

Comprehensive Profile

Name: D.C. Madam, Deborah Palfrey Date: 05/06/08
Purpose: Investigation Code: 9326-934-45506

The purpose of this report is to provide insight into the personality and behavior of the individual being evaluated. This is not a pass or fail test, but rather a personality profile of a unique individual. This assessment is based upon an analysis of the client-provided handwriting sample and is intended for the sole and confidential use of the client.

The **Comprehensive Profile** is divided into four parts:

PART I. Potential Strengths & Weaknesses (Page 2)

This one page chart provides a trait summary of the writer's personality by categorizing his/her potential abilities and limitations. By examining the number as well as the intensity of traits in each category, a quick assessment can be made as to where this person can excel and where potential problems will arise. Ideally, compatible careers and/or interpersonal relationships will value and utilize all of one's Strengths and not suffer due to one's Weaknesses.

PART II. Strengths and Weaknesses Explained (Pages 3-4)

This two page portion of the personality profile describes each Strength and Weakness in detail and prioritizes it in order of intensity. Realize that not all Strengths are beneficial to every situation and not all Weaknesses are detrimental. For example, a high score in 'Secretive' (listed as a Strength) enables a person to maintain confidentiality at work, but is undesirable in close personal relationships. In general, the stronger one's Strengths, the stronger one's Weaknesses also tend to be.

PART III. Trait Analysis Graphs (Pages 5-8)

The graph appears on four separate pages - Mental, Social, Motivational and Emotional. This four-page graph measures more than 125 personality traits. When interpreting the graph, realize that there is no 'good' or 'bad' side and that the traits relate exclusively to the heading under which they appear. For example, under the heading 'Thinking Style' on the Mental Profile, we measure 'Flexible.' This relates specifically to 'Thinking Style' and does not indicate that the writer is necessarily socially 'Flexible.'

PART IV. Holland Model (A Career Assistance Guide) (Pages 9-10)

Research has established that personality is the single most important factor in job choice, satisfaction and long term success. These two pages classify all jobs into six career categories by their respective personality types. One's similarity to each of the six career categories is provided, along with a sample list of job duties typical of each personality type. This information is valuable in understanding how one's personality strongly influences the working environment one selects, and is best suited to.

Benefits:

- * Increase job satisfaction
- * Identify abilities & limitations
- * Explore career options
- * Evaluate job applicants
- * A tool for personal change and growth
- * Team building tool
- * Insight into interpersonal dynamics
- * Understand how personality affects job performance

Proper use of the tool:

It is essential, if you have not already done so, that you discuss this profile with your Client Service Representative in order to properly understand and effectively use this information. Fifteen minutes of consultation is included at no additional cost with additional consultations available at \$150 hourly. This assessment is a tool and should be used in conjunction with other data, observations and facts to support decisions.

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Strengths & Weaknesses

Name: D.C. Madam, Deborah Palfrey

Interpretation:

A person's Strengths will be exhibited when in compatible: job settings and/or interpersonal relationships. Weaknesses are evident when one is in the wrong job setting, in an unhealthy relationship, or is overly stressed.

Key:

- Very High : 90-100
- High : 80-90
- Above Average : 65-80
- * Opposite trait also present

Mental

Strengths

- Adventurous
- Intuitive/Insightful
- Creative Thinker
- Conceptual Thinker
- Decisive

Weaknesses

- Subjective Reactions
- Gives-up Easily
- Undisciplined
- Impatient w/ Tediousness
- Poor Discrimination
- Easily Distracted
- Inefficient
- Disorganized
- Unconcerned with Future
- Complicates Issues
- Non-Analytical

Social

Strengths

- Independent
- Outgoing
- Confident
- Persuasive
- Direct and to-the-Point

Weaknesses

- Defiant
- Exaggerates
- Domineering/Controlling
- Suspicious
- Sensitive-to-Criticism
- Self-Interested
- Insincere
- Conceited
- Harsh
- Tactless

Motivational

Strengths

- Motivated by Rewards
- Self-Motivated
- Energetic
- Sense of Urgency
- Task-Oriented
- Seeks Challenge
- Motivated by Change
- Competitive
- Seeks Power
- Enjoys Ideas/Strategizing

Weaknesses

- Materialistic
- Impulsive
- Restless
- Self-Serving

Emotional

Strengths

- Self-Sufficient
- Strong-Willed
- Spontaneous
- Enthusiastic
- Self-Assured
- Hard-Driving

Weaknesses

- Substance Abuse Risk
- Intense
- Moody
- Handles Pressure Poorly
- Feels Depressed
- Irritable
- Jealous
- Emotionally Lacks Control
- Immature

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Potential Strengths

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Interpretation:

In the right settings, these are the Strengths this person will exhibit. The person should be placed in, and seek out circumstances (career and relationships) where as many of these Strengths can be utilized and valued.

To a Very High Degree (Intensity 90-100):

- prefers to work independently

To a High Degree (Intensity 80-90):

- adventurous; attracted to interesting opportunities
- outgoing; demonstrative and socially expressive
- spontaneous and responsive reactions
- possesses inner drive; self-motivated
- materialistic; motivated by tangible rewards and compensation
- spirited and vivacious

To an Above Average Degree (Intensity 65-80):

- confident; has faith in oneself
- a persuasive style
- direct; discusses issues head-on
- intuitive; sometimes relies on hunches in decision-making
- motivated by opportunities to overcome obstacles; enjoys challenge
- task-oriented; motivated by difficult assignments and tasks
- interested in positions of influence and control
- inventive and resourceful
- shows an interest in ideas and conceptual possibilities
- able to be decisive when necessary

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Potential Weaknesses

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Interpretation: *In the wrong setting, these are the Weaknesses this person can exhibit. The person belongs in circumstances (career / relationships), where as much as possible, these Weaknesses are not too detrimental; perhaps even advantageous. Example: Someone who is 'Impatient' should be placed in a fast paced work setting.*

To a Very High Degree (Intensity 90-100):

(None Identified)

To a High Degree (Intensity 80-90):

- relies too frequently on personal feelings when making decisions
- obsessive and/ or addictive type personality
- too independent in team settings; perceived as somewhat defiant
- emotionally too intense
- mood changes and inconsistent behavior
- not satisfied without large material rewards and ownership
- when excited, will exaggerate to keep the attention of others
- has difficulty handling stressful, demanding situations
- reacts impulsively without thinking things through
- gives-up when difficulties arise; needs greater persistence
- questions the intentions of others; skeptical
- needs more self-control and discipline
- dislikes slow moving activities; impatient
- seeks to control the actions of others
- feels depressed
- restless, stressed and has difficulty relaxing
- experiences difficulty discerning clearly

To an Above Average Degree (Intensity 65-80):

- is distracted too easily; extended concentration is difficult
- not consistently productive or efficient
- feelings hurt when criticized; sensitive
- lacks consistency in emotional reactions
- becomes annoyed and irritable too easily
- jealous tendencies of the possessions of others
- tends not to be organized
- tends to be self interested
- not much interest in long-term future possibilities
- may mislead others when advantageous
- superior attitude; conceited
- tends to over-complicate issues
- tends to react harshly when irritated or frustrated
- not skilled in analyzing information or facts
- becomes undiplomatic when frustrated

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Trait Analysis Graph

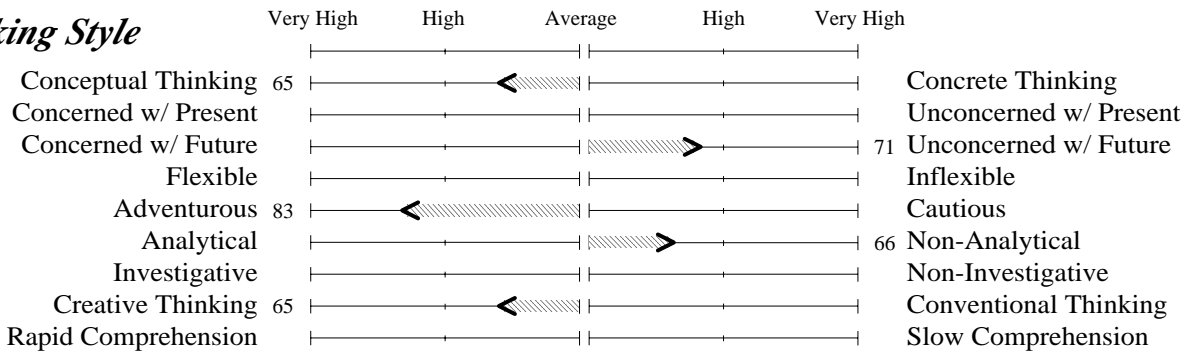
Name: D.C. Madam, Deborah Palfrey

Key:

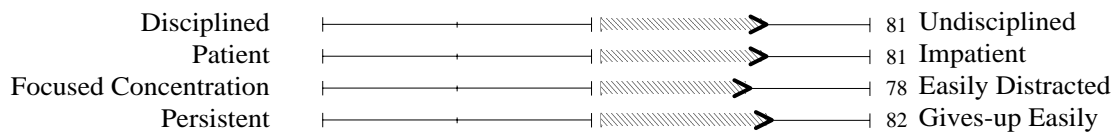
- A single arrow reflects the extent and intensity of that trait.
- Double arrows indicate that this person displays one trait in certain situations; at other times, the opposite trait.
- This appears when both traits are average in strength.

Mental Profile

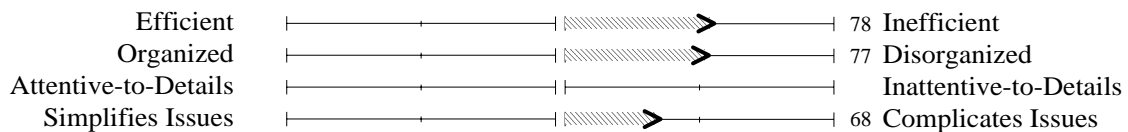
Thinking Style



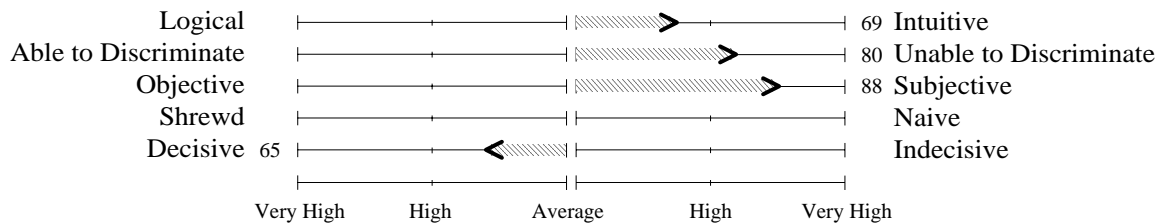
Self-Control



Effectiveness



Judgment



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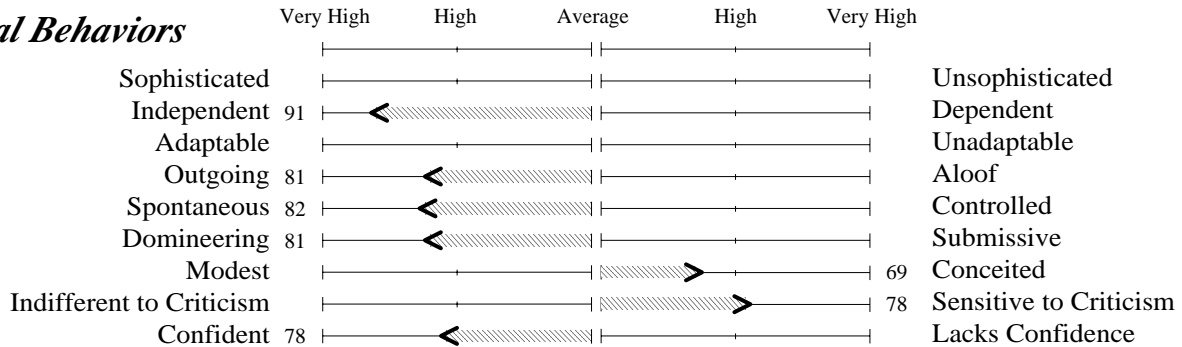
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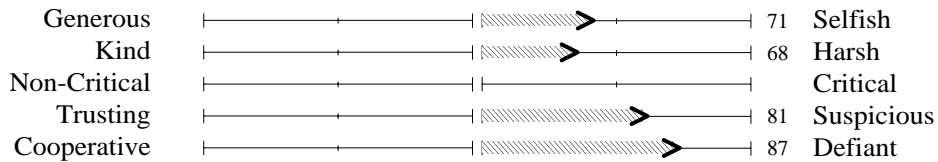
- ◀————| A single arrow reflects the extent and intensity of that trait.
- ◀————|————▶ Double arrows indicate that this person displays one trait in certain situations; at other times, the opposite trait.
- |———— This appears when both traits are average in strength.

Social Profile

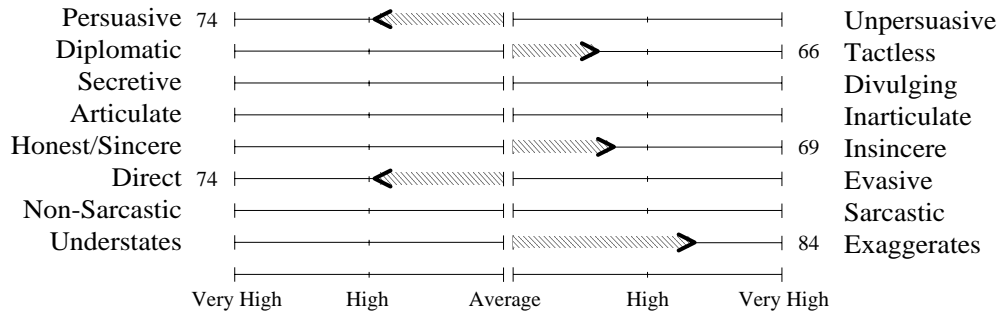
Social Behaviors



Treatment of Others



Communications Style



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Trait Analysis Graph

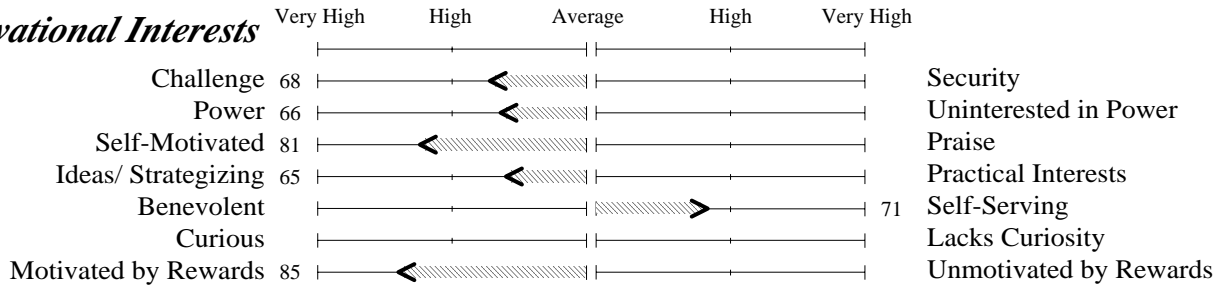
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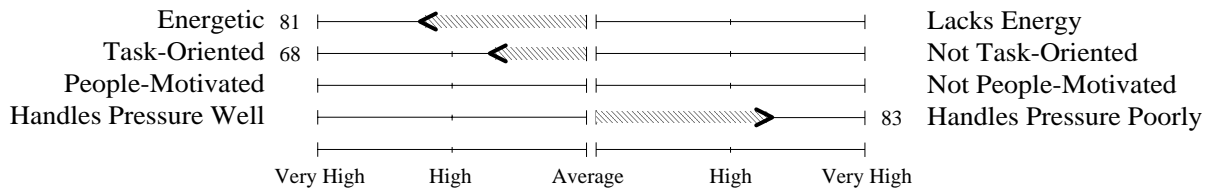
-  A single arrow reflects the extent and intensity of that trait.
-  Double arrows indicate that this person displays one trait in certain situations; at other times, the opposite trait.
-  This appears when both traits are average in strength.

Motivational Profile

Motivational Interests



Motivational Influences



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Trait Analysis Graph

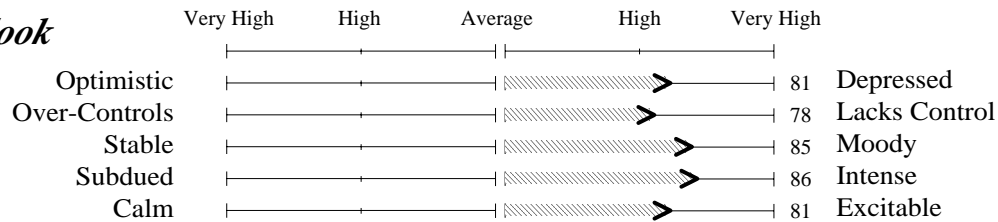
Name: D.C. Madam, Deborah Palfrey

Key:

-  A single arrow reflects the extent and intensity of that trait.
-  Double arrows indicate that this person displays one trait in certain situations; at other times, the opposite trait.
-  No arrow appears when the trait is average or below in strength.

Emotional Profile

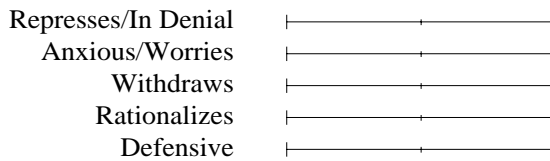
Mood Outlook



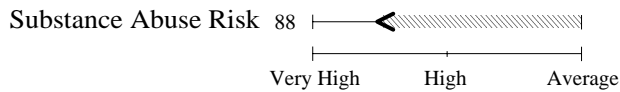
Anger Profile



Fear Profile



Miscellaneous



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Holland Model

Matching Personality to Job Environments

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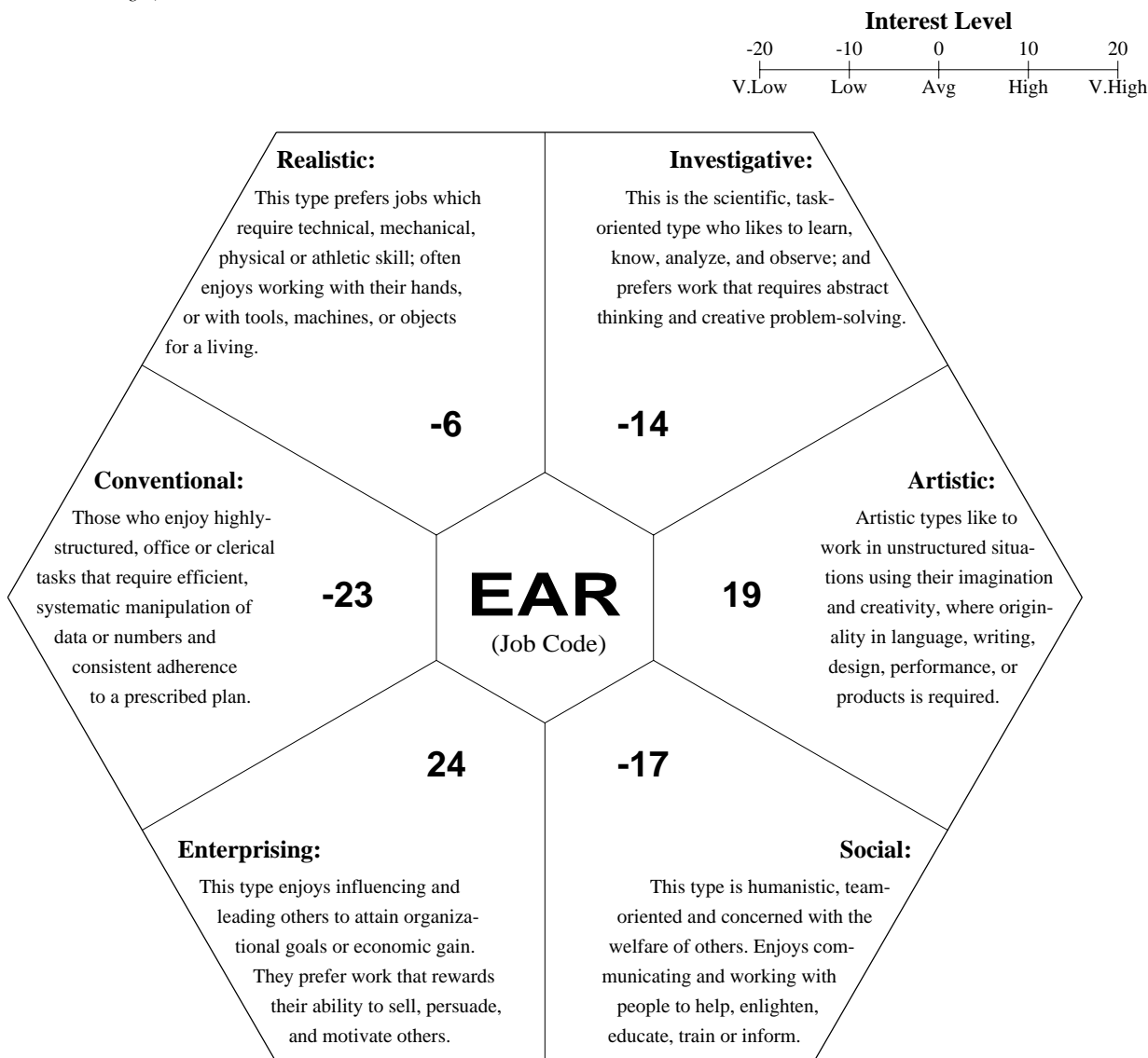
INTERPRETATION:

This model classifies all jobs, and their respective personality types, into six major categories. Adjoining categories are temperamentally most similar to one another, while those on the opposite end of the hexagon are least similar. In the center is the derived code identifying which three categories one most closely resembles. (This code correlates to specific job titles.)

SCORE INTERPRETATION:

1. Scores reflect one's level of interest & similarity to professionals in each category who are happy & successful. Scores reflect one's attraction or aversion to the six work environments. The higher a score, the lower other scores tend to be.
2. Extreme scores are neither desirable nor undesirable, but do represent strong reactions by the person to that work environment.
3. Scores over 20, or scores significantly higher than others, reflect an extreme example of that job/personality type; a 'specialist'.
4. Scores which are all close together reflect more of a 'generalist'; one who needs a mixture of several working conditions and environments for an ideal job. Examine how close or apart scores are from one another for additional insight.
5. An ideal job should include a mixture of one's higher scores, and mostly exclude aspects where one receives negative scores.

(See next page for additional insight)



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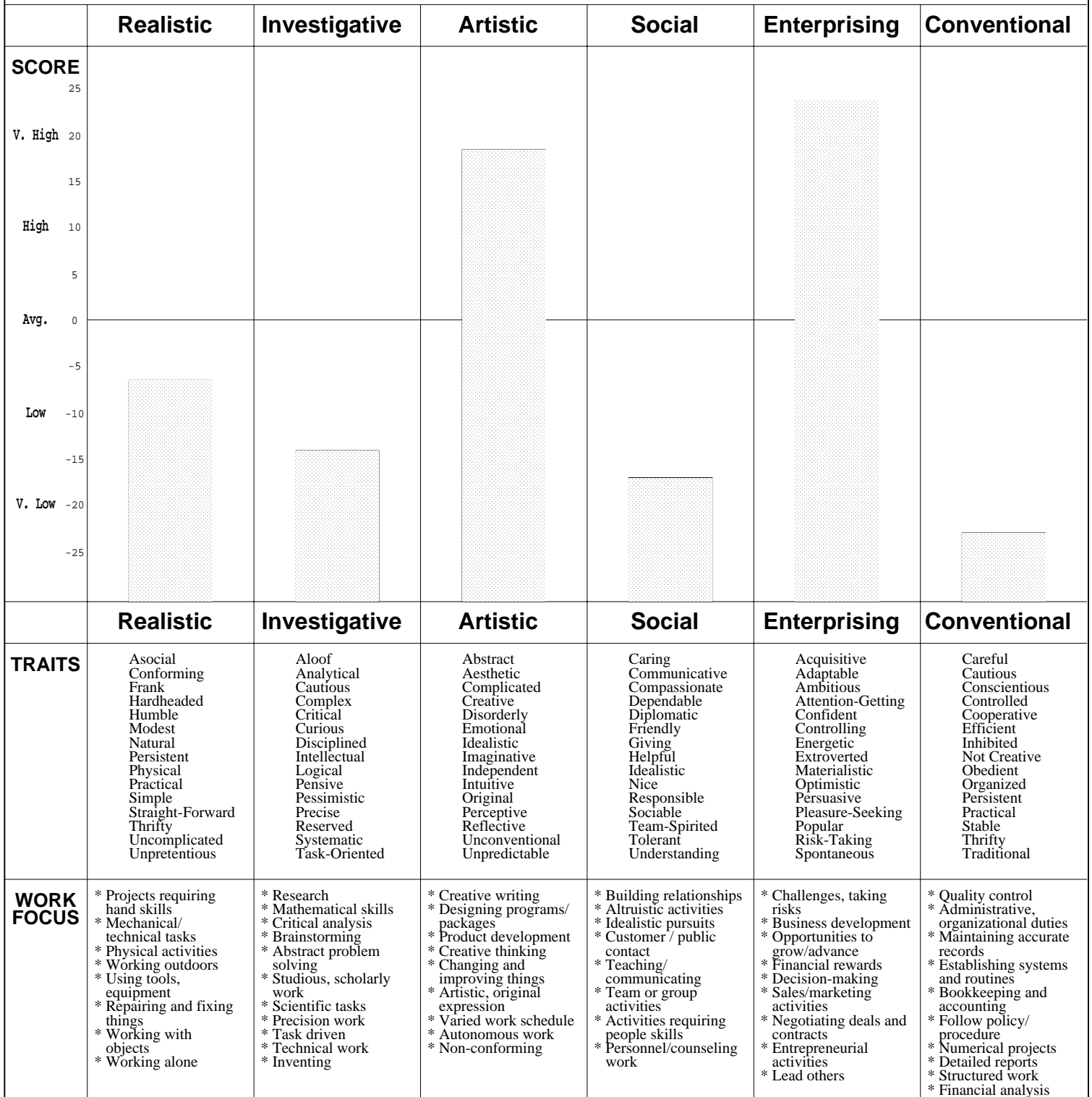
Holland Graph

Matching Personality to Job Environments

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Interpretation:

Bars indicate one's similarity to the lists of personality traits. The work focus is a sampling representative of each category, and is based upon Dr. Holland's theory that people will be satisfied in work environments that reinforce their individual personalities.



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