conservative</b> As someone who scores high on this scale, prefers the conventional to the unconventional, the careful to the carefree. likes things as they are; and tends to hold fixed ideas for a long time, skeptical of anything new as unproven and therefore risky. has an incorruptible nature, so can be trusted to safeguard confidential information at work and at home. Conversely, can be cynical and close-minded and thus reluctant to examine new things despite ample and convincing evidence to the contrary.</p>	<p>Top 10% Conservative</p>	<p><b>Open-Minded</b> As someone who scores high on this scale, is broad-minded and inquisitive. holds few fixed views and is nearly always willing to entertain new ideas. You can expect to bring a natural inquisitiveness to any subject and be a good learner. When there are two opposing views, listens well and seeks compromise. This is person who bears little if any prejudice towards anyone else. Conversely, can sometimes sit on the fence, unable to commit one way or the other; and can be gullible in situations where a more careful person would not be.</p>

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<b>S1</b>	<p><b>Self-Sufficient</b> As a high Self-Sufficient scorer, comes across as reserved. brings an objective, practical focus to job and main concern is to get the job done well and on schedule. thrives at independent work; and prefers working with others who don't require much personal interaction. is a precise, critical thinker who focuses energy on abstract ideas, technology, or interests that require little social contact. Equally, can be more concerned in getting the job done than with soft people-related issues.</p>	<p>Top 10% Self-Sufficient</p>	<p><b>Sociable</b> As a high scorer on the Sociable end of this scale, is a gregarious and friendly person. has a real interest in other people and seeks opportunities for social interaction. As a result, working collaboratively with others who are also attentive is key to happiness and effectiveness on the job. Approval is a prime motivating factor. Equally, may have such a strong desire for closeness that doesn't express independent opinions for fear of being disliked. At the extreme, this trait can lead to an ingratiating and at times pompous attitude towards others.</p>
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<b>D4</b>	<p><b>Intolerant</b> Scoring high on the Intolerant scale suggests that is a traditionalist. As such, is unlikely to question why things are done a certain way. likes the familiar and the predictable. makes a loyal employee who won't give in to unreasonable customer demands. likes a job with structure and set ways of conducting business. On the other hand, can be untrusting and obstructive in the face of change. And when new experiences disrupt familiar routine, may be easily annoyed and act impatient.</p>	<p>Top 10% Intolerant</p>	<p><b>Adaptable</b> Scoring high on the Adaptable scale implies that is a liberal person who's pliable nature makes open to change and resilient when encountering it. Since is a freethinking approach to life, likes to experiment with established procedures in an effort to improve them. A tendency to take the unconventional approach is a signature characteristic of personality. is a hands-on problem-solver, whether the problem is , a friend's or a coworker's. On the other hand, may become so enamored of the new that ignores what's good in current practices that work well enough. And can be trusting to the point that can be taken advantage of.</p>

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<p><b>D5</b></p>	<p><b>Flexible</b> As a high scorer on this scale, tends to accept compromise. makes every effort to accommodate the wishes of others. Planning is a least-favorite activity. Instead, believes in the easy-going approach. After all, who knows what surprising result may occur? is a playful outlook, both in and outside the workplace. lives in the here-and-now, so contemplating long-term goals is a chore would rather avoid. In opposition to these tendencies, can procrastinate on any activity doesn't enjoy. And may have so little ambition that even a small obstacle discourages into giving up.</p>	<p>Top 25% Flexible</p>	<p><b>Tenacious</b> As a high scorer on this scale, is persistent and resourceful in pursuing a goal. believes that almost anything is possible with enough preparation and focused work. If one word could describe best, it would be persistent. thinks ahead. likes to make a plan and then work it relentlessly until achieving success. As such, values an organized workplace that facilitates workflow and getting things done. The flip side of these tendencies is that may be obstinate in the face of compelling reasons to accept change. may also feel awkward in casual or recreational situations others enjoy.</p>
<p><b>D1</b></p>	<p><b>Tense</b> As someone who scores high on the Tense attribute, has nervous energy that gives abundant drive. is the archetypal Type A personality - someone who plans and strives and achieves. sense of urgency often results in effective work habits and enthusiasm. When 's purpose and dynamism unite, gets things done. Conversely, can become panicky when difficulties or setbacks occur and exhibit impatience and even anger as a result.</p>	<p>Average</p>	<p><b>Calm</b> As someone who scores high on the Calm attribute, has a clear-headed, logical approach to life and work. imperturbable outlook means takes frustrations and setbacks in stride. Life is hard, so feels it's best to just roll with the punches. Thanks to patient, unstressed disposition, is someone most people find very easy to get along with both on and off the job. On the downside, contentment may translate into a lack of drive and ambition to achieve career and social success. If so, would exhibit a perpetual nonchalant attitude that says, I'm uninvolved.</p>

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<p><b>M1</b></p>	<p><b>Practical</b> As a high scorer on the Practical scale, thinks in concrete terms. works best with what's known and literal. People would describe as down-to-earth and uncomplicated. is adept at simplifying a task to the essential steps that ensure its successful completion. As such, has a bias for reaching a solution. The realistic way is always the best way to this person. Conversely, may find coming up with ideas difficult, especially when the basis for work has any element of ambiguity to it. Plain thinking can be viewed as both a strength and weakness for .</p>	<p>Average</p>	<p><b>Conceptual</b> As a high scorer on the Conceptual scale, is an imaginative, contemplative person with a nimble mind and natural talent for developing concepts. Focused, deep thinking on abstract ideas is an everyday exercise for . can often see possibilities others cannot. Solving complex puzzles is a fun challenge. Any role that involves creative thinking and innovation should sync well with abilities as an original and unconventional thinker. On the flip side, may be disdainful of people who don't share talents, even to the point of being almost blind to their presence. They, in turn, may consider him too clever. is also prone to overlook practical matters, such as remembering an appointment.</p>
<p><b>D6</b></p>	<p><b>Easy-Going</b> As an Easy-Going high-scorer, is a laid-back person who's hard to upset. can relax and daydream at a moment's notice. is an unhurried approach to, well, everything in life. After all, why complicate matters when we don't need to? has a talent for spotting ways to simplify a task or procedure. People find easy to spend time with, whether they are family and relatives, fellow workers or friends. always gives the impression of being happy and content - and if has to compromise to maintain that status, will. On the other hand, can sometimes be too nice and prone to a lazy, listless approach to work.</p>	<p>Average</p>	<p><b>Achieving</b> As an Achieving high-scorer, plays to win. Energetic and ambitious are two adjectives anyone would apply to . has one top priority work and goes about it with typical Type-A dynamism. This dedication makes an ideal candidate for business environments that put a premium on strong people who get things done well and in a timely fashion. Give an assignment and you know it's going to get done. On the other hand, can be ruthlessly and inflexibly self-seeking in a single-minded quest to achieve a goal.</p>