

Comprehensive Profile

Name: Kurt Cobain
Purpose: Investigation

Date: 03/21/02
Code: 9326-813-34372

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: Kurt Cobain

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

- Attentive-to-Details
- Creative Thinker
- Adventurous
- Persistent
- Intuitive/Insightful

Weaknesses

- Undisciplined
- Indecisive
- Disorganized
- Impatient w/ Tediumness
- Subjective Reactions
- Poor Discrimination
- Naive
- Disregards the Day-to-day
- Inefficient
- Inflexible/Stubborn
- Concrete Thinker
- Non-Analytical

Social

Strengths

- Independent
- Persuasive
- Articulate
- Modest
- Direct and to-the-Point

Weaknesses

- Aloof
- Defiant
- Lacks Confidence
- Sensitive-to-Criticism
- Sarcastic
- Suspicious
- Exaggerates
- Unsophisticated
- Self-Interested
- Unadaptable
- Critical
- Harsh
- Tactless

Motivational

Strengths

- Hand Skills
- Sense of Urgency
- Self-Motivated
- Energetic
- Seeks Challenge
- Motivated by Change
- Task-Oriented

Weaknesses

- Restless
- Not People-Motivated
- Self-Serving
- Needs Praise

Emotional

Strengths

- Self-Sufficient
- Emotionally Detached
- Strong-Willed
- Hard-Driving
- Enthusiastic
- Determined

Weaknesses

- Substance Abuse Risk
- Feels Depressed
- Moody
- Handles Pressure Poorly
- Emotionally Withdraws
- Irritable
- Immature
- Intense
- Emotionally Lacks Control
- Anxious/Worries

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Potential Strengths

Name: Kurt Cobain

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):

(None Identified)

To a High Degree (Intensity 80-90):

- capable of operating independently, with little support from others
- observant of details

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

- creative approaches to situations
- receptive to new and innovative possibilities/opportunities
- can persuade and influence others
- possesses inner drive and motivation
- spirited and vivacious
- persistent
- intuitive; sometimes relies on hunches in decision-making
- enjoys resolving problems and difficulties; seeks challenge
- communicates clearly; articulate
- speaks in a straightforward and direct manner
- non-pretentious
- project and task-oriented

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Potential Weaknesses

Name: Kurt Cobain

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):

- obsessive and addictive type personality

To a High Degree (Intensity 80-90):

- has difficulty coping in stressful conditions
- feelings of discouragement; depressed
- inconsistent moods and reactions
- would benefit from greater self-discipline
- removed, distant and aloof
- has difficulty making decisions
- retreats emotionally; passive
- becomes frustrated too easily
- has a defiant streak; not seen as very cooperative
- has yet to mature emotionally

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

- impatient and frustrated with slow moving situations
- tends not to be organized
- feels unsure of oneself; low self-esteem
- a restless nature; fidgets and has some difficulty relaxing
- experiences some difficulty discerning clearly
- tends to rely too much on feelings when making decisions
- overly sensitive to the criticisms of others
- becomes sarcastic when frustrated
- little interest in social interaction
- doesn't react consistently
- apprehensive; worried and anxious
- inexperienced intellectually; somewhat naive
- overly suspicious
- embellishes and exaggerates for affect
- lacks social sophistication and polish
- not inclined to share with others
- day-to-day events tend to be ignored
- not easily swayed once mind is made-up; stubborn
- has difficulty adapting to different people
- not consistently productive or efficient
- little interest in ideas or possibilities; prefers concrete topics
- needs peer support and encouragement from others
- overcritical of others
- tends to react harshly when irritated or frustrated
- becomes undiplomatic when frustrated
- not analytical or critical of facts and information

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Trait Analysis Graph

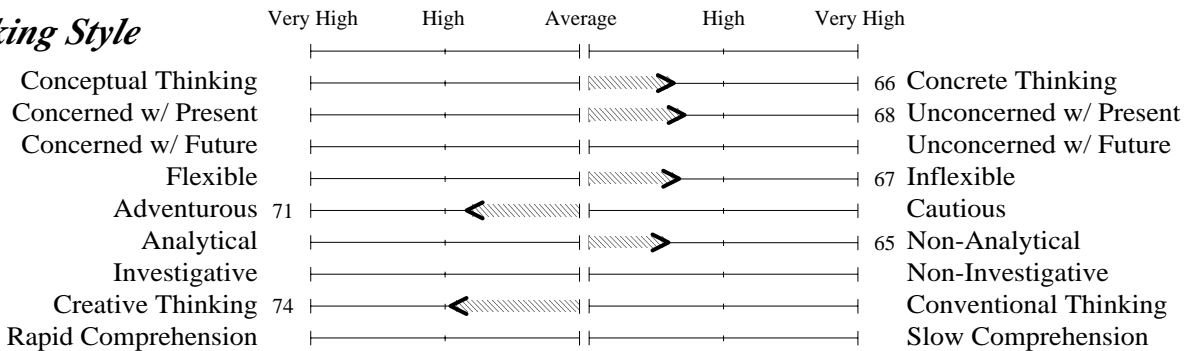
Name: Kurt Cobain

Key:

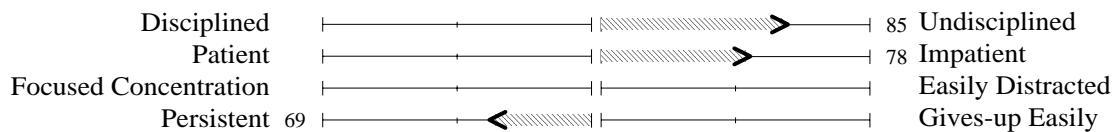
- A single arrow reflects the extent and intensity of that trait.
- Double arrows indicate that this person displays one trait in certain situations; at other times, the opposite trait.
- This appears when both traits are average in strength.

Mental Profile

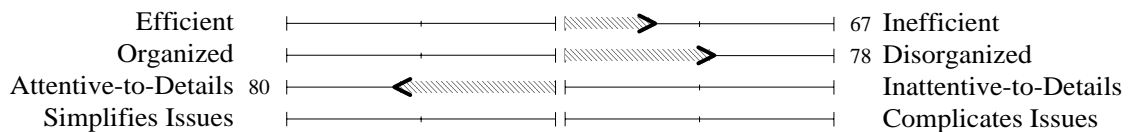
Thinking Style



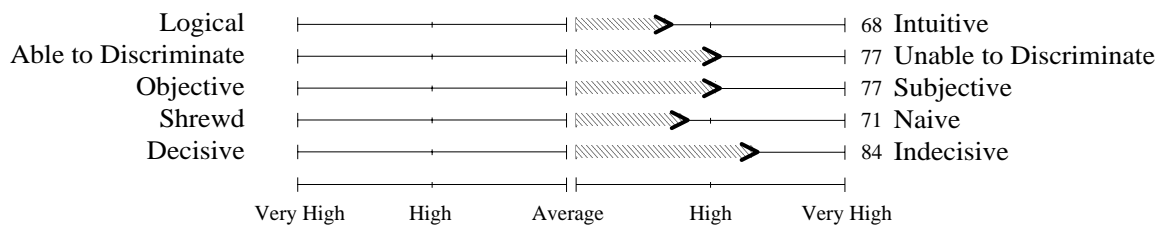
Self-Control



Effectiveness



Judgment



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Trait Analysis Graph

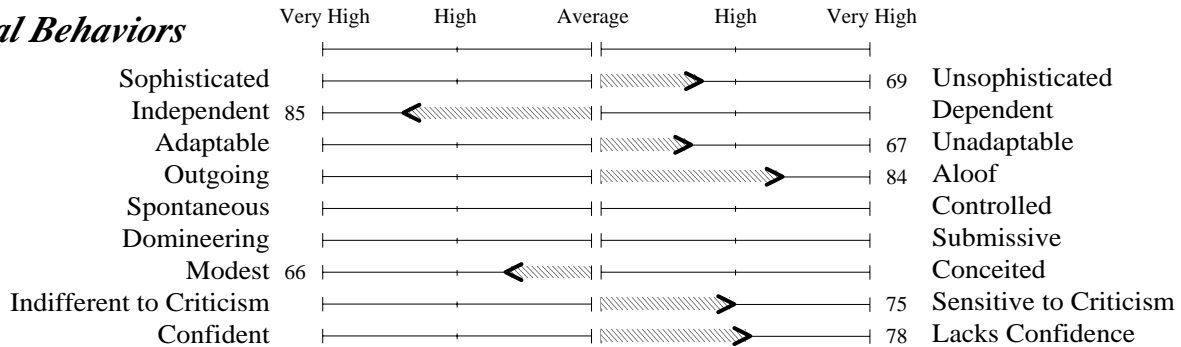
Name: Kurt Cobain

Key:

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- This appears when both traits are average in strength.

Social Profile

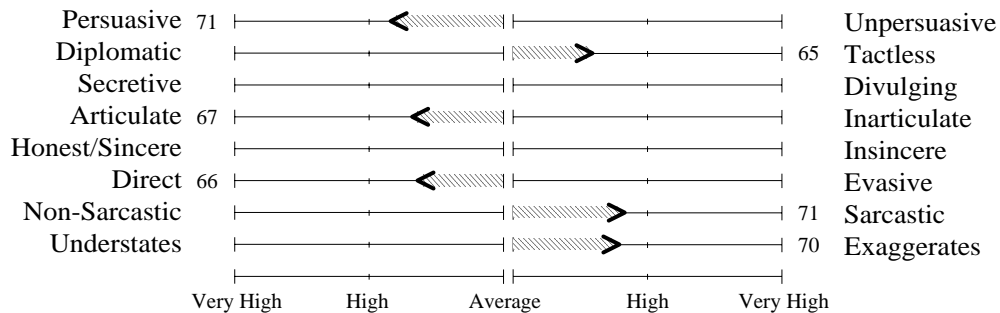
Social Behaviors



Treatment of Others



Communications Style



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Trait Analysis Graph

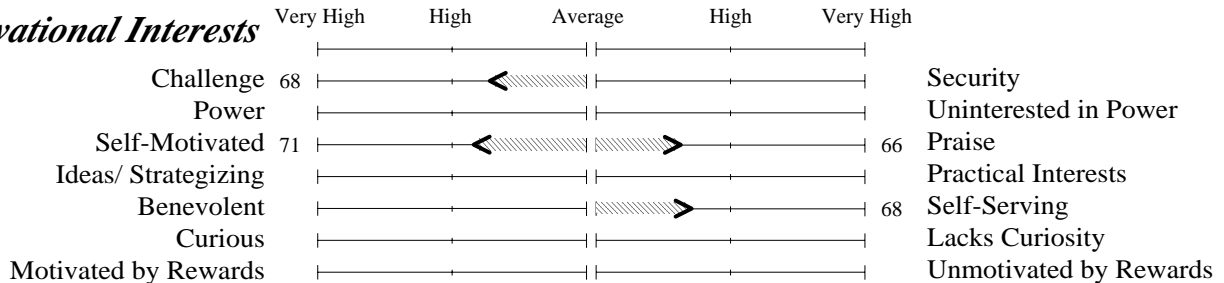
Name: Kurt Cobain

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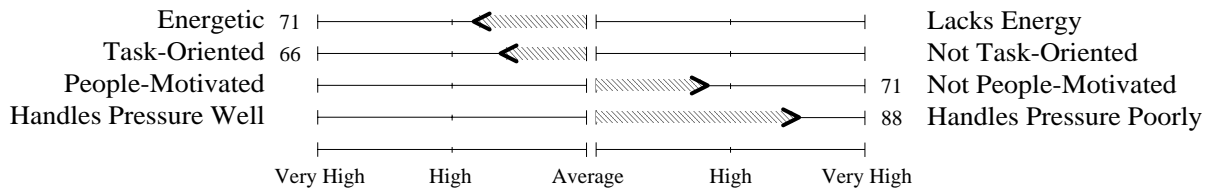
-  A single arrow reflects the extent and intensity of that trait.
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-  This appears when both traits are average in strength.

Motivational Profile

Motivational Interests



Motivational Influences



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Trait Analysis Graph

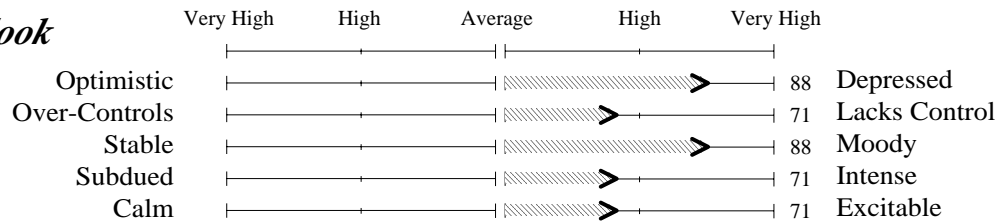
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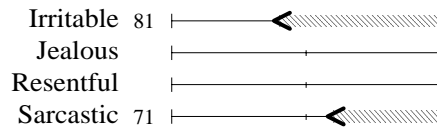
-  A single arrow reflects the extent and intensity of that trait.
-  Double arrows indicate that this person displays one trait in certain situations; at other times, the opposite trait.
-  No arrow appears when the trait is average or below in strength.

Emotional Profile

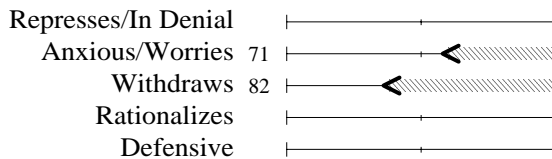
Mood Outlook



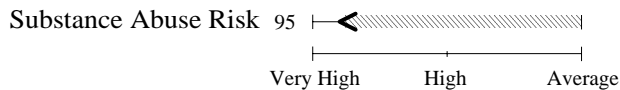
Anger Profile



Fear Profile



Miscellaneous



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Holland Model

Matching Personality to Job Environments

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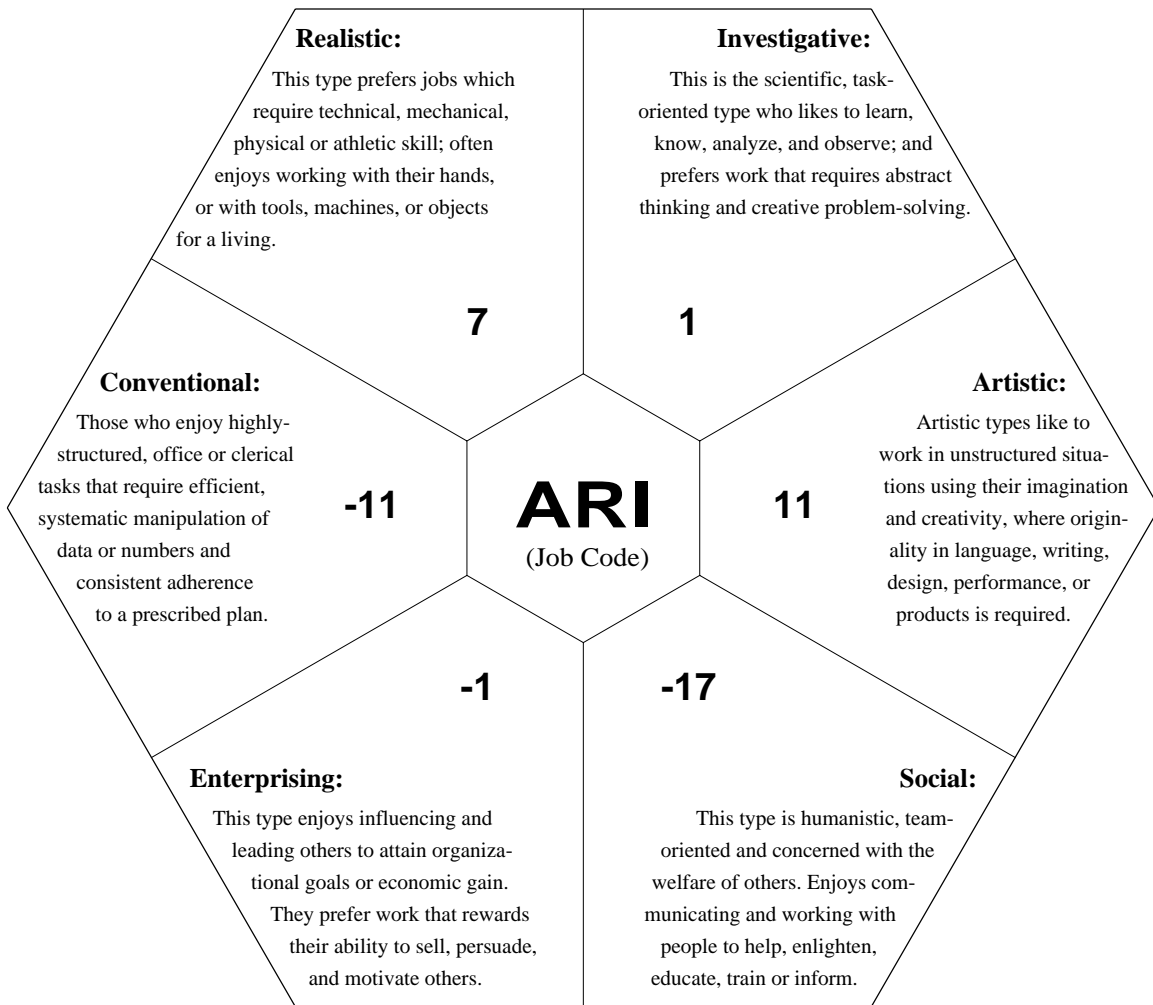
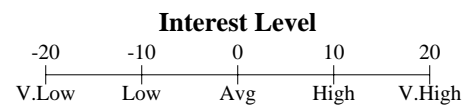
INTERPRETATION:

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 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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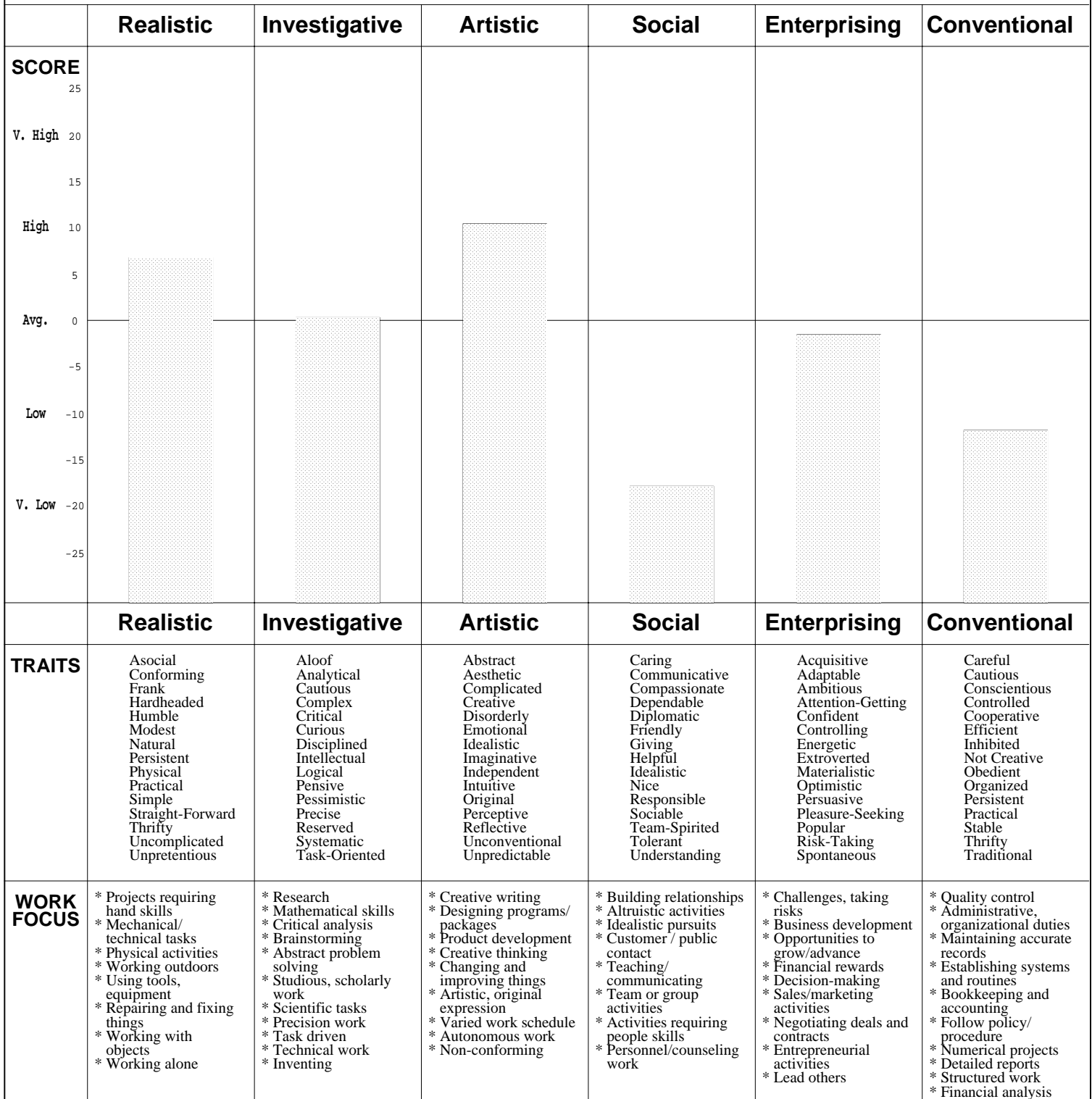
Holland Graph

Matching Personality to Job Environments

Name: Kurt Cobain

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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