

Comprehensive Profile

Name: Laura Schlessinger
Purpose: Exploratory

Date: 06/04/97
Code: 9326-577-29515

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.

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Strengths & Weaknesses

Name: Laura Schlessinger

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

- Investigative
- Analytical
- Rapid Comprehension
- Flexible
- Efficient
- Simplifies Issues
- Good Discrimination
- Creative Thinker
- Decisive
- Shrewd/Clever
- Attentive-to-Details*
- Disciplined
- Intuitive/Insightful
- Day-to-day Focus
- Organized
- Adventurous
- Conceptual Thinker
- Concerned with Future
- Persistent

Weaknesses

- Impatient w/ Tediousness
- Subjective Reactions
- Inattentive-to-Details*

Social

Strengths

- Persuasive
- Articulate
- Confident
- Independent
- Sophisticated
- Direct and to-the-Point
- Adaptable
- Honest/Sincere
- Diplomatic
- Kind
- Outgoing
- Secretive

Weaknesses

- Suspicious
- Critical
- Conceited

Motivational

Strengths

- Self-Motivated
- Energetic
- Curious
- Materialistic
- Seeks Power
- Competitive
- Task-Oriented
- Seeks Challenge
- Motivated by Change
- People-Oriented
- Sense of Urgency
- Practical Interests
- Enjoys Ideas/Concepts
- Benevolent

Weaknesses

Emotional

Strengths

- Enthusiastic
- Hard-Driving
- Self-Assured
- Self-Sufficient
- Handles Pressure Well
- Versatile
- Strong-Willed
- Spontaneous
- Sympathetic
- Reliable
- Stable
- Determined
- Optimistic

Weaknesses

- Intense
- Represses
- Irritable

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Potential Strengths

Name: Laura Schlessinger

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):

- investigative, curious and inquisitive; eager to learn
- skilled in analyzing information and possibilities critically
- assimilates and learns quickly; suited to fast paced work
- motivated; has an inner drive to achieve
- enthusiastic and action-oriented; motivated

To a High Degree (Intensity 80-90):

- influential and persuasive
- enjoys communication formats; articulate
- versatile and flexible approaches to problem-solving
- confident; has faith in oneself
- intellectually skilled; an efficient mind
- able to simplify complex issues and problems
- able to discern and discriminate clearly
- refined interpersonal skills; sophisticated
- self-directed, independent
- performs well in high pressured situations
- original, innovative ideas; creative
- frank, direct and outspoken
- makes decisions readily; decisive
- adjusts easily to different types of people and situations
- seeks leadership roles
- material rewards are important to this person
- shrewd and clever; resourceful

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

- genuine and sincere
- task-oriented; motivated by goals and projects
- needs challenge; enjoys overcoming difficulties and obstacles
- seeks people-oriented situations
- at times, is attentive to and observant of details
- can respond spontaneously in social situations
- receptive to new and innovative possibilities/opportunities
- handles situations diplomatically
- able to be disciplined when important
- organizes and systematizes
- day-to-day issues are what is important to this person
- intuitive; sometimes relies on hunches in decision-making
- shows kindness to others
- shows an interest in ideas and conceptual possibilities
- charitable and benevolent
- stable and consistent emotionally
- persistent
- has an interest in future possibilities
- outgoing and expressive
- positive, optimistic attitude
- secretive

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Potential Weaknesses

Name: Laura Schlessinger

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):

- questions the intentions of others; skeptical
- becomes impatient with tedious work and slow paced situations
- fault-finding and critical
- tends to rely too much on feelings when making decisions
- at times, may skim over the details of a task
- avoids facing up to one's true feelings; represses
- irritable
- inflated view of self-importance

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Trait Analysis Graph

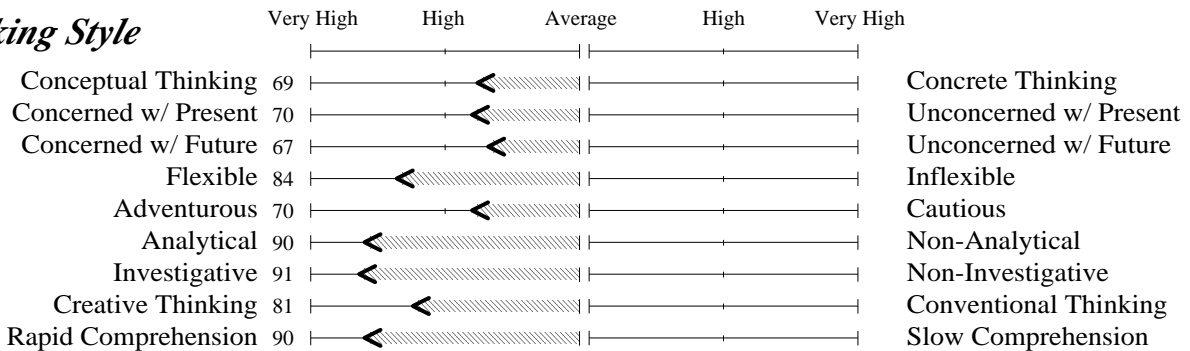
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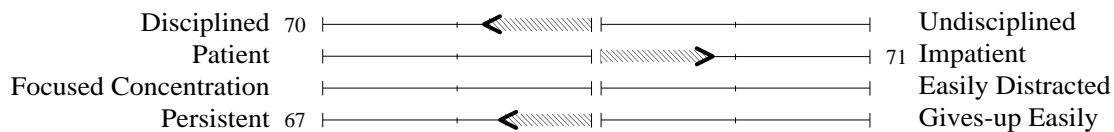
- A single arrow reflects the extent and intensity of that trait.
- Double arrows indicate that this person displays one trait in certain situations; at other times, the opposite trait.
- This appears when both traits are average in strength.

Mental Profile

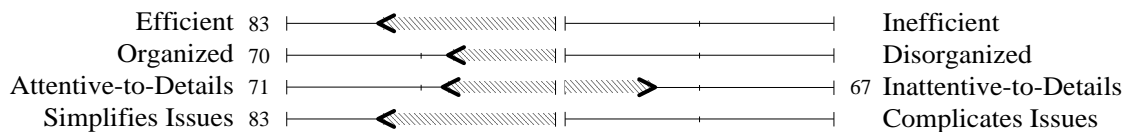
Thinking Style



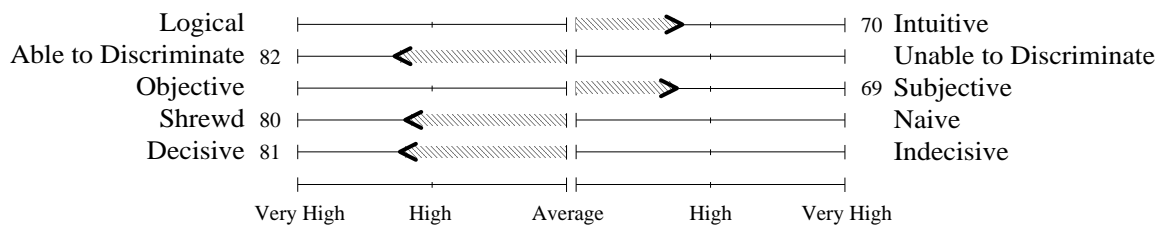
Self-Control



Effectiveness



Judgment



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Trait Analysis Graph

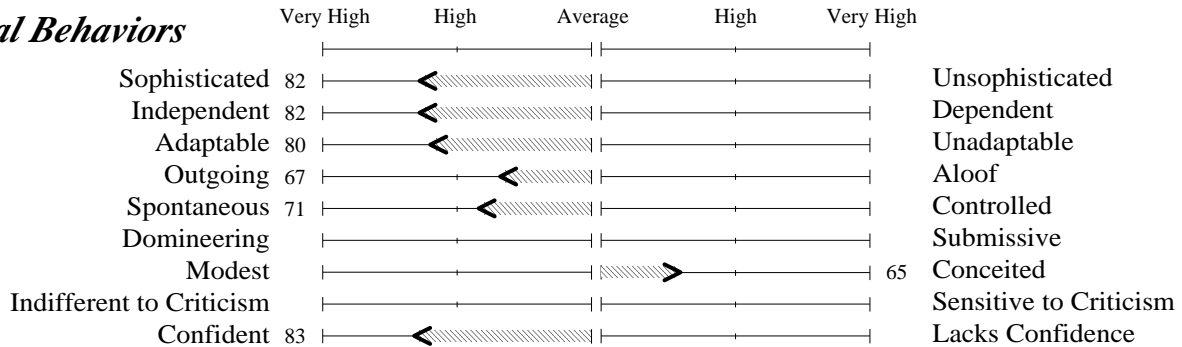
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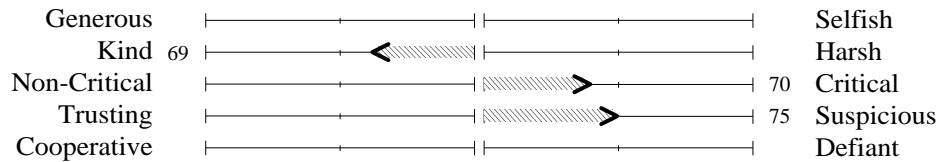
- ◀————|—— A single arrow reflects the extent and intensity of that trait.
- ◀————|——> Double arrows indicate that this person displays one trait in certain situations; at other times, the opposite trait.
- |—— This appears when both traits are average in strength.

Social Profile

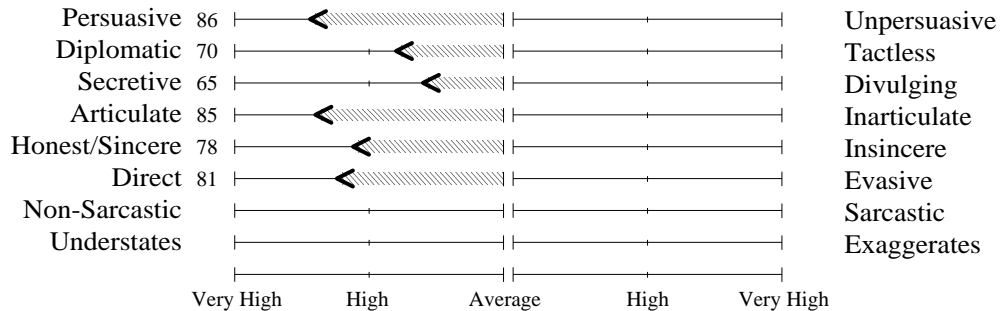
Social Behaviors



Treatment of Others



Communications Style



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Trait Analysis Graph

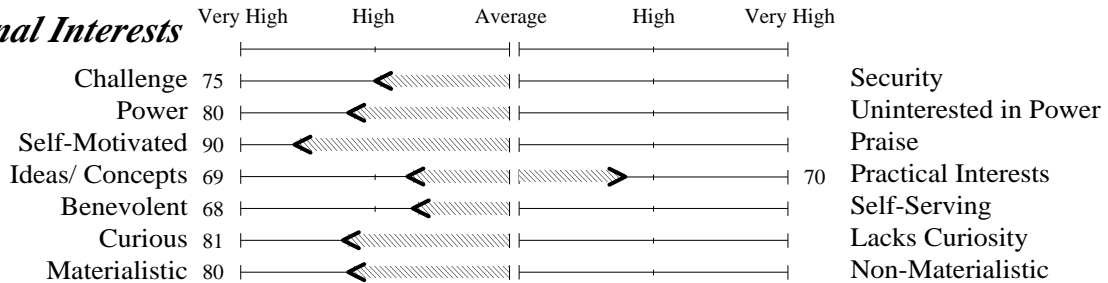
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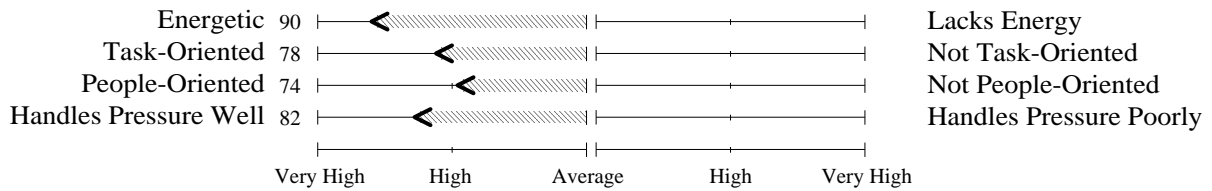
- ◀————| A single arrow reflects the extent and intensity of that trait.
- ◀————|————> Double arrows indicate that this person displays one trait in certain situations; at other times, the opposite trait.
- |———— This appears when both traits are average in strength.

Motivational Profile

Motivational Interests



Motivational Influences



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Trait Analysis Graph

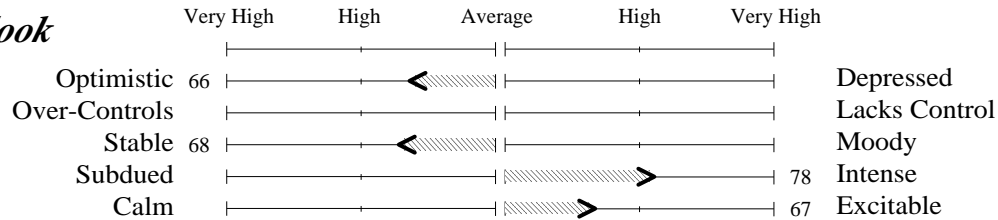
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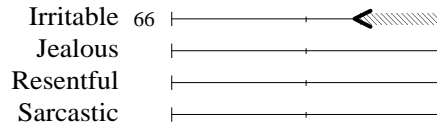
-  A single arrow reflects the extent and intensity of that trait.
-  Double arrows indicate that this person displays one trait in certain situations; at other times, the opposite trait.
-  No arrow appears when the trait is average or below in strength.

Emotional Profile

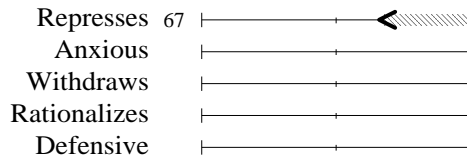
Mood Outlook



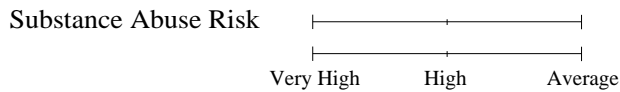
Anger Profile



Fear Profile



Miscellaneous



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Holland Model

Matching Personality to Job Environments

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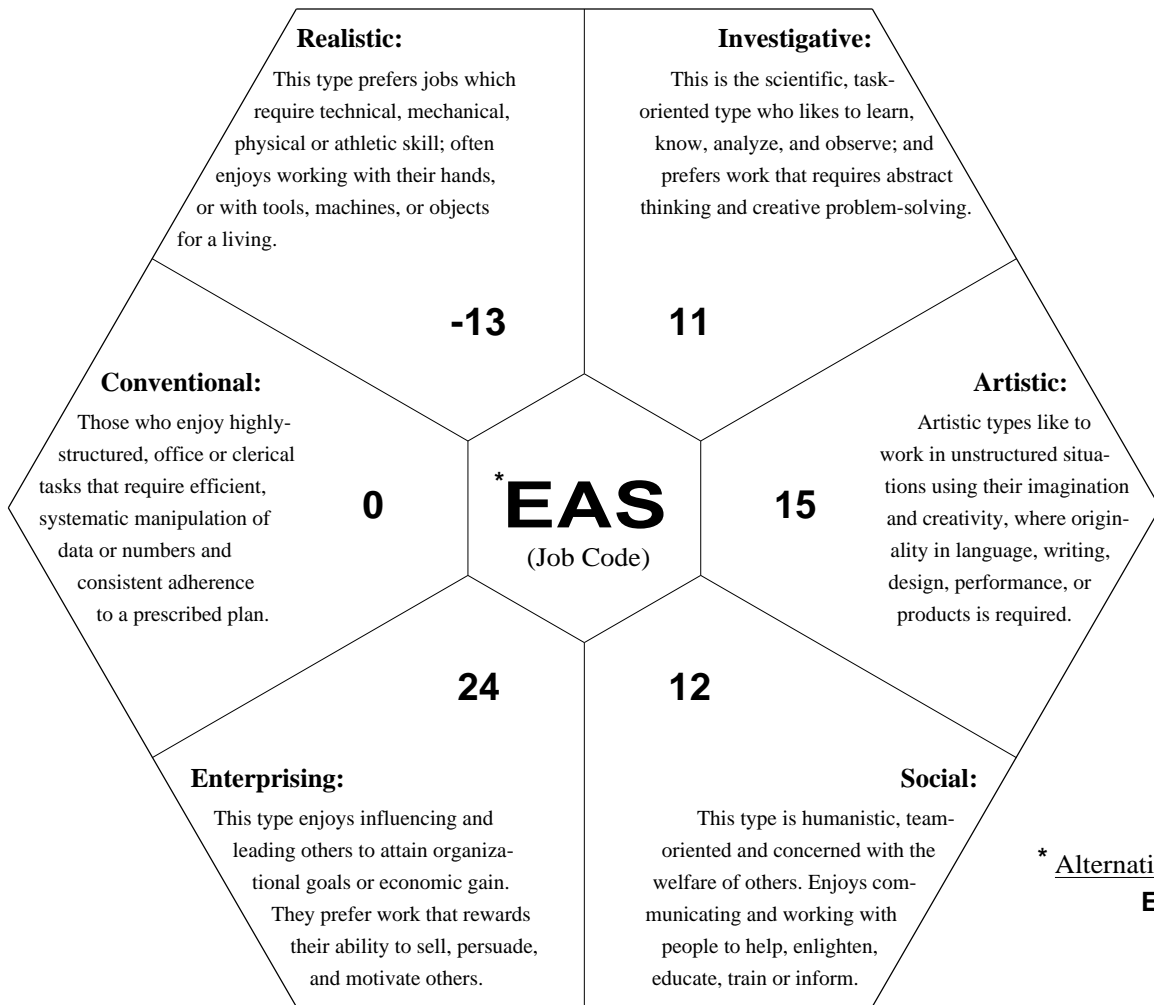
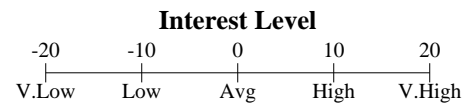
INTERPRETATION:

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 contain a mixture of one's higher scores, and should not involve aspects where one receives negative scores.

(See next page for additional insight)



* Alternative Codes:
EAI

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

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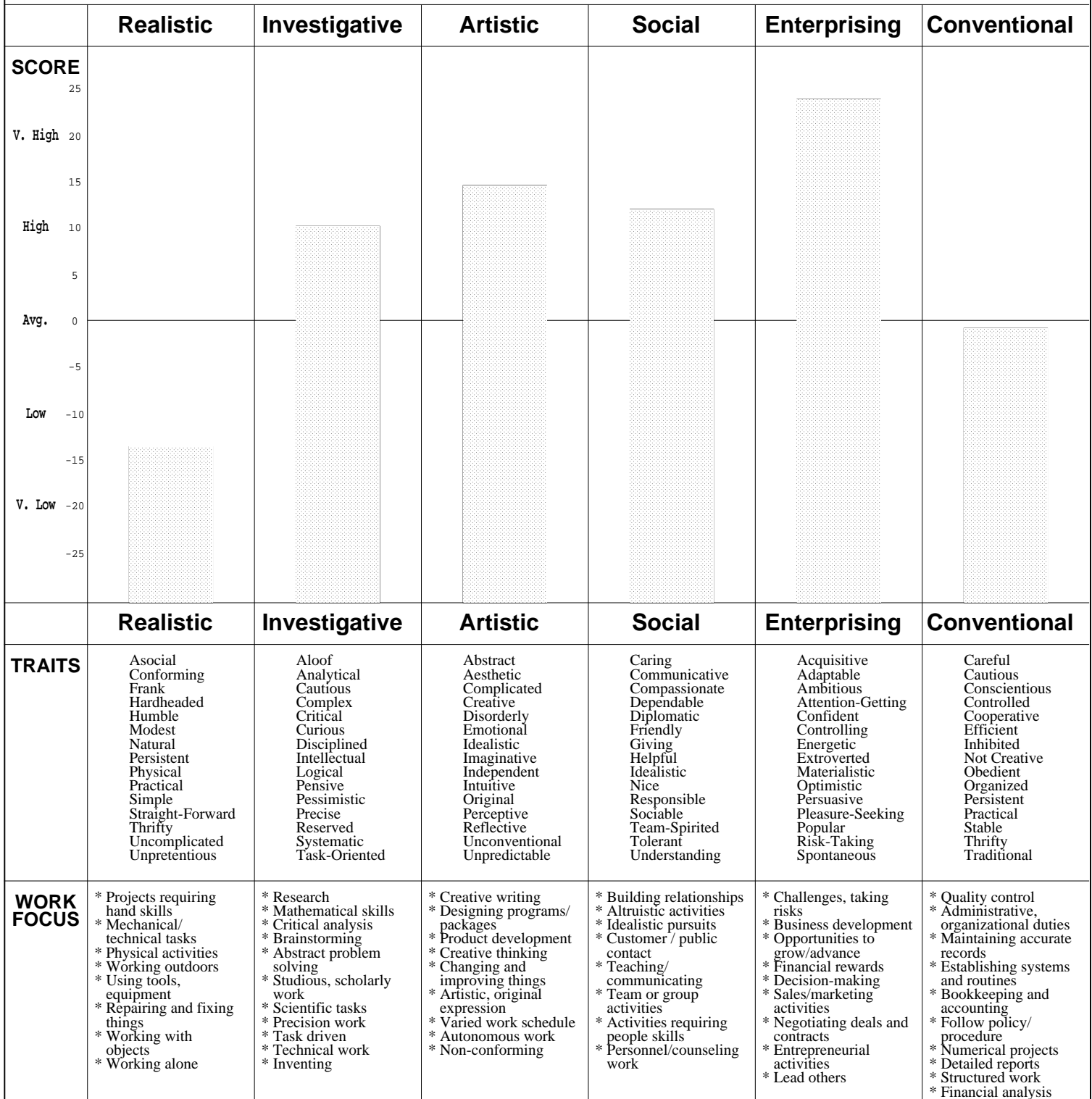
Holland Graph

Matching Personality to Job Environments

Name: Laura Schlessinger

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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