
Know Yourself

Personality Report

for

Sample, Client M.

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Introduction

The content of this report is determined by the selected adjectives. The more carefully and accurately the adjectives were selected the more confidence can be placed in the information contained in this report.

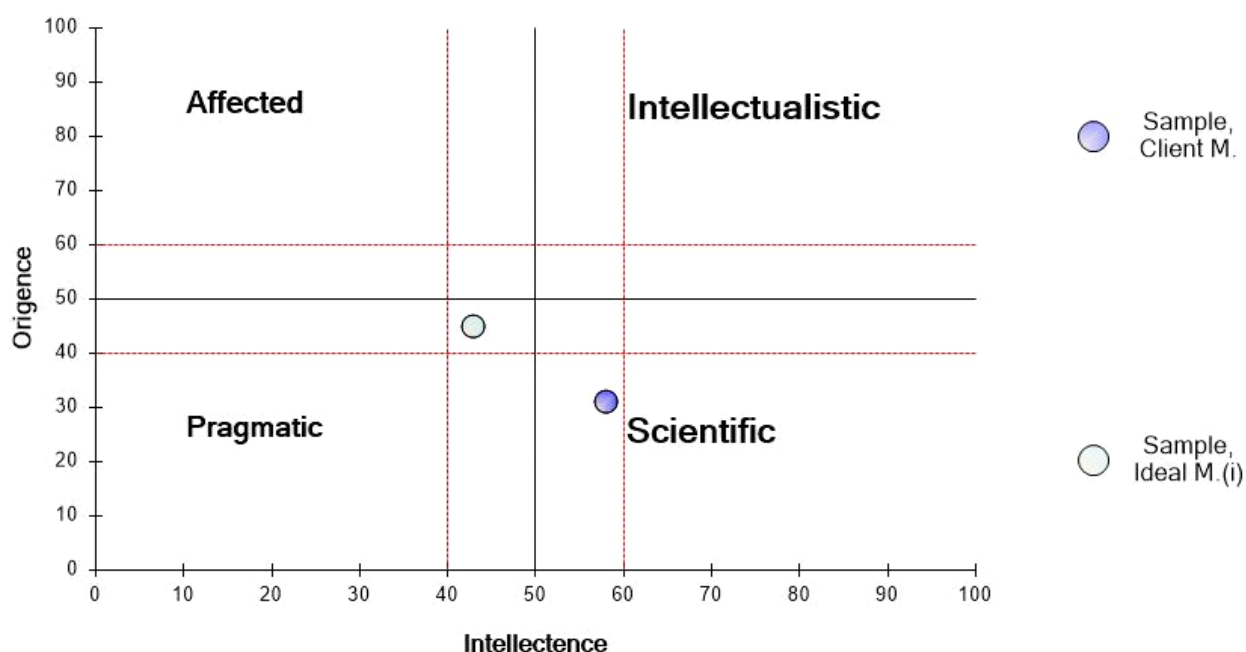
The purpose of the report is to provide information for self education and understanding; it is not a diagnostic or clinical report.

If the content of this report identifies some personality issues or behaviors that you might want to change please see the Personality Change section.

Core Orientations

Orientation Toward Life

Origence The ability to think imaginatively, to bring new ideas and tangible products into being, to modify the environment in accordance with aesthetic criteria, to picture the world of the past and the future, and to discern the underlying elements of order in disorder, and even sense in nonsense.



Intellectence The ability to think abstractly, to detect logical relationships, and to apply general principles to the solution of specific problems.

Current (As I am) Behavior

He is prudent and vigilant with the ability to plan ahead. This allows him to avoid intemperance and undue impulsiveness. His desire for order may also explain a tendency toward strong opinions on ethical issues; he is likely to look askance at those who violate societal conventions. He is practical and predictable in his thought and perception, and tolerant of the ineptitude and intellectual shortcomings in others.

Preferred (As I would like to be) Behavior

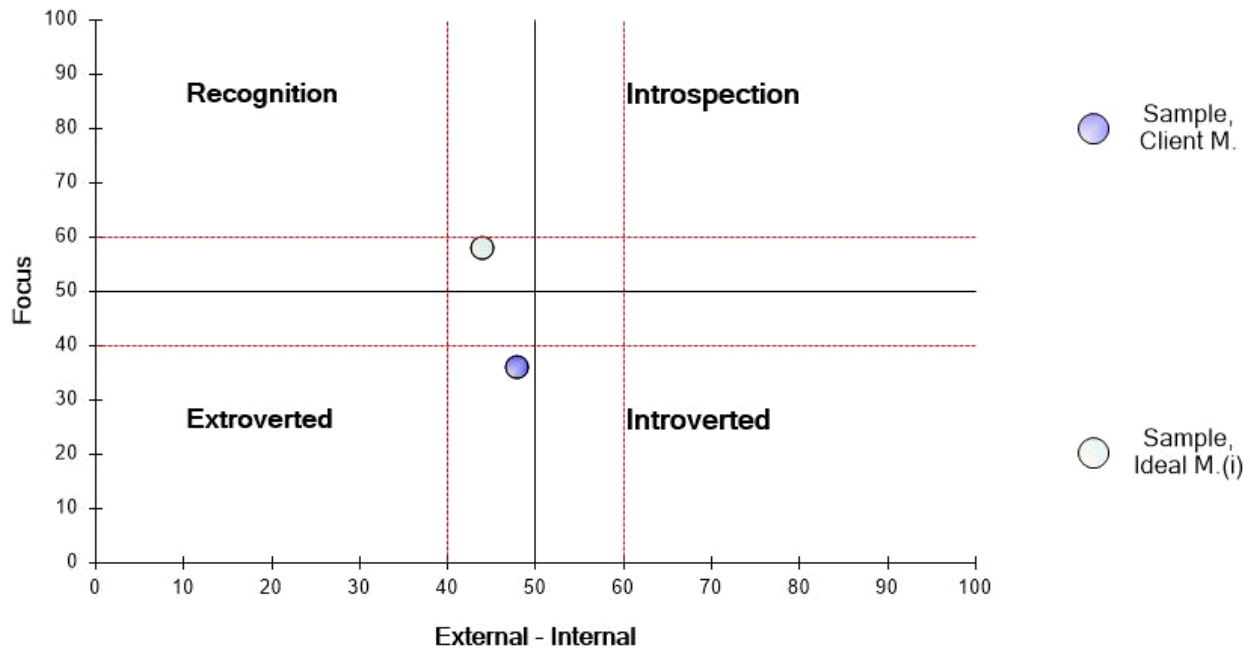
He tends to seek as much adventure and activity, while remaining sophisticated and relaxed, as do most people. Thus, he may equally experience conflicting interests and underachievement. He is probably as strong-willed, original in thought and perception, aesthetically sensitive, and indifferent to convention as are most people. He tends to be as unpretentious, forbearing, forthright, and respectful of rules, as are most

While intelligent and inventive, he is also anxious, ill at ease, and preoccupied. Often keeping people at a distance, he is skeptical of their intentions and may feel alienated. He is independent and flexible, and enjoys informality and relaxation, but is influenced by illogical concerns. He tends to seek adventure and activity while remaining sophisticated and relaxed. Creative, independent, spontaneous behavior is more important than conformity. Emphasizing self-sufficiency, he may be strong-willed, original in thought and perception, aesthetically sensitive, indifferent to convention, and easily annoyed by those viewed as uninsightful, intellectually slow or undiscerning. Though talented, he may be uncomfortable with his own needs and those of others. He probably avoids intimacy, based on a candid sharing of significant feelings, sensing it as a danger. He tends to be unpretentious uncomplicated, forbearing, forthright, respectful of rules, and accepting of his role in life. He tends to be analytical, logical, astute, intellectually capable, self-disciplined, and prepared to do the planning and work necessary to attain his goals. People may view him as somewhat rigid.

people. He is as analytical, logical, astute, and intellectually capable, as are most people. He tends to be prudent and vigilant with the ability to plan ahead. This allows him to avoid intemperance and undue impulsiveness. His likely desire for order may also explain a tendency toward strong opinions on ethical issues. He may be practical and predictable in his thought and perception, and tolerant of the ineptitude and intellectual shortcomings in others. While intelligent and inventive, he may also be anxious, ill at ease, and preoccupied. Often keeping people at a distance, he is probably skeptical of their intentions and may feel easily alienated. He tends to be independent and flexible, and may delight in informality and relaxation, but he may be influenced by illogical concerns.

External - Internal Focus

Focus An externalized focus indicates an emphasis on the 'outside' environment. People, objects, and action are more likely to be important than the 'inner' environment of ideas and concepts. This suggests a preference for a stimulating environment, activity, and interaction rather than quiet and solitude.



External - Internal An internalized focus indicates an emphasis on ideas, concepts, and cognitive activity. The 'inner' environment is more likely to be important than are people, objects, and action. This suggests a preference for quiet and solitude rather than activity and interaction.

Current (As I am) Behavior

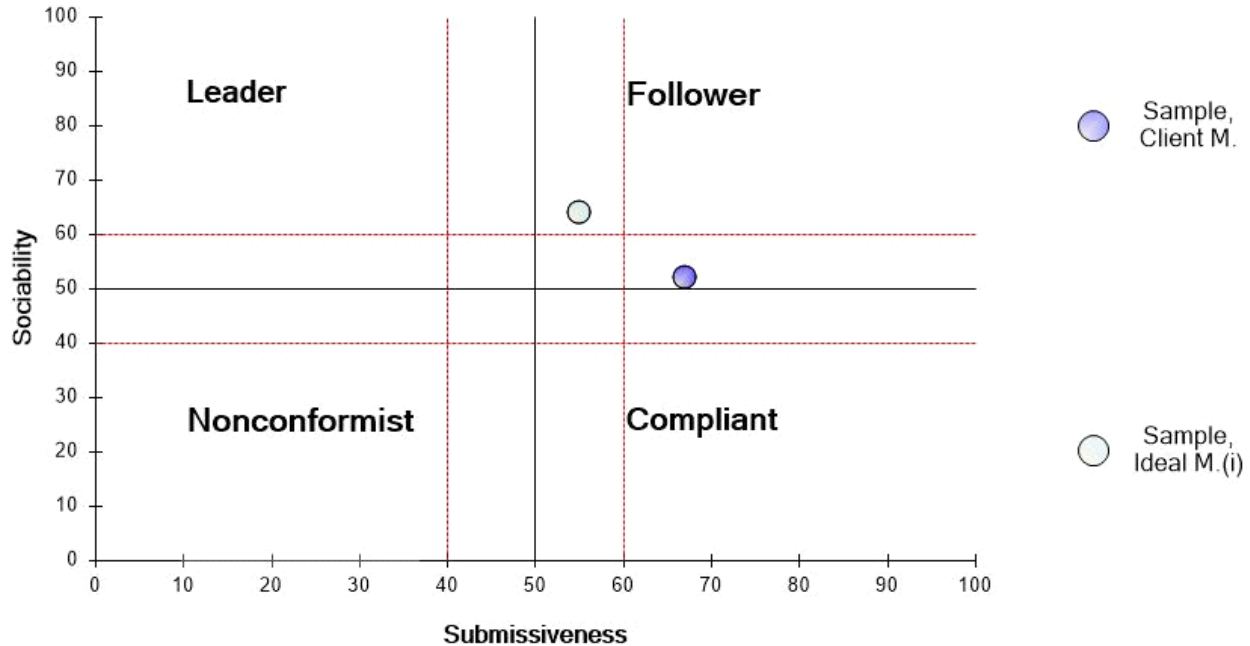
Moderate, cautious, and slow to respond in interpersonal encounters or pleasurable activities, he is likely viewed as self-denying and lacking in excitement. He is prudent and vigilant with the ability to plan ahead. This allows him to avoid intemperance and undue impulsiveness. His desire for order may also explain a tendency toward strong opinions on ethical issues; he is likely to look askance at those who violate societal conventions. While

Preferred (As I would like to be) Behavior

Enterprising, and pleasure seeking, he may not exercise self-restraint or postpone gratification. While others may see him as entertaining, others may also view him as self-centered and pushy. He tends to seek adventure and activity while remaining sophisticated and relaxed. Creative, independent, spontaneous behavior is more important than conformity. He tends to be unpretentious uncomplicated, forbearing, forthright, respectful of rules, and accepting

Orientation Toward Others

Sociability Gregarious, compassionate tendencies which are demonstrated through numerous close, warm interpersonal relationships.



Submissiveness Consistent, self-disciplined, rule-respecting tendencies expressed in a preference for cooperation over competition and following rather than leading.

Current (As I am) Behavior

He may seek and maintain about as many personal friendships and social engagements as do most people. His interest in seeking the company of his peers and to experience emotional satisfaction from interpersonal and erotic interactions with them is about like that of most others. He is likely to prefer anonymity and freedom from conflict to the winning of interpersonal victories. He is conscientious, unassuming and patient, deferring to others without loss of self-respect. Tending to over-control his needs and impulses, he often delays gratification unnecessarily.

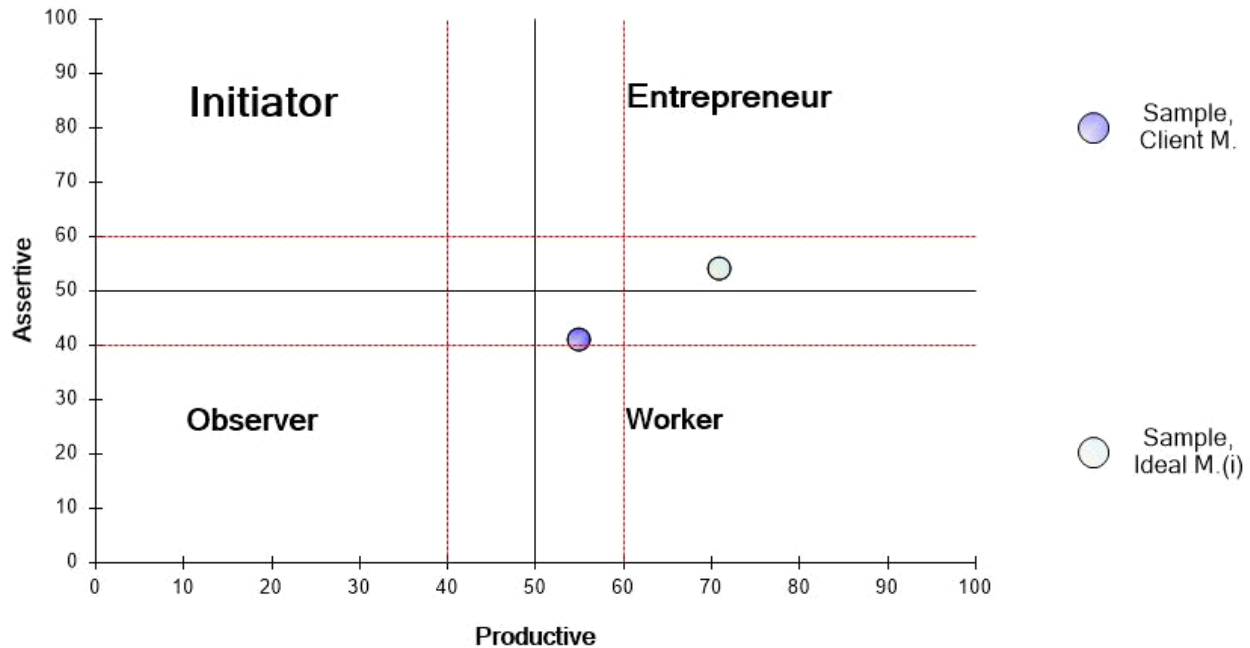
Preferred (As I would like to be) Behavior

He is comfortable in social situations because he enjoys people and adapts readily to the changing demands of group process. Not given to soul-searching or looking too closely, he tends to gloss over inner complexities and prefer to take people at face value. A vigorous sex drive, good health and abundant vitality allow him to approach life with gusto and respond warmly to interpersonal encounters. He is likely to enjoy interpersonal interaction more than most others and to seek opportunities for companionship. He may have a tendency to eroticize situations and perceive many different social interactions in sexual terms.

He may prefer anonymity and freedom from conflict to the winning of interpersonal victories. He is probably conscientious, unassuming and patient, deferring to others without loss of self-respect. Tending to over-control his needs and impulses, he may often delay gratification unnecessarily.

Orientation Toward Work

Assertive Ascendant, demanding, strong-willed tendencies demonstrated through active, pleasurable, self-satisfying behavior.



Productive Resourceful, resolute behavior resulting in the completion of goal-oriented tasks. Power and intellectual ability are valued and emphasized.

Current (As I am) Behavior

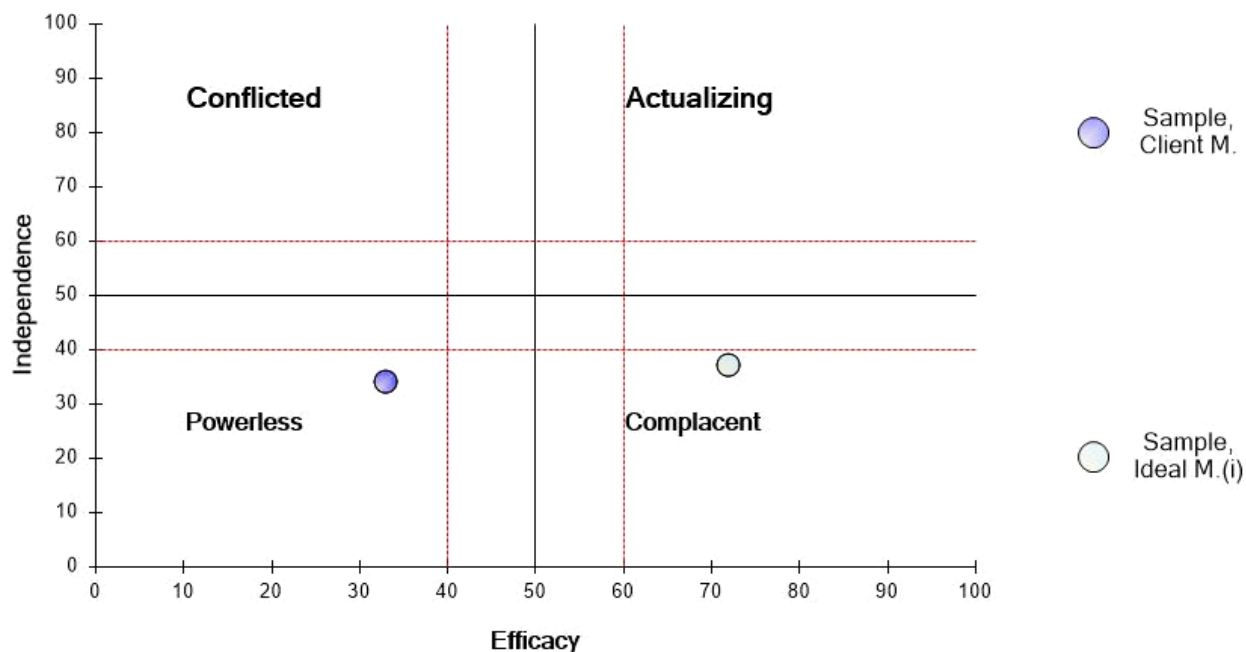
He may respond quickly to others and to situations, basically certain that he is right. He probably has defined how others should treat him and what he should get in life, and may be somewhat insistent on obtaining both. He may have difficulty setting aside roles he learned in childhood. This may be demonstrated through a lack of independence and uncertainty about how to cope with the demands of adult life. Also, he may fear direct confrontation and avoid it.

Preferred (As I would like to be) Behavior

The tendency to 'put himself down' through self-criticism, guilt, or social impotence is about like that of others. He has difficulty setting aside roles he learned in childhood. This is demonstrated through a lack of independence and uncertainty about how to cope with the demands of adult life. Also, direct confrontation is feared and assiduously avoided. To compensate, he seeks satisfaction in daydreams and fantasies rather than face the threatening context of everyday life.

Self Determination and Efficacy

Independence Autonomous, independent and self-directed behavior which may be demonstrated through nonconforming, even rebellious, behavior that, while stressing self-determination, is likely to be accompanied by a tolerant acceptance of the behavior of others.



Efficacy Emotional health and stability, which are demonstrated in an ability to respond calmly to stressful situations and the forming of comfortable relationships.

Current (As I am) Behavior

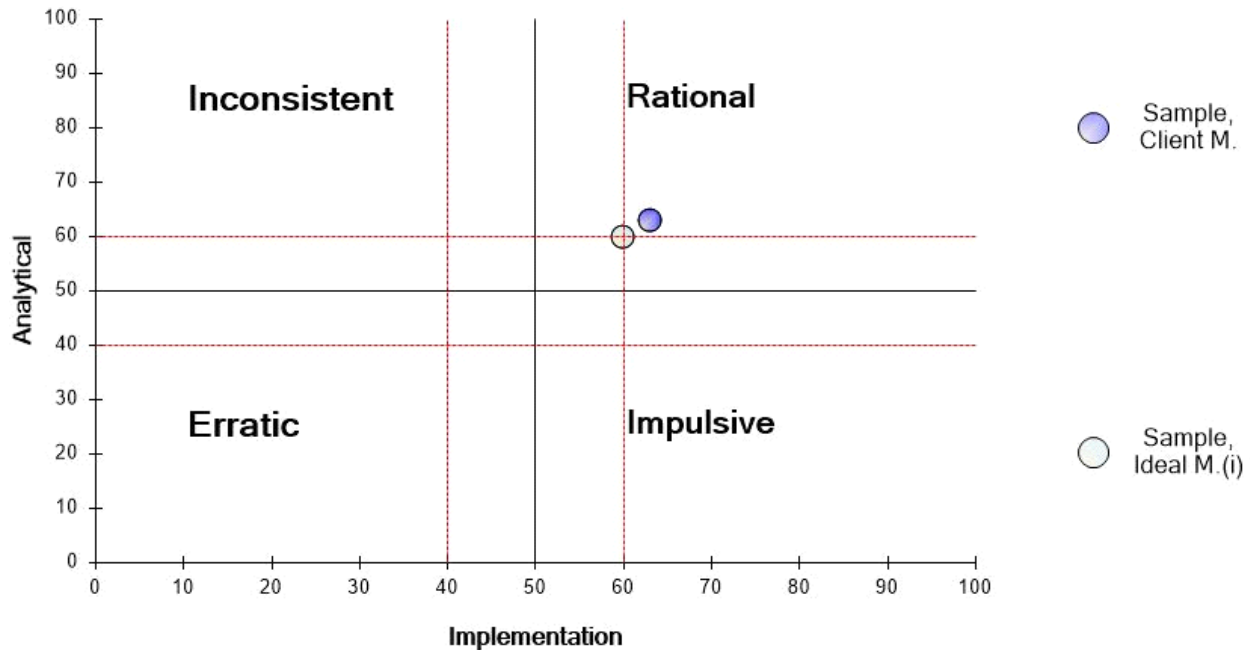
He likely has a strong preference for conservative values and morals, and is self-questioning, self-critical, and possibly feeling anxious or guilty.

Preferred (As I would like to be) Behavior

He tends to have a strong preference for conservative values and morals, and while judgmental is calm, relaxed, satisfied, dependable, and rarely moody.

Decision-Making and Implementation

Analytical The valuing and utilizing of objective, measurement based information in the formulation of plans and actions.



Implementation Consistent, conscientious, focused behavior with an avoidance of impulsive or erratic action.

Current (As I am) Behavior

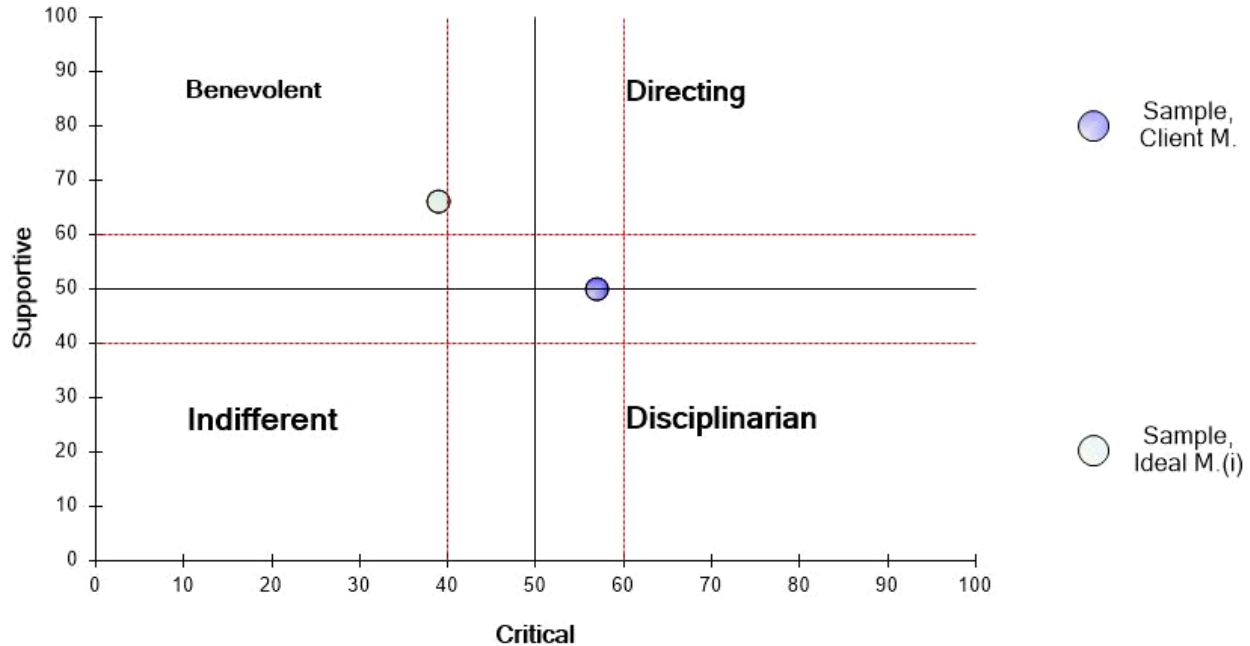
He is analytical, logical, astute, intellectually capable, self-disciplined, and prepared to do the planning and work necessary to attain his goals. He probably has a strong sense of duty and avoids playfulness and non-essential activities. For him, stability and continuation are more important than the new and different. People may view him as rigid.

Preferred (As I would like to be) Behavior

He may be analytical, logical, astute, intellectually capable, self-disciplined, and prepared to do the planning and work necessary to attain his goals. He may have a strong sense of duty and avoids playfulness and non-essential activities. For him, stability and continuation may be more important than the new and different. People may view him as rigid.

Parenting-Mentoring Style

Supportive Cooperative behavior which is expressed in the acceptance of others and the provision of material and/or emotional support to them.



Critical Attitudes of evaluation and distrust which may be expressed in behavior that others perceive as hurtful attacks, manipulation, or domination.

Current (As I am) Behavior

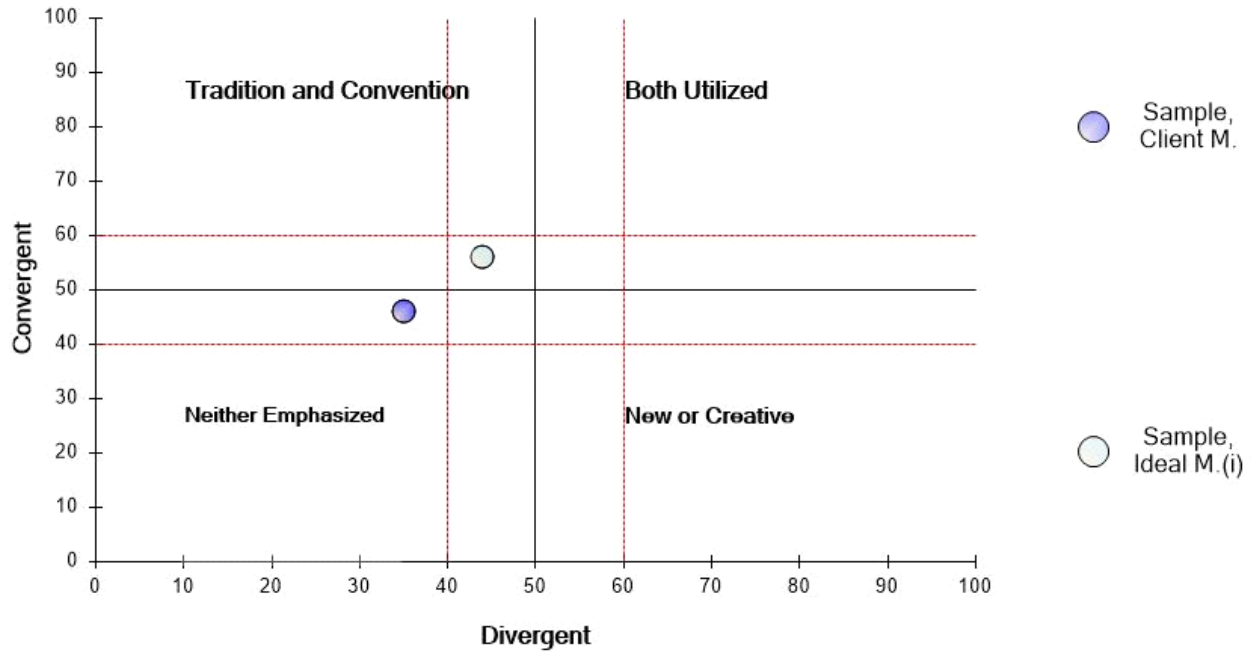
Continuity and the preservation of old values are probably as important to him as others are to most people. He is as likely as others to seek to sustain relationships and to foster courtesy and respect. He may be easily angered, skeptical, counteractive, and is likely to be irritated by interference or obstacles. He may pursue his own interests and may be indifferent to those of others, who he may view as adversaries to be defeated.

Preferred (As I would like to be) Behavior

He is interdependent and tolerant of the fears and weakness of others and he values bringing people together and reducing conflicts. He seeks to sustain relationships and to foster courtesy and respect between two persons or groups. Others are likely to see him as helpful, loyal, genuinely responsible and as a good person from whom to obtain counsel. But, continuity and the preservation of old values are so important that rapid changes and shifts in convention are threatening and difficult for him to accept.

Cognitive Style

Convergent Reliance on Tradition and Convention (TC).



Divergent Exploration of New or Creative (NC), but possibly unproven or risky ideas.

Current (As I am) Behavior

He tends to be as unpretentious, forbearing, forthright, and respectful of rules, as are most people. He is practical and predictable in his thought and perception, and tolerant of the ineptitude and intellectual shortcomings in others.

Preferred (As I would like to be) Behavior

He tends to be unpretentious uncomplicated, forbearing, forthright, respectful of rules, and accepting of his role in life. He may be practical and predictable in his thought and perception, and tolerant of the ineptitude and intellectual shortcomings in others.

Narrative

Current (As I am)

PRODUCTIVENESS

He is basically satisfied with himself and he believes that his behavior is appropriate. A conscientious worker, he probably has a strong sense of duty and avoids playfulness and non-essential activities. For him, stability and continuation is more important than the new and different. He is not likely to endure setbacks and distractions easily, nor is he likely to welcome change and variety; rather he steadily pursues his goals and seeks stability. He probably assumes tasks that require self-discipline and diligent effort as he seeks to avoid disorder, subjectivity, and impulsivity. His preference is probably for objectivity, rationality, and reason. About as reliable and diligent as are most people, he is as attentive to duties, the responsibilities of adulthood, and obligations as others. He is analytical, logical, astute, intellectually capable, self-disciplined, and prepared to do the planning and work necessary to attain his goals. People may view him as rigid.

ASSERTIVENESS

His need to lead others (groups) and those with whom he has relationships is like that of most others. Situations in which he will be prominent or required to perform are avoided. He is cautious, restrained, avoiding of conflict, and quickly gives in to escape interpersonal stress or controversy. He may seek to avoid confrontation or conflict and be unlikely to make demands on others. Interpersonally, he may be forbearing and conciliatory. However, this does not indicate comfort with or the acceptance of the others' behavior - just a desire to avoid the conflict that might occur should he speak out. His strong preference for diligence and attention to duty may be attained at the cost of spontaneity and self-enhancement. Too much self-control may inhibit his behavior at times. He is practical and predictable in his thought and perception, and tolerant of the ineptitude and intellectual shortcomings in others.

SOCIABILITY

He may seek the company of others and be tactful, tolerant, and not easily offended. His perception of his environment is probably similar to that of most other people, allowing him to interact as effectively as do most people. He has a stronger interest in understanding the 'why' of things, including his own behavior and that of other's, than do most people. He may be concerned for the welfare of others and willing to provide material or emotional support to them. He may seek and maintain about as many personal friendships and social engagements as do most people. He is more likely than most people to engage in life's activities with gusto and vitality. Basically sympathetic and considerate, he is likely to elicit positive reactions from others and in turn treat them with respect. He tends to be cooperative, appreciative, cheerful, warm, and valuing of intimacy and mutuality in relationships. Continuity and the preservation of old values are probably as important to him as others are to most people. He is as likely as others to seek to sustain relationships and to foster courtesy and respect. Moderate, cautious, and slow to respond in interpersonal encounters or pleasurable activities, he is likely viewed as

self-denying and lacking in excitement. He tends to be as unpretentious, forbearing, forthright, and respectful of rules, as are most people.

INDIVIDUALITY

He perceives change or challenges as threatening, and seeks a stable, risk-free environment. He prefers safe, well-defined situations. The perception that he lacks verve and imagination may reduce opportunities others might otherwise extend to him. He may be timid and fearful, tending to give up easily and withdraw. He may have difficulty mobilizing his resources and taking action. Uncertainty and disorganization are probably uncomfortable for him. In complex or ill-defined situations he is subdued, conservative, and avoids involvement or action. He is prudent and vigilant with the ability to plan ahead. This allows him to avoid intemperance and undue impulsiveness. His desire for order may also explain a tendency toward strong opinions on ethical issues; he is likely to look askance at those who violate societal conventions.

WELL-BEING

He is likely to be expressive and eager to explore the world around him, but inconstant and even capricious in his reactions. While attractive, vivacious, and enthusiastic, he may also be somewhat self-seeking. He is as likely to be hard working, goal directed, and determined to do well as are most people. His motivation to succeed may lie less in competitive drives than in a need to live up to his own criteria. He avoids conflict and confrontation. He may feel inadequate when coping with stress and crisis, and retreat into fantasy on occasion. Others are viewed as stronger and more effective than he is and he frequently seeks their support. Basically, submissive to the wishes and demands of others and avoiding of conflict, he may ask for little in life. His interpersonal world may be marked by worry and foreboding. He may view others as more effective or deserving than himself. Problems with interpersonal behavior may result from shyness, diffidence, or self-denial. He may frequently feel unable to fully enjoy life and, while he may wish to improve his status, he may doubt his ability to do so. He is solicitous of counseling or professional advice. His ability to 'love and work', Freud's criterion of personal adjustment, is like that of most others and suggests that his ability to cope with situational and interpersonal demands should be as well. He has poor morale and feels defeated by life. However, he is likely to be regarded as kind, modest and considerate of the rights and wishes of others. He may be easily angered, skeptical, counteractive, and is likely to be irritated by interference or obstacles. He may pursue his own interests and may be indifferent to those of others, who he may view as adversaries to be defeated.

SUBMISSIVENESS

He prefers conventional values and lifestyles, seeking security in the tried and true, while avoiding risks. Since he dislikes decision-making, he takes comfort in receiving direction from a valued and trusted other. He is likely to prefer anonymity and freedom from conflict to the winning of interpersonal victories. He is conscientious, unassuming and patient, deferring to others without loss of self-respect. Tending to over-control his needs and impulses, he often delays gratification unnecessarily. A commitment to duties and obligations, with a reluctance to deviate from agreed-upon courses of action may make him appear rigid at times. He may work

hard to see that consensual goals are attained and be a steadying influence upon others. Valuing good organization and careful planning, he tends to avoid emotionalism, but may become dissatisfied when people or events interfere with his plans. Gentle, kind, considerate, and fatalistic about personal misfortune or adversity, he is vulnerable to others' aggression. He is willing to substitute daydreams and fantasies for more direct experience. He may have as much difficulty setting aside the roles he learned in childhood as do most people. This may be demonstrated through the same amount of independence and uncertainty about how to cope with the demands of life that others show.

Preferred (As I would like to be)

PRODUCTIVENESS

He is likely to be adaptable and to remain cheerful and productive in the face of adversity. A conscientious worker, he probably has a strong sense of duty and avoids playfulness and non-essential activities. For him, stability and continuation is more important than the new and different. He is not likely to endure setbacks and distractions easily, nor is he likely to welcome change and variety; rather he steadily pursues his goals and seeks stability. He probably assumes tasks that require self-discipline and diligent effort as he seeks to avoid disorder, subjectivity, and impulsivity. His preference is probably for objectivity, rationality, and reason. Reliable, ambitious, and diligent, he is self-disciplined and attentive to duties and obligations. This self-discipline is admirable, but may have been obtained at the cost of spontaneity, and the ability to enjoy peace and quiet. Even the expression of love, affection and tenderness may make him uncomfortable. While autonomous and effective, he is inconsiderate because in achieving independence, he has suppressed his own feelings and become indifferent to those of others. He seeks power, success, and tangible accomplishments in a world free of subjective concern and worry. He is analytical, logical, astute, intellectually capable, self-disciplined, and prepared to do the planning and work necessary to attain his goals. People may view him as rigid.

ASSERTIVENESS

Strong-willed, ambitious, determined and forceful he is typically free of self-doubt in the pursuit of goals and inhibited little by disapproval or opposition. He probably likes to direct others toward the attainment of socially worthy objectives, and can usually do so without being viewed as domineering. The frequency of acting in ways to attract the immediate attention of others is similar to that of others. He may seek to avoid confrontation or conflict and be unlikely to make demands on others. Interpersonally, he may be forbearing and conciliatory. However, this does not indicate comfort with or the acceptance of the others' behavior - just a desire to avoid the conflict that might occur should he speak out. His strong preference for diligence and attention to duty may be attained at the cost of spontaneity and self-enhancement. Too much self-control may inhibit his behavior at times. Enterprising, and pleasure seeking, he may not exercise self-restraint or postpone gratification. While others may see him as entertaining, others may also view him as self-centered and pushy.

SOCIABILITY

Dependable, tactful, and tolerant, he may seek the company of others and is not easily offended. His perception of his environment is probably similar to that of most other people, allowing him to interact as effectively as do most people. He has a stronger interest in understanding the 'why' of things, including his own behavior and that of other's, than do most people. A genuine concern for the welfare of humankind results in cooperative and tactful social behavior. He is both sympathetic and supportive of others, and he values relationships. He is comfortable in

social situations because he enjoys people and adapts readily to the changing demands of group process. Not given to soul-searching or looking too closely, he tends to gloss over inner complexities and prefer to take people at face value. Enthusiasm, good health and abundant vitality allow him to approach life with gusto and to respond warmly to interpersonal encounters. However, some people might perceive him as naive. Basically sympathetic and considerate, he is likely to elicit positive reactions from others and in turn treat them with respect. He tends to be cooperative, appreciative, cheerful, warm, and valuing of intimacy and mutuality in relationships. He is interdependent and tolerant of the fears and weakness of others. It is also likely that he values bringing people together, reducing conflicts, and sharing in the rewards of social living. Continuity and the preservation of old values are important. Rapid changes and shifts in convention are threatening and difficult for him to accept. He seeks to sustain relationships and to foster courtesy and respect between two persons or groups. Others are likely to see him as helpful, loyal, genuinely responsible and as a good person from whom to obtain counsel. He tends to be unpretentious uncomplicated, forbearing, forthright, respectful of rules, and accepting of his role in life.

INDIVIDUALITY

He is similar to most people in his reaction to challenges, the seeking of novel experiences, and the avoidance of routine. As a poised, self-assured initiator who confidently strives to achieve gratification, he is willing to cut a few corners to create a good impression and attain goals. Observers see him as assertive, enterprising and self-confident. His interest in being original or thinking and acting differently from the norm is like that of most others. No more impatient to get the things he values than are most people, he is as likely to stress action, visible rewards, and self-gratification about as often as others do. He seeks adventure and activity while remaining sophisticated and relaxed; this may be a source of conflict. Academic underachievement is probable because physical activities may interfere with intellectual activity. Creative, independent, spontaneous behavior is more important than conformity. He may be practical and predictable in his thought and perception, and tolerant of the ineptitude and intellectual shortcomings in others.

WELL-BEING

He may be expressive and eager to engage the world around him, but also inconstant or even capricious. He may be hard working and goal directed. His motivation may be based more on attaining his goals than competition. He may be independent and relatively unbothered by self-doubt. He may reject the support of others and, instead, be sought for his advice because of his effectiveness in defining and attaining goals. The tendency to 'put himself down' through self-criticism, guilt, or social impotence is about like that of others. He accepts who he is and, wanting to do things his way, is unlikely to accept or act on professional advice or coaching. With his positive attitude toward life, he enjoys the company of others and is capable of initiating activities and carrying them through. He may not thoroughly understand himself, but he is comfortable and has a strong ability to 'love and work', Freud's criterion of personal adjustment. Although he is strong in interpersonal effectiveness and attains his goals, he may have some narcissistic or egotistical tendencies. Never the less, people are likely to see him as well-adjusted. He tends to offer unsolicited advice and be condescending in his relations with

others.

SUBMISSIVENESS

He prefers conventional values and lifestyles, seeking security in the tried and true, while avoiding risks. Since he dislikes decision-making, he takes comfort in receiving direction from a valued and trusted other. He may prefer anonymity and freedom from conflict to the winning of interpersonal victories. He is probably conscientious, unassuming and patient, deferring to others without loss of self-respect. Tending to over-control his needs and impulses, he may often delay gratification unnecessarily. A strong commitment to duties and obligations, with an unwillingness to deviate from agreed-upon courses of action may make him appear rigid at times. He tries hard to see that consensual goals are attained and is a steadying influence upon others. Valuing good organization and careful planning, he avoids emotionalism, but becomes dissatisfied when people or events interfere with his plans.

Vocational Implications

The personality attributes of Sample, Client M. suggest the following.

	Current (As I am)	Preferred (As I would like to be)
Approach to life:	Scientific	Pragmatic
Reasoning method:	Analytic	Compartmentalizes - Reductionistic
Responds best to:	Concepts	Practical problems
Vocational focus:	Sciences Mathematics Politics	Commerce and business Finance Management Service occupations Teacher

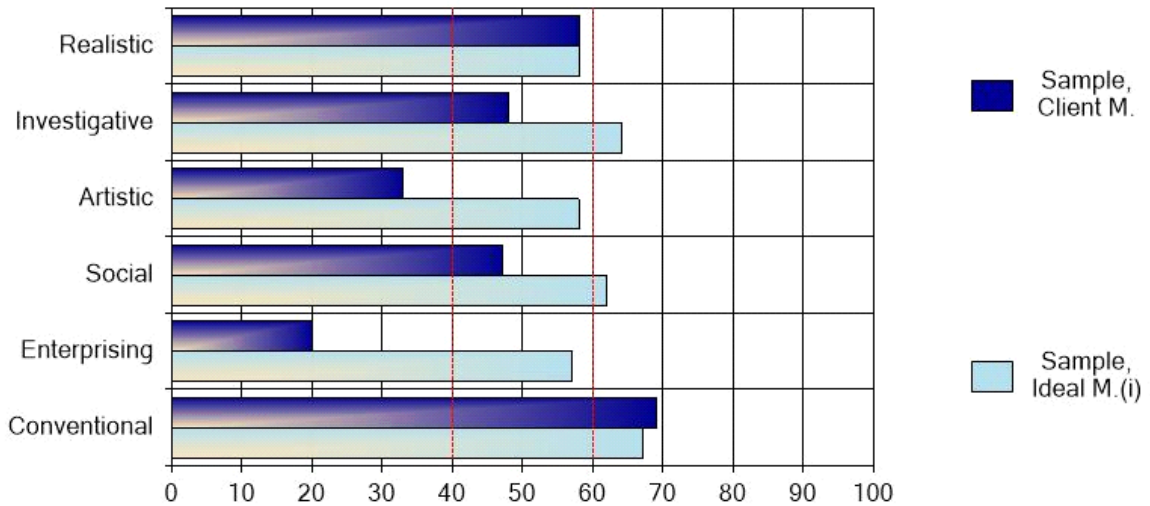
Work Environments and Personality

John L. Holland (*Making Vocational Choices: A Theory of Vocational Personalities and Work Environments*, 1997) proposed that being able to express one's personality within the work environment leads to personal satisfaction and effectiveness. Six work environments with matching personality types are described:

- **Realistic** work environments emphasize actions with “things” based on scientific or mechanical principles rather than involvement with cultural or aesthetic activities or issues. Assertive and competitive behavior intended to solve problems is preferred to intellectualization and abstract theorization.
- **Investigative** work environments emphasize the organization and understanding of “data” rather than working with material “things” or closely with people. Other people may be recipients of the processed data, but are not the primary focus. Thinking, observing, and individual responsibility are more important than group participation.
- **Artistic** work environments emphasize activities involving “ideas” and “things” with a minimum of rules or structure in deference to creativity, inventiveness, and sensitivity. The focus is on thinking, organizing, creating, and understanding artistic, cultural or organizational elements either independently or through collaboration.
- **Social** work environments emphasize close interpersonal relationships and activities involved with teaching or helping others. Help-giving actions are more important than intellectual or physical work with “things.”
- **Enterprising** work environments involve activities with “people” and “data” where the purpose is to lead others and direct their actions.
- **Conventional** work environments emphasize clarity, structure, order, rules, and regulations with avoidance of ambiguity and a focus on “data.”

Suggested Work Environments

His six personality attributes are presented in the following chart. Each attribute corresponds to a work environment. His attributes should be viewed in priority with the largest score being number one. That is the sequence in which the selection of a work environment and potential careers from it should be considered.



His relevant personality attributes are summarized below and should also be considered in the selection and exploration of work environments and careers.

Current (As I am)

Preferred (As I would like to be)

Realistic

He may be conscientious and, with a strong sense of duty, avoid playfulness and non-essential activities. For him, stability and continuation may be more important than the new and different.

Same.

Investigative

About as reliable and diligent as are most people, he is as attentive to duties, the responsibilities of adulthood, and obligations as others. This may allow for satisfaction in the Investigative data-focused work environment where the organization and derivation of meaning from data are based on observation and analysis with minimal direct action or interaction.

Reliable, ambitious, and diligent, he is likely to be viewed as self-disciplined and attentive to duties and obligations. This self-discipline is admirable, but when too intense may have been obtained at the cost of spontaneity, and the ability to enjoy peace and quiet. *The lack of 'down time' may cause burnout.* Satisfaction will probably be found in the Investigative data-focused work environment

where the organization and derivation of meaning from data are based on observation and analysis with minimal direct action or interaction.

Artistic

He may perceive change or risk as undesirable, and instead seek a stable, consistent environment. *The perception of rigidity or that he may lack imagination may reduce others' expectations of him.* This is a poor match for the Artistic idea- and thing-focused work environment where routine is avoided and the utilization of independence and creativity are emphasized in tasks involving objects or people.

Challenges found in complexity and disorder may be stimulating to him. He may comprehend problems or situations rapidly and enjoy change and variety. Typically, he is seen as perceptive, spontaneous, and aesthetically inclined. *This can provide opportunities to serve customers that others may miss or to create new products or works of art.* Satisfaction may be found in the Artistic idea- and thing-focused work environment where routine is avoided and the utilization of independence and creativity are emphasized in tasks involving objects or people.

Social

His involvement in behavior, which provides material or emotional support to others, is about as frequent as that of most people. This may allow for satisfaction in the Social people-focused work environment where the provision of assistance to others is primary and is based upon the formation of close relationships.

A genuine concern for the welfare of others results in cooperative and tactful behavior. He is both sympathetic and supportive of others, and he values his relationships. Satisfaction will probably be found in the Social people-focused work environment where the provision of assistance to others is primary and is based upon the formation of close relationships.

Enterprising

Moderate, cautious, and slow to respond in interpersonal encounters or pleasurable activities, he may be viewed as self-denying and lacking in excitement. *Customers may view this as excessive passivity and tedious.* This is a poor match for the Enterprising data- and people-focused work environment where verbal persuasions and leadership are utilized to direct others.

Enterprising, and pleasure seeking, he may not exercise self-restraint or appropriately postpone gratification. While many may see him as entertaining, others may also view him as self-centered and pushy. Satisfaction may be found in the Enterprising data- and people-focused work environment where verbal persuasions and leadership are utilized to direct others.

Conventional

He is not likely to endure setbacks and distractions easily, nor is he likely to welcome change and variety; rather he steadily pursues his goals in a stable and consistent manner. *Colleagues and customers may view this as either too rigid or as desirable dedication to their needs.* Satisfaction will probably be found in the data-focused Conventional work environment where structure and order are emphasized with an adherence to rules and regulations. Same.

Career Strengths: The work environment should value and emphasize:

Submissiveness: Consistent, self-disciplined, rule-respecting tendencies with a preference for cooperation as opposed to competition and following rather than leading.

Enthusiasm: General energy level, expressiveness, and task responsiveness.

Endurance: To persist in any task undertaken.

Order: To place special emphasis on neatness, organization, and planning in one's activities.

Deference: To seek and maintain subordinate roles in relationships with others.

Counseling Readiness: To accept counseling or professional advice in regard to personal problems, psychological difficulties, and the like.

Coaching Readiness: To accept coaching, training, or professional advice in regard to personal or professional behavior.

Self-Control: The extent to which restraint and self-control are imposed, and valued.

Scientific: Rationality and analysis are emphasized over feelings and emotion, suggesting logicity, industriousness, and cognitive clarity.

Career Constraints: The work environment should minimally require and emphasize:

Assertiveness: Ascendant, demanding, strong-willed tendencies demonstrated through active, pleasurable, and self-satisfying behavior.

Individuality: Autonomous, independent and self-directed tendencies demonstrated through nonconforming, even rebellious, behavior, but accompanied by a tolerant acceptance of the behaviors of others.

Exhibition: To behave in such a way as to elicit the immediate attention of others.

Autonomy: To act independently of others or of social values and expectations.

Change: To seek novelty of experience and to avoid routine.

Self-Satisfaction: The sense of personal worth or harmony between what one is and what one wants to be.

Creativity: The desire to do and think differently from the norm, and a talent for originality.

Masculinity: The role-qualities such as ambition, assertiveness, and initiative that are associated with the stereotypical notions of masculinity.

Playful: The attitudes of playfulness, impulsivity, and self-centeredness that are associated with the concept of a 'free' or very expressive child.

Affected: Informality, pleasure, feelings, emotions and action are emphasized over structure, reasoning, and evaluation.

Intellectualistic: Both affect and rationality are emphasized, suggesting versatility, unconventionality, and individuality.

Origenice: The ability to think imaginatively, to bring new ideas and tangible products into being, to modify the environment in accordance with aesthetic criteria, and to discern the underlying elements of order in disorder.

Potential Issues

The following may be areas of discomfort or dissatisfaction and, potentially, stress inducing.

Underdeveloped or inadequately expressed behavior

May be too weak	"As I am" less than "As I would like to be"
<p><i>Creativity:</i> The desire to do and think differently from the norm, and a talent for originality.</p> <p><i>Playful:</i> The attitudes of playfulness, impulsivity, and self-centeredness that are associated with the concept of a 'free' or very expressive child.</p>	<p><i>Assertiveness:</i> Ascendant, demanding, strong-willed tendencies demonstrated through active, pleasurable, and self-satisfying behavior.</p> <p><i>Optimism:</i> A positive orientation expressed in cheerfulness, adaptability, and focus.</p> <p><i>Dominance:</i> To seek and maintain a role as a leader in groups, or to be influential and controlling in relationships.</p> <p><i>Affiliation:</i> To seek and maintain numerous personal friendships.</p> <p><i>Exhibition:</i> To behave in such a way as to elicit the immediate attention of others.</p> <p><i>Self-Confidence:</i> To attain gratification through self-confident, poised, and self-assured behavior.</p> <p><i>Personal Adjustment:</i> The ability to cope with situational and interpersonal demands and stress with a feeling of efficacy.</p> <p><i>Self-Satisfaction:</i> The sense of personal worth or harmony between what one is and what one wants to be.</p> <p><i>Creativity:</i> The desire to do and think differently from the norm, and a talent for originality.</p> <p><i>Masculinity:</i> The role-qualities such as ambition, assertiveness, and initiative that are associated with the stereotypical notions of masculinity.</p>

Respectful: The attitudes of support, stability, and acceptance that are associated with the concept of a nurturing parent.

Work-Centered: The attitudes of independence, objectivity, and industriousness that are associated with the concept of a mature adult.

Playful: The attitudes of playfulness, impulsivity, and self-centeredness that are associated with the concept of a 'free' or very expressive child.

Affected: Informality, pleasure, feelings, emotions and action are emphasized over structure, reasoning, and evaluation.

Overdeveloped or too frequently expressed behavior

May be too intense

"As I am" greater than "As I would like to be"

Submissiveness: Consistent, self-disciplined, rule-respecting tendencies with a preference for cooperation as opposed to competition and following rather than leading.

Support-Seeking: To solicit sympathy, advice, affection, or emotional support.

Counseling Readiness: To accept counseling or professional advice in regard to personal problems, psychological difficulties, and the like.

Fault-Finding: The attitudes of evaluation, severity, and skepticism that are associated with the concept of a critical parent.

Security-Seeking: The attitudes of deference, conformity, and self-discipline that are associated with the concept of an 'adapted' or very dutiful child.

Intellectence: The ability to think abstractly, to detect logical relationships, and to apply general principles to the solution of specific

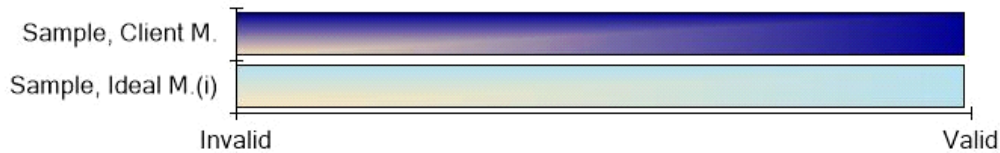
problems.

Validity

Validity: Nine factors were considered in determining the validity of the information in this report. The nine factors are listed below. If the chart indicates a concern with validity, the cause(s) may be identified by number(s) below the chart and those numbers pertain to the nine factors.

Factors

1. Too few adjectives were selected - the data is undependable.
2. Too many adjectives were selected - the data is undependable.
3. Few adjectives were selected - the data may be undependable, unless the selected adjectives are confirmed.
4. Many adjectives were selected - the data may be undependable, unless the selected adjectives are confirmed.
5. An erratic or unusual pattern of adjective selection, possibly an attempt to falsify responses, - the data may be undependable unless the selected adjectives are confirmed.
6. Probable random answering.
7. Potential random answering.
8. Potentially too positive.
9. Potentially too negative.



Personality Change

Sample, Client M.

Report ID: 1

You are encouraged to consider the *KNOSLF Personal Development Plan* if the content of this report has identified personality or behavioral changes that you might want to make. The Plan is personalized for the specific personality areas and behaviors that you want to develop or control.

More information is available at <http://www.knoslf.com/DevelopmentPlan>

If the content of this report causes you distress you are encouraged to discuss it with a professional therapist, psychologist, counselor, social worker, life coach, member of the clergy, or other relevant professional with whom you are comfortable talking about yourself.