



Pre-Employment Evaluation Report

Demo Report Only

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

Applicant: Carlos J. Ramos (Fictitious Name)

Client: H. M. Rand, Inc.

Position: Substance Abuse Counselor

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 of ideas and impressions.
2. Focus on the present and on concrete information gained from their senses
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. The primary mode of living is focused internally.
2. Take things in via the five senses in a literal, concrete fashion.
3. Secondary mode is external, where they deal with things according to how they feel about them, or how they fit into their personal value system.
4. They live in a world that is concrete (here and now, not into the future) and kind.
5. They are warm and kind-hearted, and want to believe the best of people.
6. They value harmony and cooperation, and are likely to be very sensitive to other people's feelings.
7. People value them for their consideration and awareness.
8. They are valued for their ability to bring out the best in others by their firm desire to believe the best.
9. They have a rich inner world that is not usually obvious to observers.
10. They constantly take in information about people and situations that is personally important to them and store it away.
11. This tremendous store of information is usually startlingly accurate, because they have an exceptional memory about things that are important to their value system.
12. It would not be uncommon for them to remember a particular facial expression or conversation in precise detail years after the event occurred, if the situation made an impression on them.
13. They have a very clear idea of the way things should be, which they strive to attain.
14. They value security and kindness, and respect traditions and laws.
15. They tend to believe that existing systems are there because they work.
16. They are not likely to buy into doing things in a new way, unless they are shown in a concrete way why its better than the established method.
17. They learn best by doing, rather than by reading about something in a book, or applying theory.
18. They are not likely to be found in fields which require a lot of conceptual analysis or theory.
19. They value practical application.
20. Traditional methods of higher education, requiring theorizing and abstraction, are likely to be a chore for them.

21. They learn a task best by being shown its practical application.
22. Once the task is learned, and its practical importance is understood, they will faithfully and tirelessly carry through the task to completion.
23. They are extremely dependable.

General Personality Strengths:

Large, rich inner store of information which they gather about people. (Memory)
 Highly observant and aware of people's feelings and reactions. (Empathy)
 Excellent memory for details which are important to them. (Selective but good memory)
 Very in-tune with their surroundings - excellent sense of space and function. (Also, See Weaknesses)
 Can be depended on to follow things through to completion. (Dependable/Reliable)
 Will work long and hard to see that jobs get done. (Responsible)
 Stable, practical, down-to-earth - they dislike working with theory and abstract thought. (Concrete)
 Value security, tradition, and peaceful living (Peace and Harmony)
 Service-oriented: focused on what people need and want (Helper Personality)
 Kind and considerate (Sensitive and Caring)
 Likely to put others' needs above their own (Selfless)
 Learn best with hands-on training (Concrete)
 Enjoy creating structure and order (Organized)
 Take their responsibilities seriously (Responsible)
 Warm, friendly and affirming by nature (Giving)
 Service-oriented, wanting to please others (Generous)
 Good listeners (Caring)
 Will put forth lots of effort to fulfill their duties and obligations (Conscientious)
 Excellent organizational capabilities (Organizer)
 Good at taking care of practical matters and daily needs (Pragmatic)
 Usually good (albeit conservative) at handling money (Responsible)
 Take their commitments seriously, and seek lifelong relationships (Committed)

General Personality Weaknesses:

Don't pay enough attention to their own needs
 Dislike doing things which don't make sense to them
 May have difficulty branching out into new territory
 Extreme dislike of conflict and criticism
 Unlikely to express their needs, which may cause pent-up frustrations to build inside
 May be very environmentally sensitive to noise, temperature, light, odors to the point of distraction on the job. If so, they may need to be moved to a more private location where they can control the environment.
 Prefer a schedule and structured environment or routine but they can create it if given the opportunity.

General Trends of Personality in Personal Life:

They have an extremely well-developed sense of space, function, and aesthetic appeal. They're likely to have beautifully furnished, functional homes. They may make extremely good interior decorators. This special ability, combined with their sensitivity to other's feelings and desires, may make them very good gift-givers - finding the right gift which will be truly appreciated by the recipient.

They are extremely aware of their own internal feelings, as well as other people's feelings. They do not usually express their own feelings, keeping things inside. If they are negative feelings, they may build up inside them until they turn into firm judgments against individuals which are difficult to undo once set. With time and experience they may learn to express themselves, and find outlets for their powerful emotions.

Just as they are not likely to express their feelings, they are also not likely to let on that they know how others are feeling. However, they will speak up when they feel another individual really needs help, and in such cases they can truly help others become aware of their feelings.

They feel a strong sense of responsibility and duty. They take their responsibilities very seriously, and can be counted on to follow through. For this reason, people naturally tend to rely on them. They have a difficult time saying “no” when asked to do something and may become over-burdened. In such cases, they do not usually express their difficulties to others because they intensely dislike conflict and because they tend to place other people’s needs over their own. They need to learn to identify, value, and express their own needs if they wish to avoid becoming over-worked and taken for granted.

They need positive feedback from others. In the absence of positive feedback, or in the face of criticism, they get discouraged and may even become depressed. When down on themselves or under great stress, they begin to imagine all of the things that might go critically wrong in their life. They may have feelings of inadequacy and become convinced that “everything is all wrong” or “I can’t do anything right.”

They are warm, generous, and dependable. They have many special gifts to offer in their sensitivity to others and their strong ability to keep things running smoothly. They need to remember to not be overly critical of themselves and to give themselves some of the warmth and love which they freely dispense to others.

They place a great deal of importance on their personal relationships. They are generally very giving and loving and place the needs of others above their own. They sometimes have a problem with becoming overly emotionally needy and with keeping their true feelings hidden from others. They take their commitments very seriously and seek lifelong relationships. They are extremely dependable and put forth a lot of energy into keeping things running smoothly. They sometimes have difficulty saying “no” when asked to do something and therefore may be taken for granted.

Part 2 – General Personality Traits in Family and Social Life

Components of Personality in Family Life

With Partner:

They are committed to their relationships. They have very intense feelings which is not immediately apparent to others because they tend to hold things inside themselves without expressing them unless they have a strong reason to do so. Their intensity of feeling makes their partnership relationship their first priority in life, with the possible exception of God. They seek monogamous, lifelong commitments and can be depended upon to be faithful and loyal to their partners once they have made a commitment.

They tend to be very selfless and to put the needs of others well before their own needs. This may backfire on them if they get into a situation in which they are taken advantage of and do not have a good outlet for their strong emotions. In this kind of situation, they might bottle-up their feelings inside and form strong resentments against others.

They are very warm and selfless. They will put forth tremendous amounts of energy and time doing what they feel is their duty. What makes them feel best about themselves is when others show them their appreciation. Consequently, the best gift that they can be given is the expression of love and appreciation.

They have difficulty with conflict situations and would much prefer to just sweep things under the rug. Sometimes facing a conflict situation helps to resolve it and they should realize that the world will not end if they face the conflict and express how they feel about it. A conflict situation is not necessarily

a “problem” which needs to be gotten rid of and it is also not necessarily their fault. It’s a common problem for them to not express their feelings until pushed to some limit, after which they might explode in anger and say things which they later may regret. These kinds of outbursts can be reduced by expressing their feelings on a more regular basis rather than keeping them pent-up inside.

In general, they are a traditional, family-minded individual who places the comfort of their partner and family as their first priority in life. They are excellent for providing the everyday basic needs and have a depth of caring which is very unusual and not found in most people. They are highly-invested in the health of their relationships and will work very hard to make things run smoothly. They are dependable and affectionate members of their families and social relationships.

As a Parent:

Parenthood is seen as a natural state and duty to them. They are responsible about ensuring that their children have their practical needs met and try to teach them the rules and observations of our society so that they grow into responsible and independent adults.

They may have difficulty administering punishment or discipline to their children, although most are able to overcome this discomfort because they feel it is their greater duty to instill their children with sound values. As individuals who value order and structure, they are likely to create well-defined boundaries and roles for their children to live within.

As parents, they have a very difficult time if their children grow into “problem” adults. They tend to believe that it is their responsibility and that they didn’t work hard enough to raise their children well. This may or may not be the case, but usually it is not. They usually puts forth a lot of energy and effort and don’t give themselves credit for doing so.

In many ways they make an ideal parent. Their children will not lack for structure, appropriate guidelines, or warmth and affection. Their children will remember and value their parent for their warm nature and genuine efforts on their behalf.

As a Friend:

Although they are likely to place God and family above their friends in their priorities, they genuinely enjoy spending time with friends and colleagues. In fact, they usually feel a strong need to talk problems and issues over with people before making decisions on their actions. Sometimes they may prefer to discuss things with their friends rather than with their families.

They enjoy spending time with most other types of people. They love to observe people’s reactions and emotions in situations and so enjoy being around diverse types of people. They usually remain reserved around others and do not open up very much. However, since they have a need to talk things over with others in order to make decisions, they do really need some close confidantes in their life. Friends value them for their warmth, dependability, depth of emotional awareness and understanding.

Part 3 – General Personality Career Indicators

Suggested Careers & Career Qualities Based on Personality Components

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

- 1) They are extremely interested and in-tune with how other people are feeling, and
- 2) They enjoy creating structure and order and are extremely good at it.

Careers which utilize their exceptional people-observation skills to determine what people want or need, and then use their excellent organizational abilities to create a structured plan or environment for achieving what people want and need are their best choices. Their excellent sense of space and function combined with their awareness of aesthetic quality also gives them quite special abilities in the more practical artistic endeavors such as interior decorating and clothes design.

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:

Interior Decorator
Designer
Nurse
Human Resources Administrator and Manager
Administrative Assistant
Child Care / Early Childhood Development
Social Work / Counselor
Paralegal
Clergy / Religious Worker
Office Manager
Shopkeeper
Bookkeeper
Home Economics
Dietician
Librarian
Customer Service Representative
Innkeeper
Elementary School Teacher
Health Care Worker
Curator
Secretary
Dental Hygienist
Computer Operator
Real Estate Agent
Artist
Musician
Physical Therapist
Human Resources Counselor
Alcohol/Drug Counselor

Career Perspectives

- They look at information from the perspective of facts and details
- Concrete focus on the here-and-now rather than future possibilities
- Have a higher comfort level in areas of proven experience
- Realistic approach rather than theoretical
- Use data collected from the five senses to develop a realistic understanding of the world as it is
- Have a practical, pragmatic viewpoint, and use it to adapt to the world as it is rather than what it could become
- View the world subjectively relating the facts which they observe more in light of their personal impressions and how they relate to them rather than as pure, independent facts.
- Sensitive to ideas and possibilities that relate to people
- Easily recognize and express appreciation for contributions of others, especially those deeds deemed important.

- Make decisions about people based on their personal value system and how others live up to the same standards.
- Make decisions about people based on their subjective feelings first rather than pure, objective data.
- Look at the world and the people in it first from the subjective, feeling perspective.
- The major driving forces are: Duty, Service, and a Need to Belong

Team Participation Qualities and Contributions:

- Dedicated to working hard and efficiently to complete tasks in order to meet deadlines.
- Support and build team spirit by developing and maintaining good one-on-one relationships with team members
- Promote and support harmony and co-operation because of need to be accepted for their contributions
- Ego-invested in contributing practical skills to create structure and organize people
- Sensitive to the needs of all team members to feel valued and have their needs met
- They request contributions from all team members and seeking to arrive “win-win” agreements
- Support and maintain respect and cooperation for established hierarchies and traditions
- Focus on providing the intended services to the standards which make certain that people are satisfied and happy

Some Weaknesses Which May or May Not be Present:

- Dislike of conflict may prevent them from offering constructive criticism when it is needed
- Not freely communicating their understanding of the current situation
- Not seeing the specific issue as separated from the larger picture – Not seeing the forest for the trees.
- Putting their needs on the shelf instead of articulating them
- May be too uptight and serious
- Failing to promote their own ideas and achievements

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 appreciate the support and encouragement from others
- They may cling to old tried and true problem-solving methods and possibly fail to see the need for change and growth
- They may turn to practical, here-and-now solutions at the expense of long-term strategies
- Under severe stress they may become very intolerant of others who they feel do not act competently
- Under severe stress they may advance impractical ideas
- Under severe stress they may become critical of others and find fault with almost everything
- Under severe stress and depression they may develop a gloomy view of the future
- Under severe stress they may become argumentative

In “The Grip” of the Most Severe Stress:

Under the most severe stress, known in Personality terms as “The Grip,” they are prone to impulsiveness and catastrophizing and the following is a profile of what might be expected behaviorally:

They respect established authority and they tend to accept others’ opinions and desires as their own. In work situations that provide a stable and standardized service, disorderly situations and constantly-changing rules can cause them undue stress. At these times they need to be more assertive and direct because, owing to their kindheartedness and sensitivity, they can be taken for granted and even taken advantage of. This can cause them to feel resentment and anger — feelings that they have a tendency to deny. If the situation worsens and uncomfortable feelings build up, they may begin to feel insecure about their status. Worrying that they are not secure or protected enough, they may become overprotective and excessively nervous about foreboding events. This can cause others to feel resistant or defiant which then could contribute to the disorder of the situation.

If stress continues, they may experience increasing anxiety. Their fear that things will continue to spin out of control may result in a general feeling of dread and apprehensiveness. They may become both wary of change and unrelentingly pessimistic about the future. They may eventually become immobilized by physical symptoms associated with their anxieties. Providing care for others may become secondary as their own bodily symptoms – resulting from their fears of abandonment – may disable them to such a degree that they may not assume their responsibilities. Yet, abandoning service-orientated obligations prevents them from accessing opportunities that allow them to fulfill their basic needs.

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:

Applicant wants contentment, physical ease, and the absence of conflict. They need security and hold to it so as not to have to suffer loneliness or separation. They are trying to improve their position and prestige. They are dissatisfied with their existing circumstances and consider some improvement essential to their self-esteem. They become distressed when their needs or desires are misunderstood and feel that they have no one to turn to or rely on. As a result, sometimes they are too self-focused and quick to take offense. This issue can result in some feelings of anxiety.

Physiological Interpretation:

They have a pronounced susceptibility to outside stimuli.

Psychological Interpretation:

They want to overcome a feeling of emptiness and of separation from others. They believe that life still has far more to offer and that they may miss their share of experiences if they fail to make the best use of every opportunity. They therefore pursue their objectives with a fierce intensity and commit themselves deeply and readily. They feel themselves to be completely competent in any field in which they engage, and may at times be considered by others to be interfering or meddlesome.

In Brief:

Intense Involvement

The Real Issue:

The fear that they may be prevented from achieving the things they want in life increases their need for security and freedom from conflict. They therefore seek stability and an environment in which they can relax.

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 quite optimistic. Things generally turn out well, and they don't worry much.

Part 7– Brain Function Test Not Requested for this Applicant

Part 8– Management Styles Assessment Not Requested for this Applicant

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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