

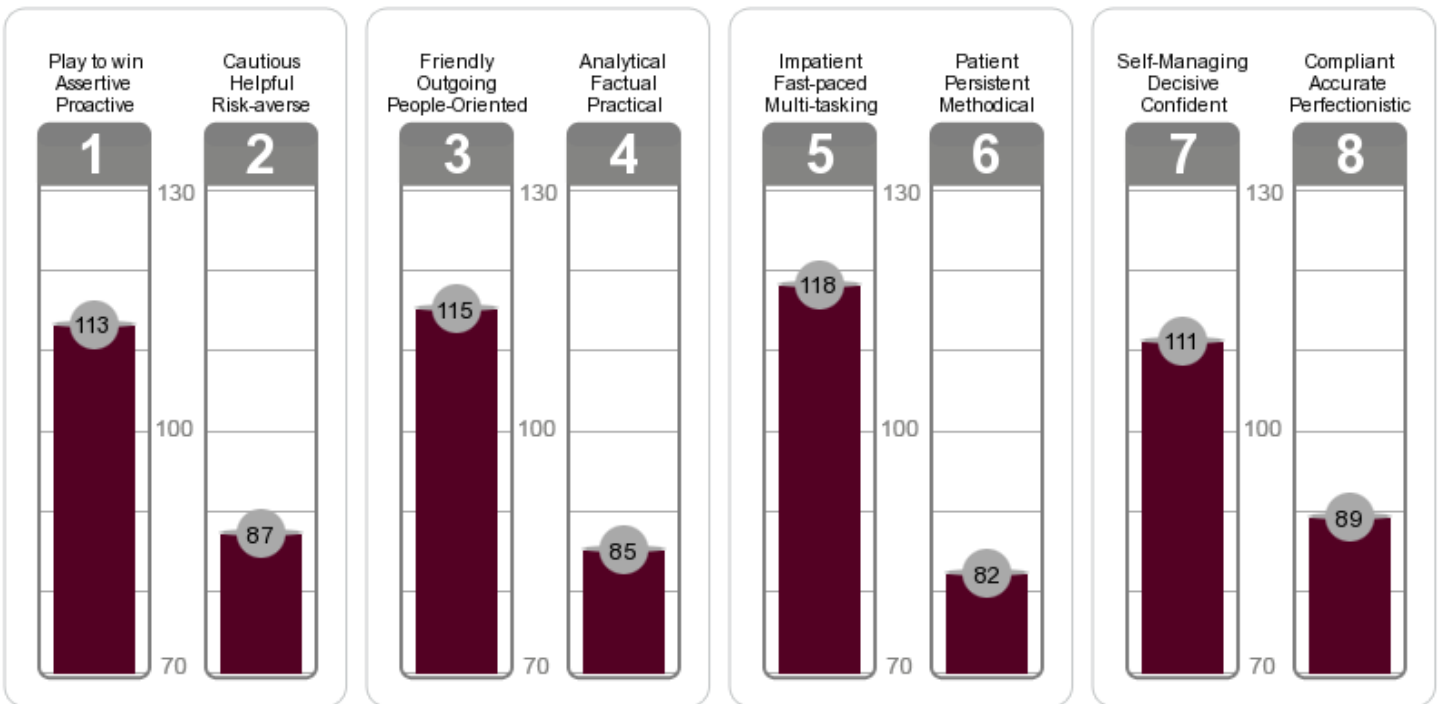
Client Name: **Test NZ**
 Client Number: **13-TEST**

Participant Name: **Chris Sample**
 Personality Group: **The Entrepreneur**
 Group Number: 200531
 Profile Number: 1070583WB

Report Date: Nov 20, 2015
 Dept./Div.:

Your Professional Development Style: ENTREPRENEUR

Assertive, competitive, outgoing, fast-paced and decisive. Natural aptitudes include drive, taking advantage of opportunities, working under time pressure and seeing the big picture. Gravitates toward tasks requiring comfort with risk, taking charge and driving growth.



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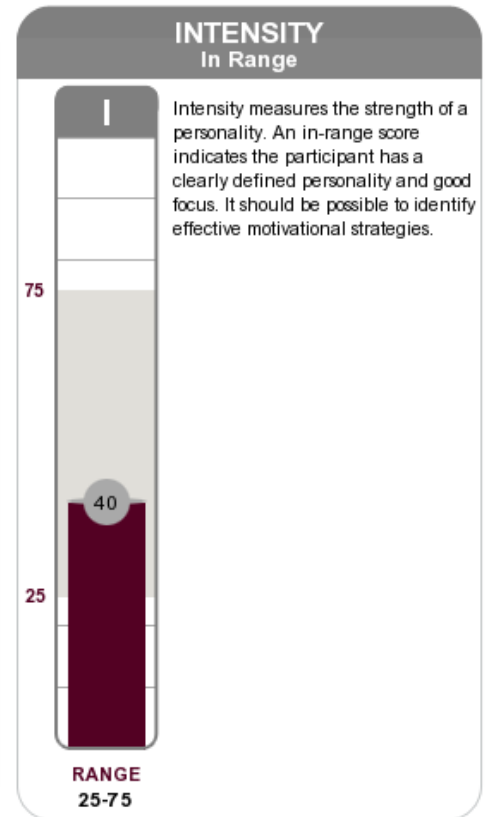
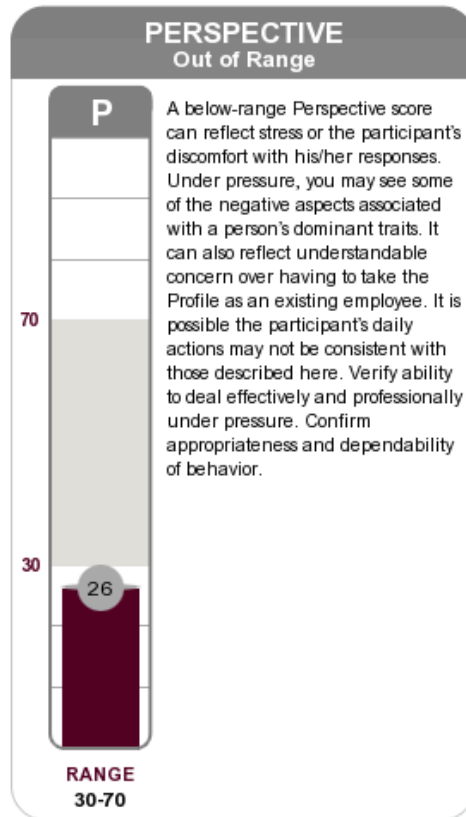
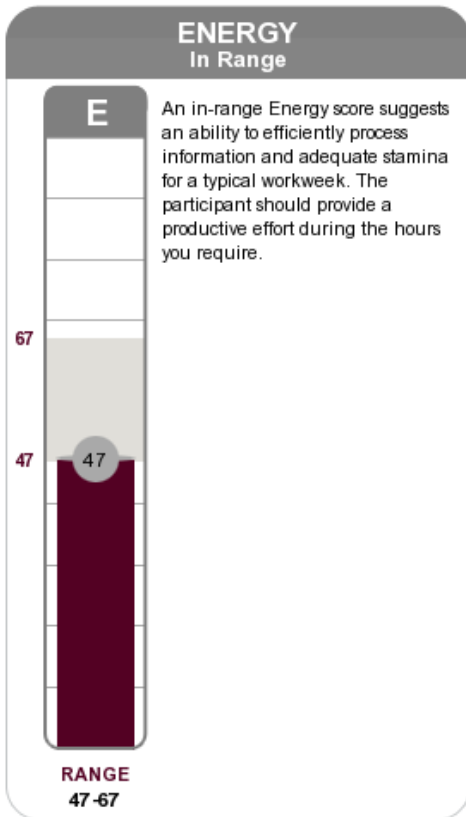
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DEVELOPMENT INSIGHT



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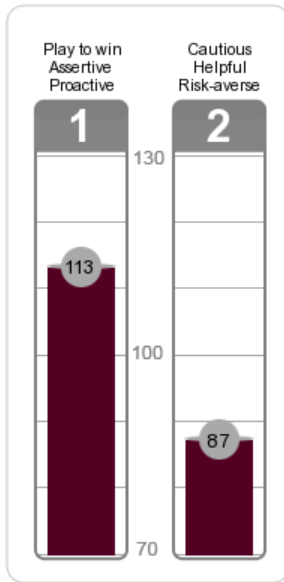
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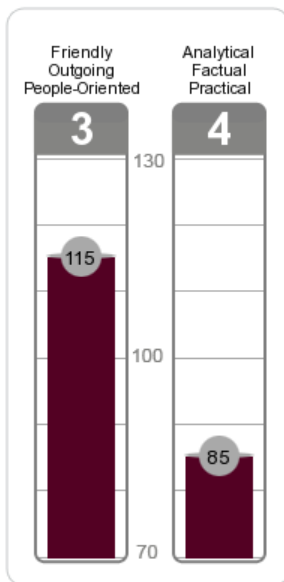


Your column 1 is significantly taller than column 2; this means you are take-charge, bold, competitive and driven.

You have a high level of confidence and assertiveness, which helps you proactively take charge of situations and projects. You are willing to show initiative to resolve issues or implement changes; you like to keep things moving forward. You probably interact with others in a confident way, but you may need to be careful not to intimidate people, especially if your column 1 is very high.

You enjoy activities that challenge your competitive spirit and offer individual rewards. You are comfortable with risk and likely project a bold vision to others. You are generally attracted to outwardly directed activities, such as building relationships, creating strong alliances and searching for opportunities. Sales, leadership or entrepreneurial ventures are some broad career areas that may offer you the challenge you need.

Development Opportunities: Communicating with diplomacy, working effectively as part of a team, consensus building, and collaboration.



Your column 3 is taller than, or equal to, your column 4, which indicates you are socially oriented, articulate, expressive and comfortable following your intuition.

You enjoy interacting with people and are quick to establish relationships with co-workers, clients and other business contacts. You have an influential communication style; you can be inspiring and you present ideas eloquently. You are capable of speaking in a positive, empathetic manner, and you are likely attuned to people's emotions. Extroverts are apt to be drawn to you, yet you might need to make a conscious effort not to speak over quieter, more reserved individuals.

If your columns 3 and 4 are equal or nearly equal, you balance social poise and an interpersonal focus with analytical resourcefulness and a task focus.

You are motivated by recognition, and thrive in optimistic, relationship-oriented work environments.

Development Opportunities: Building active listening skills, written communication using facts and specifics, improving task concentration.

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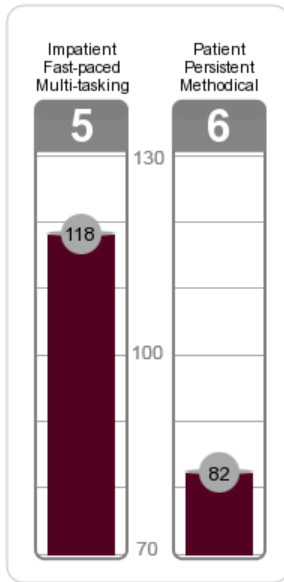
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Your column 5 is taller than, or equal to, your column 6, which means you have a strong sense of urgency and high level of multi-tasking flexibility.

You set a brisk, timely pace for yourself and you strive to meet goals and/or turn around assignments quickly. You are constantly looking for ways to make processes more efficient. You are comfortable making changes and trying new things. Versatile, you can coordinate various initiatives and activities simultaneously without feeling overwhelmed, and you have a good tolerance for interruptions. Be cognizant of colleagues' potential need for continuity and stability, though. Some people may not move as fast or adapt as easily to changing situations as you do.

Development Opportunities: Organization and follow through, time management, patience and long-term goal setting, prioritizing work and maintaining task focus.

If your columns 5 and 6 are equal or nearly equal, you balance a sense of urgency with persistence for long-term planning.

You thrive in a dynamic environment. You appreciate short-term goals and a frequent sense of accomplishment. You might need to use time management tools to help you stay organized.

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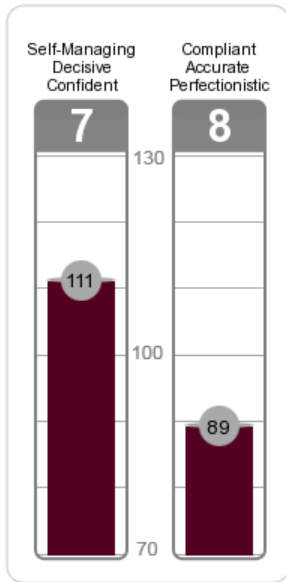
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Your column 7 is taller than, or equal to, your column 8, and this indicates you are an innovative, results-focused thinker who is comfortable self-directing.

You see the big picture well, but might not concentrate on details. Not inclined to need a lot of structure, you are willing to think outside the box and use your own judgment. You also have resilience for shrugging off criticism and bouncing back from disappointments. If your work overlaps with that of very detailed individuals, make sure that you do not leave them to handle the more intricate parts of your assignments. If you are able to delegate, take care to offer specific guidelines.

If your columns 7 and 8 are equal, you remain big-picture focused even when sifting through daily operational details.

You appreciate having some autonomy and the opportunity to be creative. You prefer to self-manage and can feel stifled by close oversight.

Development Opportunities: Attention to detail, documentation, consensus building, organization, communicating with specifics and explaining reasoning behind decisions.

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PARTICIPANT'S KEY TRAITS

This summary is based on the highest of the 8 columns. This page is **ideal for use with employee coaching**.

Goal-oriented, proactive, and competitive individual. Should be comfortable showing initiative in difficult situations; inclined to seek out new opportunities and meet ambitious but attainable challenges. Able to deal with a relatively high degree of confrontation, adversity, or risk when pursuing goals on his/her own. Generally will be motivated by individual performance-based pay such as commission. Needs advancement potential and new challenges. More authoritative and demanding than supportive.

A very outgoing and upbeat individual. Has a strong need to interact with other people; may have to make an extra effort to focus on tasks requiring a solitary effort. Very enthusiastic communication style; tends to use emotion, rather than detailed or technical information, when trying to persuade. Probably a good networker, promoter, and motivator, as well as a better speaker than listener. Has a strong need to project and maintain a favorable image. Not naturally technically-minded or analytical; relies primarily upon instincts when evaluating situations/devising strategies. Appreciates public praise.

Fast-paced and impatient. Fits well in a time-driven environment where deadlines might be given or altered at a moment's notice. Very comfortable multi-tasking and adapting to new situations, priorities, or schedules. May have to make an extra effort to finish everything he/she starts and ensure that no corners have been cut. His/her fast pace has some potential to generate stress and lead to disorganization (unless there is also a good showing of column 8). A flexible individual who could quickly become frustrated with routine, repetitive tasks.

Independent decision-maker who should be willing to abide by important rules; prefers general guidelines to formal, explicit procedures. A self-manager without an unreasonable need for autonomy. Likes being told what needs to be done rather than being told exactly how things need to get done. Should be comfortable making decisions without instructions as long as he/she has a basic understanding of the employer's needs. Deals relatively well with criticism. Not naturally attentive to details; may have to make an extra effort to maintain high accuracy/quality levels in tasks such as paper/processing work. Could have difficulty staying organized and motivated in positions where attention to details and strict compliance are mandatory.

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The following sections provide an overview of your behavioral characteristics and preferences.

COMMUNICATION STYLE

You communicate in a confident, influential, persuasive, assertive manner. You are adept at presenting your ideas and making people interested in what you have to say. You favor an upbeat environment where positive motivation and morale are core values. You tend to communicate broadly versus going into significant detail. Make sure you are specific enough when communicating your ideas, though.

STRENGTHS

Taking charge of situations and assuming risks. Asserting yourself to make things happen, affect change or solve problems. Handling conflict without becoming flustered.

Devising creative plans and generating interest in them by describing them in an expressive manner. Networking, building relationships and showing understanding for others' concerns and feelings.

Working under deadlines and adapting to the unexpected. Multitasking, handling interruptions, trying new things.

Working with limited guidance, innovating and focusing on the big picture. Dealing with setbacks or criticism.

CHALLENGES

Working behind the scenes as part of a team. Taking direction from others.

Analyzing all the possible sources of data when making decisions. Attending to dry, information-based assignments, especially if they are solitary and detailed.

Following through when assignments are very long or repetitive. Staying organized when handling multiple projects.

Following procedures to the letter. Attending to detailed assignments

Self-Improvement Areas:

Customer service; effectively working as part of a team; consensus building

Using active listening skills; written communication using facts and specifics; improving task focus

Time management; long-term goal setting, prioritizing work

Attention to detail; following procedures; communicating with specifics

PACE

Your pace is time-sensitive, brisk and urgent. You adapt well to a busy work environment, and you can juggle many duties, work quickly to meet deadlines and think on your feet. It is probably your preference to handle tasks quickly and check them off of your to-do list, and you are apt to be energized by a dynamic work place.

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ATTENTION TO DETAIL

You prefer to emphasize the big picture instead of details. You focus on the overall results and may want to delegate small matters to more meticulous individuals. You use your instincts and think outside the box instead of closely adhering to processes. When you have to work on detailed tasks, make sure you take the necessary time to check your thoroughness.

MOTIVATIONAL STRATEGIES

Performance-based incentives; a clear, challenging career path. The chance to earn incentives or power based on your accomplishments. The opportunity to interact with others, sharing ideas and building relationships. Public praise and recognition of achievements through compliments and special awards. Diversity in your work day, a changing environment with multiple opportunities to switch gears. Short-term goals that offer a frequent feeling of accomplishment. Autonomy and the chance to innovate. The opportunity to focus on the big picture and delegate details. An informal, upbeat work environment with limited structure.

DEMOTIVATORS

Not having the chance to move up within your company or earn incentives based on your own efforts. Having to be in the background or work extensively in support of others. Being in a position that emphasizes the status quo rather than inviting growth or change. Not having any way to stand out, or feeling your accomplishments go unnoticed; a lack of recognition. Assignments that are dry and isolating. Being in a highly predictable environment, tasks that are lengthy or repetitive. Bureaucracy and red tape; being closely monitored or having to get approval for every decision. Having to concentrate on minute details instead of the big picture.

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ACTION PLAN

You respond best to:

A competitive, performance-based environment. Pursuing individual objectives.

Visibility and influence; interactive, people-centered assignments.

Opportunities to multitask and handle a variety of activities.

An innovative, hands-off manager who encourages independent decision making.

To maximize your success:

Seek out opportunities to take on new responsibilities. Work toward shared company goals. Establish a mutually beneficial path to promotion with your manager(s).

Make sure you consider all factors before making your decisions. Attend to intricate tasks in a quiet area to bolster your concentration.

Use time-management tools to organize your workload, and divide long-range endeavors into smaller segments. Ask for coaching on how to plan your workday and avoid overextension.

Audit your results to ensure they are thorough and accurate. Ask which processes are essential to follow and which procedures can be modified as needed.