	SAMPLE
	Overall Consistency Score: 48.3 %
	Overall Situational Response Score: 51.7 %

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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 **48.3 %** 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 **51.7 %** 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

SOCIAL REWARD

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

1. **Being able to do work that involves serving the community is very important to you**

WANTS OF EMPOWERMENT

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

1. **You strongly prefer to have a great amount of freedom to decide on how to perform in your workplace**

DIPLOMACY

Score : **6.0** Consistency : **40.0%**

1. **Has a high preference to be diplomatic when talking to people**

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**

USE OF COMPUTERS

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

1. **Has strong preference for using computers to get work done**

Your MOST Preferred Work Environment

STANDING ENDURANCE

Score : **3.5** Consistency : **30.0%**

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

SITTING ENDURANCE

Score : **3.0** Consistency : **40.0%**

1. **Has lower preference for doing work that involves spending your time sitting down**

NOISE ENDURANCE

Score : **3.0** Consistency : **40.0%**

1. **Has lower endurance for working in a noisy environment**

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

ENFORCING

Score : **1.0** Consistency : **20.0%**

1. **Prefer not to place strong emphasis on enforcing rules and compliance to project deadlines**

DIRECTION-SETTING

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

1. **You do not prefer to lead others**

WANTS OF LEADER'S SUPPORT

Score : **1.0** Consistency : **80.0%**

1. **You have no concern about whether you will have a capable leader in your workplace to support you or not**

Your LEAST Preferred Tasks

FIXING AND REPAIRING WORK

Score : **1.0** Consistency : **100.0%**

1. **Prefers not to do physical work that involves repairing things**

ARTISTIC PRESENTATION

Score : **2.0** Consistency : **20.0%**

1. **Prefers not to do work that focus on making things look beautiful / presentable**

DRIVING

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

1. **Prefers not to do work that involves driving a vehicle**

Your LEAST Preferred Work Environment

SOCIAL CONTACT

Score : **1.0** Consistency : **20.0%**

1. **Prefers not to do work involves interactions with people in the general public**

REPETITION ENDURANCE

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

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

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 an **Enabler**

You are a person who has high preference for teaching and imparting the knowledge and skills you have gathered and acquired.

Being an **Organizer**

You are a person who is mostly energized by having the opportunity to develop structure and putting order in place for managing information and events.

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.

It is not so important to you on whether you have a capable leader to support you in your workplace. Should you have a superior to work with in your workplace, it is important that your superior demonstrates his / her trust in you by giving the freedom to decide and operate in a way you deemed effective to achieve the given goals.

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 having to fix and repair certain unfamiliar equipment with little or no help available
- Forced to get things done in a rush or acting quickly without having the time to gather sufficient data and time to analyze them with the possibility of making mistake
- Taking on a 'policeman' leadership role and having to enforce rules and procedures in a legalistic manner

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

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	72.5
2 MIDDLE MANAGEMENT ROLE	66.1
3 FRONT-LINE MANAGEMENT ROLE	56.4
4 SALES DEVELOPMENT ROLE	60.4
5 CLIENTS SERVICING ROLE (OUTDOOR)	57.5
6 TECHNICAL SPECIALIST OUTDOOR	56.6
7 TECHNICAL SPECIALIST INDOOR	56.4
8 ADMINISTRATION SUPPORT ROLE	56.7
9 INDOOR TELE-SALES (COLD CALL)	53.5
10 SHOWROOM RETAILS SALES	47.0
11 INDOOR CUSTOMER SUPPORT	51.2

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	SOCIAL REWARD	6.0	100.0
2	WANTS OF EMPOWERMENT	6.0	100.0
3	EXPRESSIVENESS	5.5	90.0
4	SELF-APPROVAL	5.5	80.0
5	FINANCIAL REWARD	5.0	100.0
6	VISION	5.0	20.0
7	RECOGNITION EXPECTATIONS	4.5	50.0
8	SELF-PRESERVATION	3.8	60.0
9	SUPPORT OTHERS	3.5	40.0
10	ANXIETY MANAGEMENT	3.5	30.0
11	RESILIENCE	3.5	10.0
12	SELF-ADVANCEMENT	3.0	20.0
13	ANGER MANAGEMENT	1.5	43.3
14	WANTS OF LEADER'S SUPPORT	1.0	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	DIPLOMACY	6.0	40.0
2	OPTIMISM	4.5	70.0
3	ASSERTIVENESS	4.5	10.0
4	COLLABORATION	4.0	60.0
5	DIRECTNESS	4.0	40.0
6	OPENNESS	4.0	20.0
7	EMPATHY	4.0	20.0
8	PERSUASION	3.5	16.7
9	INTERACTION	3.0	60.0
10	BLUNTNESSE ENDURANCE	3.0	20.0
11	DECISIVENESS	2.5	80.0
12	SURENESS	2.5	30.0
13	HELPLEFULNESS	2.3	80.0
14	ENFORCING	1.0	20.0

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	THOUGHTS ORGANIZATION	5.0	40.0
2	FOCUS	4.5	60.0
3	STRATEGIZING	4.0	40.0
4	PERSEVERANCE	4.0	20.0
5	ANALYTICAL	3.8	98.0
6	EXPERIMENTATION	3.7	26.0
7	DETAILS MANAGEMENT	3.3	34.0
8	SENSING	2.5	100.0
9	SPEED	2.5	70.0
10	RISK INCLINATIONS	1.5	80.0
11	STRUCTURE ENDURANCE	1.0	100.0
12	DIRECTION-SETTING	1.0	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	STANDING ENDURANCE	3.5	30.0
2	SITTING ENDURANCE	3.0	40.0
3	NOISE ENDURANCE	3.0	40.0
4	TEAM PREFERENCE	3.0	0.0
5	OUTDOOR PREFERENCE	2.5	30.0
6	PRESSURE ENDURANCE	1.5	80.0
7	REPETITION ENDURANCE	1.0	60.0
8	SOCIAL CONTACT	1.0	20.0

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	USE OF COMPUTERS	5.0	80.0
4	CALCULATIONS WORK	4.0	20.0
5	DATA GATHERING	4.0	20.0
6	PUBLIC SPEAKING	3.0	60.0
7	DRIVING	2.0	60.0
8	ADMIN WORK	2.0	60.0
9	ARTISTIC PRESENTATION	2.0	20.0
10	FIXING AND REPAIRING WORK	1.0	100.0

5.0 Graphs Report

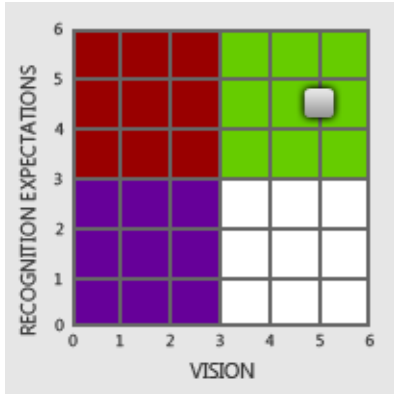
INITIATING

WITHIN SELF

WITH OTHER PEOPLE

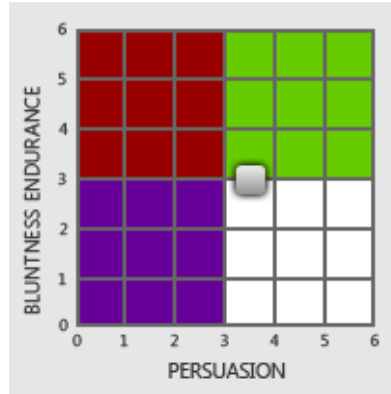
WITH TASK

POSITIONING PRINCIPLE



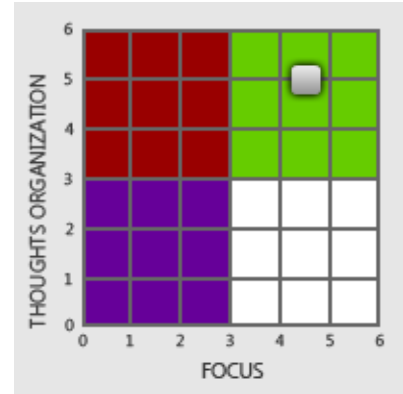
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PRESENTATION



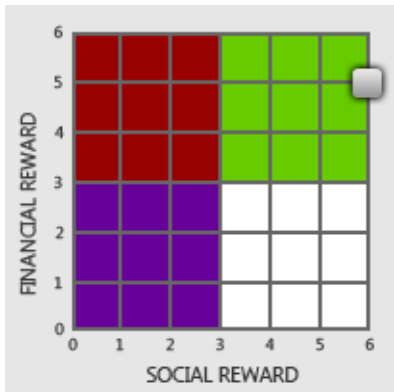
20.0 [2] 16.7

IDEAS MANAGEMENT



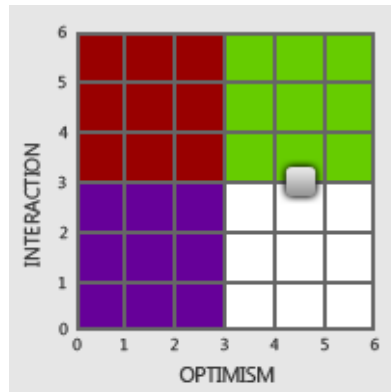
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MOTIVATIONAL PRINCIPLE



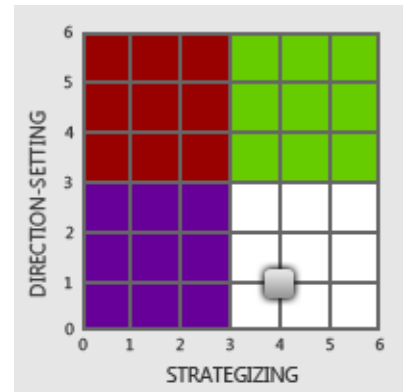
100.0 [4] 100.0

SOCIALIZATION



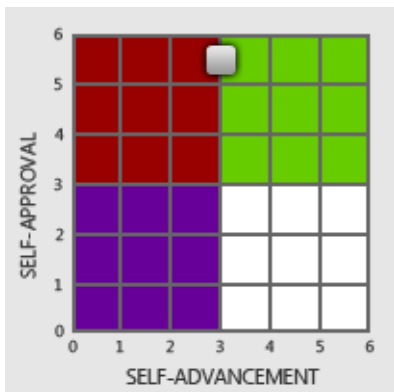
60.0 [5] 70.0

STRATEGY MANAGEMENT



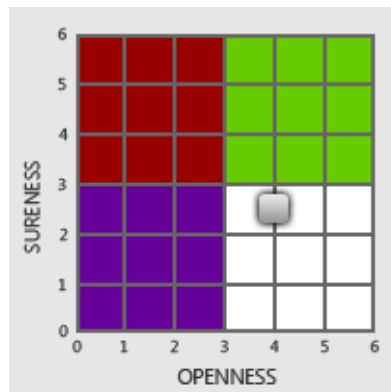
60.0 [6] 40.0

BELIEFS OF SELF



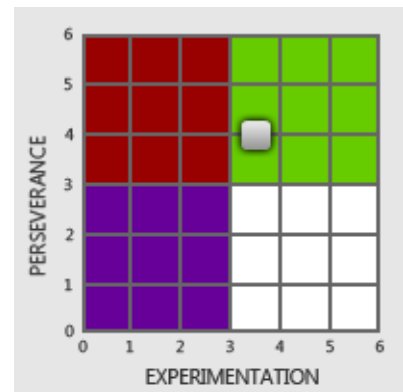
80.0 [7] 20.0

VIEWS MANAGEMENT



30.0 [8] 20.0

IDEAS REFINEMENT



20.0 [9] 26.0

5.0 Graphs Report

DECIDING

WITHIN SELF

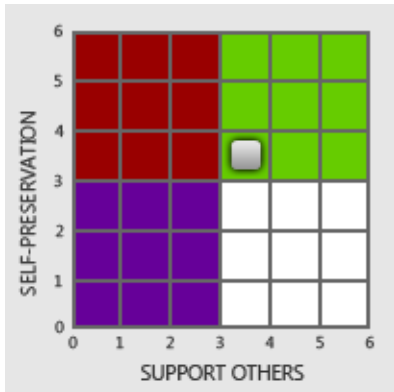
WITH OTHER PEOPLE

WITH TASK

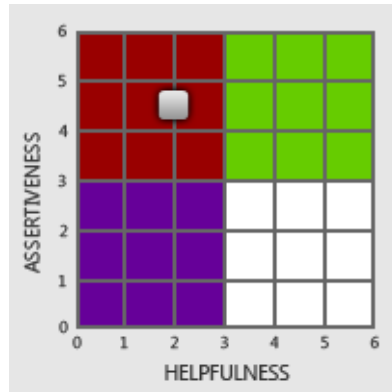
SURVIVAL PRINCIPLE

NEGOTIATION

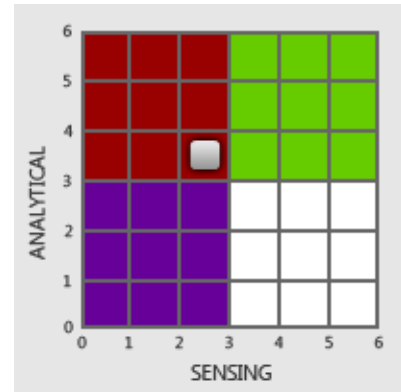
ISSUES MANAGEMENT



60.0 [10] 40.0



10.0 [11] 80.0

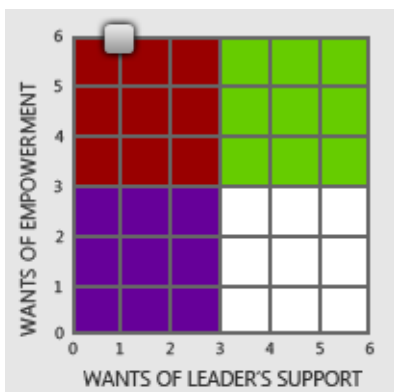


98.0 [12] 100.0

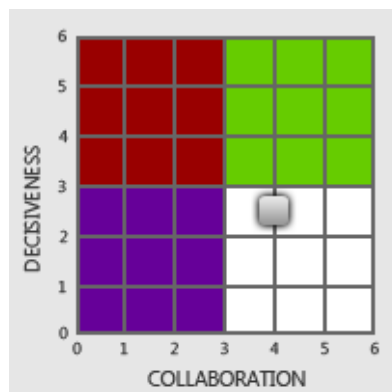
POWER PRINCIPLE

DECISIONS-MAKING

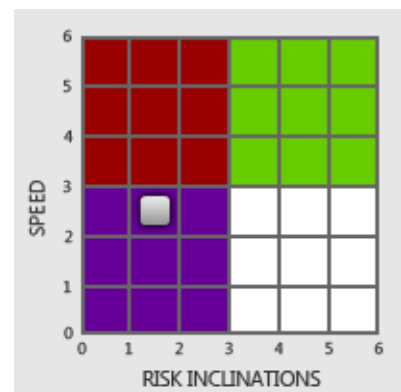
TASKS DECISIONS



100.0 [13] 80.0



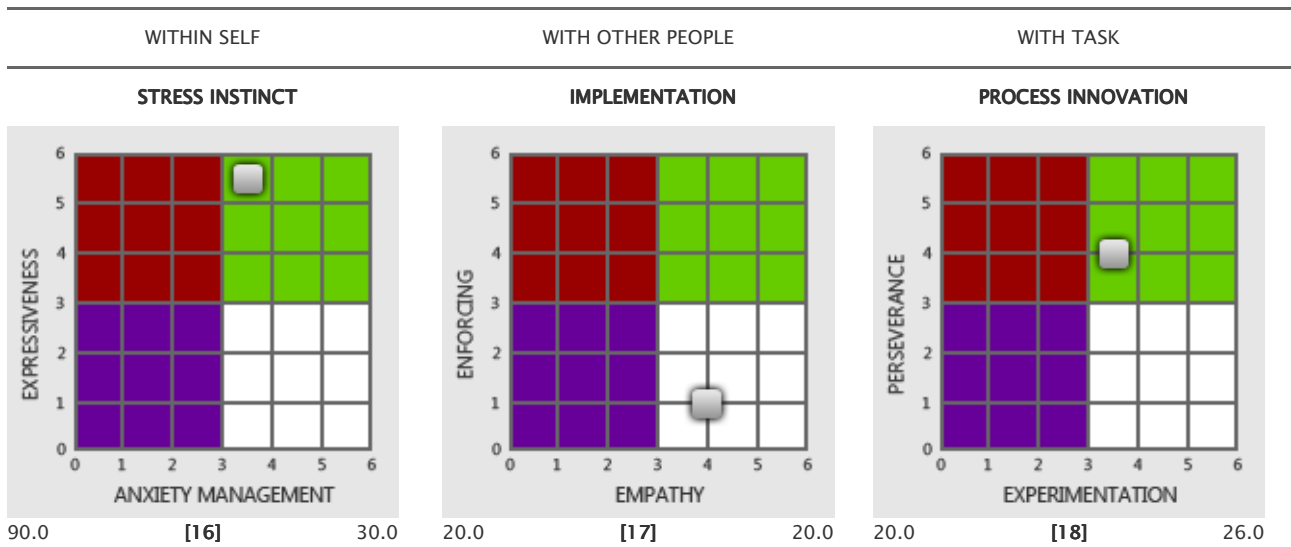
80.0 [14] 60.0



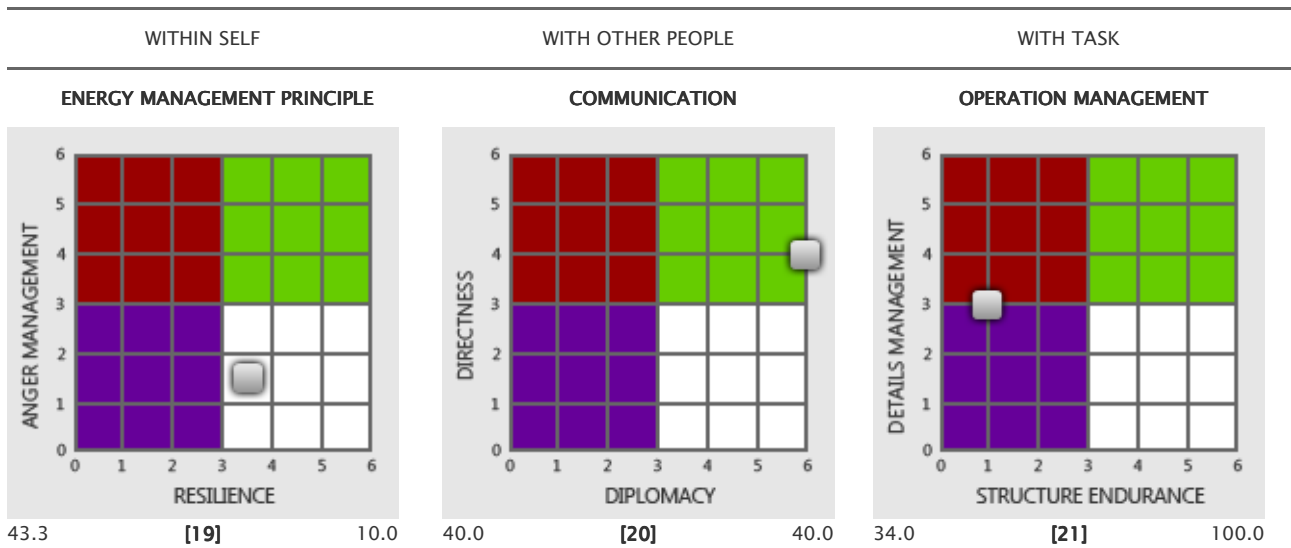
70.0 [15] 80.0

5.0 Graphs Report

EXECUTING

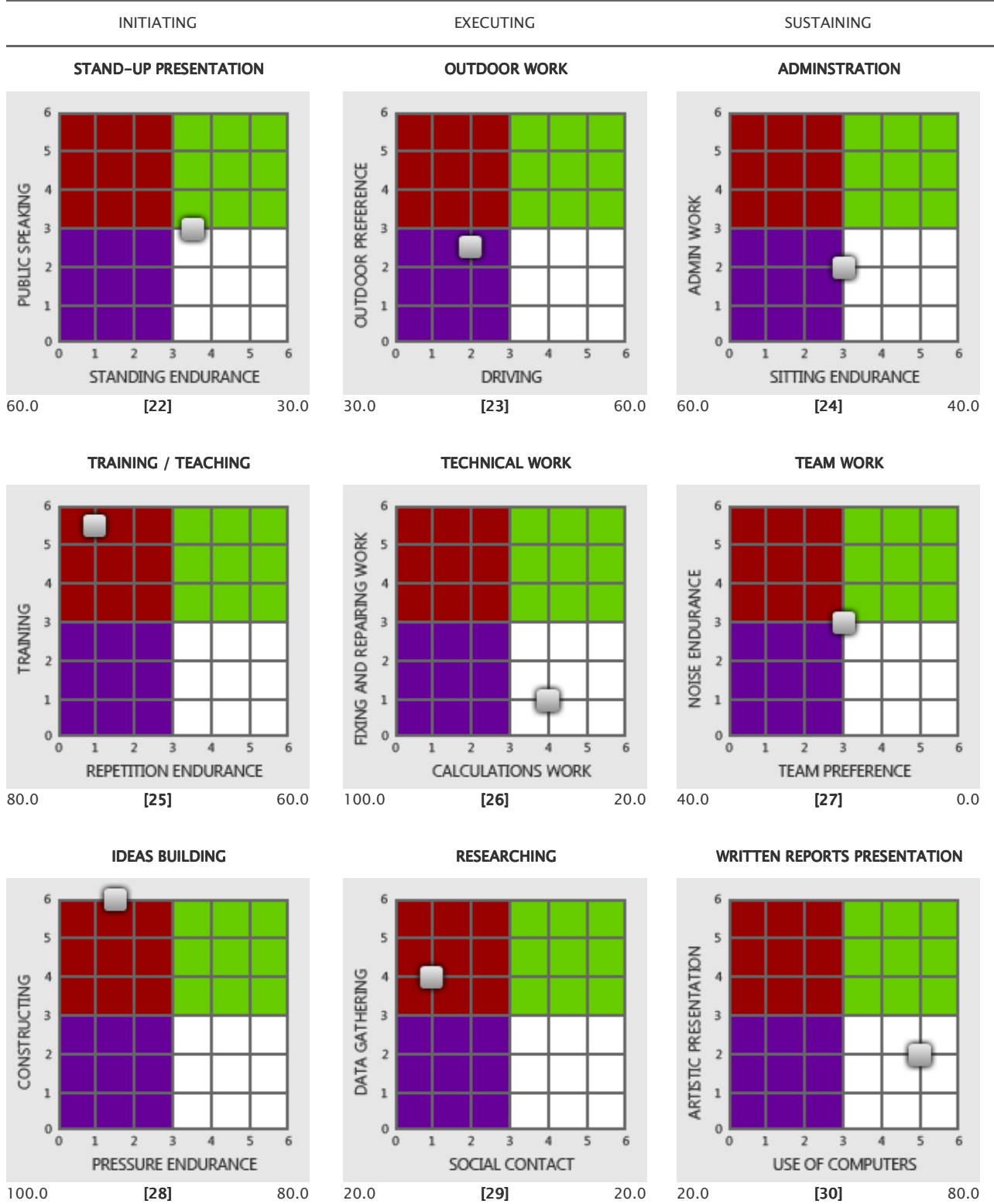


SUSTAINING



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

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

In situations you deemed fit, you will expect people to know how to reasonably appreciate your initiatives. If you also happen to be an intense communicator or in public-speaking position and displaying a lot of self-confidence in what you present, you may occasionally misunderstand by some people as overly attention and approval-seeking.

VISION

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

You appreciate initiatives that take into consideration the futuristic trends and go beyond the obvious. Depending on situations, the priority of your initiatives is largely on resolving issues that will produce longer-term strategic results.

If you also happen to be a person who most of the time have a strong preference for looking at the big picture more than the details and emphasize strongly on the importance of being flexible to adapt to change, you may occasionally misunderstand by people who are very down-to-earth as overly flexible and impractical.

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:

BLUNTNESS ENDURANCE

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

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 but not so for direct feedback, you are comfortable receiving feedback.

PERSUASION

Score : **3.5** Consistency : **16.7**

In situations you deemed fit, you will adopt an information sharing style and at times a more persuasive style to present your initiatives to others when you have a strong need to get the buy-in from the other person who has a major role in either making or breaking what you wanted to achieve.

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 : **40.0**

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 : **4.5** Consistency : **60.0**

Depending on the situations that make sense to you, you will prefer to stay focus and set a priority in the number of things you do rather than doing a number of things all at the same time 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. At the personal level, you may also find it more productive in managing your time well by staying focus with some form of priority that you give to whatever you are doing.

If you happen to also have a very low score for 'Interaction' (frame 5) and a very high score for 'Strategizing' (frame 6) and 'Structure Endurance' (frame 21), you may occasionally have the tendency to stay too focus with what you are doing and may miss out some important changes that have taken place around you.

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

Depending on the situations, you believe in having financial fairness for the output of your initiatives and you recognize the importance of financial freedom in order for you to be in a capacity to continue functioning well and for the pursuit of other meaningful goals.

If you happen to also have a very low score for 'Support Others' (frame 10), 'Helpfulness' (frame 11) and 'Empathy' (frame 17) and a very high score for 'Self-Preservation' (frame 10) and 'Assertiveness' (frame 11), you may be misunderstood by very empathetic people as overly self without a proper understanding of the experience you may or may not have been through.

SOCIAL REWARD

Score : **6.0** 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 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
Score : 3.0 Consistency : 60.0 In situations you deemed fit, you will not mind to have some degree of interaction with people to initiate your ideas and get things going. You are less likely to over socialize at the expense of your own privacy to do what you see can best be done in your workplace while you are alone without distraction.	Score : 4.5 Consistency : 70.0 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. 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.

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
Score : 1.0 Consistency : 60.0 Depending on the situations, you may be less excited about becoming a leader of a team. Your motivation to play a specialist role to spear head your initiatives is likely to be higher than becoming a leader looking after a team. If you also happen to have a low score for 'Enforcing' (frame 17), then your lower preference for playing a leadership role may probably due to the thought that dealing with people all the time and playing a 'policeman' role in leading a team is personally too energy-draining for you and you could be better off using your energy to look at something else more meaningful.	Score : 4.0 Consistency : 40.0 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.

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

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

Depending on the situations, you will not decline the opportunity to attend formal courses to advance your skills and knowledge although you probably 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.

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 : **30.0**

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

Depending on the situations, you are reasonably cautious about views different from your own. You will prefer to take time to reflect on those views before opening up immediately. 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. On the whole, you will not be misunderstood by people as overly guarded and not receptive to change or new ideas from others because you have a good balance in being approachable.

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 : **20.0**

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 : **3.7** Consistency : **26.0**

In situations you deemed fit, you will not mind trying out different ideas to accomplish your goals although brain-storming of ideas is not your main and first motivation and energy.

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 : **3.8** 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 : **3.5** Consistency : **40.0**

In situations you deemed appropriate, you will give a reasonable priority to doing the necessary to safeguard the interest of other people without over doing it at the expense of your own well-being to function properly.

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 : **4.5** Consistency : **10.0**

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 : **2.3** Consistency : **80.0**

You do not want to make others overly dependent on you and you possibly may also have past experience that there are people who will abuse your helpfulness and take away too much of your time and energy in a meaningless way. Hence, in situations you deemed fit, you prefer others to operate independently and be resourceful without disrupting whatever you are doing or invade into your personal and private time.

If you also happen to have a very high score for 'Assertiveness', you may occasionally unaware that you 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 : **3.8** Consistency : **98.0**

In situations you deemed fit, you will prefer to use factual evidence and figures to analyze issues, gaps and problems on hand without being overly logical.

SENSING

Score : **2.5** Consistency : **100.0**

In situations you deemed fit, you will either prefer to use factual evidence and figures to analyze issues, gaps and problems on hand or channel your time and energy doing something else than to spend it all the time on thinking of what can go wrong or what will go wrong.

If you also happen to have a very high score for Thoughts Organization (frame 3), Focus (frame 3), Perseverance (frame 9) and a very low score on Analytical (frame 12), Experimentation (frame 9), Details Management (frame 21) and Openness (frame 8), you may occasionally 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.

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 : **6.0** Consistency : **100.0**

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 : **1.0** Consistency : **80.0**

In situations you deemed fit, you do not see a high priority at this point in time to have the support from a very capable leader even though you are someone who respect authority.

If you happen to be extremely uncomfortable with having the empowerment to decide in a leadership position, you may occasionally misunderstood by people as overly dependent on others to make decisions.

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 : **2.5** Consistency : **80.0**

In your effort to avoid making wrong decisions, in situations you deemed fit, you will prefer to have the majority to participate in decision-making.

If you also happen to have a very high score for Collaboration (frame 14), Openness (frame 8) and Team Preference (frame 27) and a very low score on Assertiveness (frame 11), you may occasionally misunderstood by people as overly dependent on others to make decisions.

COLLABORATION

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

Depending on situations, you are willing to work together with people in decision-making for tasks that you see need team effort and commitment to accomplish your goals. You will not over do it and will not therefore be misunderstood by others as overly collaborative and indecisive.

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

Score : **2.5** Consistency : **70.0**

Depending on situations, you prefer not to make decisions and move into actions in a rush manner in order to avoid making mistakes or produce sloppy output.

If you also happen to be extremely uncomfortable with having the empowerment to decide in a leadership position or strongly prefer to work together with people in decision-making, you may occasionally misunderstand by some people as being slow in making decisions.

RISK INCLINATIONS

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

Depending on situations, you prefer to exercise caution to operate safely with certainty. You are mindful of bad consequences resulting from risky decisions and bad choices. You want to avoid behaving in an impulsive manner. Depending on the nature of your profession, you may occasionally misunderstand by some people as being overly cautious in making decisions.

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

Score : **5.5** Consistency : **90.0**

Depending on situations, you are sincere and transparent with your expressions even though you may be mindful of what you deem as ineffective behavior.

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).

ANXIETY MANAGEMENT

Score : **3.5** Consistency : **30.0**

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 : **1.0** Consistency : **20.0**

You have the virtue of not wanting to be legalistic and become harsh on others.

If you happen to also have a high score for Empathy (frame 17) or Helpfulness (frame 11), you will need to exercise care not to let uncooperative people abuse your kindness or helpfulness.

EMPATHY

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

In situations you deemed fit, you will prefer to show a reasonable amount of empathy towards others in your effort to understand them and their situation while being mindful of not over doing it and become overly empathetic or behaving in a legalistic way in the other extreme in order to get the work done effectively.

Process Innovation (Frame 18)

To what extent 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 : **20.0**

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 : **3.7** Consistency : **26.0**

In situations you deemed fit, you will not mind trying out different ideas to improve the efficiency in carrying out a task although brain-storming of ideas is not your main and first motivational energy.

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 : **1.5** Consistency : **43.3**

Depending on situations, most of the time you find it tough to manage frustrations positively as and when you sense that you are being triggered and anger is building up.

If you also happen to have a very low score for Bluntness Endurance (frame 2) and very high score for Expressiveness (frame 16), you may occasionally misunderstand by people as overly emotional and reactive.

RESILIENCE

Score : **3.5** Consistency : **10.0**

Depending on situations, most of the time you have the tendency to recover from set-back when it comes. You may prefer to receive some form of encouragement and support to speed up the recovering process.

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

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 : **6.0** Consistency : **40.0**

In situations you deemed fit, you will prefer to speak in a tactful manner.

If you have a very low score for Directness, you may occasionally misunderstand by people particularly those who have less patience and have been conditioned to receive blunt criticism as an evasive communicator.

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 : **3.3** Consistency : **34.0**

In situations you deemed fit, you will prefer to do work that require attention to details and exactness without over doing it and will not be misunderstood by people as overly detailed and rigid.

STRUCTURE ENDURANCE

Score : **1.0** Consistency : **100.0**

In situations you deemed fit, you will prefer to have the flexibility to meet your goals rather than being rigid about the way to get work done and be hindered by many policies, rules and procedures developed by the organization you work for.

If you also happen to have a very high score for 'Experimentation' (frame 18), 'Risk Inclinations' (frame 15) and 'Speed' (frame 15) and a very low score for 'Details Management' (frame 21) and 'Repetition Endurance' (frame 25), you may occasionally being misunderstood by very complying people as overly flexible and do not follow agreed rules in carrying out the work that need to be done.

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 **work on your own or have some interaction with colleagues but not the general public** and **operating interdependently** at a **steady pace** in a **surrounding with moments of quietness and moments of busyness**.

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:

2. Training

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:

Anxiety Management

The root of it is you have experienced helplessness to some degree before / being all alone in a failing / uncomfortable situation (which is not uncommon for anybody) and allow the attention on what you perceived as fearful / stressful to you to build up the anxiety in you.

Anxiety Management Tips:

- Do not spend all the time just thinking about the uncertainties alone, take timely actions – find solutions, get positive & healthy help from the right (reputable, credible & capable) people
- Letting go the worries by doing what is within your control to reach the goals. If you cannot take any actions then do not think about it and channel your thoughts on something else that energize you positively
- Ask solution-seeking questions instead of problem questions

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-Approval (Overly High)

Each time you regard your self-confidence, performance and the amount of work you can do as the measure of your self-worth, think of the disadvantages of doing so and start to apply Servant Leadership skills with true humility to enjoy the respect from people around you and continue to gain from learning something new from the old and familiar. Know your character value, reaffirm yourself that a truly successful leader is one who has the courage to learn, face failures, admit mistakes and take feedback maturely and openly and become stronger and stronger each day by taking learning as a life-long journey. You deserve that respect because of the value in your character.

Practice keeping a record of your breakthroughs (whether big or small) in responding to criticism and reacting to it. How you have turned these criticism into further success for yourself.

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

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:

Helpfulness

Each time you find that there is a high level of discomfort to put aside time to help people and you do not want to make people overly dependent on you, think of the possibility of being misunderstood as not helpful and choose to offer your help appropriately but also think of what you will need from them in order to continue with the capacity to help others.

Overall, you will experience more success and less negative criticism from people working together.

Need be, acquire the necessary negotiation 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 become self-sacrificing in a meaningless way

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:

Enforcing

While you have the virtue of not wanting to be legalistic, you are also **able to ensure necessary rules, deadlines and procedures are being followed by the respective people**. Hence, seeing the **necessary work is being carried out by the people who are supposed to do them**.

Each time you have high level of discomfort to ensure necessary rules, deadlines and procedures are being followed by the respective people, think of the disadvantages of not enforcing and **start to communicate firmly with empathy** in situations that are effective to do so, so that the necessary work is being carried out by the people who are supposed to do them. Overall, you will experience less frustration, more success and more positive working relationship with people.

Need be, acquire the necessary **interpersonal communication skills and conflict management skills** to support your desire to use this trait positively in situations that are appropriate to do so.

Need be; also increase your preference for **empathy, assertiveness and diplomacy** traits to support your desire to use the Enforcing trait positively in situations that are appropriate to do so.

Take note **not to** over moderate and become harsh to people

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. **Organized**
2. **Purposeful**
3. **Has a heart to serve the community**
4. **Positive**
5. **The courage to speak up**

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.