



# Pre-Employment Evaluation Report

## Demo Report Only

(This report is real but name and picture are fictitious)

**Applicant: Alex G. Miller (Fictitious Name)**

**Client: R. J. Peters Inc.**

**Position: Director of Education**

**Test Administrator: Judith L. Stifel**

**Test Date: April 2, 2006**

**Report Date: April 7, 2006**

### Part 1 – General Personality Traits

#### Fundamental Components of Applicant's Personality:

1. Focus on the inner world where they take in information via their intuition
2. Focus on the future and abstract theories and concepts
3. Base their decisions primarily on values and on subjective evaluation of person-centered concerns.
4. Like a planned and organized approach to life and prefer to have things settled.

#### List of General Personality Traits:

(These may vary in degree and may be used to direct employer's attention to questions which might be valuable to ask this applicant during the interview.)

1. Value personal integrity and "being true to yourself"
2. Are on a lifelong search for a unique identity and meaning; spirituality is important to us
3. Can be hard to get to know, depending on the other person (reciprocity)
4. Are sometimes seen by others as serious on the outside
5. Can be difficult to "peg"; sometimes they may not even recognize fellow members of their own type
6. May find it easier to express their deepest feelings and sentiments non-verbally or in writing
7. Abhor evil or injustice, especially that directed towards the innocent or helpless
8. Are sometimes looked upon by others as naive, mostly due to our idealism
9. Can be quite gullible; may build up a protective armor over the years to protect against this and being "used" by others
10. Enjoy thoughtful discussion and stimulating debates
11. Dislike arguing for argument's sake, as this often degenerates into ugly conflict
12. Are bookworms, love bookstores and libraries
13. Are affiliative; get stressed and cannot survive for extended periods without company
14. Rarely get into conflict, but when it erupts, can be very bitter
15. Aren't terribly career-minded
16. Love personality tests and other self-improvement tools
17. Love quotes/quotations and are often "philosophers" or "theologists"
18. Need to confide in others and express opinions and feelings about others
19. Are "Directors" who give advice, though usually more subtly than most other Directors.
20. Are interested in ESP, paranormal, "new age," or psychic experiences
21. "Mute withdrawal is a major defense."
22. Often have "oceanic" memories where details are recalled through intuitive leaps and thought association

23. Private
24. Sensitive
25. Quiet leaders
26. Great depth of personality - intricately and deeply woven, mysterious, and highly complex, sometimes puzzling even themselves
27. Introverted
28. Abstract in communicating
29. Live in a world of hidden meanings and possibilities - part of an unusually rich inner life
30. Artistic (and natural affinity for art), creative, and easily inspired
31. Very independent
32. Orderly view towards the world but within themselves arranged in a chaotic, complex way only they could understand
33. Nonconforming.
34. Creative
35. Strongly motivated by curiosity.
36. Idealistic: wants to make the world a better place and the people in it happier.
37. Happily obsessed with one or more hobbies (usually five or six).
38. Aware from early childhood that he or she is different.
39. Intelligent
40. Opinionated and outspoken, convinced that he or she is right and that the rest of the world is out of step.
41. Noncompetitive, not in need of reassurance or reinforcement from society.
42. Unusual in his or her eating habits and living arrangements.
43. Not particularly interested in the opinions or company of other people,
44. except in order to persuade them to his or her (the correct) point of view.
45. Possessed of a mischievous sense of humor.
46. Single
47. Usually the eldest or an only child.
48. A bad speller
49. Intuitively understand people and situations
50. Idealistic
51. Highly principled
52. Complex and deep
53. Natural leaders
54. Sensitive and compassionate towards people
55. Service-oriented
56. Future-oriented
57. Value deep, authentic relationships
58. Reserved about expressing their true selves
59. Dislike dealing with details unless they enhance or promote their vision
60. Constantly seeking meaning and purpose in everything
61. Creative and visionary
62. Intense and tightly-wound
63. Can work logically and rationally - use their intuition to understand the goal and work backwards towards it

### **General Personality Strengths:**

Warm and affirming by nature  
 Dedicated to achieving the ultimate relationship  
 Sensitive and concerned for others' feelings  
 Usually have good communication skills, especially written  
 Take their commitments very seriously, and seek lifelong relationships  
 Have very high expectations for themselves and others (both a strength and weakness)

Good listeners

Are able to move on after a relationship has ended (once they're sure it's over)

### **General Personality Weaknesses:**

Tendency to hold back part of themselves

Not good with money or practical day-to-day life necessities

Extreme dislike of conflict and criticism

Have very high expectations for themselves and others (both a strength and weakness)

Have difficulty leaving a bad relationship

### **General Trends of Personality in Personal Life:**

Their primary mode of living is focused internally, where they take things in primarily via intuition. Their secondary mode is external, where they deal with things according to how they feel about them, or how they fit with their personal value system.

They are gentle, caring, complex and highly-intuitive individuals. Artistic and creative, they live in a world of hidden meanings and possibilities. Only one percent of the population has their Personality Type, making it the most rare of all the types.

They place great importance on having things orderly and systematic in their outer world. They put a lot of energy into identifying the best system for getting things done, and constantly define and re-define the priorities in their lives. On the other hand, they operate within themselves on an intuitive basis which is entirely spontaneous. They know things intuitively without being able to pinpoint why and without detailed knowledge of the subject at hand. They are usually right and they usually know it. Consequently, they put a tremendous amount of faith into their instincts and intuitions. This is something of a conflict between the inner and outer worlds and may result in their not being as organized as other structured types tend to be. Or we may see some signs of disarray in an otherwise orderly tendency—such as a consistently messy desk.

They have uncanny insight into people and situations. They get “feelings” about things and intuitively understand them. As an extreme example, they may have reported experiences of a psychic nature, such as getting strong feelings about there being a problem with a loved one, and discovering later that they were in a car accident. This is the sort of thing that other types may scorn and scoff at, and they themselves do not really understand their intuition at a level which can be verbalized. Consequently, they may be protective of their inner selves, sharing only what they choose to share when they choose to share it. They are deep, complex individuals who are quite private and typically difficult to understand. They hold back part of themselves, and can be secretive.

But they are as genuinely warm as they are complex. They hold a special place in the hearts of people who they are close to, who are able to see their special gifts and depth of caring. They are concerned for people's feelings and try to be gentle to avoid hurting anyone. They are very sensitive to conflict and cannot tolerate it very well. Situations which are charged with conflict may drive this normally-peaceful individual into a state of agitation or charged anger. They may tend to internalize conflict into their bodies and experience health problems when under a lot of stress.

Because they have such strong intuitive capabilities, they trust their own instincts above all else. This may result in a stubbornness and tendency to ignore other people's opinions. They believe that they are right. On the other hand, they are a perfectionist who doubts that they are living up to their full potential. They are rarely at complete peace with themselves - there's always something else they should be doing to improve themselves and the world around them. They believe in constant growth, and don't often take time to revel in their accomplishments. They have strong value systems and need to live their lives in accordance with what they feel is right. In deference to the Feeling aspect of their personalities, they are in some ways gentle and easy going. Conversely, they have very high expectations of themselves, and frequently of their families. They don't believe in compromising their ideals.

They are naturally nurturing; patient, devoted, and protective. They make loving parents and usually have strong bonds with their offspring. They have high expectations of their children and push them to be the best that they can be. This can sometimes manifest itself in them appearing hard-nosed and stubborn. But generally, their children have devoted and sincere parental guidance combined with deep caring. In the workplace, they usually show up in areas where they can be creative and somewhat independent. They have a natural affinity for art and many excel in the sciences, where they make use of their intuition. They can also be found in service-oriented professions. They are not good at dealing with minutia or very detailed tasks. They will either avoid such things or else go to the other extreme and become enveloped in the details to the extent that they can no longer see the big picture. If they do go the route of becoming meticulous about details, they may be highly-critical of other individuals who are not.

They are an individual who is gifted in ways that other types are not. Life is not necessarily easy for them, but they are capable of great depth of feeling and personal achievement.

They are warm and affirming people who are usually also deep and complex. They are likely to seek out and promote relationships that are intense and meaningful. They tend to be perfectionists, and are always striving for the Ultimate Relationship. In general, they are a deeply warm and caring person who is highly invested in the health of their close relationships, and puts forth a lot of effort to make them positive. They are valued by those close to them for these special qualities. They seek long-term, lifelong relationships, although they don't always find them.

They value their integrity a great deal. They are generally "doers" as well as great dreamers. They have high expectations of themselves and need to live their lives in accordance with what they feel is right. They do this through total trust of their intuition. They believe in constant growth and don't often take time to revel in their accomplishments. They are proud of their authenticity, respectful of their benevolence, confident of their empathy. They also are constantly in a state of self-renewal.

Towards the future: credulous, the past: mystical. They prefer the future and the pathway along which they aspire for profundity. They've even been known to have visions/premonitions/auditory and visual images of things to come. They are often said to possess supernormal intuitive ability in both its forms: projection and introjection. They search for their unique identity and place in the world, constantly defining this better. They are activists there for the cause, not for the power, fantasize about getting revenge on those who victimize the defenseless, and put a lot of energy into identifying the best system for getting things done.

They are often hard to get to know. They are selective about their friends, but such a friendship is a symbiotic bond that transcends mere words. They hunger for deep and meaningful relationships, provide spiritual intimacy for their mates, and can only be emotionally intimate and fulfilled with a chosen few from among their long-term friends, family, or obvious "soul mates." In such relationships, they strive for mutuality, don't believe in compromising their ideals, and can understand and deal with complex issues and people.

It can be difficult for them to articulate their deepest and most convoluted feelings to others. They tend to be secretive by holding back and protecting part of themselves, thus creating hidden sides to their personality. They are choosy of what and when to share things and tend to only truly do so with those they trust. When they reveal things, it is often through speaking interpretively and metaphorically of the abstract world of their imagination. However, they can work quite intensely with those close to them, being cooperative in implementing goals - even though their own trusted intuition can sometimes make them stubborn. They can become aware of another's emotions/intentions before that person is conscious of them. This leads to strong empathic abilities, an unusually strong desire to contribute to the welfare of others while pointing out human potentials, and uncanny communications with certain individuals at a distance. They are often leaders who go unnoticed, quietly exerting their influence behind the scenes. When working with others, they are very sensitive to conflict and cannot tolerate it very well. They will prevent/avoid it at all costs. They also provide an opportunity for fantasy for their children.

They are Idealists who are abstract in thought and speech, cooperative in reaching their goals, and directive and introverted in their interpersonal roles. They focus on human potentials, think in terms of ethical values, and come easily to decisions. The small number of this type (little more than 1 percent) is regrettable, since they have an unusually strong

desire to contribute to the welfare of others and genuinely enjoy helping their companions. Although they tend to be private, sensitive people, and are not generally visible leaders, they nevertheless work quite intensely with those close to them, quietly exerting their influence behind the scenes with their families, friends, and colleagues. This type has great depth of personality; they are themselves complicated, and can understand and deal with complex issues and people.

They can be hard to get to know. They have an unusually rich inner life, but they are reserved and tend not to share their reactions except with those they trust. With their loved ones, certainly, They are not reluctant to express their feelings, their face lighting up with the positive emotions, but darkening like a thunderhead with the negative. Indeed, because of their strong ability to take into themselves the feelings of others, they can be hurt rather easily by those around them, which, perhaps, is one reason why they tend to be private people, mutely withdrawing from human contact. At the same time, friends who have known them for years may find sides emerging which come as a surprise. Not that they are inconsistent; they value their integrity a great deal, but they have intricately woven, mysterious personalities which sometimes puzzle even them.

They have strong empathic abilities and can become aware of another's emotions or intentions — good or evil — even before that person is conscious of them. This “mind-reading” can take the form of feeling the hidden distress or illnesses of others to an extent which is difficult for other types to comprehend. Even they can seldom tell how they came to penetrate others' feelings so keenly. Furthermore, they are most likely of all the types to demonstrate an ability to understand psychic phenomena and to have visions of human events, past, present, or future. What is known as ESP may well be exceptional intuitive ability-in both its forms, projection and introjection. Such supernormal intuition is found frequently in the They, and can extend to people, things, and often events, taking the form of visions, episodes of foreknowledge, premonitions, auditory and visual images of things to come, as well as uncanny communications with certain individuals at a distance.

## **Part 2 – General Personality Traits in Family and Social Life**

### **Components of Personality in Family Life**

#### **With Partner:**

They are warm, considerate partners who feel great depth of love for their partners. They enjoy showing this love, and want to receive affirmation back from their partners.

They are perfectionists, constantly striving to achieve the Perfect Relationship. This can sometimes be frustrating to their partners who may feel put upon by them for seeking perfection. However, it may also be greatly appreciated because it indicates a sincere commitment to the relationship and a depth of caring which is not usually present in other types. They embrace the opportunity to bond heart and soul with their mates. As service-oriented individuals, it's very important to them that their mates are happy. They selflessly give their love in all ways to their partners.

#### **As a Parent:**

They usually make warm and caring parents. Their goal is to help their children become adults who know the difference between right and wrong and who are independent, growth-oriented individuals.

Along the path to that goal they are generally very warm and caring and are likely to treat their children as individuals who have a voice in family decisions. They want their children to be able to think for themselves and make the right decisions. They also can be quite demanding of their children and may have very high expectations for their behavior. Although they are generally soft-spoken and gentle, they may become stubborn and sharp-tongued at times when their expectations aren't met or when under a lot of stress.

They take their parenting role with ultimate seriousness. They will make sacrifices for the sake of their children without a second thought and without remorse. Passing on their values to their children is a serious priority in their lives. Their children remember them fondly as warm, patient, and inspirational.

### **As a Friend:**

Although they are likely to put friends behind their God and their families in terms of importance, they do value their friendships. As idealists who have strong value systems, they seek authenticity and depth in their close relationships and especially value people who can see and appreciate them for who they are and what they stand for.

They are likely to spend a lot of time socializing with family members. If they are religious, they probably are social with members of their religious community. After that, they may have friends represented from any of the other personality types. They are usually extremely intuitive individuals who will have no patience for anyone they feel is dishonest or corrupt. They will have no interest in being around these kinds of people.

All kinds of people are drawn towards them. They are usually quite popular although they may be unaware of it themselves because they don't place a lot of importance on it.

They are valued by their close friends for their warmth and consideration, their new and interesting ways of looking at things, and for their ability to inspire and motivate others to be the best that they can be—genuine article that they are themselves.

### **Part 3 – General Personality Career Indicators**

#### **Suggested Careers & Career Qualities Based on Personality Components**

They have three basic traits which help define their best career direction:

1. Their abstract/intuitive/analytical viewpoint looks at information from a global viewpoint, searching for and spotting patterns and relationships that build models leading to an understanding of the key issues
2. They focus outside the box and more on possibilities for the future than the here-and-now, seeing what others fail to see
3. They are stimulated by change, challenge, variety preferring to do what no one else can do or do it better than anyone else

This is a special individual who needs more out of a career than a job. They need to feel as if everything they do in their lives is in sync with their strong value systems - with what they believe to be right. Accordingly, they should choose a career in which they are able to live their daily lives in accordance with their deeply-held principles and which supports them in their life quest to be doing something meaningful. Since they have such strong value systems and persistent intuitive visions which lend them a sense of “knowing,” they do best in positions in which they are leaders rather than followers. Although they can happily follow individuals who are leading in a direction which they fully support, they will be very unhappy following in any other situation.

The following list of professions is built on impressions of careers which would be especially suitable for an individual with these personality traits and qualities. It is meant to be a starting place rather than an exhaustive list. There are no guarantees that any or all of the careers listed here would be appropriate for this applicant or that their best career match is among those listed.

#### **Some Suitable Career Paths to Consider Based on General Personality Strengths:**

Psychologist  
Educational Consultant  
Special Education Teacher  
Librarian  
Artist  
Playwright  
Novelist/Poet  
Editor/Art Director  
Information-Graphics Designer  
HRM Manager

Merchandise Planner  
Environmental Lawyer  
Marketer  
Job Analyst  
Mental Health Counselor  
Dietitian/Nutritionist  
Researcher  
Educational Consultant  
Architects  
Interpreter/Translator

### **Career Perspectives**

- Views information from a global viewpoint, focused on patterns and relationships to understanding core issues
- Abstract, focuses on theory and possibilities for the future rather than the concrete here-and-now
- Stimulated greatly by change, challenge, and variety
- Seeks to develop a model for understanding the nature of the world and how it could be
- Reads and searches for understanding the patterns underlying his/her observations
- Is strategic in nature, determined to establish a clear vision and path towards which they are working
- Prefer to work independently and not involve others in the development of that vision
- Through Feelings attempts to manage the outer world of actions and spoken words
- Focus their intuition on ideas and possibilities that relate to people
- Easily express appreciation for contributions of others, especially those which supports their own ideals
- Make decisions on the basis of values that support their understanding of the world, and conform to their vision
- Their basic driving force is the search for meaning or purpose

### **Team Participation Qualities and Contributions:**

- Observe and understand the team dynamics
- Encouraging the team to recognize issues and take appropriate action
- Listen attentively to various viewpoints being able to identify potential areas of agreement to be used as a basis for action to move forward
- Being trustworthy and meeting commitments to a consistent standard
- Contributing creative ideas, particularly those involving people
- Leading the team to make decisions about important issues
- Promoting harmony and co-operation often out of chaos

### **Some Weaknesses Which May or May Not be Present:**

- As they are visionaries who prefer to work independently, sometimes they don't include others in the process of developing their ideas
- As they dislike confrontation and conflict, sometimes they do not give criticism or express disagreement when it is appropriate
- Sometimes they will avoid or postpone the mundane daily routine in favor of pursuing insight and meaning
- Sometimes their idealism colors objective data and they can make errors of fact
- They do not always promote their ideas in the group
- The desire to pursue ideas without fully thinking through the consequences in financial cost terms

## **Part 4 – General Personality Stress Indicators & Manifestations**

### **Manifestations of Stress and Crisis:**

- During times of stress and crisis they may retreat into a place of solitude in which to avoid further outside stimulation
- They will become more reclusive in order to be able to concentrate on developing strategies to relieve the stress
- They will tell everyone else how well they are coping
- They may do things to excess - e.g.: eating, drinking or exercising

### **In “The Grip” of the Most Severe Stress:**

Under the most severe stress, known in Personality terms as “The Grip,” they are prone to overindulgence in pleasures which appeal to the five senses; obsessive focus on external data. The following is a profile of what might be expected behaviorally:

Their agreeable nature and quiet personality makes them particularly vulnerable to hurt feelings. Distress within close relationships can shatter them. Like all feeling types under stress, they feel fragmented and lost — as if they are acting out a part rather than simply being themselves. This disassociation can be related to physical symptoms for them, whether real or imagined. Feeling split off from their physical natures, they may become virtually immobilized by repressed feelings.

Although they may feel like remaining still and stationary until the chaos and confusion of a stressful situation dissipates, it would be best for them to actively sort out their needs from others. Being excessively cooperative and agreeable, they have a tendency to adopt values and beliefs of others as their own. When external conflicts grow, so does their sense of personal disharmony. Disassociating themselves from others takes a great deal of effort for them.

## **Part 5 – Deep Psychological Test of the Current Inner Status of Applicant**

### **VERY CONFIDENTIAL**

### **Psychological Profile:**

**NOTE: This is a very deep psychological test which I will only administer and report under special circumstances and only with full awareness and written permission of the applicant to the client and from the client to me.**

**The results on this profile are actually quite normal and healthy for a person who is stretching to grow and reach their potential. I see no psychopathology or elevated anxiety at all in these results. This instrument tests what is going on here and now with the respondent and it can change constantly with the changes taking place in the respondent’s life. This test reveals what is going on now psychologically unlike the personality profile which reveals the basic constructs of how the individual operates. Some anxiety would be present in anyone applying for a job. Also, note that this test is excellent for children, especially those too young to read and write.**

### **Current Situation:**

Seeks success, stimulation, and a life full of experience. Wants to develop freely and to win and live intensely. Likes contacts with others and is enthusiastic by nature. Receptive to anything new, modern, or intriguing; has many interests and wants to expand her field of activity. Optimistic about the future.

Orderly, methodical, and self-contained. Needs the respect, recognition, and understanding of those close to her.

**Physiological Interpretation:**

She has a pronounced susceptibility to outside stimuli.

**Psychological Interpretation:**

She believes that life still has far more to offer and that she may miss her share of experiences if she fails to make the best use of every opportunity. She therefore pursues her objectives with a fierce intensity and commits herself deeply and readily. She feels herself to be completely competent in any field in which she engages.

**In Brief:**

Intense Involvement

**Test Administrator's Impression of this Test Result:**

Normal, healthy person working hard on self-enrichment and growth — stretching to push the envelope to find and reach their potential.

**Part 6 – Optimism — Pessimism Scale**

Optimism and pessimism are reactions to the way life treats us. Children starting life in a loving family with all their basic needs met for food, shelter, and clothing learn to expect that life will hold these same qualities for them. But starting out in a dysfunctional environment with needs unmet and subject to further abuses establishes expectations of the same deprivation and pain from life.

Optimism and Pessimism are viewpoints and attitudes which we can choose. Seeing the glass as half-full or half-empty effects our life decisions and ultimately our health, well-being, and longevity. It has been clearly demonstrated that Optimism is a viewpoint, attitude, strategy which helps us survive and even get along successfully in our daily lives. It also can be somewhat a predictor of how well we will get along in the workplace because much of how we function and perform is based on the cause-effect of our attitudes. Optimistic attitude not only directs the way to positive outcomes, but it also fuels the Optimistic person with the energy to get things done and enjoy the process of accomplishments. One who chooses to see the glass as half-full is fueled with the energy of hope and joy in accomplishment.

**Test Result:** Applicant is a Realist who successfully uses Optimism as a strategy for coping with crisis and disaster.

## Part 7– Management Styles Evaluation

|   |    |   |   |    |   |     |     |   |          |                                     |
|---|----|---|---|----|---|-----|-----|---|----------|-------------------------------------|
| D | 61 | + | B | 58 | = | 119 | 130 | < |          |                                     |
| C | 95 | + | B | 58 | = | 153 | 135 | < | <b>3</b> | Supervisors, sales people, athletes |
| A | 86 | + | B | 58 | = | 144 | 145 | < |          | Psychologists, teachers, artists    |
| C | 95 | + | D | 61 | = | 156 | 155 | < | <b>2</b> | Technical managers, engineers       |
| A | 86 | + | D | 61 | = | 147 | 165 | < |          | Entrepreneurs, crossover executives |
| A | 86 | + | C | 95 | = | 181 | 170 | < | <b>1</b> | Science, finance, law               |
|   |    |   |   |    |   |     |     |   |          | Senior executives, leaders          |

### Top Three Management Recommendations by Test Scores:

- 1. Senior Executive, Leader**
- 2. Entrepreneur, Crossover Executive**
- 3. Psychologist, Teacher, Artist**

### Descriptions of Management Styles:

#### Directive —

|                                   |   |
|-----------------------------------|---|
| <b>Problem Orientation:</b>       | Toward technical problems requiring facts, rules and/or procedures  |
| <b>Information Orientation:</b>   | Uses Intuition, Experience, and Rules, but needs structure, and has low tolerance for ambiguity.  |
| <b>Management Style:</b>          | Practical, forceful; is quick, results-oriented. Dislikes committees and group discussions; needs power and status, tangible rewards, situations with measurable achievement potential. |
| <b>Organizational Preference:</b> | Structured, with clear authority lines.   |
| <b>How they appear to others:</b> | Autocratic, sometimes impersonal, a little too rigid.   |

#### Analytical —

|                                   |   |
|-----------------------------------|---|
| <b>Problem Orientation:</b>       | Toward technical problems requiring logical approach; considers all aspects of a problem.   |
| <b>Information Orientation:</b>   | Uses careful analysis of data; thinks abstractly; has high tolerance for ambiguity; is an innovative problem-solver.  |
| <b>Management Style:</b>          | Intellectual, innovative, likes and establishes controls; good at organizing facts and preparing detailed plans; enjoys complex, challenging situations and predictable outcomes. |
| <b>Organizational Preference:</b> | Scientific, technical, and other problem-solving environments.  |
| <b>How they appear to others:</b> | May seem dogmatic and sometimes impersonal, overcontrolling, or too careful and too slow when quick decisions are needed; can be too abstract.                                    |

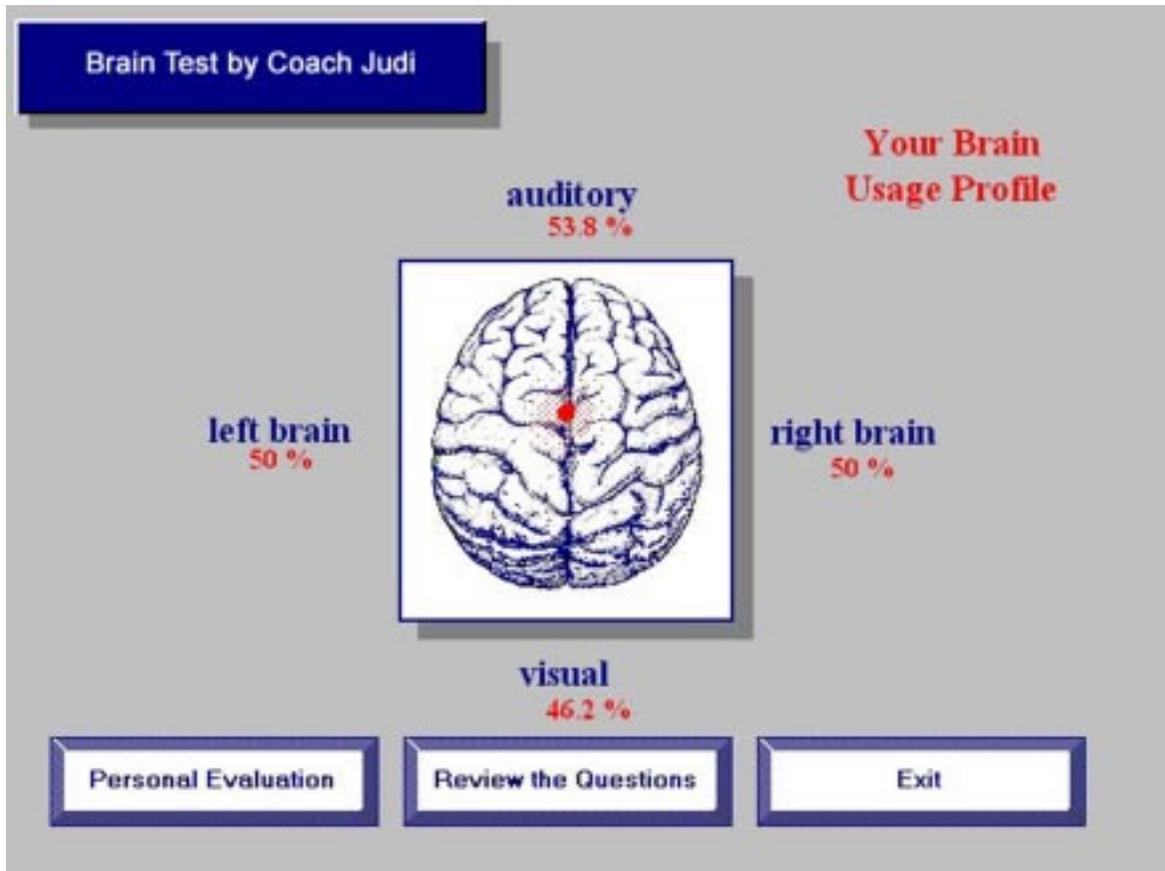
#### Conceptual —

|                                   |   |
|-----------------------------------|---|
| <b>Problem Orientation:</b>       | Prefers broad, human aspects of problems with many options and possibilities.   |
| <b>Information Orientation:</b>   | Uses judgment, intuition, discussions with others, synthesizes diverse cues to create whole picture; has high tolerance for ambiguity; is a creative risk-taker.                        |
| <b>Management Style:</b>          | Enthusiastic, insightful; demonstrates support and concern for others; is flexible, adaptive; seeks new ideas; wants independence; seeks recognition and achievement of personal goals. |
| <b>Organizational Preference:</b> | Loose, decentralized organizations.   |
| <b>How they appear to others:</b> | May seem too idealistic, sometimes “indecisive,” difficult to control; can be perceived as “dilettantish.”  |

#### Behavioral —

|                                   |   |
|-----------------------------------|---|
| <b>Problem Orientation:</b>       | Prefers Social/Human aspects; is empathic.  |
| <b>Information Orientation:</b>   | Listens/Interacts with others; uses feelings and instincts; has low tolerance for ambiguity.                                  |
| <b>Management Style:</b>          | Supportive, friendly, action-oriented; encourages participation, team-building; avoids conflict, desires acceptance by peers. |
| <b>Organizational Preference:</b> | Well-designed, humanistic settings.   |
| <b>How they appear to others:</b> | May seem too sensitive, sympathetic, can't say “no” or make hard decisions  |

## Part 8- Brain Function Test #1



### Brain Test by Coach Judi

*Personal Evaluation*



Alex, you are one of those rare individuals who are perfectly **"balanced"** in both your hemispheric tendencies and your sensory learning preferences. However, there is both good news and bad news.

A problem with hemispheric balance is that you will tend to feel more conflict than someone who has a clearly established dominance. At times the conflict will be between what you feel and what you think but will also involve how you attack problems and how you perceive information. Details which will seem important to the right hemisphere will be discounted by the left and vice versa, which can present a hindrance to learning efficiently.

In the same vein, you may have a problem with organization. You might organize your time and/or space only to feel the need to reorganize five to ten weeks later.

On the positive side, you bring resources to problem-solving that others may not have. You can perceive the **"big picture"**

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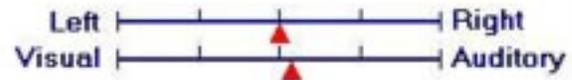
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## Part 8– Brain Function Test #2

### Brain Test by Coach Judi

*Personal Evaluation*



and the essential details simultaneously and maintain the cognitive perspective required. You possess sufficient verbal skills to translate your intuition into a form which can be understood by others while still being able to access ideas and concepts which do not lend themselves to language.

Your balanced nature might lead you to second-guess yourself in artistic endeavors, losing some of the fluidity, spontaneity and creativity that otherwise would be yours.

With your balanced sensory styles, you process data alternately, at times visually and other times auditorially. This usage of separate memories may cause you to require more time to integrate information or re-access it. When presented with situations which force purely visual or purely auditory learning, increased anxiety is likely and your learning efficiency will decrease.

Your greatest benefit is that you can succeed in multiple fields due to the great plasticity and flexibility you possess.

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Disclaimer: Tests and reports do not include background checks or experiential qualifications for any particular job. Personality assessments are based on the huge bodies of work established over the years by Carl Jung, Myers-Briggs, countless personality theorists, and my own professional work and research over the last 20 years of working with clients related to Personality Theory. My Mission is to help employers and employees develop "win-win" relationships by mining natural personality data which lies below the surface of an applicant or current employee in connection with both the hiring process and a process of negotiation and/or education between business owners and their employees to both improve working relationships and to help maximize workplace efficiency and productivity by greater understanding of the nature of the individuals involved. My liability is limited to assessing and reporting requested information determined by the truthful responses of applicants/employees to my questions posed to clients, applicants, and employees and to the best of my ability using my professional skills and instruments to determine personality components as they relate to the workplace and then to report to the client my findings in writing and/or by verbal support and coaching and determined by assessing the truthful responses of applicants and employees. I cannot guaranty the preparedness or skills of an applicant or employee for the performance of any job nor can I guaranty how they will use the potential which is part of their nature. I will report my findings to the client so they can gain the advantages of a more in-depth awareness of the applicant/employee's personality based on personality and other testing which I can administer. The decision to hire, fire, or make changes in the workplace, regardless of my input of data, rests strictly with the client. I accept no liability to anyone and for any reason for the results of any decisions made by the client in connection with hiring, firing, or changes made in the workplace relative to any information or coaching support which I have contributed. All testing requires written permission both from the client and the applicant/employee.

### **Judi Stifel, Life & Relationship Coach**

Pre & Post Employment Testing & Business Consulting

Personal-Self Quest • Relationships Negotiating

Life Skills • Academic Coaching • Mentoring

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