Comprehensive Profile

Name: John F. Kerry Date: 10/18/04
Purpose: Presidential Candidate Code: 9326-875-38210

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.

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

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Strengths & Weaknesses

Name: John F. Kerry

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	Weaknesses
● Conceptual Thinker	○ Inflexible/Stubborn
● Attentive-to-Details	○ Subjective Reactions
⭘ Investigative	○ Complicates Issues
⭘ Patient	○ Disregards the Day-to-day
⭘ Focused Concentration	
⭘ Analytical	
⭘ Disciplined	
⭘ Organized	
⭘ Cautious	
⭘ Shrewd/Clever	
○ Creative Thinker	
○ Intuitive/Insightful	
○ Rapid Comprehension	
○ Good Discrimination	
○ Efficient	

Social

Strengths	Weaknesses
● Confident	● Conceited
⭘ Independent	⭘ Suspicious
⭘ Articulate	⭘ Critical
○ Persuasive	○ Domineering/Controlling
○ Sophisticated	○ Evasive
○ Secretive	○ Sarcastic
○ Indifferent-to-Criticism	○ Unadaptable
	○ Aloof
	○ Exaggerates
	○ Insensitive-to-Criticism
	○ Defiant

Motivational

Strengths	Weaknesses
● Seeks Power	● Materialistic
● Competitive	○ Not People-Motivated
● Motivated by Rewards	
● Enjoys Ideas/Strategizing	
⭘ Energetic	
⭘ Task-Oriented	
⭘ Self-Motivated	
⭘ Seeks Challenge	
⭘ Curious	
⭘ Motivated by Change	

Emotional

Strengths	Weaknesses
● Self-Assured	○ Overly-Controlled
⭘ Enthusiastic	○ Anxious/Worries
⭘ Controls Emotions	○ Intense
⭘ Self-Sufficient	○ Substance Abuse Risk
⭘ Focuses Energies	○ Emotionally Withdraws
○ Hard-Driving	○ Represses/In Denial
○ Strong-Willed	
○ Emotionally Detached	
○ Mature	
○ Handles Pressure Well	

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Potential Strengths

Name: John F. Kerry

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):*

- motivated by leadership responsibilities
- material rewards and compensation motivate this person
- conceptual skills; prefers ideas and possibilities
- self-assured, confident
- handles detailed tasks extremely well

To a High Degree *(Intensity 80-90):*

- moves carefully; cautious
- analytical; scrutinizes facts and information
- investigative, questioning and probing; willing to examine and learn
- exercises self-discipline and will-power
- patient; tolerant of slow paced laborious tasks
- able to focus and concentrate effectively
- organized and systematic thinker
- resourceful and perceptive; shrewd
- capable of operating independently, with little support from others
- reacts after careful thought; rarely impulsive
- articulate; a skilled communicator
- enjoys challenge; seeks opportunities to exceed personal limits
- self-motivated; has inner drive to accomplish goals
- possesses vitality and enthusiasm; easily stimulated to action
- motivated by tasks, projects and work duties

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

- creative approaches to situations
- socially appropriate; sophisticated
- able to convince people through persuasion
- intuitive; sometimes relies on hunches in decision-making
- confidential; able to keep secrets
- an efficient mind
- comprehends new information faster than most
- able to discriminate and discern
- not easily discouraged by the criticisms of others
- handles stressful, demanding conditions well

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Potential Weaknesses

Name: John F. Kerry

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):*

- conceited, haughty disposition
- requires vasts amounts of material rewards to satisfy this person

To a High Degree *(Intensity 80-90):*

- overly wary and leery; skeptical
- critical and faultfinding

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

- uncomfortable expressing emotions; over-controlled
- won't reconsider once mind is made-up; somewhat stubborn
- attempts to rule others; domineering
- worried and uneasy; anxious
- becomes sarcastic when frustrated
- not interested in social interaction or team settings
- feelings too strongly affect person's judgment
- elusive and ambiguous; evasive when advantageous
- personality type which may be vulnerable to addictive substances
- has difficulty adjusting to unfamiliar social settings
- exaggerates
- reserved and aloof
- tends to ignore the opinions of others
- avoids emotional issues and conflicts
- tends to over-complicate issues
- avoids facing up to one's true feelings; represses
- challenges cooperative arrangements; tendency to be too independent
- day-to-day events tend to be ignored

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Trait Analysis Graph

Name: John F. Kerry

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

Very High | High | Average | High | Very High

Conceptual Thinking	94	Concrete Thinking
Concerned w/ Present	66	Unconcerned w/ Present
Concerned w/ Future		Unconcerned w/ Future
Flexible	77	Inflexible
Adventurous	81	Cautious
Analytical	82	Non-Analytical
Investigative	88	Non-Investigative
Creative Thinking	78	Conventional Thinking
Rapid Comprehension	70	Slow Comprehension

Self-Control

Disciplined	81	Undisciplined
Patient	84	Impatient
Focused Concentration	83	Easily Distracted
Persistent		Gives-up Easily

Effectiveness

Efficient	70	Inefficient
Organized	81	Disorganized
Attentive-to-Details	90	Inattentive-to-Details
Simplifies Issues	68	Complicates Issues

Judgment

Logical	71	Intuitive
Able to Discriminate	70	Unable to Discriminate
Objective	71	Subjective
Shrewd	81	Naive
Decisive		Indecisive

Very High | High | Average | High | Very High

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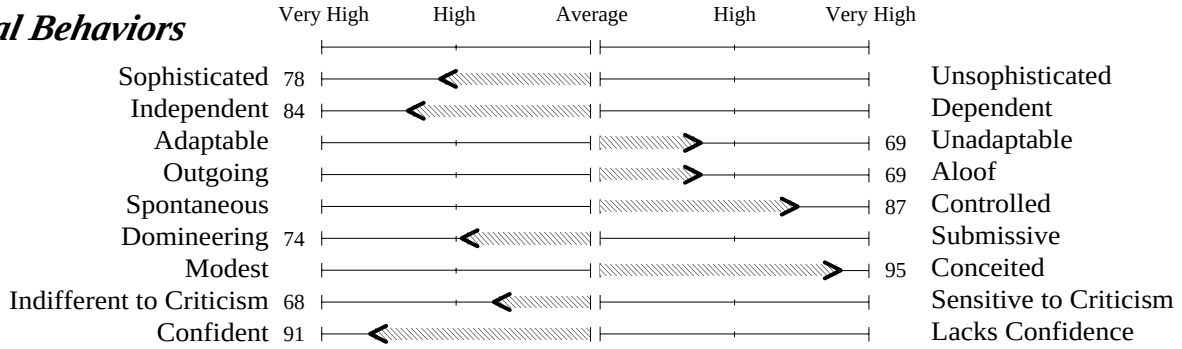
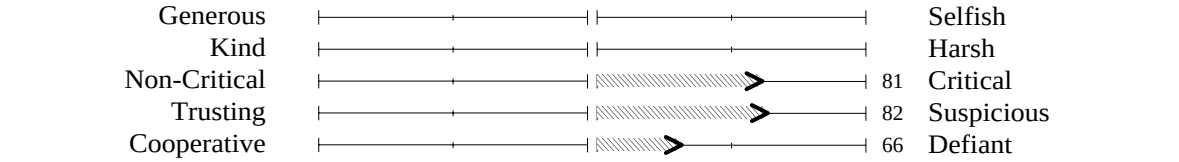
Social Profile

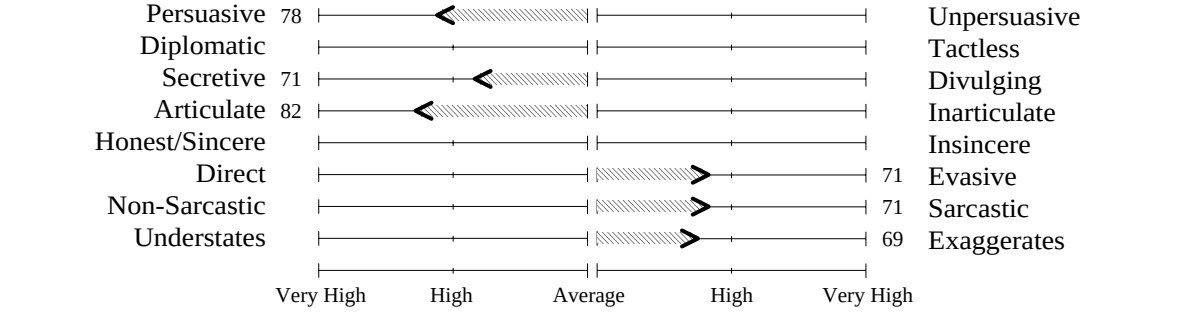
Social Behaviors



Treatment of Others



Communications Style



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Trait Analysis Graph

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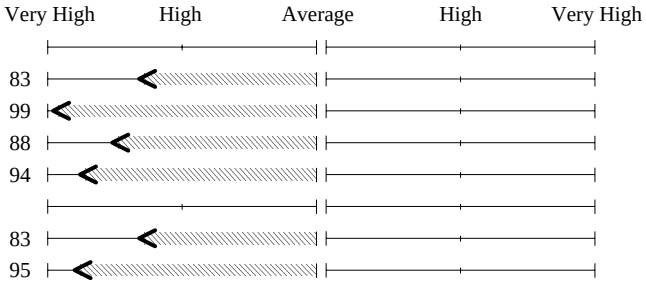
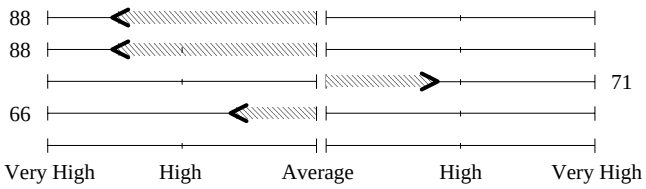
This appears when both traits are average in strength.

Motivational Profile

Motivational Interests



Motivational Influences



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Trait Analysis Graph

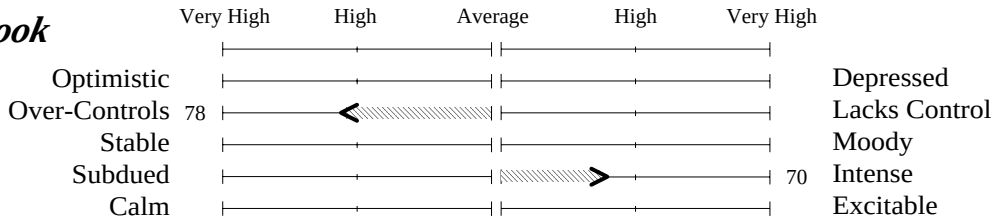
Name: John F. Kerry

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.

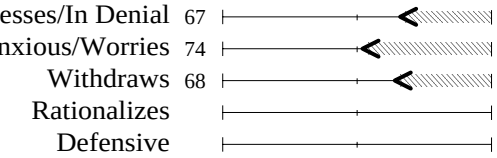
Emotional Profile

Mood Outlook

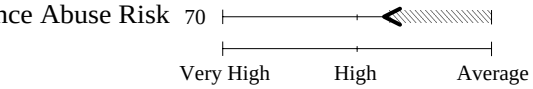


Anger Profile

Fear Profile



Miscellaneous



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Holland Model

Matching Personality to Job Environments

Name: John F. Kerry

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.)

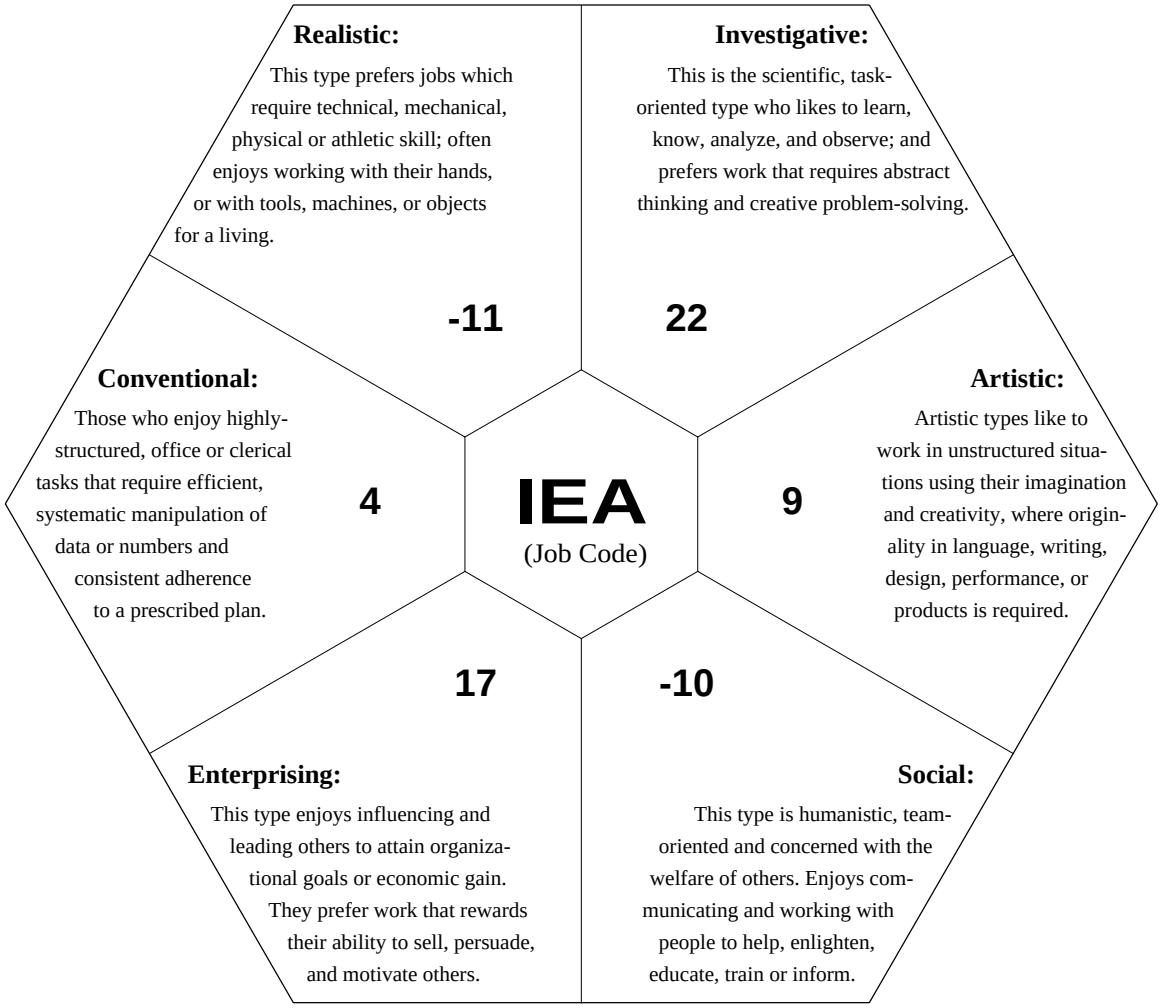
SCORE INTERPRETATION:

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)

Interest Level

-20	-10	0	10	20
V.Low	Low	Avg	High	V.High



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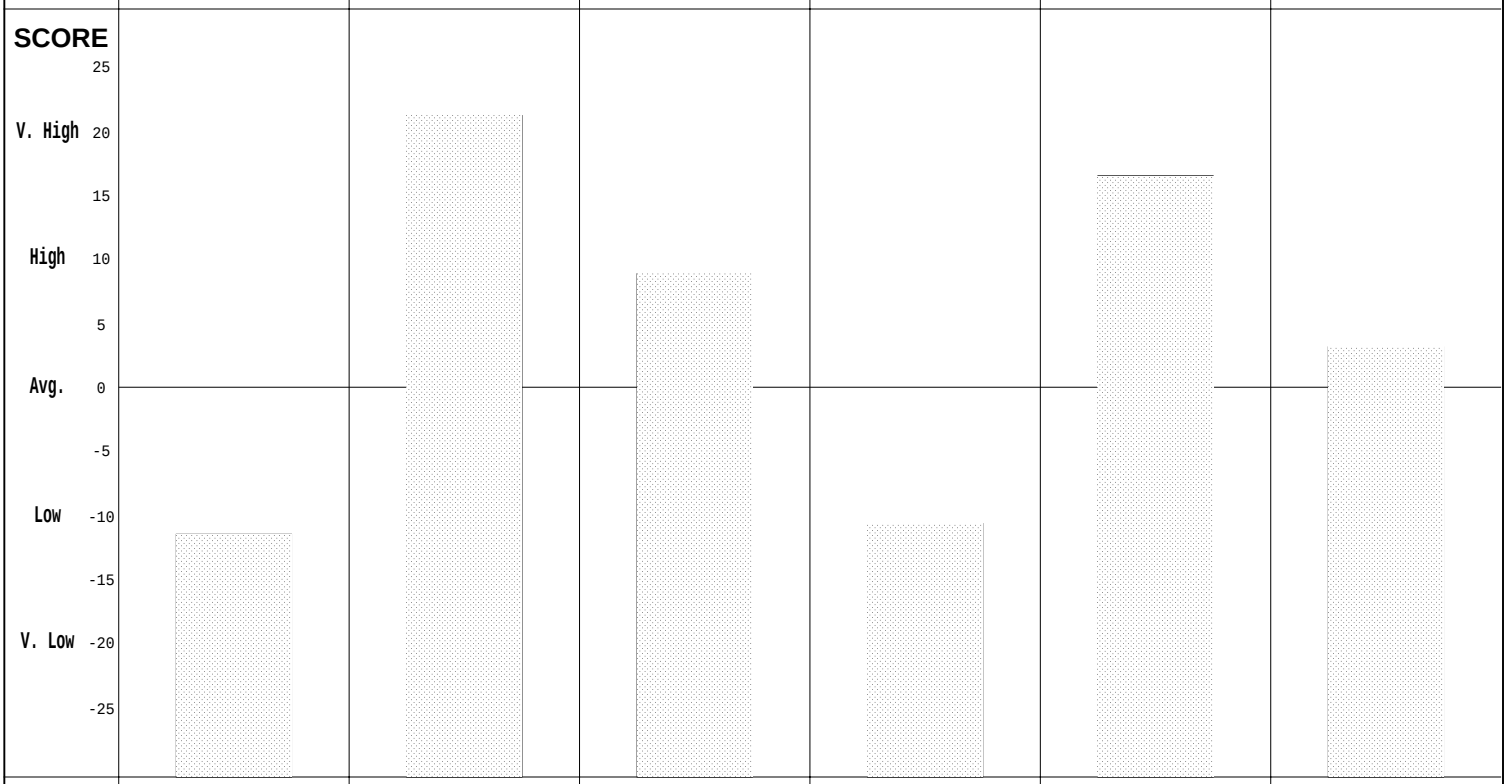
Holland Graph

Matching Personality to Job Environments

Name: John F. Kerry

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.*



	Realistic	Investigative	Artistic	Social	Enterprising	Conventional
TRAITS	Asocial Conforming Frank Hardheaded Humble Modest Natural Persistent Physical Practical Simple Straight-Forward Thrifty Uncomplicated Unpretentious	Aloof Analytical Cautious Complex Critical Curious Disciplined Intellectual Logical Pensive Pessimistic Precise Reserved Systematic Task-Oriented	Abstract Aesthetic Complicated Creative Disorderly Emotional Idealistic Imaginative Independent Intuitive Original Perceptive Reflective Unconventional Unpredictable	Caring Communicative Compassionate Dependable Diplomatic Friendly Giving Helpful Idealistic Nice Responsible Sociable Team-Spirited Tolerant Understanding	Acquisitive Adaptable Ambitious Attention-Getting Confident Controlling Energetic Extroverted Materialistic Optimistic Persuasive Pleasure-Seeking Popular Risk-Taking Spontaneous	Careful Cautious Conscientious Controlled Cooperative Efficient Inhibited Not Creative Obedient Organized Persistent Practical Stable Thrifty Traditional
WORK FOCUS	* Projects requiring hand skills * Mechanical/ technical tasks * Physical activities * Working outdoors * Using tools, equipment * Repairing and fixing things * Working with objects * Working alone	* Research * Mathematical skills * Critical analysis * Brainstorming * Abstract problem solving * Studious, scholarly work * Scientific tasks * Precision work * Task driven * Technical work * Inventing	* Creative writing * Designing programs/ packages * Product development * Creative thinking * Changing and improving things * Artistic, original expression * Varied work schedule * Autonomous work * Non-conforming	* Building relationships * Altruistic activities * Idealistic pursuits * Customer / public contact * Teaching/ communicating * Team or group activities * Activities requiring people skills * Personnel/counseling work	* Challenges, taking risks * Business development * Opportunities to grow/advance * Financial rewards * Decision-making * Sales/marketing activities * Negotiating deals and contracts * Entrepreneurial activities * Lead others	* Quality control * Administrative, organizational duties * Maintaining accurate records * Establishing systems and routines * Bookkeeping and accounting * Follow policy/ procedure * Numerical projects * Detailed reports * Structured work * Financial analysis

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