



# PROFILE REPORT

Sam Sample

03/Feb/2012

This report is confidential and intended for the person assessed.

### PERSONALITY TRAITS

SCALES	RAW SCORE	STEN SCORE									
		1	2	3	4	5	6	7	8	9	10
1. Dominance	15				*						
2. Responsibility	13	*									
3. Stress Resistance	18				*						
4. Sociability	12			*							
5. Cautiousness	16				*						
6. Original Thinking	18			*							
7. Personal Relations	20						*				
8. Vigour	14		*								

### INTERPERSONAL VALUES

SCALES	RAW SCORE	STEN SCORE									
		1	2	3	4	5	6	7	8	9	10
9. Support	10				*						
10. Conformity	11						*				
11. Recognition	17							*			
12. Independence	14							*			
13. Benevolence	9				*						
14. Power	11					*					

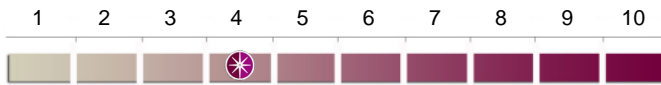
### PERSONAL VALUES

SCALES	RAW SCORE	STEN SCORE									
		1	2	3	4	5	6	7	8	9	10
15. Materialism	15								*		
16. Achievement	12				*						
17. Variety	17							*			
18. Conviction	10					*					
19. Orderliness	10					*					
20. Goal Orientation	11				*						

## PERSONALITY TRAITS

### 1. Dominance

Likely to listen rather than talk and may be guided by other people's views and suggestions, without needing their own views to be accepted. They may prefer to let others take the lead.

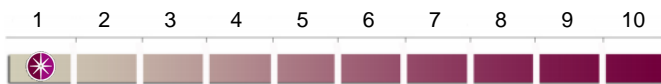


Candidate Percentile: 20

May be self-assured in relationships with others and adopt an active role in a group, taking control of agendas. They are confident in influencing others.

### 2. Responsibility

May be flexible in reacting to tasks they are interested in, though they can have difficulty sticking to a fixed schedule and meeting the expectations of others. They are less likely to persevere with a task when faced with obstacles.

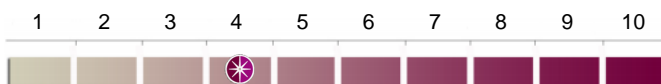


Candidate Percentile: 2

Persistent and determined in completing tasks even when faced with obstacles or if the work is not central to their interests; they may be thorough and can usually be relied upon once asked to do something.

### 3. Stress Resistance

Tends to be nervous and to have difficulties in dealing with frustration; they may have trouble controlling their emotions and in coping with change, though this should not affect their work in more predictable environments. They may well be sensitive to the social and emotional aspects of their environment.

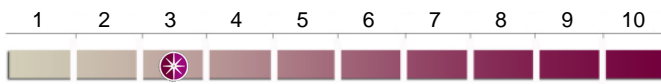


Candidate Percentile: 27

Tends to be worry-free, handle change well, and act in a calm manner even when the environment might create a more emotional reaction in most people.

### 4. Sociability

Comfortable working alone or with little social contact for extended periods of time; they tend to favour working alone and whilst they may find it difficult to work continuously in groups, they may be comfortable interacting with a select few.

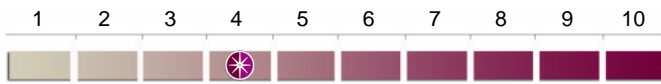


Candidate Percentile: 13

Likes to be around other people and to work with others. They find it easy to make new acquaintances, and get along with others socially.

### 5. Cautiousness

Tends to act on the spur of the moment; they can be impulsive, thrill-seeking and enjoy taking chances. They may be able to make decisions quickly, but may sometimes fail to fully consider the implications of their actions.

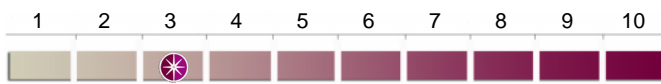


Candidate Percentile: 31

Considers matters carefully before deciding or acting and tends to avoid taking chances. They will be inclined to avoid risk, but may miss opportunities that would result from prompt decision making or taking a chance.

### 6. Original Thinking

Feels at ease when working on practical down-to-earth problems and staying within areas where they are knowledgeable. They may be reluctant to tackle problems requiring original thought or acquiring new knowledge.

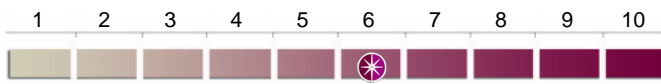


Candidate Percentile: 14

Tends to be at ease working on complex problems; they are intellectually curious, and enjoy thought-provoking discussions about theoretical and imaginative issues. They may be less inclined towards dealing with practical matters.

### 7. Personal Relations

Tends to be questioning and may not readily place trust or confidence in others. They may be critical of shortcomings in others, but find it difficult to take criticism themselves. These individuals are likely to be alert to potential deception and are comfortable with challenging others.

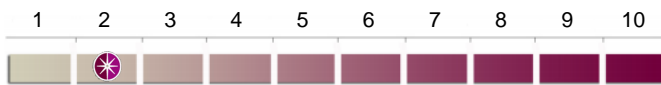


Candidate Percentile: 68

May readily place their trust and faith in others and be understanding and open to other people's issues and feedback. They tend to be tolerant, patient, and accepting. Because of this, they may accept things at face value and be insufficiently critical or challenging.

### 8. Vigour

Prefers a slower pace and are likely to appear less urgent and energetic. They may be at ease in more relaxed environments without tight deadlines.



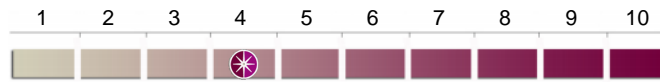
Candidate Percentile: 4

Dynamic and energetic, they like to work at a fast pace, and will rarely display tiredness.

## INTERPERSONAL VALUES

### 9. Support

Does not necessarily value help, motivation or encouragement from others.

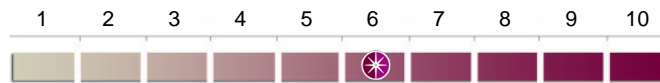


Candidate Percentile: 28

Will probably be motivated by receiving kindness, consideration, encouragement and understanding towards them from others.

### 10. Conformity

Does not necessarily value conforming to social rules, standards and conventions.

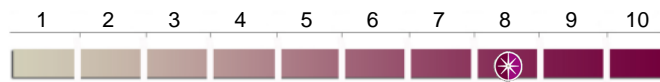


Candidate Percentile: 65

Tends to value social rules, standards and conventions. They are likely to be motivated by situations requiring them to conform to what is socially accepted and 'proper'.

### 11. Recognition

May place little value on the praise, admiration, and esteem of other people and will continue to work if these are not offered. These individuals will tend to regard their own status as unimportant.

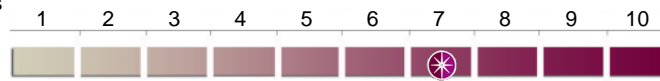


Candidate Percentile: 91

Likely to place importance on the praise and admiration of others. They may value being noticed and having esteem and status offered to them by others.

### 12. Independence

Might accept team rules and constraints imposed by others on the way they work or act, and will tend to give personal independence a low priority. They may value guidance and advice from others.

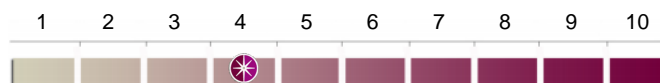


Candidate Percentile: 75

Considers personal independence as important; they might look for ways to do what they want in their own way, making their own choices. They may want to be free from following rules and the direction of others.

### 13. Benevolence

Tends to give a low priority to other people's needs and issues and place little value on helping others or on charitable acts.

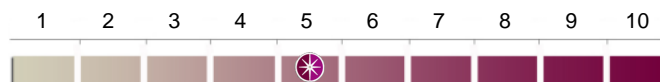


Candidate Percentile: 26

Values generous behaviour, offering help and sharing things with others.

### 14. Power

Tends to be less concerned about leading people and having power over them; they may have little motivation to manage other people or to exercise authority over them.



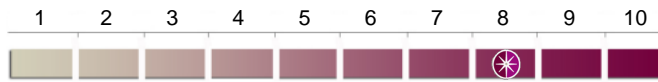
Candidate Percentile: 43

Values positions and opportunities in which they can influence, manage and lead others; they might seek situations in which it is possible to establish or confirm their own power and leadership.

**PERSONAL VALUES**

**15. Materialism**

Can often work without tangible or immediate outcomes and may place a low value on possessions, economic advantage and other practical outcomes.

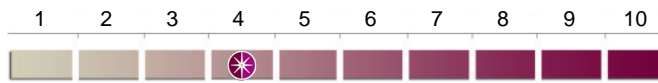


Candidate Percentile: 91

Likely to place a high value on material possessions and may prefer doing things that are practical, immediately useful and economically advantageous.

**16. Achievement**

May be motivated in tasks or work by factors other than challenge, importance or high standards.

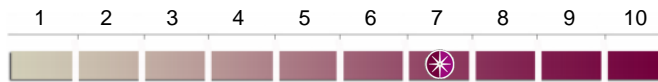


Candidate Percentile: 26

Likely to value accomplishment. They enjoy challenging work, particularly of the type that allows personal initiative and in which individual effort can pay off.

**17. Variety**

May be less likely to value new or different experiences or situations.

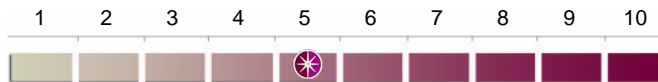


Candidate Percentile: 73

Likely to value the opportunity for new experiences and to be confronted with new, different and even risky situations. They are likely to be motivated by work that is not going to become routine and predictable.

**18. Conviction**

Tends to put a low priority on tasks and situations that demand important decision making and the need to defend their own views.

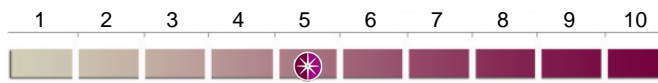


Candidate Percentile: 41

May value situations, opportunities and tasks which enable them to make important decisions and defend their opinions and convictions.

**19. Orderliness**

May place a lower priority on organisation and planning and might consider systematic and structured work environments as less motivating.

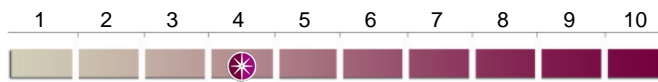


Candidate Percentile: 45

May value an organised and systematic work environment and prefers to work in a methodical and structured way.

**20. Goal Orientation**

Has little preference for working on tasks with strictly defined goals and explicit objectives.



Candidate Percentile: 30

Likely to be motivated by tasks that have specific and clearly defined goals and objectives.