Comprehensive Profile

Name: John McCain Date: 05/01/86
Purpose: Politician Code: 242-8-33110

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: John McCain

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
● Focused Concentration	⭘ Inflexible/Stubborn
⭘ Disciplined	
⭘ Attentive-to-Details	
⭘ Organized	
⭘ Objective	
⭘ Analytical	
⭘ Good Discrimination	
⭘ Conceptual Thinker	
⭘ Shrewd/Clever	
⭘ Concerned with Future	
⭘ Efficient	
⭘ Persistent	
○ Logical	
○ Investigative	
○ Cautious	
○ Simplifies Issues	

Social

Strengths	Weaknesses
⭘ Independent	⭘ Insensitive-to-Criticism
⭘ Articulate	○ Critical
⭘ Confident	○ Suspicious
⭘ Sophisticated	○ Sarcastic
⭘ Indifferent-to-Criticism	○ Aloof
○ Honest/Sincere	○ Conceited
○ Persuasive	

Motivational

Strengths	Weaknesses
● Task-Oriented	⭘ Materialistic
⭘ Self-Motivated	
⭘ Energetic	
⭘ Seeks Power	
⭘ Competitive	
⭘ Motivated by Rewards	
⭘ Enjoys Ideas/Strategizing	
⭘ Seeks Challenge	
⭘ Motivated by Change	
○ Curious	

Emotional

Strengths	Weaknesses
● Focuses Energies	⭘ Intense
⭘ Self-Sufficient	⭘ Irritable
⭘ Enthusiastic	⭘ Anxious/Worries
⭘ Strong-Willed	○ Overly-Controlled
⭘ Rational/Reasonable	○ Defensive
⭘ Mature	○ Substance Abuse Risk
⭘ Controls Emotions	
⭘ Self-Assured	
⭘ Handles Pressure Well	
⭘ Determined	
○ Reliable	
○ Stable	
○ Emotionally Detached	
○ Hard-Driving	

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Potential Strengths

Name: John McCain

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):*

- concentration skills; sustains focus despite distractions
- extremely task-oriented work

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

- practices self-control and discipline
- attentive to details; thorough
- organized
- independent; able to work without direction from others
- interested in positions of leadership and power
- motivated; has an inner drive to achieve
- enthusiastic and action-oriented
- objective, fair and impartial judgment
- able to develop and evaluate conceptual/numerical concepts
- lucid, articulate communicator
- able to discriminate and discern clearly
- analytical; able to dissect and critique information
- motivated by tangible, material compensation and success
- clever and perceptive; resourceful
- emotionally mature
- goal oriented; thinks about long-term possibilities
- controlled, non-impulsive social behavior
- seeks challenge and opportunities to resolve difficult situations
- confident and self-assured
- copes well in stressful, demanding environments
- effective and sharp mind
- persistent; steadfast and determined
- socially refined and sophisticated
- ignores and not discouraged by others' criticisms

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

- reasons logically and factually
- investigative; ready to learn new things
- cautious in making decisions
- honest and sincere
- simplifies problems and able to identify their salient features
- consistent moods and behaviors
- persuasive

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Potential Weaknesses

Name: John McCain

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):*

- experiences emotional situations too intensely
- too easily bothered and irritated
- not satisfied without large material rewards and ownership
- tense, fearful and anxious
- becomes stubborn and unyielding when challenged
- disregards the opinions and suggestions of others

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

- fault-finding and critical
- uncomfortable expressing feelings; withholds and controls emotions
- teases others sarcastically
- overly suspicious
- defensive; prepared to be criticized
- personality type which may be vulnerable to addictive substances
- aloof
- superior attitude; conceited

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Trait Analysis Graph

Name: John McCain

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	83	Concrete Thinking
Concerned w/ Present		Unconcerned w/ Present
Concerned w/ Future	82	Unconcerned w/ Future
Flexible	81	Inflexible
Adventurous	75	Cautious
Analytical	83	Non-Analytical
Investigative	76	Non-Investigative
Creative Thinking		Conventional Thinking
Rapid Comprehension		Slow Comprehension

Self-Control

Disciplined	88	Undisciplined
Patient		Impatient
Focused Concentration	90	Easily Distracted
Persistent	80	Gives-up Easily

Effectiveness

Efficient	81	Inefficient
Organized	86	Disorganized
Attentive-to-Details	88	Inattentive-to-Details
Simplifies Issues	68	Complicates Issues

Judgment

Logical	78	Intuitive
Able to Discriminate	83	Unable to Discriminate
Objective	84	Subjective
Shrewd	83	Naive
Decisive		Indecisive

Very High | High | Average | High | Very High

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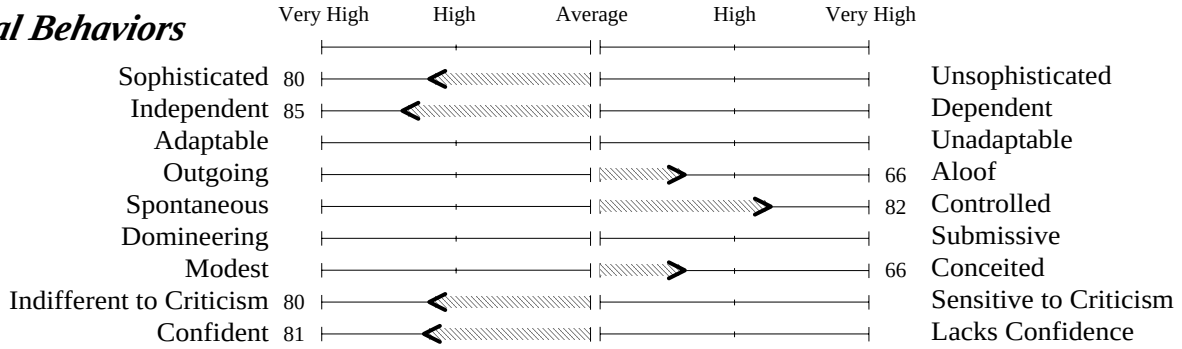
This appears when both traits are average in strength.

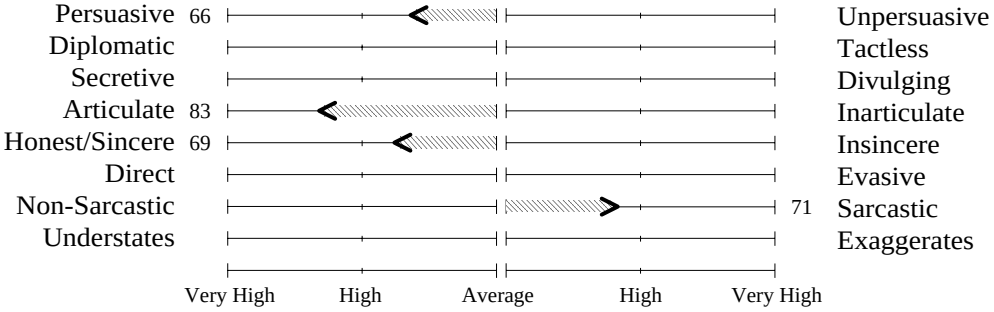
Social Profile

Social Behaviors



Treatment of Others

Communications Style



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Trait Analysis Graph

Name: John McCain

Key:

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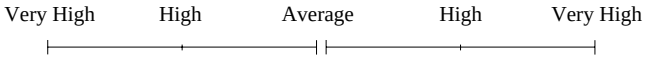
This appears when both traits are average in strength.

Motivational Profile

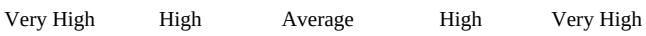
Motivational Interests



Challenge	81	Security
Power	85	Uninterested in Power
Self-Motivated	85	Praise
Ideas/ Strategizing	83	Practical Interests
Benevolent		Self-Serving
Curious	71	Lacks Curiosity
Motivated by Rewards	83	Unmotivated by Rewards

Motivational Influences

Energetic	85	Lacks Energy
Task-Oriented	90	Not Task-Oriented
People-Motivated		Not People-Motivated
Handles Pressure Well	81	Handles Pressure Poorly



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Trait Analysis Graph

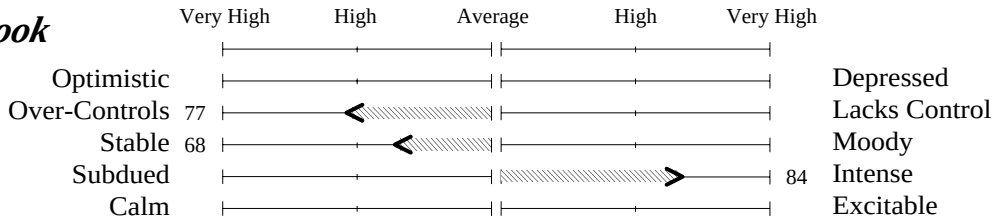
Name: John McCain

Key:

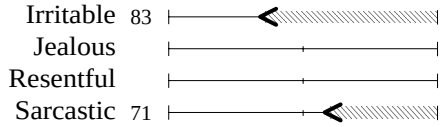
A single arrow reflects the extent and intensity of that trait.
Double arrows indicate that this person displays one trait in certain situations; at other times, the opposite trait.
No arrow appears when the trait is average or below in strength.

Emotional Profile

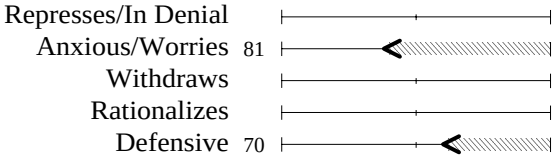
Mood Outlook



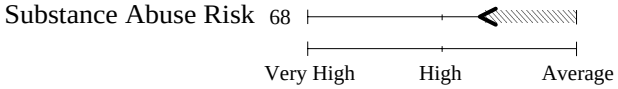
Anger Profile



Fear Profile



Miscellaneous



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Holland Model

Matching Personality to Job Environments

Name: John McCain

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 aditional 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

Realistic:
This type prefers jobs which require technical, mechanical, physical or athletic skill; often enjoys working with their hands, or with tools, machines, or objects for a living.

-3

Investigative:
This is the scientific, task-oriented type who likes to learn, know, analyze, and observe; and prefers work that requires abstract thinking and creative problem-solving.

24

Conventional:
Those who enjoy highly-structured, office or clerical tasks that require efficient, systematic manipulation of data or numbers and consistent adherence to a prescribed plan.

19

ICE
(Job Code)

0

Artistic:
Artistic types like to work in unstructured situations using their imagination and creativity, where originality in language, writing, design, performance, or products is required.

6

-4

Enterprising:
This type enjoys influencing and leading others to attain organizational goals or economic gain. They prefer work that rewards their ability to sell, persuade, and motivate others.

Social:
This type is humanistic, team-oriented and concerned with the welfare of others. Enjoys communicating and working with people to help, enlighten, educate, train or inform.

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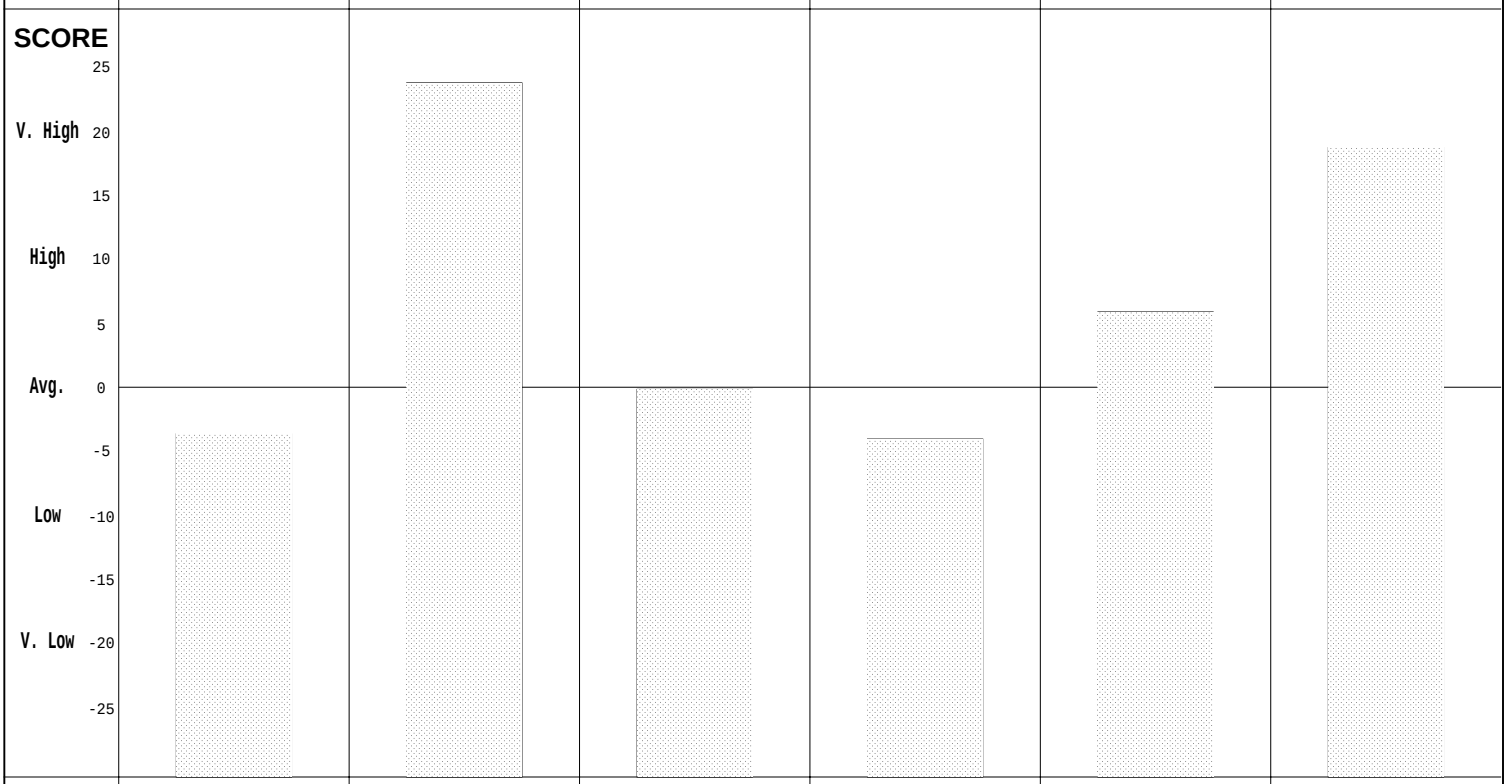
Holland Graph

Matching Personality to Job Environments

Name: John McCain

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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