# **Comprehensive Profile**

Name: Timothy McVeigh Date: 05/16/95

Purpose: Hotel Staff Code: 9326-453-32868

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: Timothy McVeigh

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: 90-100High: 80-90
  - Above Average : 65-80

			* Opposite trait also present	
Me	ntal	Social		
Strengths	Weaknesses	Strengths	Weaknesses	
<ul> <li>Conceptual Thinker</li> <li>Cautious</li> <li>Persistent</li> <li>Attentive-to-Details*</li> <li>Focused Concentration</li> <li>Organized</li> <li>Disciplined</li> <li>Creative Thinker</li> <li>Analytical</li> <li>Intuitive/Insightful</li> </ul>	<ul> <li>Inflexible/Stubborn</li> <li>Disregards the Day-to-day</li> <li>Inattentive-to-Details*</li> <li>Poor Discrimination</li> <li>Naive</li> </ul>	<ul> <li>Indifferent-to-Criticism</li> <li>Secretive</li> <li>Independent</li> <li>Cooperative*</li> <li>Direct and to-the-Point*</li> </ul>	<ul> <li>Insensitive-to-Criticism</li> <li>Suspicious</li> <li>Aloof</li> <li>Self-Interested</li> <li>Unadaptable</li> <li>Evasive*</li> <li>Critical</li> <li>Defiant*</li> <li>Unpersuasive</li> <li>Harsh</li> <li>Conceited</li> <li>Sarcastic</li> <li>Unsophisticated</li> <li>Tactless</li> <li>Lacks Confidence</li> </ul>	

#### **Strengths** Weaknesses **Strengths** Weaknesses Enjoys Ideas/Strategizing Not People-Motivated **Emotionally Detached** • Emotionally Withdraws Task-Oriented Self-Serving **Controls Emotions** • Intense • Seeks Security/Stability Dislikes Change Self-Sufficient • Jealous • Hand Skills Strong-Willed • Overly-Controlled • Determined Defensive Curious Focuses Energies • Irritable Resentful • Represses/In Denial Immature Anxious/Worries Moody

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**Motivational** 

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**Emotional** 

# **Potential Strengths**

Name: Timothy McVeigh

### 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):

- not troubled by disapproval or criticism
- refrains from disclosing private information; secretive and discreet
- conceptually oriented; pursues the development of concepts and ideas
- · carefully planned, controlled social behavior
- extremely task-oriented work
- · cautiously approaches matters; evaluates possible risks carefully
- independent; prefers to work without support from others

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

- persistent; steadfast and determined
- at times, handles detailed work well; thorough
- desires job security and consistency
- enjoys working with his or her hands
- not easily distracted; strong concentration abilities
- at times, cooperative and helpful

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

- · self-controlled and disciplined
- able to be organized
- at times, outspoken and direct
- creative and resourceful
- intuitive; sometimes relies on hunches in decision-making
- able to analyze information and data

hr

# **Potential Weaknesses**

Name: Timothy McVeigh

### 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):

- the opinions and criticisms of others are often ignored
- overly suspicious; distrusts people
- aloof, indifferent
- avoids interacting with people
- selfish; overly concerned with own welfare
- socially inflexible and unadaptable
- at times, hides the truth; cleverly evasive and elusive
- stubborn and inflexible
- criticizes others verbally
- retreats from conflict and issues; fearful

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

- at times, has a defiant streak; not seen as very cooperative
- suppresses and holds emotions back; over-controlled
- too intense emotionally
- overly protective, jealous
- defensive attitude
- becomes aggravated too easily; irritable
- shows little interest in immediate circumstances; impractical
- doesn't persuade or influence others
- shows inadequate regard for others' feelings when frustrated
- resents mistreatments; holds a grudge
- blocks out from awareness unpleasant emotions; represses
- boastful and exaggerated self-importance

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

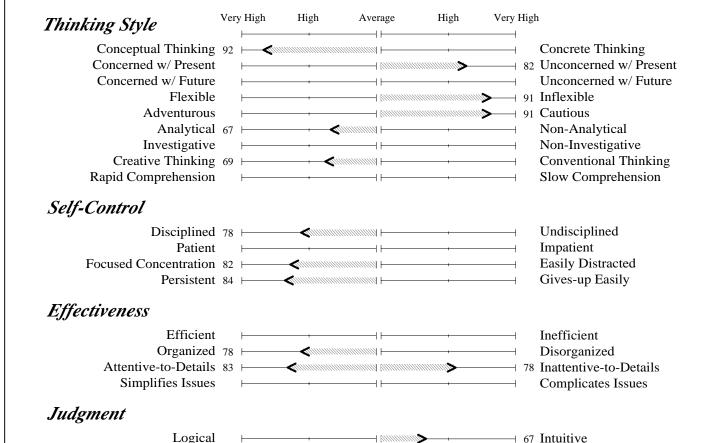
- at times, details tend to be overlooked or ignored
- experiences some difficulty discerning clearly
- uses sarcasm to tease others
- not cultured socially
- worried and anxious
- moods and emotions vary; dislikes routine
- not diplomatic; becomes tactless when frustrated
- inexperienced intellectually; somewhat naive
- lacks self-confidence

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# Kev:

- 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



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Very High

Able to Discriminate

Objective

Shrewd

Decisive

Average

High

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Very High

⊢ 67 Intuitive

→ 68 Naive

→ 74 Unable to Discriminate

Subjective

Indecisive

High

Name: Timothy McVeigh

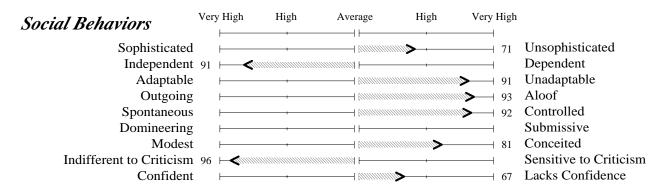
# Key:

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.

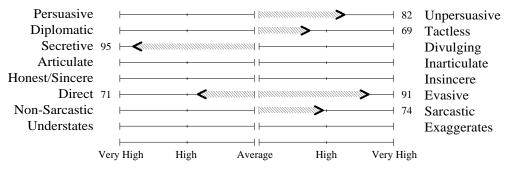
# Social Profile



### Treatment of Others



# Communications Style



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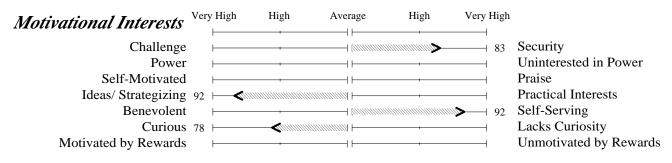
Key:

A single arrow reflects the extent and intensity of that trait.

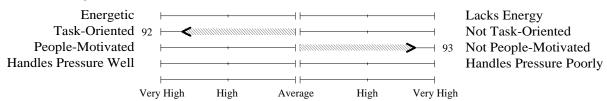
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This appears when both traits are average in strength.

# **Motivational Profile**



# Motivational Influences



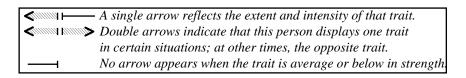
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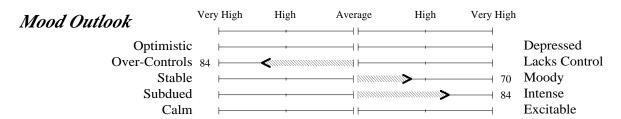


Name: Timothy McVeigh

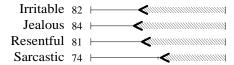
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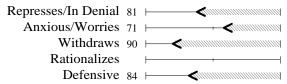
# **Emotional Profile**



# Anger Profile



# Fear Profile



### Miscellaneous



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# **Holland Model**

### **Matching Personality to Job Environments**

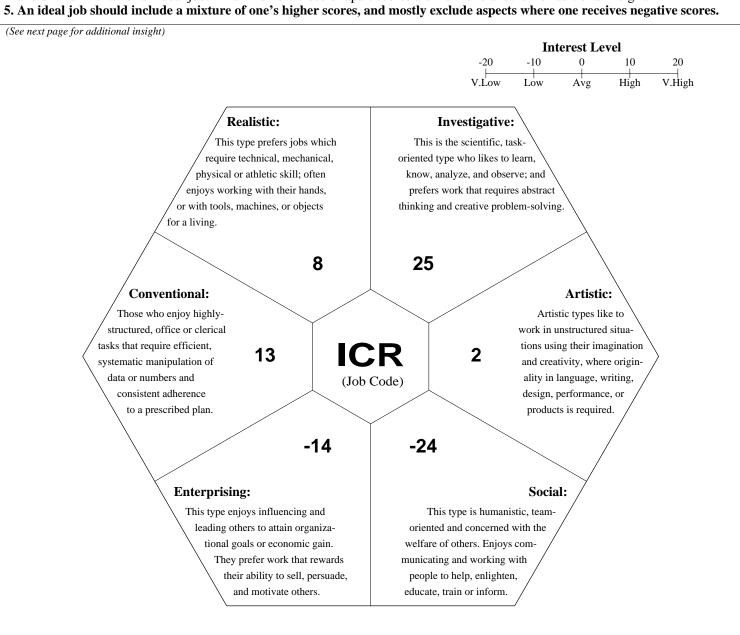
Name: Timothy McVeigh

#### **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.



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# Holland Graph Matching Personality to Job Environments

Interpretation:

Name: Timothy McVeigh

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
SCORE 25						
V. High 20						
15 <b>High</b> 10						
5						
Avg. o						
-5 <b>Low</b> -10						
-15						
<b>V. LOW</b> -20						
-25						
	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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