

Comprehensive Profile

Name: Richard Gephardt
Purpose: U.S. Congress

Date: 05/18/01
Code: 9326-793-33205

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 1. 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 the writer can excel and where potential problems may arise. A compatible job or interpersonal relationship for this person should value and utilize as many of one's Strengths as possible; and, where one's Weaknesses will not interfere with success.

PART 2. Strengths and Weaknesses Explained (Pages 3-4)

This two page portion of the personality profile describes each Strength and Weakness in detail and prioritizes them 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 3. 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 4. 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 Comprehensive Profile with your Client Service Representative in order to properly understand and effectively use this profile. Fifteen minutes of consultation is provided at no additional cost. This assessment is a tool and should be used in conjunction with other data, observations and facts to support any decision.

Handwriting Research Corporation
4445 N. 24th Street
Phoenix, AZ 85016-5518



Phone: (602) 957-8870
Fax: (602) 957-8656
E-mail: info@handwriting.com
URL: <http://www.handwriting.com>

Strengths & Weaknesses

Name: Richard Gephardt

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

- Good Discrimination
- ◐ Efficient
- ◐ Organized
- ◐ Analytical
- ◐ Logical
- ◐ Concerned with Future
- ◐ Attentive-to-Details
- ◐ Disciplined
- ◐ Objective
- ◐ Rapid Comprehension
- Flexible
- Persistent
- Shrewd/Clever
- Investigative
- Focused Concentration
- Conceptual Thinker
- Cautious
- Simplifies Issues
- Decisive

Weaknesses

Social

Strengths

- ◐ Articulate
- ◐ Diplomatic
- ◐ Confident
- ◐ Sophisticated
- ◐ Honest/Sincere
- Adaptable
- Cooperative
- Independent
- Generous
- Persuasive
- Modest

Weaknesses

Motivational

Strengths

- ◐ Self-Motivated
- ◐ Energetic
- Seeks Power
- Competitive
- Curious
- Task-Oriented
- Benevolent
- Enjoys Ideas/Strategizing
- Seeks Challenge
- Motivated by Change

Weaknesses

Emotional

Strengths

- ◐ Mature
- ◐ Enthusiastic
- ◐ Rational/Reasonable
- ◐ Self-Assured
- ◐ Optimistic
- ◐ Reliable
- ◐ Handles Pressure Well
- ◐ Stable
- Versatile
- Determined
- Focuses Energies
- Self-Sufficient
- Hard-Driving
- Controls Emotions

Weaknesses

- Jealous
- Irritable

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Potential Strengths

Name: Richard Gephardt

Interpretation:

In the right settings, these are the Strengths this person will exhibit. The writer 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):

- sound and discerning judgment

To a High Degree (Intensity 80-90):

- intellectually skilled; an efficient mind
- evaluates information and facts critically; analytical
- organized and systematic thinker
- plans ahead; interested in long-range possibilities
- reasonable and sensible; logical
- enjoys communication formats; articulate
- attentive to details; thorough
- self-motivated; has inner drive to accomplish goals
- possesses energy and enthusiasm
- mature emotionally
- self-controlled and disciplined
- possesses an impartial and objective perspective
- self-confident and self-assured
- possesses an optimistic, positive outlook
- poised social behavior; diplomatic
- comprehends fast and easily; prefers fast paced environments
- performs well in stressful conditions
- values truthfulness; sincere and honest
- emotionally stable; even and consistent moods
- socially sophisticated and refined

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

- flexible when evaluating intellectual possibilities
- is able to persist and not give-up too easily
- able to adapt to various social situations
- desires to lead and direct others
- cooperative and team-oriented
- clever and shrewd
- investigative; ready to learn new things
- not easily distracted; concentration ability
- benevolent; motivated by opportunities to assist others
- values work assignments; task-oriented
- interested in exploring ideas, concepts and possibilities
- self-directed, independent
- motivated by challenging situations and opportunities
- giving and generous
- cautious and careful in moving forward
- behaves in a careful and controlled fashion
- able to persuade others
- simplifies problems and able to identify their salient features
- modest and humble
- able to take decisive action

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Potential Weaknesses

Name: Richard Gephardt

Interpretation: *In the wrong setting, these are the Weaknesses this person can exhibit. The writer 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):

(None Identified)

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

- feels irritable and more easily annoyed than should

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Trait Analysis Graph

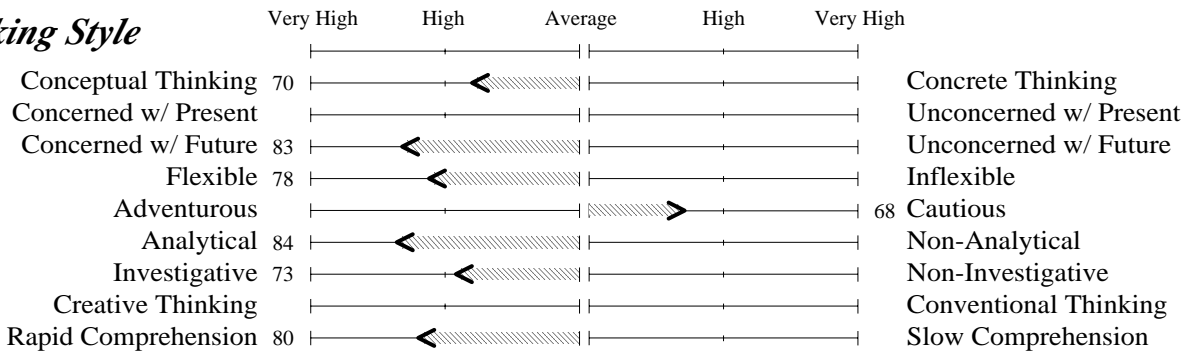
Name: Richard Gephardt

Key:

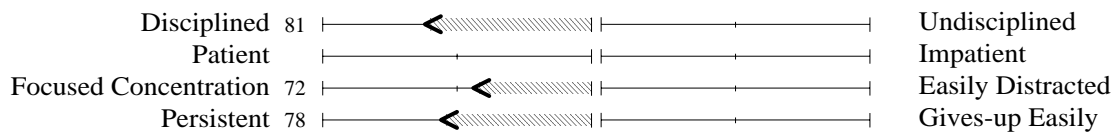
-  A single arrow reflects the extent and intensity of that trait.
-  Double arrows indicate that this person displays one trait in certain situations; at other times, the opposite trait.
-  This appears when both traits are average in strength.

Mental Profile

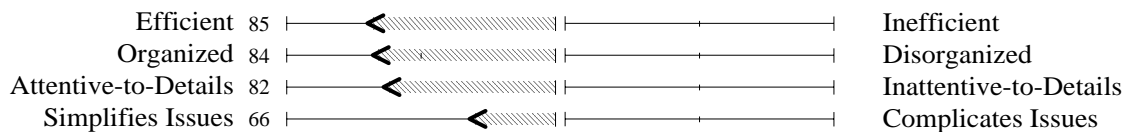
Thinking Style



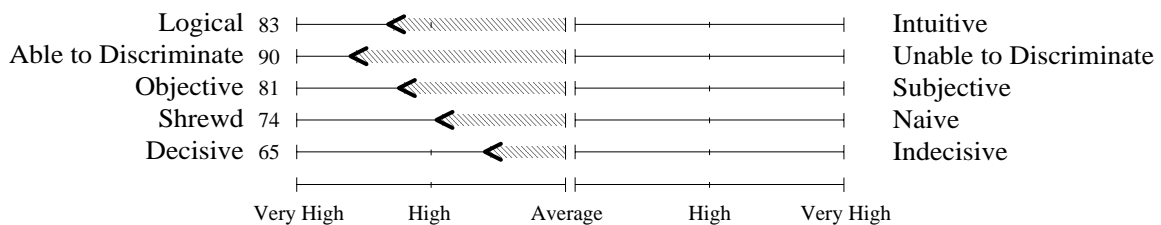
Self-Control



Effectiveness



Judgment



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Trait Analysis Graph

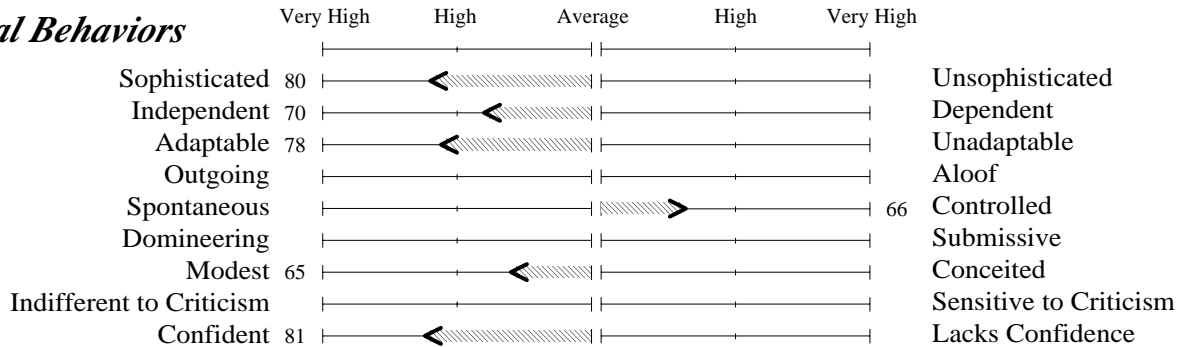
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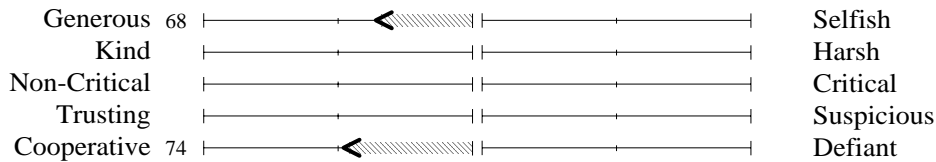
- ◀-----|----- A single arrow reflects the extent and intensity of that trait.
- ◀-----|-----> Double arrows indicate that this person displays one trait in certain situations; at other times, the opposite trait.
- |----- This appears when both traits are average in strength.

Social Profile

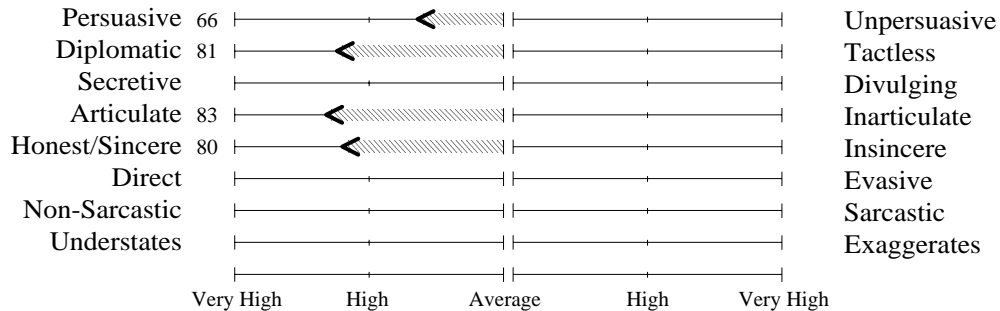
Social Behaviors



Treatment of Others



Communications Style



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Trait Analysis Graph

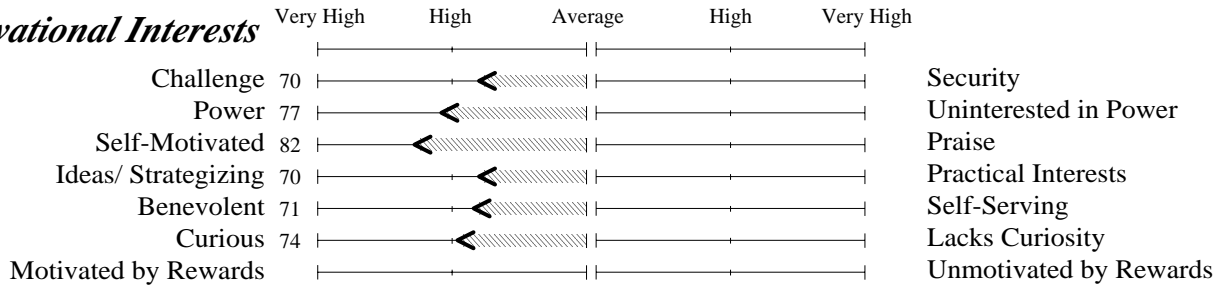
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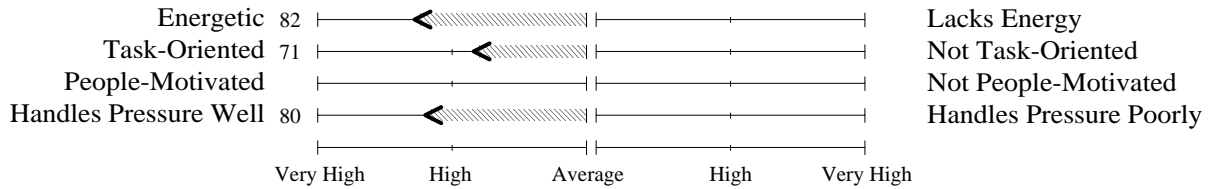
- A single arrow reflects the extent and intensity of that trait.
- Double arrows indicate that this person displays one trait in certain situations; at other times, the opposite trait.
- This appears when both traits are average in strength.

Motivational Profile

Motivational Interests



Motivational Influences



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Trait Analysis Graph

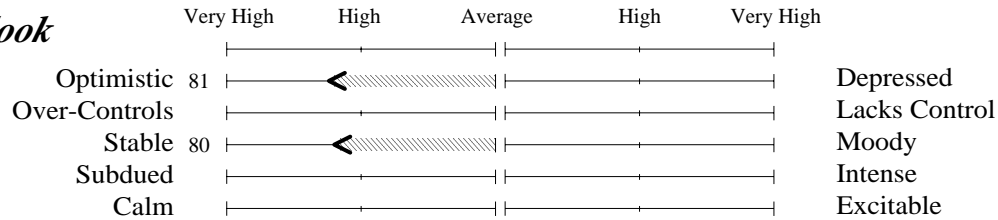
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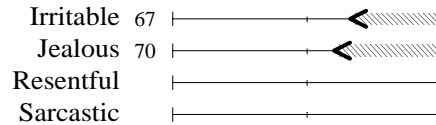
-  A single arrow reflects the extent and intensity of that trait.
-  Double arrows indicate that this person displays one trait in certain situations; at other times, the opposite trait.
-  No arrow appears when the trait is average or below in strength.

Emotional Profile

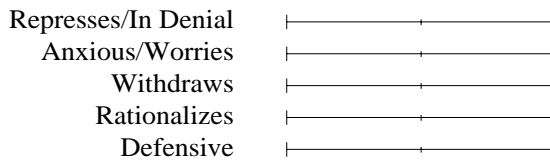
Mood Outlook



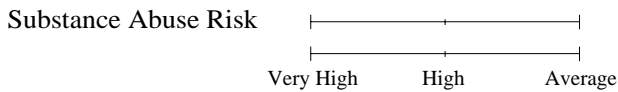
Anger Profile



Fear Profile



Miscellaneous



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Phoenix, AZ 85016-5518



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Holland Model

Matching Personality to Job Environments

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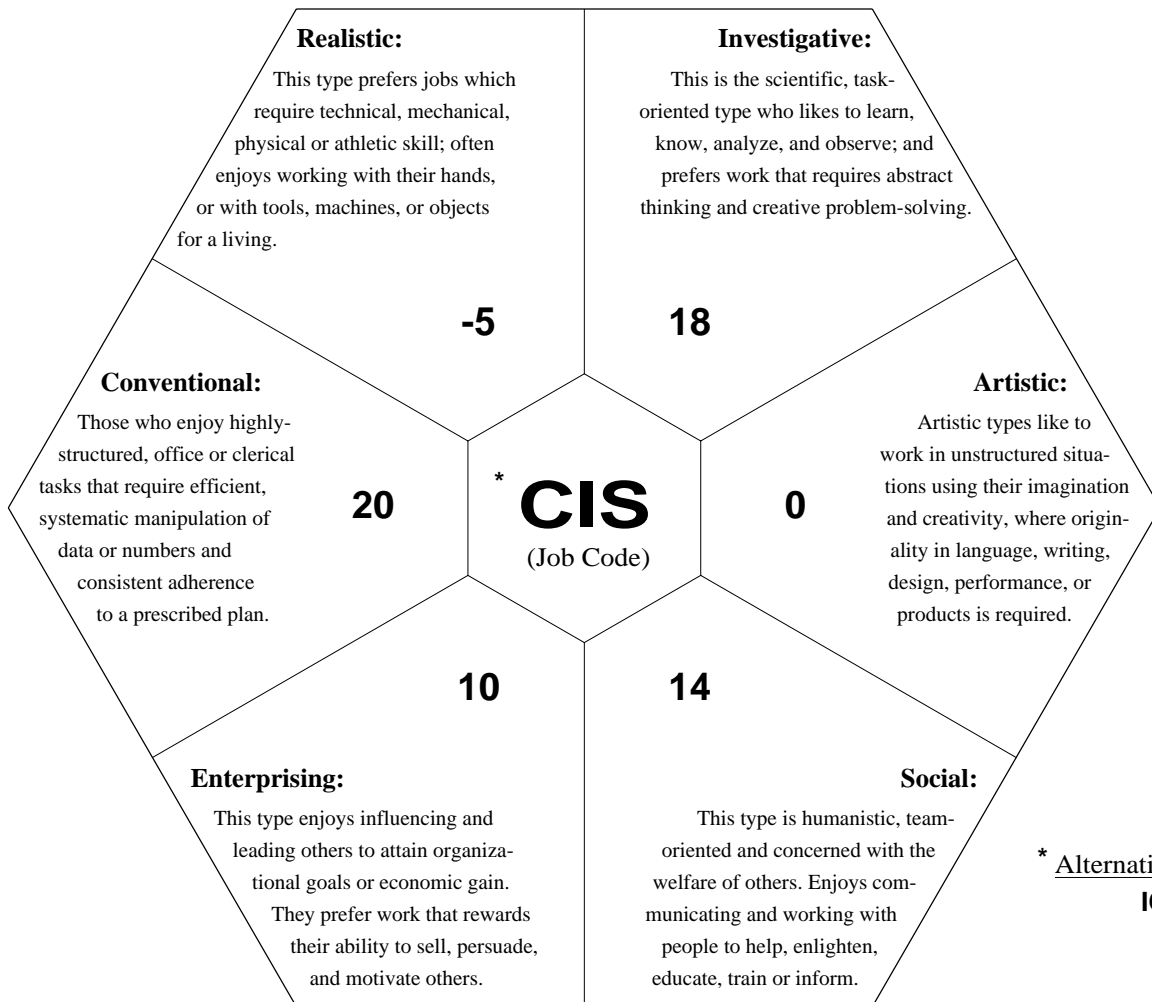
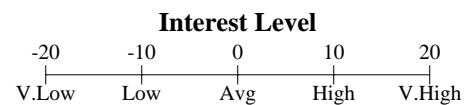
INTERPRETATION:

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)



* Alternative Codes:
ICS

* Alternative codes exist when top scores are close in strength to one another

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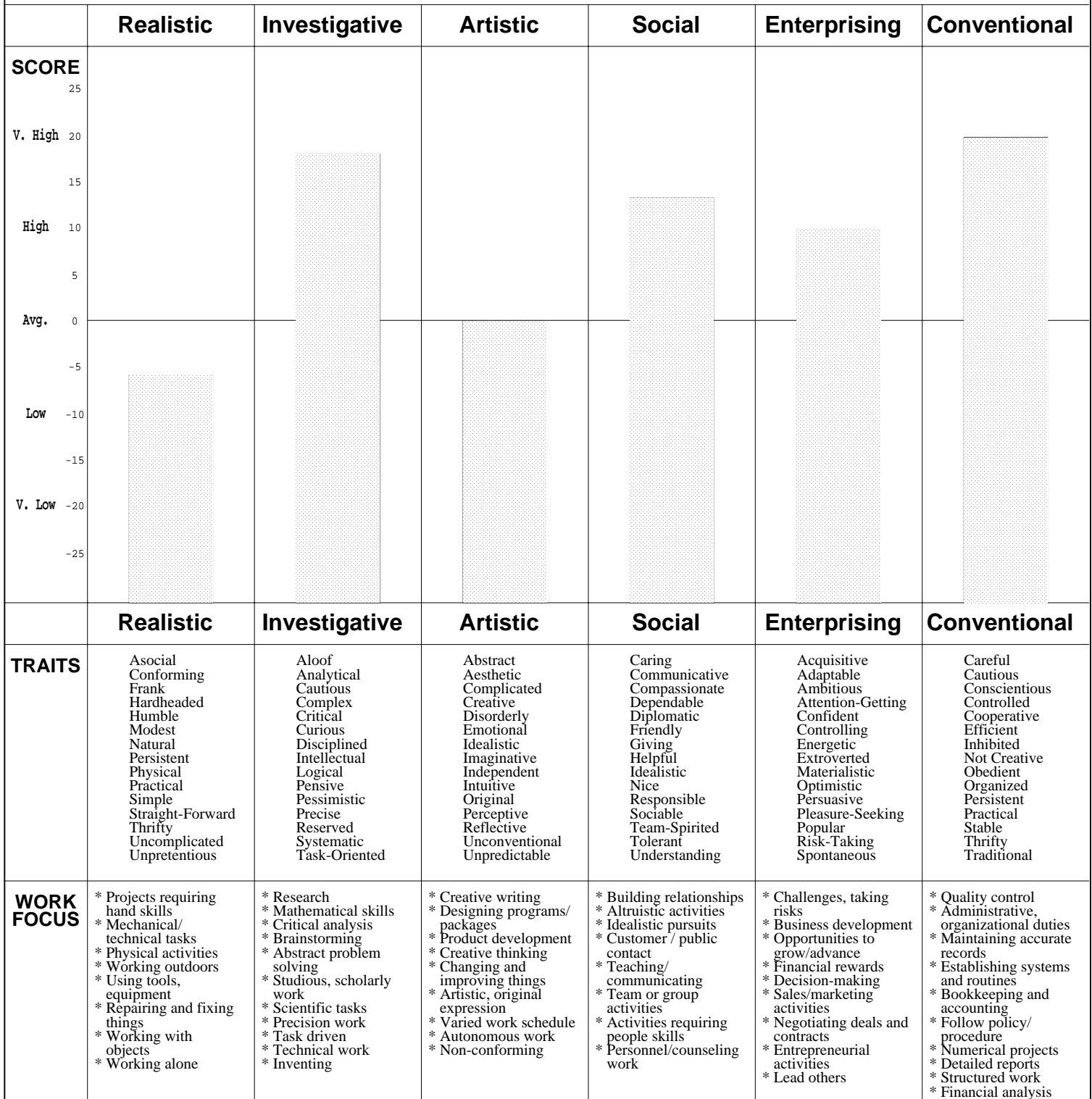
Holland Graph

Matching Personality to Job Environments

Name: Richard Gephardt

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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