




|   |   |
|---|---|
|  | SAMPLE  |
|   | Overall Consistency Score: <b>50.0 %</b>        |
|   | Overall Situational Response Score: <b>50 %</b> |

## Content Page

|     |   |            |
|-----|---|------------|
| 1.0 | Traits Overview Report                        | pg 03 – 04 |
| 2.0 | Interpretation Summary Report                 | pg 05 – 05 |
| 3.0 | Typical Roles Suitability Report              | pg 06 – 06 |
| 4.0 | Traits Scoring Organization Report            | pg 07 – 11 |
| 5.0 | Graphs Report                                 | pg 12 – 15 |
| 6.0 | Belief Interpretation Report                  | pg 16 – 26 |
| 7.0 | Recommendations Report                        | pg 27 – 30 |
| 8.0 | Conclusion ( Character Value Summary Report ) | pg 31 – 31 |

Meaning of the Overall Consistency & Situational Response Scores as shown on the cover page of your report

Refer to the scores as shown on the cover page of your report, these scores mean **50.0 %** of your traits are consistently the same regardless of the variation in the relevant situational factors. It represents your personal **core values or principles of work that are working for you** and apply them consistency regardless of changes in situations.

While **50 %** of your traits are moderated up or down to match the situational factors. Over here you are aware of how to **adapt to changes in different situations without compromising your core values** to experience positive progress in your work life.

## 1.0 Traits Overview Report

### Your MOST Preferred Traits

---

#### DIRECTION-SETTING

Score : **6.0** Consistency : **100.0%**

1. **You have a very strong desire for leading a team and set directions**

#### ASSERTIVENESS

Score : **6.0** Consistency : **80.0%**

1. **Has a high preference for making your requests known to people**

#### EMPATHY

Score : **6.0** Consistency : **60.0%**

1. **Has a high preference to be sensitive to how others feel**

### Your MOST Preferred Tasks

---

#### CONSTRUCTING

Score : **6.0** Consistency : **100.0%**

1. **Has strong preference for building / constructing things and keen to see how it looks like upon completion**

#### TRAINING

Score : **5.5** Consistency : **80.0%**

1. **Has strong preference for imparting knowledge to others**

#### PUBLIC SPEAKING

Score : **5.5** Consistency : **80.0%**

1. **Has strong preference for doing presentations to a large group of people**

### Your MOST Preferred Work Environment

---

#### OUTDOOR PREFERENCE

Score : **5.0** Consistency : **40.0%**

1. **Has strong preference for doing work that involves spending your time working outdoor**

#### STANDING ENDURANCE

Score : **5.0** Consistency : **20.0%**

1. **Has strong preference for doing work that involves spending your time standing instead of sitting down occupied by desk-bound work**

#### SOCIAL CONTACT

Score : **4.0** Consistency : **60.0%**

1. **Has moderate preference for doing work that involves interactions with people in the general public**

### The meaning of the Consistency Score for a single trait

| Score | Meaning   |
|-------|---|
| 0 %   | Your preference in showing more or lesser of that trait is fully situational  |
| 100 % | Your preference in showing what that trait described about you is consistently the same regardless of changes in the situational elements |

## 1.0 Traits Overview Report

### Your LEAST Preferred Traits

---

#### SUPPORT OTHERS

Score : **1.5** Consistency : **80.0%**

1. **Prefer not to place strong emphasis on supporting others first**

#### COLLABORATION

Score : **2.0** Consistency : **60.0%**

1. **You prefer to have the freedom to make your own decisions and much less on consulting others**

#### DETAILS MANAGEMENT

Score : **2.0** Consistency : **60.0%**

1. **Prefer not to place strong emphasis on being too precise and detailed**

### Your LEAST Preferred Tasks

---

#### CALCULATIONS WORK

Score : **1.0** Consistency : **0.0%**

1. **Prefers not to do work that focus on using numbers to quantify things**

#### ADMIN WORK

Score : **1.5** Consistency : **80.0%**

1. **Prefers not to do admin work that includes typing and filling of reports**

#### DATA GATHERING

Score : **2.0** Consistency : **0.0%**

1. **Prefers not to do work that focus on gathering and learning new information**

### Your LEAST Preferred Work Environment

---

#### REPETITION ENDURANCE

Score : **1.0** Consistency : **0.0%**

1. **Prefers not to do works that focus on performing repetitive tasks**

#### NOISE ENDURANCE

Score : **1.0** Consistency : **60.0%**

1. **Prefers not to work in a noisy environment**

#### PRESSURE ENDURANCE

Score : **1.5** Consistency : **80.0%**

1. **Prefers not to do work in a busy environment with the pressure of deadlines**

### The meaning of the Consistency Score for a single trait

| Score | Meaning   |
|-------|---|
| 0 %   | Your preference in showing more or lesser of that trait is fully situational  |
| 100 % | Your preference in showing what that trait described about you is consistently the same regardless of changes in the situational elements |

## 2.0 Interpretation Summary Report

Your **Main Motivations** in your work / business / career include:

---

Being a **Director**

You are a person who is motivated to set directions and play a leadership role to accomplish your goals.

Being an **Encourager**

You are a person who most of the time seeks to understand others and enjoy affirming what you perceive as good about them.

Being a **Presenter**

You are a person who most of the time likes to present ideas and information to a large group of people.

Having a supportive boss who is appreciative and at the same time provides the room for empowerment will be motivation factors in your work and career.

**Possible concerns** (stress & discomfort) in your work / business / career include:

---

**To a certain degree, you are able to manage stress and anxiety in general.**

You will start feeling the **stress & discomfort most, if you happen to be in situations where you are:**

- Spending long hours doing administrative work
- Spending long hours doing work that requires "number crunching"
- Spending long hours doing work that requires many details
- Spending long hours collecting massive amount of data with unclear objectives

**To a certain degree, you are able to manage anger in general.**

You are likely to be uneasy / agitated most by the following:

- Being isolated unfairly and not getting sufficient leader's support / empowerment from your leader when you need it most
- Being given last minute notice to do extra work or make changes which you feel could have been better managed
- Not being appreciated for work well done or commitment shown / experiencing personal attack of self-worth
- Receiving false accusations, verbal insults and personal attack of your self-worth

## 3.0 Typical Roles Suitability Report

The comments are based strictly on suitability scores. This report does not cover technical competencies and experience that you may already gain in this role

| Typical Roles                        | Suitability Score |
|--------------------------------------|-------------------|
| 1 SENIOR MANAGEMENT / DIRECTING ROLE | 80.9              |
| 2 MIDDLE MANAGEMENT ROLE             | 74.9              |
| 3 FRONT-LINE MANAGEMENT ROLE         | 64.9              |
| 4 SALES DEVELOPMENT ROLE             | 66.7              |
| 5 CLIENTS SERVICING ROLE (OUTDOOR)   | 64.2              |
| 6 TECHNICAL SPECIALIST OUTDOOR       | 63.0              |
| 7 TECHNICAL SPECIALIST INDOOR        | 61.0              |
| 8 ADMINISTRATION SUPPORT ROLE        | 59.6              |
| 9 INDOOR TELE-SALES (COLD CALL)      | 60.6              |
| 10 SHOWROOM RETAILS SALES            | 54.7              |
| 11 INDOOR CUSTOMER SUPPORT           | 56.6              |

The suitability ratings are given according to the following scale:

| Suitability Score | Meaning  |
|-------------------|--|
| 75 % and above    | Highly suitable  |
| 65 % to 74.9 %    | Suitable with room for development                               |
| 55 % to 64.9 %    | Possible if intensive training and coaching is done with success |
| 0 % to 54.9 %     | Your traits most likely do not match the nature of this role     |

## 4.0 Trait Scoring Organization Report

I\* = Intensity Score ( 1 = lowest, 6 = highest ), c# = Consistency Score ( 0 = lowest, 100 = highest )

| Traits related to Beliefs / Principles & Emotions |                           | I*  | C#    |
|---|---------------------------|-----|-------|
| 1   | WANTS OF EMPOWERMENT      | 5.5 | 80.0  |
| 2   | SOCIAL REWARD             | 5.0 | 100.0 |
| 3   | EXPRESSIVENESS            | 5.0 | 70.0  |
| 4   | SELF-APPROVAL             | 5.0 | 60.0  |
| 5   | ANGER MANAGEMENT          | 4.5 | 50.0  |
| 6   | RESILIENCE                | 4.5 | 0.0   |
| 7   | WANTS OF LEADER'S SUPPORT | 4.0 | 40.0  |
| 8   | ANXIETY MANAGEMENT        | 4.0 | 40.0  |
| 9   | VISION                    | 4.0 | 40.0  |
| 10  | RECOGNITION EXPECTATIONS  | 3.5 | 50.0  |
| 11  | SELF-PRESERVATION         | 3.3 | 60.0  |
| 12  | FINANCIAL REWARD          | 3.0 | 100.0 |
| 13  | SELF-ADVANCEMENT          | 2.0 | 60.0  |
| 14  | SUPPORT OTHERS            | 1.5 | 80.0  |

## 4.0 Trait Scoring Organization Report

I\* = Intensity Score ( 1 = lowest, 6 = highest ), c# = Consistency Score ( 0 = lowest, 100 = highest )

| Traits related to Behavioral Preferences with People |                      | I*  | C#   |
|--|----------------------|-----|------|
| 1  | ASSERTIVENESS        | 6.0 | 80.0 |
| 2  | EMPATHY              | 6.0 | 60.0 |
| 3  | HELPFULNESS          | 5.3 | 40.0 |
| 4  | OPENNESS             | 5.0 | 80.0 |
| 5  | INTERACTION          | 5.0 | 60.0 |
| 6  | PERSUASION           | 5.0 | 60.0 |
| 7  | OPTIMISM             | 4.5 | 70.0 |
| 8  | DIRECTNESS           | 4.3 | 26.0 |
| 9  | DECISIVENESS         | 4.0 | 60.0 |
| 10   | DIPLOMACY            | 3.0 | 26.7 |
| 11   | ENFORCING            | 3.0 | 20.0 |
| 12   | BLUNTNESSE ENDURANCE | 2.5 | 30.0 |
| 13   | SURENESS             | 2.5 | 10.0 |
| 14   | COLLABORATION        | 2.0 | 60.0 |

## 4.0 Trait Scoring Organization Report

I\* = Intensity Score ( 1 = lowest, 6 = highest ), c# = Consistency Score ( 0 = lowest, 100 = highest )

| Traits related to Behavioral Preferences with Tasks |                       | I*  | C#    |
|---|-----------------------|-----|-------|
| 1   | DIRECTION-SETTING     | 6.0 | 100.0 |
| 2   | RISK INCLINATIONS     | 5.0 | 60.0  |
| 3   | THOUGHTS ORGANIZATION | 5.0 | 20.0  |
| 4   | SENSING               | 4.8 | 100.0 |
| 5   | EXPERIMENTATION       | 4.8 | 56.0  |
| 6   | PERSEVERANCE          | 4.0 | 30.0  |
| 7   | STRUCTURE ENDURANCE   | 4.0 | 20.0  |
| 8   | SPEED                 | 4.0 | 0.0   |
| 9   | STRATEGIZING          | 3.0 | 20.0  |
| 10  | FOCUS                 | 3.0 | 20.0  |
| 11  | ANALYTICAL            | 2.8 | 98.0  |
| 12  | DETAILS MANAGEMENT    | 2.0 | 60.0  |

## 4.0 Trait Scoring Organization Report

I\* = Intensity Score ( 1 = lowest, 6 = highest ), c# = Consistency Score ( 0 = lowest, 100 = highest )

| Work Environment Preferences |                      | I*  | C#   |
|------------------------------|----------------------|-----|------|
| 1                            | OUTDOOR PREFERENCE   | 5.0 | 40.0 |
| 2                            | STANDING ENDURANCE   | 5.0 | 20.0 |
| 3                            | SOCIAL CONTACT       | 4.0 | 60.0 |
| 4                            | TEAM PREFERENCE      | 3.5 | 40.0 |
| 5                            | SITTING ENDURANCE    | 3.0 | 0.0  |
| 6                            | PRESSURE ENDURANCE   | 1.5 | 80.0 |
| 7                            | NOISE ENDURANCE      | 1.0 | 60.0 |
| 8                            | REPETITION ENDURANCE | 1.0 | 0.0  |

## 4.0 Trait Scoring Organization Report

I\* = Intensity Score ( 1 = lowest, 6 = highest ), c# = Consistency Score ( 0 = lowest, 100 = highest )

| Traits related to Work Activities |                           | I*  | C#    |
|-----------------------------------|---------------------------|-----|-------|
| 1                                 | CONSTRUCTING              | 6.0 | 100.0 |
| 2                                 | TRAINING                  | 5.5 | 80.0  |
| 3                                 | PUBLIC SPEAKING           | 5.5 | 80.0  |
| 4                                 | ARTISTIC PRESENTATION     | 5.0 | 80.0  |
| 5                                 | DRIVING                   | 4.0 | 20.0  |
| 6                                 | USE OF COMPUTERS          | 3.5 | 50.0  |
| 7                                 | FIXING AND REPAIRING WORK | 3.0 | 20.0  |
| 8                                 | DATA GATHERING            | 2.0 | 0.0   |
| 9                                 | ADMIN WORK                | 1.5 | 80.0  |
| 10                                | CALCULATIONS WORK         | 1.0 | 0.0   |

## 5.0 Graphs Report

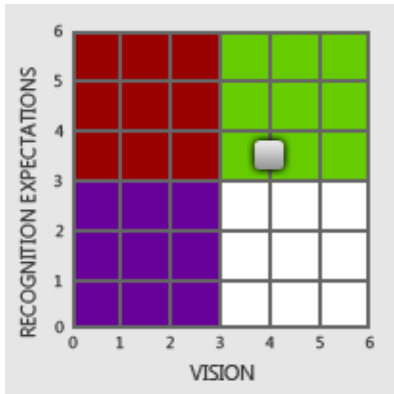
### INITIATING

WITHIN SELF

WITH OTHER PEOPLE

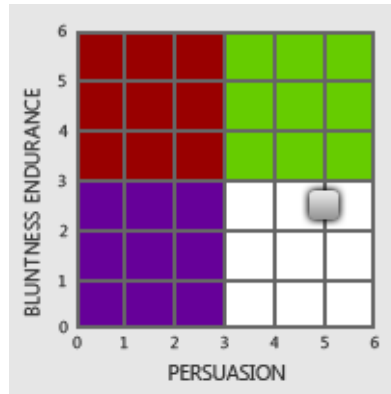
WITH TASK

**POSITIONING PRINCIPLE**



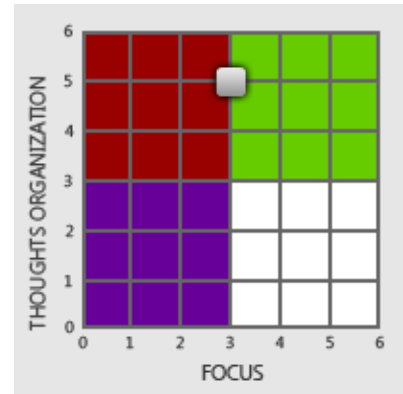
50.0 [1] 40.0

**PRESENTATION**



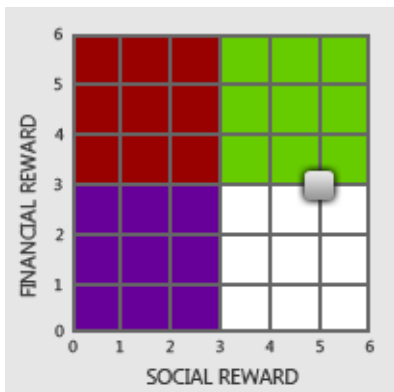
30.0 [2] 60.0

**IDEAS MANAGEMENT**



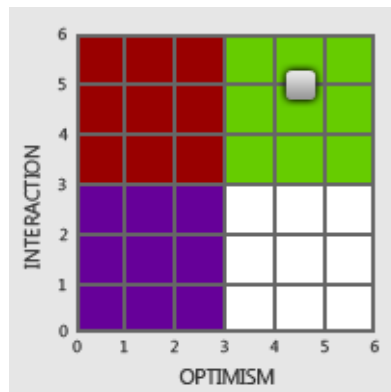
20.0 [3] 20.0

**MOTIVATIONAL PRINCIPLE**



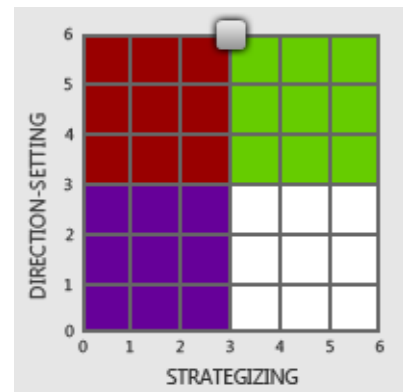
100.0 [4] 100.0

**SOCIALIZATION**



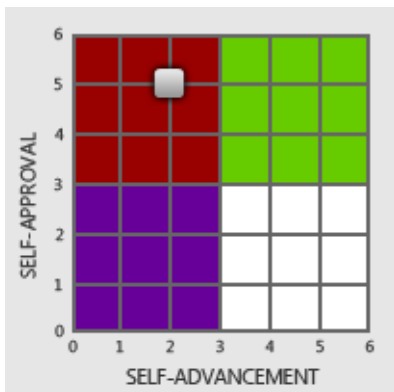
60.0 [5] 70.0

**STRATEGY MANAGEMENT**



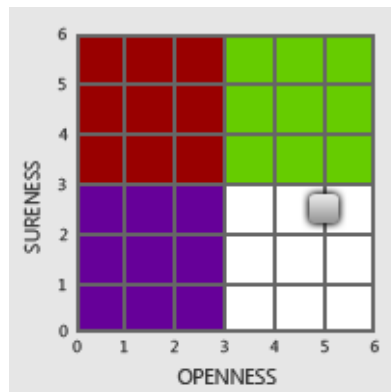
100.0 [6] 20.0

**BELIEFS OF SELF**



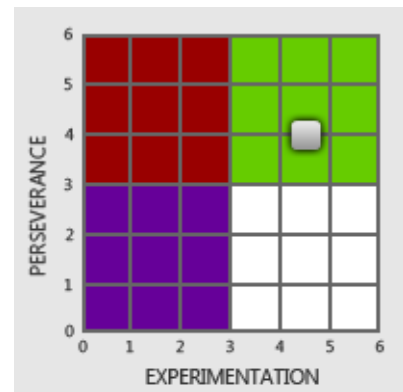
60.0 [7] 60.0

**VIEWS MANAGEMENT**



10.0 [8] 80.0

**IDEAS REFINEMENT**



30.0 [9] 56.0

## 5.0 Graphs Report

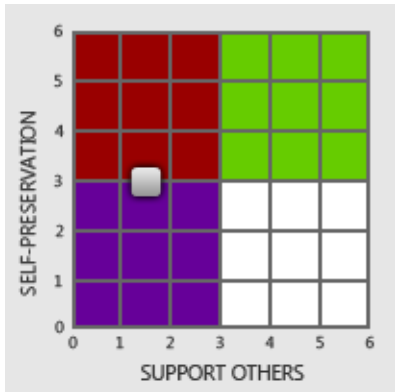
### DECIDING

WITHIN SELF

WITH OTHER PEOPLE

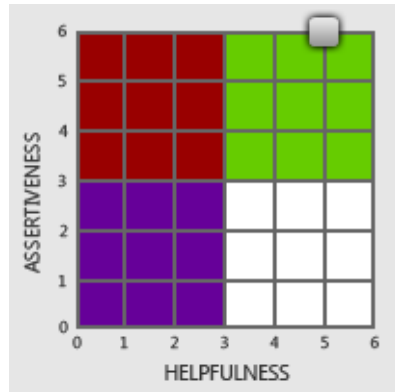
WITH TASK

**SURVIVAL PRINCIPLE**



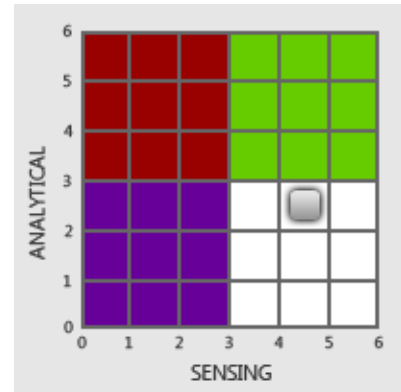
60.0 [10] 80.0

**NEGOTIATION**



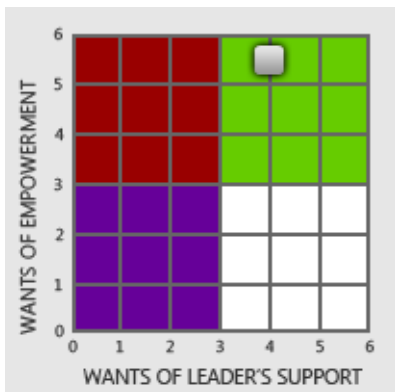
80.0 [11] 40.0

**ISSUES MANAGEMENT**



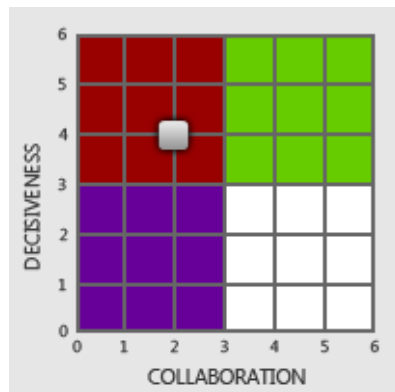
98.0 [12] 100.0

**POWER PRINCIPLE**



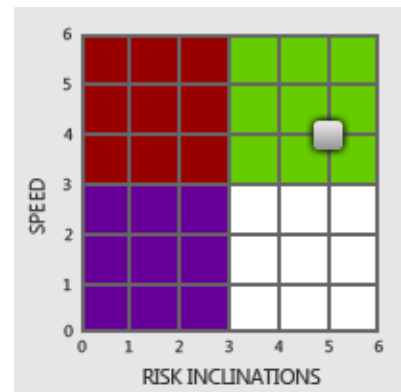
80.0 [13] 40.0

**DECISIONS-MAKING**



60.0 [14] 60.0

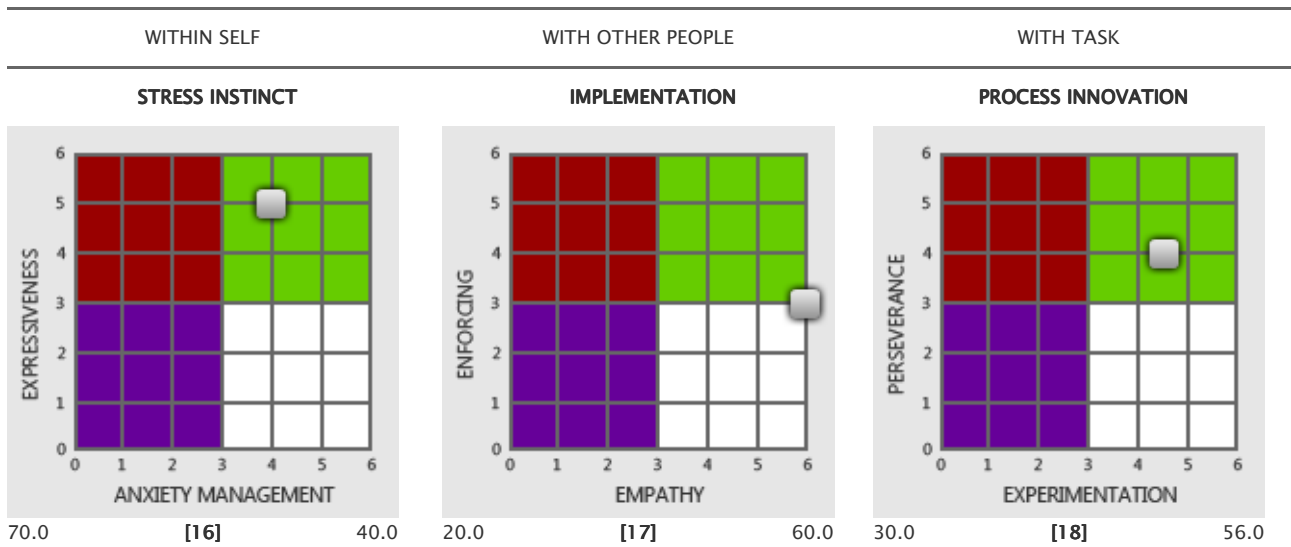
**TASKS DECISIONS**



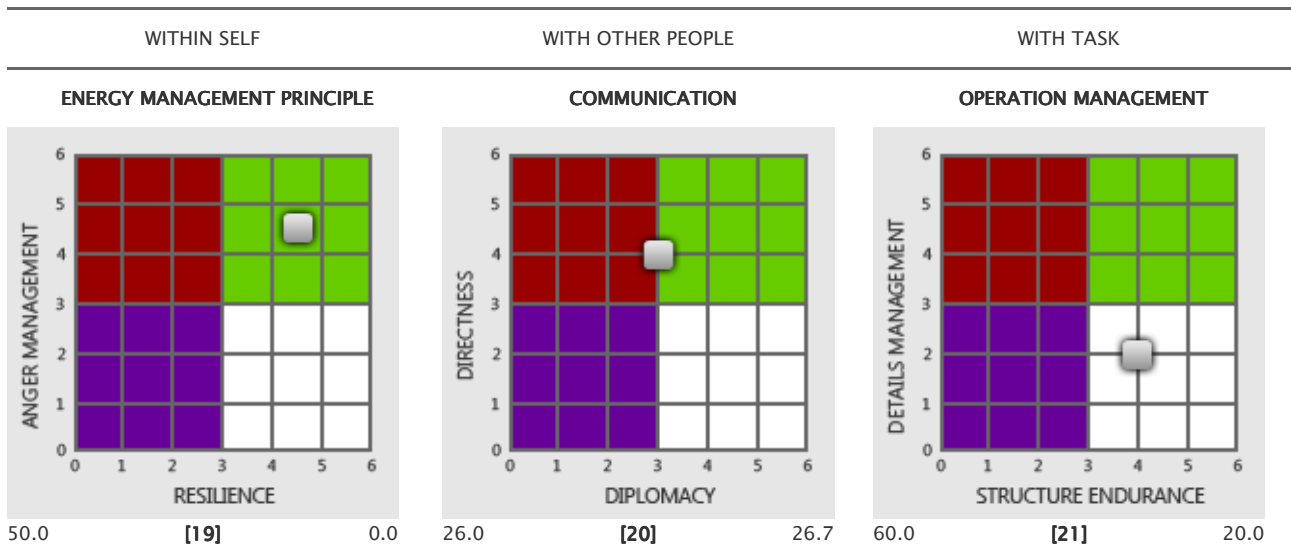
0.0 [15] 60.0

## 5.0 Graphs Report

### EXECUTING

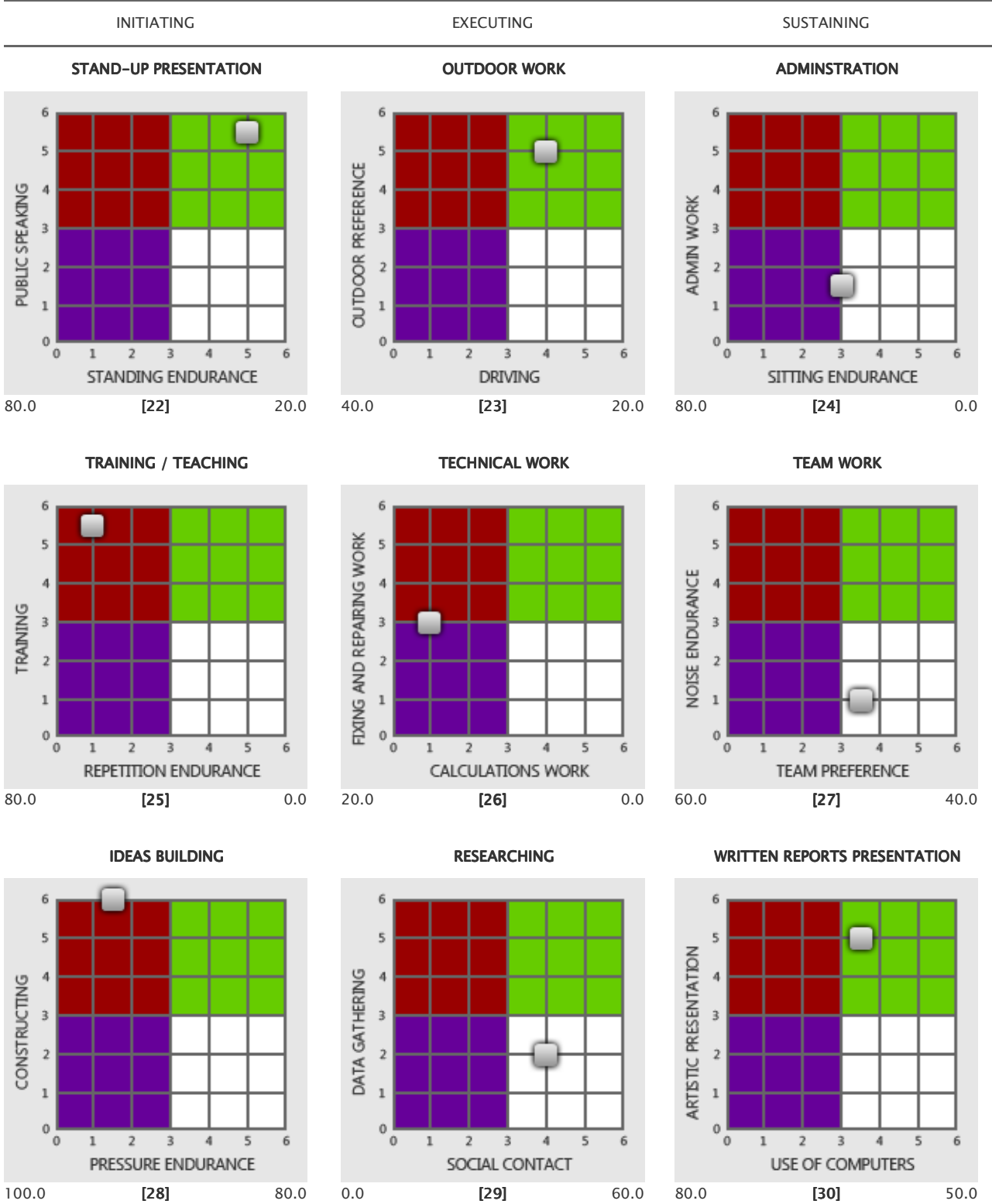


### SUSTAINING



## 5.0 Graphs Report

### WORK ACTIVITIES & WORK ENVIRONMENT PREFERENCES



## 6.0 Belief Interpretation Report

Note that in our effort to be as effective, as appropriate and as efficient as we can to function well in a dynamic environment, certain behaviors may occasionally be perceived by other people of different characteristics as either over-doing or under-doing (ineffective or inappropriate) without we knowing it instantly unless timely and constructive feedback is given consistently by the majority. It is not so much about correcting a weakness or an inability or incompetency. With the awareness, it is now a choice for us to decide whether it is important to correct the perception or misinterpretation from others on those specific behaviors or to continue with it when perception or misinterpretation from others on these behaviors is not important to us for whatever reasons to make the change.

---

### Positioning Principle ( Frame 1 )

---

#### What position do you take to initiate an idea / activity?

It explores your belief system in sharing your thought with people. This includes your expectation on the way others should respond to your sharing of ideas and your knowledge of it. It also covers the priority you think you should be giving to the longer and shorter term issues. This priority is influenced by what is expected of you in the current workplace and the resources available for your usage.

Based on your report, the interpretations of your scores for these two traits are as follow:

| RECOGNITION EXPECTATIONS   | VISION  |
|--|---|
| Score : <b>3.5</b> Consistency : <b>50.0</b><br>In situations you deemed fit, you will reasonably expect people to know how to appreciate your initiatives without over doing it. You do not have false humility and neither are you an attention and approval-seeking person. | Score : <b>4.0</b> Consistency : <b>40.0</b><br>The priority of your initiatives is on resolving mid-term issues in order to produce quarterly or half-yearly and yearly results. |

---

### Presentation ( Frame 2 )

---

#### What presentation style will you adopt to initial an idea / activity? How will you handle criticism / feedback from the people you talk to?

It consists of two complimentary traits: Bluntness Endurance and Persuasion.

Based on your report, the interpretations of your scores for these two traits are as follow:

| BLUNTNESSE ENDURANCE   | PERSUASION   |
|--|--|
| Score : <b>2.5</b> Consistency : <b>30.0</b><br>Depending on the situations, if you happen to receive blunt criticism about your ideas or initiatives from people you talk to, it can be frustrating and will put you off.<br><br>If you also happen to be a person who most of the time have a strong preference for receiving appreciation and understanding from people around you, you may occasionally misunderstand by people who are very 'emotionally distant' as overly sensitive in your emotions. When such experiences take place, it can be very frustrating and emotionally demanding on you which can discourage you from socializing healthily and heartily. | Score : <b>5.0</b> Consistency : <b>60.0</b><br>In situations you deemed fit, you will adopt a more influential style to present your initiatives to others. This is probably due to your belief that it is for others to understand and appreciate what you see as important and valuable for them otherwise a good idea that is not endorsed by people to use it will not serve any meaningful purpose.<br><br>If you also happen to be a person who finds it extremely uneasy with receiving blunt criticism about your ideas or initiatives from people you talked to, and when such experiences take place, it can be very frustrating and emotionally demanding on you which can discourage you from socializing healthily and heartily. |

## 6.0 Belief Interpretation Report

---

### Ideas Management ( Frame 3 )

---

#### To what extent will you mentally prioritize and structure the ideas from your observation?

It relates to how you deal with order, change and structure. It examines how much order you create, how flexible you are change and how much you prefer to carefully or methodically thinking through steps related to accomplishing a particular goal or task.

Based on your report, the interpretations of your scores for these two traits are as follow:

---

#### THOUGHTS ORGANIZATION

Score : **5.0** Consistency : **20.0**

In situations you deemed fit, most of the time you will prefer to have a logical structure in place to guide your thoughts and presentation of your initiatives to people.

If you happen to also have a very high score for 'Focus' (frame 3) and 'Strategizing' (frame 6) and 'Structure Endurance' (frame 21), you may occasionally be misunderstood by people as overly methodical in your information sharing style.

---

#### FOCUS

Score : **3.0** Consistency : **20.0**

Depending on the situations, you will prefer to stay focus and set a priority in the number of things you do with some degree of multi-tasking to manage your initiatives. This preference is largely influenced by what is expected of you in the current workplace and the resources available for you to use.

---

### Motivational Principle ( Frame 4 )

---

#### What motivates you most to initiate an idea / activity?

This frame focuses on your belief and value system in relation to motivation for financial reward, and motivation to help society (Social Reward), including "quality of life" motivation when these scores are combined with the score for 'Anxiety Management'.

Based on your report, the interpretations of your scores for these two traits are as follow:

---

#### FINANCIAL REWARD

Score : **3.0** Consistency : **100.0**

Depending on the situations, you will prefer to have some degree of financial fairness for the output of your initiatives without being perceived as calculative and materialistic.

---

#### SOCIAL REWARD

Score : **5.0** Consistency : **100.0**

In situations as you deemed fit, serving the community carries a high priority in your initiatives.

If you also happen to be extremely uncomfortable with speaking up instantly for what you need and have an extremely low preference for financial fairness in what you do, you may occasionally face the danger of being taken advantage of by people who are overly self and inward-looking.

## 6.0 Belief Interpretation Report

---

### Socialization ( Frame 5 )

---

#### To what extent will you socialize ( positive or not ) with others to initiate an idea?

It explores your expectations of the future related to your career prospects and your social interactions in the workplace.

Based on your report, the interpretations of your scores for these two traits are as follow:

| INTERACTION   | OPTIMISM   |
|---|--|
| <p>Score : <b>5.0</b> Consistency : <b>60.0</b></p> <p>In situations you deemed fit, you will prefer to interact with people to initiate your ideas and get things going more than keeping to yourself and doing things alone. You are most likely perceived by people around you in the workplace to be an energetic and interactive person.</p> <p>Do continue to exercise care that you remain focus and have some time alone in between your interaction with people in your workplace to get the necessary paperwork done without distraction.</p> | <p>Score : <b>4.5</b> Consistency : <b>70.0</b></p> <p>In general, you are hopeful and generally satisfied with your experience in your current workplace. You are also a positive person and prefer to look at the positive side of things.</p> <p>If you also happen to be extremely uncomfortable with having to think about possible pitfalls after pitfalls which you think can hold you back from taking timely actions and result in missing good opportunity to excel, you may occasionally misunderstand by some people as overly positive and hopeful.</p> |

### Strategy Management ( Frame 6 )

---

#### To what extent will you plan to materialize your ideas and lead others to follow your plan?

It explores your approach to leadership and planning issues. It examines your tendency to take a leadership role and examines the level planning you undertake as an individual and as a team leader.

Based on your report, the interpretations of your scores for these two traits are as follow:

| DIRECTION-SETTING   | STRATEGIZING   |
|---|--|
| <p>Score : <b>6.0</b> Consistency : <b>100.0</b></p> <p>Depending on the situations, you will accept the opportunity and responsibility to become a leader of a team in order to spear head your initiatives.</p> <p>If you happen to also have a high score for 'Social Reward' and a very low score for 'Recognition Expectations', then your motivation to play a leadership role to lead a team is largely to serve the community even if you may find dealing with people is personally too energy-draining for you.</p> | <p>Score : <b>3.0</b> Consistency : <b>20.0</b></p> <p>In situations you deemed fit, you will invest your time to develop your plans to materialize your ideas. You believe in having a plan for what you do. Preparation, readiness and preparedness carry certain degree of importance to you. However, you will not over do it and you will not be misunderstood by people as overly rigid and not adaptable to change.</p> |

## 6.0 Belief Interpretation Report

---

### Beliefs of Self ( Frame 7 )

---

#### To what extent will your ego influence your ideas and your observations of what the issues are?

It focuses on your belief and value system in relation to Self-Approval and Self-Advancement which are the primary building blocks of your ego structure.

Based on your report, the interpretations of your scores for these two traits are as follow:

---

#### SELF-APPROVAL

Score : **5.0** Consistency : **60.0**

You take pride in who you are and have the self-confidence to relate to people around you. Depending on the kind of past experience you been through, it may be your response to the kind of people you are relating to, the tasks you are involved in doing and any other situational factors that have an influence over you in your past and current state.

If you also happen to have a very high score for 'Recognition Expectations' (frame 1) and a very low score for 'Self-Advancement' (frame 7), 'Openness' (frame 8) and 'Experimentation' (frame 9), you may, occasionally be misunderstood by some people around you as proud and having too much pride.

---

#### SELF-ADVANCEMENT

Score : **2.0** Consistency : **60.0**

Depending on situations, you will not be very keen about attending formal courses to advance your skills and knowledge as you probably prefer to learn what you need in a more hands-on on-the-job manner for practical reason or you see that you have already reached a certain stage in your life / career and you are looking at more about contributing back what you already know rather than spending all your time just receiving and learning.

If you also happen to have a very high score for 'Self-Approval', 'Recognition Expectations' (frame 1) and a very low score for 'Openness' (frame 8) and 'Experimentation' (frame 9), you may, occasionally be misunderstood by some people around you as proud and having too much pride.

---

### Views Management ( Frame 8 )

---

#### How will you exchange your views with others when you are initiating an idea / activity?

It examines the way in which you explore and hold opinions. Openness and Sureness are the contrasting traits. Being open to different viewpoints while at the same time having moderate confidence of your own opinions allows you to confidently hold opinions as well as explore many viewpoints.

Based on your report, the interpretations of your scores for these two traits are as follow:

---

#### SURENESS

Score : **2.5** Consistency : **10.0**

In situations you deemed appropriate, you have a higher preference to reflect on views and ideas different from your own rather than just holding on to your opinions about your initiatives.

Occasionally, if you happen to be more reflective and your effort to avoid being perceived as dogmatic in handling ideas and suggestions from other people, you can be misunderstood by people who are overly sure about their own ideas as being overly reflective and lacking in confidence.

---

#### OPENNESS

Score : **5.0** Consistency : **80.0**

You are an approachable person. In situations you deemed appropriate, you have a higher preference to reflect on views and ideas different from your own.

If you happen to have a very low score for "Sureness", occasionally you can be misunderstood by people as someone who can be easily influenced, especially from people who do not understand your approachability and the logic of your thought process.

## 6.0 Belief Interpretation Report

---

### Ideas Refinement ( Frame 9 )

---

#### **To what extent will you mentally fine-tune the ideas from your observation before or after your exchange of views with others?**

It examines the level of fine-tuning from ideas generation to planning before implementation.

Based on your report, the interpretations of your scores for these two traits are as follow:

---

#### PERSEVERANCE

Score : **4.0** Consistency : **30.0**

Depending on the situations, you will not give up easily the opportunity to apply the same idea to accomplish your goal even though you face obstacles and may have 'failed' in your previous attempt to succeed with that idea. You will also not press on blindly once you are convinced that a particular idea doesn't work.

---

#### EXPERIMENTATION

Score : **4.8** Consistency : **56.0**

In situations you deemed fit, you will like to try out different ideas and ways to accomplish your goals, variety and brainstorming of ideas is one of your main motivations.

If you happen to have a very low score for 'Focus (frame 3) and 'Perseverance' (frame 9), you may occasionally misunderstand by people as not persistent enough to follow through on the same idea to see result.

---

### Survival Principle ( Frame 10 )

---

#### **How will your priority between protecting self and supporting others influence your evaluation and selection of the solution options available to get the work done?**

This frame is closely related to the Beliefs of Self frame and focus on your belief in the priority you give to protecting / supporting self and others.

Based on your report, the interpretations of your scores for these two traits are as follow:

---

#### SELF-PRESERVATION

Score : **3.3** Consistency : **60.0**

In situations you deemed appropriate, you will give priority to doing the necessary to safeguard your self in order to function properly without being perceived by people as selfish.

---

#### SUPPORT OTHERS

Score : **1.5** Consistency : **80.0**

In situations you deemed appropriate, you will ensure that you are able to function properly and continue to be so in the workplace and with a low score for Support Others, you may want to exercise care to ensure that you do not occasionally be misunderstood by people, especially the overly self-sacrificing ones that you are too self orientated.

## 6.0 Belief Interpretation Report

---

### Negotiation ( Frame 11 )

---

#### How will you usually negotiate with others in order to reach a decision?

It focuses on a critical level of communication, specifically on the interpersonal factors that relate to negotiation power.

Based on your report, the interpretations of your scores for these two traits are as follow:

---

#### ASSERTIVENESS

Score : **6.0** Consistency : **80.0**

In situations you deemed fit, you will be comfortable in mentioning what you need from people. You feel that it is important and better to speak up rather than having unspoken and unmet needs, keeping people unaware and making yourself frustrated unnecessarily.

If you also have a very high score for 'Directness' (frame 20) and a very low score for 'Empathy' (frame 17), 'Helpfulness' (frame 11) and 'Diplomacy' (frame 20), occasionally you may over do it at the expense of your own effectiveness to function properly without you knowing. Hence, do continue to exercise care to maintain an optimal balance in your negotiation patterns to function effectively.

---

#### HELPFULNESS

Score : **5.3** Consistency : **40.0**

In situations you deemed fit, you will say and do what you can to help people. If you also happen to have a very low score for 'Assertiveness', you may occasionally be unaware that you are overly helpful and may be doing it at the expense of your own effectiveness to function properly without you knowing. Hence, do continue to exercise care to maintain an optimal balance in your negotiation patterns to function effectively.

---

### Issues Management ( Frame 12 )

---

#### How will you usually analyse the issues from your observation in order to reach a decision on the "what" and "how" to proceed?

It examines the decision-making process, including left brain / right brain processes and group decision-making dynamics.

Based on your report, the interpretations of your scores for these two traits are as follow:

---

#### ANALYTICAL

Score : **2.8** Consistency : **98.0**

In situations you deemed fit, you will prefer to channel your time and energy doing something else than to spend your time and energy on plenty of factual evidence and figures to analyze issues, gaps and problems on hand.

If you also happen to have a very low score for 'Thoughts Organization' (frame 3), 'Focus' (frame 3), 'Perseverance' (frame 9) and 'Details Management' (frame 21) and a very high score on 'Sensing' (frame 12), 'Experimentation' (frame 9) and 'Openness' (frame 8), you may occasionally be unaware that you may be over doing it at the expense of your own effectiveness to function properly without you knowing. Hence, do continue to exercise care to maintain an optimal balance in your problem-solving patterns to function effectively.

---

#### SENSING

Score : **4.8** Consistency : **100.0**

In situations you deemed fit, you will prefer to use your gut feel based on relevant past experience that you feel is applicable for analyzing the issues, gaps and problems on hand. You believe that at times facts and figures alone are not representative enough to capture the people issues of a situation and timely response on your part is necessary to succeed.

If you also happen to have a low score for 'Analytical' (frame 12) and 'Details Management' (frame 21), occasionally, you may be unaware that that there is the possibility that you can be overly intuitive at times and some factual data may have been missed in the analysis. Hence, do continue to exercise care to maintain an optimal balance in your problem-solving patterns to function effectively.

## 6.0 Belief Interpretation Report

---

### Power Principle ( Frame 13 )

---

#### To what extent will you want to be empowered to make your own decisions and to what extent will you want the leader's support in making decisions?

It focuses on interpersonal factors that relate to personal power to function in the workplace.

Based on your report, the interpretations of your scores for these two traits are as follow:

---

#### WANTS OF EMPOWERMENT

Score : **5.5** Consistency : **80.0**

Depending on situations, you strongly prefer to have the empowerment to decide and operate in a way you deemed effective to achieve the given goals. You have strong needs for freedom and for people to give you their trust.

If you also happen to be extremely uncomfortable with having to follow many procedures and rules in a highly structured working environment, you may occasionally misunderstood by people as overly independent and doing things only in your own ways.

---

#### WANTS OF LEADER'S SUPPORT

Score : **4.0** Consistency : **40.0**

In situations you deemed fit, you do not mind having the support from a very capable leader even though it is not your most important need. You are someone who will respect authority.

---

### Decisions-Making ( Frame 14 )

---

#### What is your usual decision-making style in order to get the work done?

It examines the decision-making process, including group decision-making dynamics. Decisiveness and Collaboration are the contrasting traits in this Decision-Making frame.

Based on your report, the interpretations of your scores for these two traits are as follow:

---

#### DECISIVENESS

Score : **4.0** Consistency : **60.0**

In situations you deemed fit, you will prefer to have the say in decision-making without overriding the freedom of others in making their own choices. You are also able to avoid being misunderstood by people as overly decisive.

---

#### COLLABORATION

Score : **2.0** Consistency : **60.0**

In your effort to avoid red tape and delay in decision-making or making the wrong decision on your own, in situations you deemed fit, you will prefer to either make a decision independently and move on with it or let the majority decide when you find that the majority are not in alignment with your preference and you either do not have authority to override them or you may feel that you may be wasting too much energy and time trying to convince them.

If you also happen to have a very high score for "Decisiveness" (frame 14), 'Sureness' (frame 8), 'Wants of Empowerment' (frame 13) and 'Assertiveness' (frame 11) and a very low score on 'Team Preference' (frame 27), you may occasionally misunderstand by people as overly dynamic or assertive in decision-making.

## 6.0 Belief Interpretation Report

---

### Tasks Decisions ( Frame 15 )

---

#### How fast do you take to reach a decision and to what extend are you prepared to take risks?

It examines the level of risk you are prepared to take and the speed that you are comfortable with in decision-making. Risk Inclinations and Speed are the complimentary traits in this Tasks Decision frame.

Based on your report, the interpretations of your scores for these two traits are as follow:

| SPEED  | RISK INCLINATIONS  |
|--|--|
| Score : <b>4.0</b> Consistency : <b>0.0</b><br>Depending on situations, you prefer to make decisions and move into actions at a reasonable pace, not in a rush manner in order to avoid making mistakes or too slow and become unproductive. | Score : <b>5.0</b> Consistency : <b>60.0</b><br>Depending on situations, while exercising some degree of caution to operate safely with certainty you do believe that you should not miss out on good opportunity with a 'no venture no gain' perspective. Depending on the nature of your profession, you may occasionally misunderstand by some people as being overly risking in making decisions.<br><br>If you also happen to have a very high score for 'Decisiveness' (frame 14), 'Sureness' (frame 8), 'Wants of Empowerment' (frame 13) and 'Speed' (frame 11) and a very low score on 'Analytical' (frame 12) and 'Details Management' (frame 21), you may occasionally misunderstand by people as overly fast and risking in decision-making . If this is the case, do continue to exercise care to give sufficient attention to details and time for analysis while maintaining a good speed in taking <input type="checkbox"/> calculated <input type="checkbox"/> risks. |

---

### Stress Instinct ( Frame 16 )

---

#### What is your stress management pattern in the process of executing a task?

It focuses on key issues related to stress management and consists of two complimentary traits, namely: Expressiveness and Anxiety Management..

Based on your report, the interpretations of your scores for these two traits are as follow:

| EXPRESSIVENESS  | ANXIETY MANAGEMENT  |
|---|---|
| Score : <b>5.0</b> Consistency : <b>70.0</b><br>Depending on situations, you are sincere and transparent with your expressions even though you may be mindful of what you deem as ineffective behavior.<br><br>Depending on the culture of the organization you are working with, you may occasionally misunderstand by some very non-expressive or 'shy' people as overly empathetic and enthusiastic about what you wanted to achieve with them together as a team particularly when you also have a high score for Empathy (Frame 17). | Score : <b>4.0</b> Consistency : <b>40.0</b><br>Depending on the type of stress you are experiencing, most of the time you are able to deal with it up to a certain extend when it occurs although at times you may wish that you can manage it even better than you currently could. |

## 6.0 Belief Interpretation Report

---

### Implementation ( Frame 17 )

---

#### How do you usually handle conflict with people as it occurs in the execution of a task?

This frame explores your approach in handling conflicts with people in the process of implementing an action plan.

Based on your report, the interpretations of your scores for these two traits are as follow:

---

#### ENFORCING

Score : **3.0** Consistency : **20.0**

In situations you deemed fit, you will enforce necessary rules & order to get work done in a team setting without being harsh or legalistic.

---

#### EMPATHY

Score : **6.0** Consistency : **60.0**

Depending on situations, you strongly prefer to empathize and express your understanding towards people who are unable to meet your expectation of them or the deadlines of their output.

If you also happen to be extremely uncomfortable with enforcing the necessary rules in a leadership position, you may occasionally misunderstand by people as more on the permissive side.

---

### Process Innovation ( Frame 18 )

---

#### To what extend will you innovate in order to have the work done more efficiently?

It examines the level of improvements you will make from planning to implementation.

Based on your report, the interpretations of your scores for these two traits are as follow:

---

#### PERSEVERANCE

Score : **4.0** Consistency : **30.0**

Depending on the situations, you will follow through to carry out the plan that have been developed to accomplish your goal even though you face obstacles and may have 'failed' in your previous attempt to succeed with that plan. You will not press on blindly once you are convinced that a particular aspect of the plan doesn't work.

---

#### EXPERIMENTATION

Score : **4.8** Consistency : **56.0**

In situations you deemed fit, you will be energized to try out different ideas to improve the efficiency in carrying out a task and brain-storming of ideas is one of your main motivational energy.

If you also happen to have a very low preference to spend time to press on with ideas that you feel are not working, you may occasionally misunderstand by people as overly creative without the stamina to follow through.

## 6.0 Belief Interpretation Report

---

### Energy Management Principle ( Frame 19 )

---

**To what extent you are handling frustration well as it occurs in your effort to manage the day-to-day operation issues?**

This frame focuses on key issues related to energy management. There are two complimentary traits in this frame, namely Anger Management and Resilience.

Based on your report, the interpretations of your scores for these two traits are as follow:

---

#### ANGER MANAGEMENT

Score : **4.5** Consistency : **50.0**

Depending on situations, most of the time you are able to handle frustrations positively as and when you sense that you are being triggered and anger is building up. You may want to continue to keep watch that you do not unknowingly expect every one else to have the same ability like you in managing anger when they are triggered.

---

#### RESILIENCE

Score : **4.5** Consistency : **0.0**

Depending on situations, most of the times you have the tendency to recover fast from set-back when it comes. You may want to continue to keep watch that you do not unknowingly expect every one else to have the same resilience like you.

---

### Communication ( Frame 20 )

---

**How do you usually communicate with others in order to keep the operations running smoothly and reduce misunderstanding with people?**

Good communication is maintained through an effective combination of directness and diplomacy and thus Directness and Diplomacy are the contrasting traits for this frame.

Based on your report, the interpretations of your scores for these two traits are as follow:

---

#### DIRECTNESS

Score : **4.3** Consistency : **26.0**

In situations you deemed fit, you will prefer to speak in a forthright manner without over doing it and avoid being misunderstood by people as a blunt person.

---

#### DIPLOMACY

Score : **3.0** Consistency : **26.7**

In situations you deemed fit, you will prefer to speak in a tactful manner without over doing it and avoid being misunderstood by people as an evasive person.

## 6.0 Belief Interpretation Report

---

### Operations Management ( Frame 21 )

---

#### How do you usually deal with procedures, order and details in order to keep the operation running smoothly?

It relates to how you deal with order, routines, precision and structure.

Based on your report, the interpretations of your scores for these two traits are as follow:

---

#### DETAILS MANAGEMENT

Score : **2.0** Consistency : **60.0**

In situations you deemed fit, you will prefer not to do work that require long hours of attention to details and exactness without seeing and knowing the bigger picture of what is going on.

If you also happen to have a very low score for 'Focus' (frame 3), 'Analytical' (frame 12) and 'Structure Endurance' (frame 21) and a very high score for 'Speed' (frame 15) and 'Decisiveness' (frame 14), you may occasionally be misunderstood by people as overly flexible and macro in your perspective.

---

#### STRUCTURE ENDURANCE

Score : **4.0** Consistency : **20.0**

In situations you deemed fit, you will prefer to abide by the agreed policies, rules and procedures developed by the organization you work for. You are someone who will be disciplined enough not to take bad short-cuts and compromise on integrity and yet not over doing it. You will not be misunderstood by people as 'rigid and only going by the book'.

Refer to your scores as shown on the **Graphs Report for "WORK ACTIVITIES and WORK ENVIRONMENT PREFERENCES"**, the **interpretations of the scores** are about the kind of work environment you prefer to be in and the kind of work activities you prefer to engage.

Hence, the analysis of these preferences **do NOT include** probable blind-spots and imbalances in your mind-set, in your emotions, in your task behaviors and in your behaviors towards people.

Your work environment and work activity preference can also mean your response to the kind of work environment you are already in, the tasks you are involved in doing and any other situational factors that have an influence over you in your past and current state.

Your work environment and work activity preference can also be influenced by what is expected of you in the current workplace and your preference of what you will and will not do.

#### Work Environment Preferences

In situations you deemed fit, you will prefer to work in an environment where you have opportunity to **have some interaction with colleagues and occasionally involving the general public** and **operating interdependently** at a **steady pace** in a **quiet or less noisy surrounding**.

#### Work Activity Preferences

In situations you deemed fit, you will prefer to be engaged in activities that are related to the following in order to accomplish your work objectives:

1. **Construction (building an object / model / a conceptual framework)**
2. **Training**
3. **Public speaking**
4. **Artistic presentation (beautifying presentation materials / the surrounding )**

## 7.0 Recommendations Report

### Alerts on Areas for Maintaining Success and Progress

To optimize your natural energy for another breakthrough, the following recommendations are made for your consideration and implementation:

#### **Self-Advancement**

It is natural and understandable that when you have learned a lot and have reached a certain stage in your life / career; you are looking at more about contributing back what you already know rather than spending all your time just receiving and learning.

Each time when you are less curious of knowing more or think that you already know enough, also think of how you can gain more by keeping up with the latest development in situations that are appropriate to do so and maintain the capability to function in a relevant manner.

Take note **not to** over moderate and become self-critical.

## 7.0 Recommendations Report

### Alerts on Areas for Maintaining Success and Progress

To optimize your natural energy for another breakthrough, the following recommendations are made for your consideration and implementation:

#### Pressure Endurance

- If you have a long to-do list everyday, prioritize & simplify it, cut your to-do list in half if possible. Focus on what you do best, what is important and urgent, avoid juggling with what is not your best and what is not important but defined by people as urgent for you
- Give each item in the to-do list a number between 1 and 9: 1 being the most important (life threatening) to 9 (totally can go without it). Start with the 1s. If you never get beyond the 3s, that's okay!
- Use the resources of people around you who have a similar to-do list and get going through the effort of teamwork.
- Focus on taking slow deep breath when you are going to get angry. It is the way we provide our brain and every other vital organ in our body with the oxygen needed for us to survive. Breathing also eliminates toxins from our systems.
- Have a stress ball for de-stressing □ do not vent your frustrations on people / animals / in any damaging ways on self & others.
- Be practical and realistic □ work within your human limitations and conditions--like the number of hours in a day (24) and the amount of time it takes to get from point A to point B. Don't lose your capacity to function. Learn to say 'NO' positively without offending the other party who pressure you.
- Learn to use conflict management skills and creative problem-solving skills to manage deadline problems.

## 7.0 Recommendations Report

### Alerts on Areas for Maintaining Success and Progress

To optimize your natural energy for another breakthrough, the following recommendations are made for your consideration and implementation:

#### **Analytical**

Each time experience is used to make sense out of a situation, also look at the facts and figures in situations when you do not have people to assist you, to confirm that your past experience remains valid in analyzing the current problem.

Continue to increase your frequency of applying problem-analyzing questions: 5w (what, why, when, where, which) & 1H (how) & and combine that with your gut feel on problems which you have rich past experiences to guide your analysis and decision-making.

Need be, acquire the necessary skills to support your desire using this trait positively in situations that are appropriate to do so.

Take note **not to** over moderate and become rigidly logical

## 7.0 Recommendations Report

### Alerts on Areas for Maintaining Success and Progress

To optimize your natural energy for another breakthrough, the following recommendations are made for your consideration and implementation:

#### **Data Gathering**

Each time you thought of letting others to gather the data for you or not to gather any further data because it may slow you down or cause further unnecessary delay, think of the disadvantages of doing so. In situations that are applicable and effective to gather more data, start to use resources available including the 'search engine' from the internet to help you. Also continue to apply problem-analyzing questions: 5w (what, why, when, where, which) & 1H (how) and gather the answers to these questions.

Need be, acquire the necessary skills to support your desire to use this trait positively in situations that are appropriate to do so.

Take note **not to** over moderate and miss making timely decisions.

## 8.0 Conclusion ( Character Value Summary Report )

With your own follow through adjustments and together with your existing strengths, you will have another successful experience in your milestones of excellence!

Overall, you have done well! You have the following distinctive traits ( Your Character Value ):

1. **High influencing energy**
2. **Organized**
3. **Has a heart to serve the community**
4. **Positive**
5. **High interaction energy**

Thank you for your time, patience, views and your openness to share your experiences by completing the online questionnaire that has made this information and recommendation available for you.

The SQI founder wish you success in all your endeavor and look forward to provide you further assistance in the near future as and when you see the needs arises.

Thank you.

### Note:

The information given here do not take into consideration and therefore do not predict your ability, experience or suitability for making career choices based on the options presented in this report. It is inappropriate and incomplete for organizations making recruitment selection decisions or predicting performance on any job duties based on information given in this report.