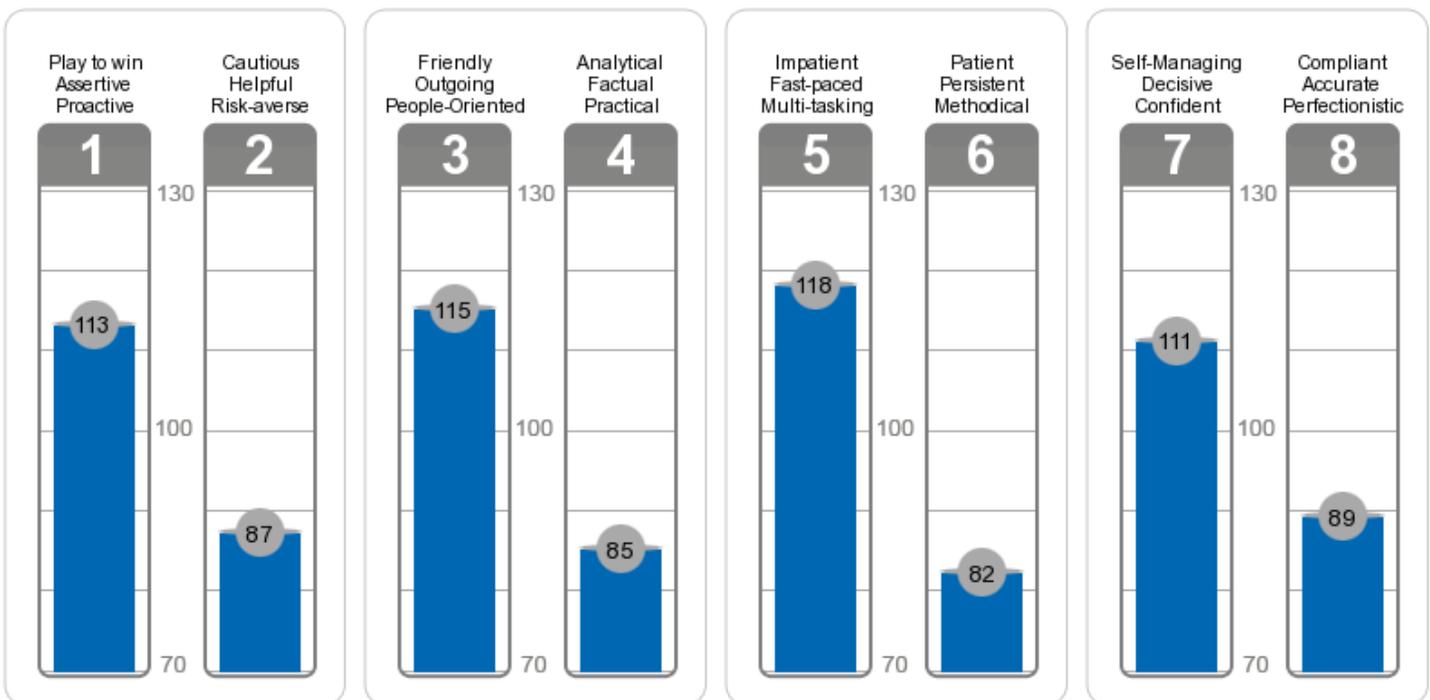


Client Name: **Test NZ**
 Client Number: **13-TEST**
 Participant Name: **Chris Sample**
 Personal Style: **The Visionary**
 Report ID: 204708
 Participant ID: 1070585WB
 Report Date: Nov 20, 2015

Congratulations!

You're taking an important and admirable step in planning your future.
 This self-awareness guide is designed to provide you with valuable insight as you choose a career path best suited to your personal style.



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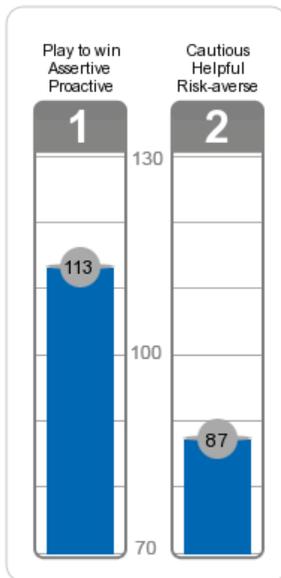
Client Number: 13-TEST

Participant Name: Chris Sample

Personal Style: The Visionary

Participant ID: 1070585WB

WHAT IS YOUR PERSONAL STYLE?



You are more risk-taking than cautious. You are also: **Competitive, Ambitious, Proactive, Confident, and Assertive.** Expanding on these ideas and how they relate to each other:

You are a competitive individual. Therefore:

- You have a strong need to measure your performance against other people doing the same task.
- You tend to pursue individual goals rather than team goals.
- You strive to be the best, the fastest, or the most successful.
- You willingly put yourself in competitive situations where people are focusing all their efforts on winning.

This reflects your ambitious nature.

- You often set and pursue challenging or demanding goals.
- You confidently accept a high level of risk when the rewards are sufficiently appealing.
- You seek to be compensated for your individual efforts.

- You are not content to remain stationary in your work life; you have a strong need to advance and grow.

Because of this, you display highly proactive behavior.

- You can show initiative regardless of the nature of the situation.
- You have a strong need to make things happen.
- You are more inclined to lead than to follow.
- You seek out new opportunities and take charge of situations in order to experience success.

Setting and pursuing challenging goals requires confidence. This means:

- You are prepared to face a great deal of conflict or pressure from outside forces, including other people, that make advancing or winning very difficult.
- You believe you can prevail when the odds of success seem low.
- You can deal with similarly competitive, highly ambitious people.
- You do not instinctively shy away from confrontation.

Your ability to face confrontation tells us you can be very assertive.

- You can tell other people what you want or need even when you encounter a great deal of resistance.
- You do not simply accept unfavorable situations.
- You clearly make yourself heard when you feel you have been put in a compromising position.
- You stand your ground in controversial situations.

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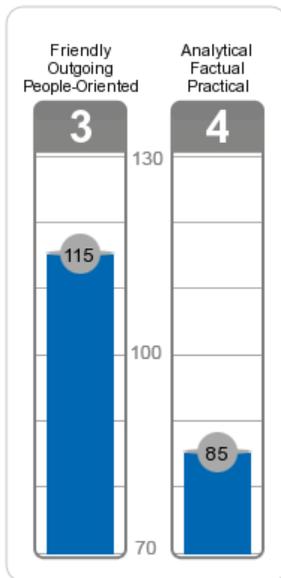
Client Number: 13-TEST

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Personal Style: The Visionary

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WHAT IS YOUR PERSONAL STYLE?



You are more outgoing than reserved, which means you are also: **Sociable, Persuasive, Image-conscious, Intuitive, and Optimistic.** Expanding on these ideas and how they relate to each other:

You are very sociable. This means:

- You have a strong need to approach new people, network, and build relationships.
- You keep conversations flowing even when talking with people less communicative than you.
- You come across as open and expressive.
- You need frequent social contact to remain motivated.
- You are more of a natural talker than a natural listener.
- You can find it challenging to focus continually on solitary tasks.

Having strong social skills enables you to be very persuasive.

- You are enthusiastic in your communication style.
- You make the ideas, situations, or items you discuss sound appealing and interesting.
- You influence people even when you do not have direct authority or control over them.
- You rely on emotion and an ability to project favorable scenarios when you need to be convincing.

Outgoing, you maintain an image other people can readily identify with.

- You are plugged in to ideas or situations that are socially current.
- You stand out in a crowd.
- You make every effort to project a positive image.
- You are comfortable promoting yourself to elevate your status among social contacts.

Your social skills and persuasiveness are closely related to your optimistic outlook.

- You see the positive sides of situations, even ones that appear unfavorable to other people.
- You almost always take the opportunity to discuss the positives you see.
- Your optimism enables you to motivate, energize, or inspire other people.
- You have to make an effort to evaluate the potential cons of situations or ideas that seem exciting.

Your optimism and openness means you value your instincts.

- You rely on your feelings about situations or ideas.
- You form strong impressions based upon these feelings.
- You tend to act upon these impressions whenever possible.
- You view creativity as an opportunity to think outside of boundaries rather than as a scientific process.
- You have to make an effort to search for facts that confirm your instincts and impressions.

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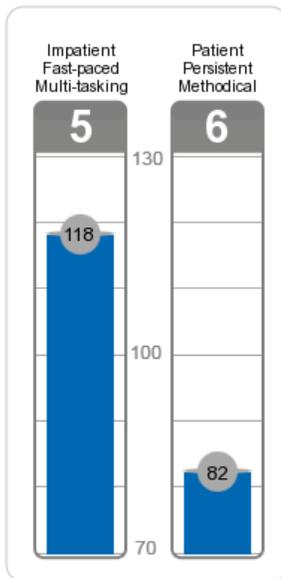
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WHAT IS YOUR PERSONAL STYLE?



You see yourself as extremely impatient. You are also exceptionally: **Fast Paced, Variety-seeking, Flexible, and Multitasking**. Expanding on these ideas and how they relate to each other:

You maintain an unusually fast pace. This means:

- You have an intense need to complete tasks as quickly as possible.
- You find that most other people cannot keep up with your pace.
- You quickly become frustrated with people or processes that slow you down.
- You need work that provides you with an instant sense of accomplishment.
- You find it extremely difficult to deal with tasks that require long periods of time to complete.
- You thrive under deadlines that most other people would find unrealistic.
- You find it challenging to function comfortably in a job where a great deal of thoroughness is required in order to achieve results.

Your fast pace is consistent with your need for change or variety.

- By accomplishing things so quickly, you open yourself up for new tasks or situations.
- Your need for variety is as strong as your need for completing things quickly.
- Positions that reward an efficient pace but do not offer a variety of responsibilities may not motivate you.
- Your productivity and motivation may deteriorate quickly if your work becomes at all repetitive.

Your need for variety makes you flexible.

- You are extremely quick to adapt to new situations.
- You need to experience frequent changes of scenery or environments.
- You instantly get back into the flow of your work when you are interrupted.
- You like modifying existing work methods as long as you get the same amount of guidance you normally seek.
- You find it frustrating to deal with jobs where procedures for completing tasks never change.
- You are much more likely to change priorities than most other people.

Your high level of flexibility suggests you can handle multiple tasks at one time.

- You achieve efficiency by keeping a variety of projects ongoing in addition to working on each one as fast as possible.
- You shift your focus from one task to another quickly.
- Your fast pace and tendency to juggle multiple projects can negatively impact your ability to stay organized.
- You have to make a conscious effort to follow through with everything you start – particularly with projects that require prolonged concentration; you are prone to overextension.

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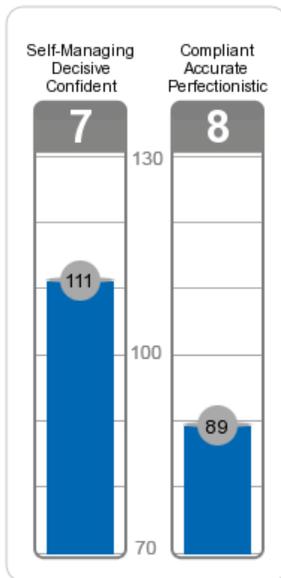
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WHAT IS YOUR PERSONAL STYLE?



You are more independent than structured. This also means you are: **Decisive, Resilient, Self-managing, Results-oriented, and Informal in your approach to tasks.** Expanding on these ideas and how they relate to each other:

Being independent means you have a strong need to make your own decisions.

- Rather than closely following established processes when completing a task or project, you prefer devising your own work methods.
- You see policies and procedures as guidelines rather than unbendable rules.
- You accept considerable responsibility for any failures that may occur because you did not follow traditional work methods.

This means you are resilient.

- You are not sensitive to criticism or rejection.
- You tackle tasks or situations that more sensitive (or less resilient) people would avoid.
- You “recover” easily from unsuccessful events or projects.

- You are comfortable delegating tasks to other people, even when you have to assume responsibility for their work.
- Your ability to deal with negative commentary relates to your lack of reliance upon such feedback.

Therefore, you have a strong preference for self-management.

- You do not look for guidance when you are given responsibility.
- You may find it difficult to work for a manager who controls the work methods of employees.
- You have a strong need to be consulted rather than being told to adopt a particular work method.
- In leadership situations, you set clear goals but do not closely monitor the way your team performs their tasks.

You are more likely to focus on results than on processes.

- You are more concerned about whether or not you completed a particular task than about whether or not you carefully followed all instructions.
- You envision new ways to overcome problems on the job.
- Since you are not structure-oriented or particularly concerned about avoiding criticism, you are not naturally meticulous.
- You may have to make an effort to focus on details to remain organized and precise on the job.

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CAREER CONCLUSIONS

GOAL SETTING

You are not only capable of accepting risk on the job; you need to do so to stay motivated. Based on your risk-taking nature, you likely seek:

- Opportunities to direct people and control the projects you work on.
- Demanding challenges that could expose you to pressure and/or conflict.
- Opportunities to negotiate with similarly assertive people.
- A competitive work environment.
- Specific ways to measure your productivity.
- Individual, instead of team, recognition.
- High-profile goals.
- High earning potential through commission-based pay rather than a modest but secure salary.
- Career advancement more so than job security.

COMMUNICATION & PROBLEM SOLVING

You are upbeat and verbally expressive. You relate better to people than to tasks requiring you to work in solitude. Here are some examples of activities or aspects of a job that motivate you:

- Extensive people contact/social interaction.
- Projecting and maintaining a favorable image to reach job-relevant goals.
- Influencing coworkers or motivating staff.
- Serving as a liaison and creating alliances between departments, companies, or other groups of people.
- Promoting products or ideas.
- Being responsible for restoring relationships with people or clients.
- Opportunities to express yourself openly and frequently.
- Working in an open environment.
- Receiving visible recognition for success in addition to advancement opportunities.
- Not having to focus on highly technical or analytical tasks.
- Not having to regularly research facts, figures, or data.

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CAREER CONCLUSIONS

PACE

The ability to multitask is a valued asset in today's job market, where technology and communication compress time. Since you look for variety and you are comfortable working quickly, you likely seek:

- Work in an emerging industry, where growth and change occur rapidly.
- Projects that can be completed quickly.
- A way to break down long-term goals into a series of short-term goals.
- Periodic travel or movement away from your main work area.
- A position where the ability to meet demanding deadlines and deal with interruptions is essential.
- Working with individuals who share your fast pace.
- A position where your responsibilities would be wide-ranging.
- To document the tasks you work on in order to help yourself remain organized.

STRUCTURE

Working in a bureaucratic organization, where policies and procedures govern how employees handle every situation, does not appeal to you. You can work "by the book," but it is difficult to remain motivated in a job based on adhering to prescribed formulas and closely focusing on details. Therefore, you likely seek:

- Freedom to modify established guidelines and elasticity with respect to structure and rules.
- A position where innovation, creativity, or "thinking outside the box" is important.
- The opportunity to delegate responsibility and get assistance for handling details.
- A loosely structured or informal work environment.
- A manager who provides limited direction once you know the basics of your job.
- Organizational tools.

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CAREER CONCLUSIONS

YOUR IDEAL JOB

To maximize success, it is important to be motivated by your work, and it stands to reason that work which suits your natural tendencies can be enjoyable to perform.

Your ideal job would offer at least some of the following:

- Individual performance compensation such as commission pay
- The opportunity to influence, direct, and motivate other people
- A fast-track career path
- Considerable task variety
- Assistance for administrative-type functions
- Public recognition for accomplishments
- A dynamic, upbeat, time-driven work environment
- Freedom to make key decisions

...and would not provide or require:

- Controlling or "hands-on" management
- An abundance of restrictive or rigid rules
- Isolation
- Extensive documentation of work functions
- A mainly service-oriented mindset
- Drawn-out, highly technical, time-consuming, or repetitive responsibilities

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CAREER CONCLUSIONS

CAREER OPTIONS

Below is a sampling of jobs compatible with your personal style. Look at this list as a starting point, understanding that the presence of a job does not guarantee success. Similarly, the absence of a job does not imply you would be unable to perform that job. This report focuses on your personality traits but does not factor in effort, skills, education or experience.

Rule out jobs that do not appeal to you and exclude the ones that require education or experience that would be unrealistic for you to seek. As you narrow your choices, consider other factors that may be important to you, such as work environment.

There is a similarity in the behavioral demands of these career choices, a similar flavor among the positions on the list. The list is by no means exhaustive. It is designed to give you an idea of the kinds of careers best suited to your personality.

Making the right career decision can be difficult. Throughout the process, always keep in mind that the path you choose should be one that allows you to do what you love. If you are inspired by your work, you will be inspired to succeed.

Financial Management: External Mutual Fund Wholesaler, Financial Consultant, Loan Originator, Stockbroker

Sales: Advertising Sales, Automobile Salesperson, Call Center Salesperson, Consulting Services Salesperson, Inside Commissioned Sales, Insurance Producer - Commercial Lines, Insurance Producer - Personal Lines, New Market Developer, Outside Commissioned Sales, Personal / Commercial Risk Manager, Pharmaceutical Sales Representative, Printing Sales, Realtor, Recruiter, Travel Consultant, Web / Internet Business Developer

Management: Branch Manager, Business Unit Leader, Commercial Sales Manager, Franchise/District Manager, General/Regional Manager, Head Of School, Hotel/Restaurant Manager, Marketing Manager, Product Development Manager, Sales Manager, Store Manager

Creative / Media: Art Director, Design Consultant, Features Writer, Illustrator, Interior Designer, Media Director, On-Air Talent

Social Services: Coach, Community Outreach Manager, Development Director, Director Of General Services, Program Director, Program Promoter, Volunteers Manager

Marketing / Public Relations: Advertising Campaign Manager, Advertising Copy Writer, Creative Director, Fundraiser, Marketing Representative, Publicist, Talent Agent

Healthcare: Chiropractor, Clinic Director, Director Of Ambulatory Services, Hospital Administrator, Physical Therapist, Physician, Speech Therapist

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