



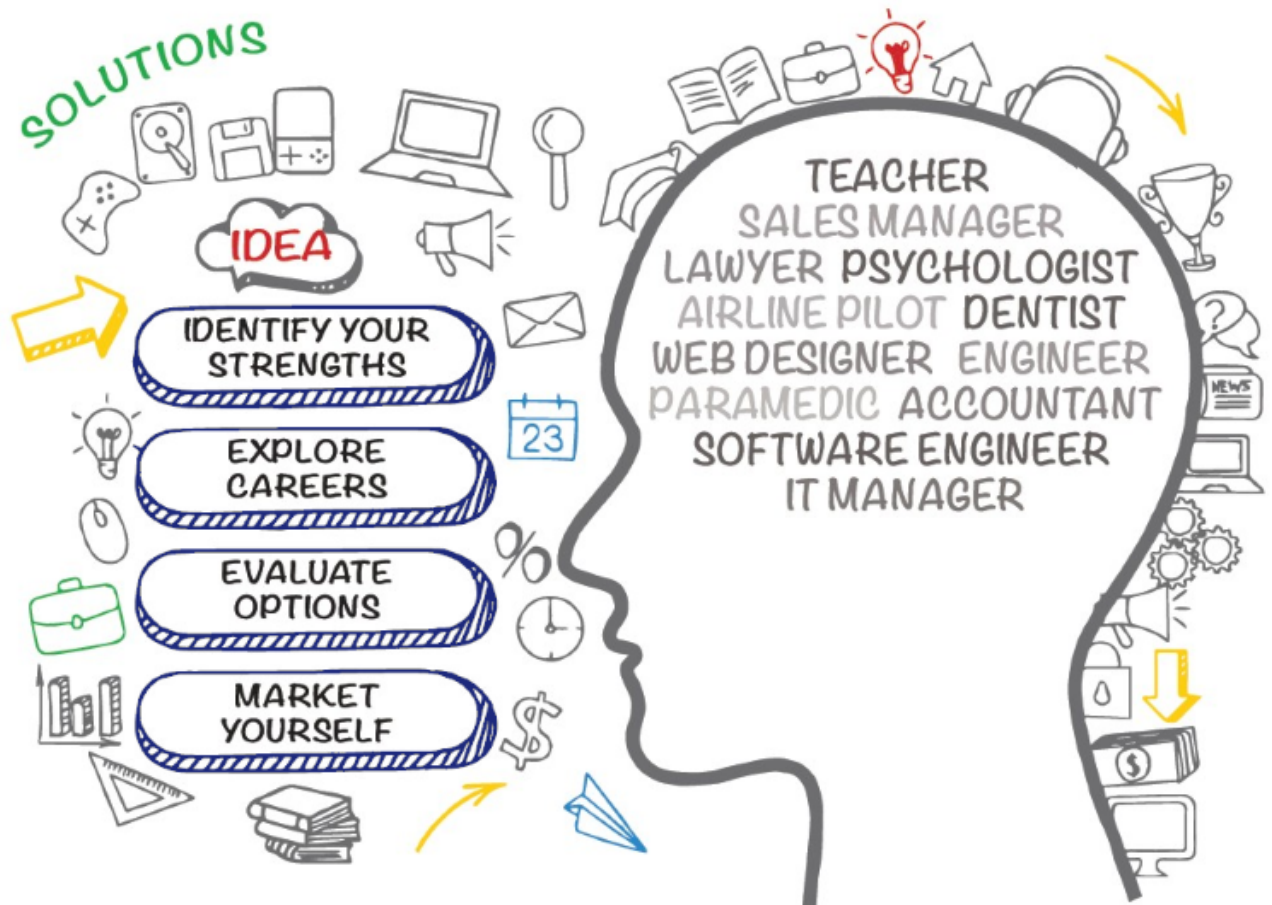
PRISM

Career Explorer

This report has been prepared for:

SAMPLE PERSONAL

11/08/2021



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Introduction

Dear Sample Personal

Welcome to your own personal *PRISM* Career Explorer report.

This report is based on the responses you gave to the *PRISM* Career Explorer questionnaire. The questionnaire was not a test, so there are no 'right' or 'wrong' answers. It is designed to enable you to state clearly what your preferred ways of working and behaving are, so that you can now find out how those characteristics relate to possible future careers.

As a result, this report and the *PRISM* portal will:

- offer you powerful insights into the types of work that are most likely to be suitable for you and those that are less suitable
- help you to understand your behavioural strengths - what you have to offer an employer - and which careers will enable you to capitalise on those strengths
- provide you with a comprehensive analysis of your key work-related strengths and areas for further development
- identify and measure your work aptitudes - what you will enjoy learning and what you are naturally good at doing
- show which work environments will enhance your performance and which will potentially inhibit your performance

In addition, you can use the Career Explorer application to compare your behavioural preferences with approximately 1,000 careers, or to explore which Majors match your preferences.

Finally, the application provides you with lots of help and advice on how to market yourself successfully to potential employers.

When reading your report, please remember that:

- the report was designed as a self-help tool to guide you in choosing a career that matches your interests. Treat your results as purely a starting point for career exploration, it does not give you advice or make decisions for you
- the results only provide information about your work and behaviour preferences - they do not indicate whether you have the skill or education necessary to follow a specific career

The database of careers includes insights into a job's tasks, work activities, knowledge required and much more. We encourage you to use all these insights along with your behavioural comparison with each job to build a picture of what types of work you feel might suit you.

We hope you will find this report both interesting and helpful

Yours sincerely



Colin Wallace
Founding Director - *PRISM* Career Explorer

Contents and Section Summaries

To get the most out of this report, we suggest that you study the outline of the sections below and work your way through the document section by section.

1	Your Key Point Summary Before a deep-dive into the report, the key point summary is a brief highlight of your report results.
The four PRISM behaviors The four core behaviors are explained. To simplify understanding we use colors to identify these behaviors: Green, Blue, Red and Gold.	2
3	The 4D PRISM map This visually depicts your level of preference for each of the four core behaviors.
The eight PRISM behaviors PRISM breaks each of the four core behaviors into two distinctly different behaviors to give you a more in-depth analysis of your preferences.	4
5	The 8D PRISM map This visually depicts your level of preference for each of the eight behaviors.
Analysis of your behavior preferences For each behavior dimension, this analysis shows your preference for each behavior, from a very low, to a very high preference.	6
7	Dimension Key Points Having a very high preference for a behavior can have its disadvantages, we call these 'overdone strengths' and they are explained in this section.
Your Work Aptitudes This section indicates the extent to which you are likely to enjoy doing various kinds of work.	8
9	Your Work Environment Preferences This section shows you which work environments are likely to enhance or inhibit your performance.
Your Work Activity Preferences This section highlights the extent of your preference for 26 important work activities that are common in many careers.	10

Key Point Summary

This section of your Career Explorer report provides a brief overview of the key points in your profile and is based on your responses to the **PRISM** questionnaire.

What this information means and how to use these important insights will be explained later in the report. Don't be surprised if some aspects of the summary raise questions in your mind, they will become clear as you work through each section.

Enjoy your report and what you are about to learn about yourself!

Your responses to the questionnaire.

The following information is based on the responses that you gave to the **PRISM** Career Explorer questionnaire. You rated the following descriptors as '**most accurately**' describing your preferred behaviors and, therefore, the ones which you are most comfortable using:

Accurate, Analytical, Appraises data, Asks for opinions, Assesses accurately, Attentive to detail, Categorical, Choosey, Competitive, Detailed, Exact, Harmonious, Methodical, Meticulous, Neat and tidy, Orderly, Painstaking, Patient, Perceptive, Perfectionist, Precise, Prudent, Quality-focused, Questioning, Self-assured, Self-sufficient, Thorough, Watchful, Weighs pros and cons, Well-organised

You also rated the following descriptors as '**least accurately**' describing your preferred behaviors and, therefore, the ones you are least comfortable using and the ones which you prefer to avoid.

Aggressive, Animated, Assertive, Dominant, Entertaining, Enthusiastic, Envisioning, Experimental, Exuberant, Fertile-minded, Full of life, Fun-loving, Generates ideas, High-spirited, Imaginative, Ingenious, Innovative, Inventive, Jovial, Lively, Original thinking, Outgoing, Produces novel ideas, Promotes participation, Pushy, Radical thinking, Shrewd, Sparkling, Sympathetic, Vivacious

The narrative which follows will only be accurate if the above responses are accurate. **Please check the words above that you selected when answering the questionnaire and see if you still agree with your choices. Mark any word that you now feel is incorrect. Think about why you might have selected it when you completed the questionnaire.**

Key Point Summary [Continued]

This summary report highlights some of the key factors that have been identified from the answers you gave to the **PRISM** Career Explorer questionnaire. The objective of this key point summary is to provide you with important information that you should take into consideration when contemplating a specific career or when applying for a particular job. Don't forget that in some instances high scores may not be 'good' and low scores may not be 'bad' - you need to bear the results in mind in the context of the requirements of the job you are considering. For example, a strong preference for abstract thinking and creativity may not be ideal for a job that requires someone to pay close attention to detail and follow rules closely.

Behavioural Preferences

What are behavioural preferences?

Your behavioural preferences are the natural, or instinctive, ways you tend to respond to the world around you. They are the behaviours that you use most frequently and that you are most comfortable using.

Your three **most** preferred behaviours are:

Finishing: being a capable, logical, conscientious person who will deliver exactly what you promise.

96

Delivering: being an independent, competitive and determined person who demands and gets results.

95

Supporting: being placid, considerate and unassuming, and valuing others' feelings.

92

Your two **least** preferred behaviours are:

Initiating: being very sociable, pragmatic, outgoing, optimistic and highly articulate.

10

Innovating: being creative, flexible, innovative, adaptable and unconventional.

11

Key Point Summary [Continued]

Your Work Aptitudes

What are your Work Aptitudes?

Your work aptitudes refer to the extent to which you are likely to enjoy learning or acquiring the skills necessary to do something to a high standard. They determine how easy it will be for you to learn something new.

Your three **most** preferred types of work are:

Practical and mechanical: Work activities that are physically active and involve manual skills.

100

Investigative and analytical: Work activities that involve extensive analytical thinking.

88

Orderly and efficient: Work activities that require attention to detail and accuracy.

75

Your two **least** preferred types of work are:

Creative and artistic: Work activities that involve artistic design, and creativity.

13

Social and empathetic: Work activities that involve being of help to others.

31

Work Environment - Performance Predictions

What are work environment preferences?

Work environment preferences are the extent to which you will tend to feel comfortable in specific environments. Being comfortable in a work environment will tend to enhance your performance, whereas being uncomfortable in an environment will tend to inhibit your performance.

Some of the work environments that are likely to **enhance** your performance are those in which:

- Showing a high level of ambition and determination, coupled with strict adherence to rules and an ability to remain calm under pressure, are essential qualities for success.
- There is a strong focus on thoroughly researching and recording factual data and where there is very little tolerance for error.
- Bringing together and facilitating the positive interaction of different people for certain tasks and for making the best use of each individual is fundamental for success.

Some of the work environments that are likely to **inhibit** your performance are those in which:

- There is a need to influence, persuade or negotiate 'win-win' solutions rather than to exercise a formal authority over others.
- Effective networking is seen as a key to success and where there are lots of opportunities for making new contacts and developing relationships.

Key Point Summary [Continued]

Your Profile Summary

Your profile indicates that you:

- Take responsibilities seriously.
- Are competent, industrious and reliable.
- Can work well alone with minimal supervision.
- Perform quality work and always give your best.
- Can be a willing and effective team player.
- Enjoy being valued for the support you give to others.
- Get along well with most people.
- See what needs to be done and do it.
- Handle pressure and difficult conditions well.
- Have the drive and determination to overcome obstacles.

To enhance your overall performance, you should consider:

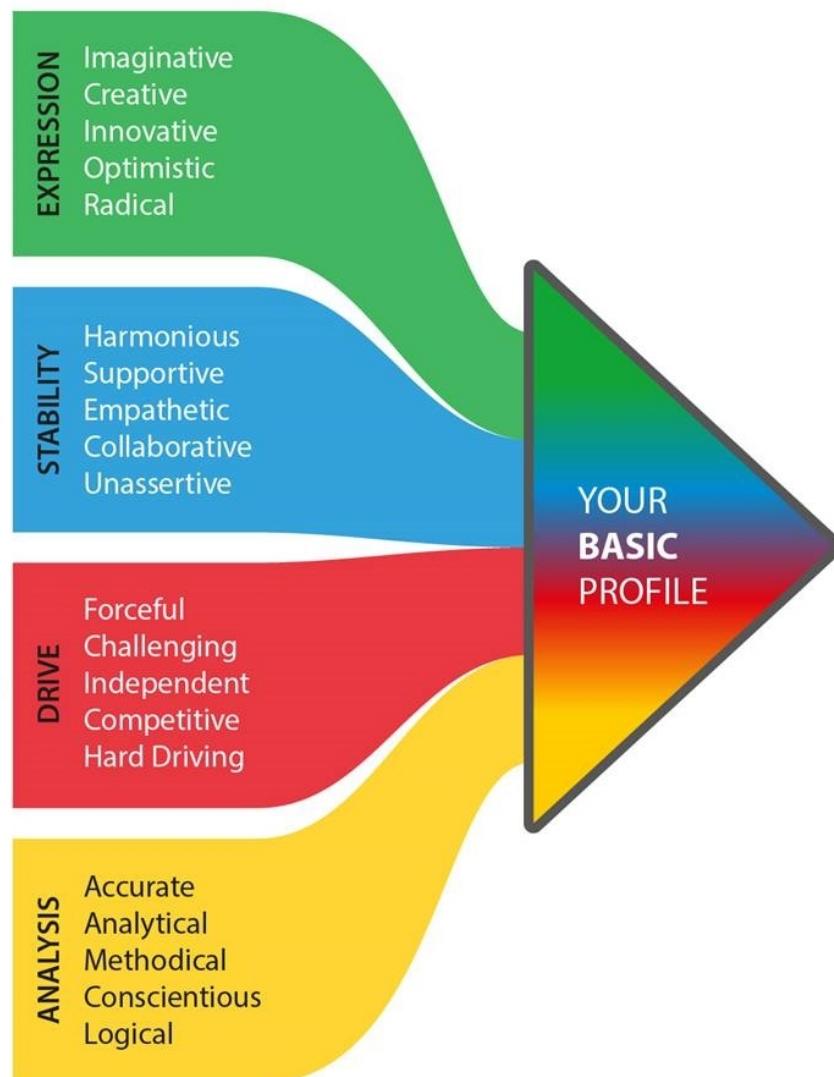
- Not being too critical or judgemental when others are telling you their problems.
- Trying to relax and loosening up a little.
- Being more tolerant when others make mistakes.
- Being careful not to talk over other people. Trying to use a vocabulary that is appropriate to the situation.
- Learning to express your emotional side and sharing your feelings with people you trust.
- Being less sensitive to comments and remarks made by others.
- Making more decisions on the basis of what is in your best interests.
- Trying to be more patient and less forceful.

2

The Four *PRISM* Behaviours

In the next section you will be introduced to the four core *PRISM* behaviours. Think of this report as a funnel; it starts with a broad analysis that, section by section, narrows and becomes more focused. For ease of understanding, we refer to the four core behaviours as colors: Green, Blue, Red and Gold. This section provides you with an explanation of each behaviour before you are shown your own personal preferences for each of those behaviours.

Below is a graphical representation of how a person's different levels of preference for each of the four *PRISM* behaviours blend together to create a unique profile for each person.



The Four *PRISM* Behaviours [Continued]

GREEN BEHAVIOURS

Green behaviour is seen as:

Flexible, multi-talented, opportunistic, adventurous, fast-paced, energetic, visualising, unconventional, innovative, creative, multi-tasking, adaptable, spontaneous, unstructured, enthusiastic, sense of humour, free-spirited, versatile, inventive, original.

When it is overdone, Green behaviour is seen as:

Disorganised, casual, careless, impulsive, unfocused, scatter-brained, fails to complete, forgetful, undisciplined, ignores rules, unpunctual, irresponsible, frivolous, unrealistic, exaggerating, inaccurate, superficial, evasive, over-optimistic.

GREENS LOVE

- Freedom
- Thinking laterally
- Enthusiasm
- Flexibility
- Little structure
- Creativity
- Few rules
- Innovation
- Individuality
- Imagination
- Open-mindedness
- Visionaries
- Unpredictability
- Having fun
- Adaptability
- Casual looseness
- Dynamic atmosphere
- Spontaneity
- Meeting lots of people
- Excitement
- Experimentation
- Constant change
- Taking risks
- Entertaining others

GREENS ARE MOTIVATED BY:

- New ideas and ways of working
- Interesting people who like surprises
- Variety in day-to-day tasks and projects
- Opportunities to explore many different options
- Creative and innovative thinking
- Freedom to do things when they feel like it
- Thrills and challenges that push their limits
- Managing many activities at the same time
- Spontaneity and flexibility for quick changes
- Busy, chaotic, active, even noisy surroundings

The Four *PRISM* Behaviours [Continued]

OVERVIEW

Greens love relating to and interacting with people in a positive, friendly environment. They need to have the opportunity to express their ideas and opinions. This helps them to achieve social recognition. If they are given the opportunity to create radical ideas, they will provide unlimited possibilities, and with such energetic enthusiasm, that others will be drawn in by their infectious optimism. If they have the freedom to be innovative and do things their way, there is no doubt they will produce ingenious results.

Greens are turned off by anything which they perceive as boring or ordinary. They have little tolerance for tedious details or the status quo, particularly when it either slows down or blocks progress, growth or the creative process. It is best not to inhibit Greens with a lot of restrictions, because they will rebel and break the rules anyway. Give Greens plenty of freedom and leeway, and provide ample opportunities to use their inventive nature and they will be highly productive. Avoid telling them that there is only one answer, one option, or one point of view – their brain thinks laterally and will rarely be able to restrict possibility to a single outcome.

The list of suitable careers for Greens is not designed to be comprehensive, it has been compiled to demonstrate that, to a person with a strong Green preference, career satisfaction means doing work that:

- Gives them opportunities to engage in creative problem-solving and / or generating new and innovative approaches to problems.
- Lets them meet and have constant interaction with many different people.
- Allows them to design or start projects, but does not require them to follow through with tedious details.
- Lets them experience a variety of situations filled with fun, action and excitement.

Research shows that people with a strong Green preference have been successful in the following careers:

psychiatrists, radio and tv announcers, foreign language teachers, public relations managers, child care workers, training and development specialists, sociologists, art and drama teachers, merchandise displays, entertainers, desktop publishers, film and video editors, hairdressers, musicians, photographers, school teachers, advertising and promotions managers, graphic designers, choreographers, interior designers, landscape architects, reporters and correspondents, special education teachers, psychologists, sociologists, fashion designers, makeup artists, copywriters, actors, airline cabin crew.

The Four *PRISM* Behaviours [Continued]

BLUE BEHAVIOURS

Blue behaviour is seen as:

Supportive, sensitive, friendly, likeable, steady-paced, laid-back, good listener, sympathetic, peace-loving, kind, helpful, hospitable, caring, nurturing, understanding, patient, generous, giving, process-centered, kind-hearted, unassertive, unassuming.

When it is overdone, Blue behaviour is seen as:

Dependent, shy, procrastinating, lackadaisical, unassertive, meek, complaining, over-sensitive, insecure, worried, easily hurt, withdrawn, soft, vulnerable, over-anxious to please, easily intimidated, distressed, clinging, possessive.

BLUES LOVE

- Stability
- Cooperation
- Teamwork
- Pleasant people
- Helping other
- Camaraderie
- Loyalty/trust
- Emotional support
- Harmony
- Few pressures
- Relationships
- Steady pace
- Kindness
- Teaching and counselling
- Feeling needed
- Resolving conflicts
- Communication
- Routine
- Friendliness
- Being valued
- Encouragement
- Low stress

BLUES ARE MOTIVATED BY:

- Being valued
- Shared values
- Selling something they believe in
- Democratic processes
- Feeling part of a united team
- Working together cooperatively
- Opportunities to be of genuine help
- Being around positive people
- People who need and appreciate them
- Helping others
- Helping resolve conflict

The Four *PRISM* Behaviours [Continued]

OVERVIEW

Blues are team players who have a desire to please and maintain stability in a group, even if it means sacrificing their own personal goals. Blues are driven by harmony, agreement and loyalty. They prefer to keep things as they are and provide a stabilising influence by the consistent way in which they go about their day-to-day work. They do well in handling routine matters. Change, therefore, is unwelcome. If they have a friendly, low-stress and slow-paced work environment, there is no doubt that they will be happy, committed workers who will do their best to please those with whom they work, and lend a helping hand along the way.

Blues are turned off by anything which they perceive as rude or insensitive. They have little tolerance for aggressive, self-centred behaviour, particularly when it can hurt or embarrass others. Blues need acceptance and assurance. They struggle when dealing with fear of conflict and/or the loss of a stable environment. Should conflict exist, they tend to become distressed and prone to worry or anxiety. It is best not to rush Blues. They function best in an easy-going, low-key environment where they can take their time to make decisions. They tend to seek a compromise or avoid making a difficult decision. Blues put people first, so it is important to communicate with them in a warm and friendly manner.

This list of suitable careers for Blues is not designed to be comprehensive, it has been compiled to demonstrate that, to a person with a strong Blue preference, career satisfaction means doing work that:

- Lets them express their compassion and devotion to others by working hard behind the scenes, but where their contributions are recognised and appreciated.
- Lets them work at a steady pace focusing all their energy on one project or one person at a time.
- Is done in a quietly cheerful and co-operative setting and where interpersonal conflicts are kept to a minimum.
- Does not require them to take tough decisions, perform regular public speaking, lead large groups of people they don't know well, or give others negative feedback.

Research shows that people with a strong Blue preference have been successful in the following careers:

child care workers, pre-school teachers, teaching assistants, counsellors, health educators, customers relations, special education teachers, outplacement consultants, rehabilitation counsellors, interpersonal skills trainers, health workers, librarians, clinical psychologists, social workers, clerical supervisors, education administrators, physical therapists, nutritionists, medical records technicians, biologists, crisis hotline operators, chiropractors, nurse practitioners, occupational therapists, hairdressers, hospital administrators.

The Four *PRISM* Behaviours [Continued]

RED BEHAVIOURS

Red behaviour is seen as:

Controlling, independent, assertive, authoritative, fast-paced, energetic, decisive, self-starting, goal-centred, determined, direct, forthright, competitive, ambitious, task oriented, forceful, hard-working, accountable, results-driven, daring.

When it is overdone, Red behaviour is seen as:

Domineering, demanding, aggressive, pushy, controlling, paranoid, impatient, volatile, autocratic, argumentative, abrasive, irritable, dictatorial, judgemental, ruthless, power-hungry, poor listener, egocentric, insensitive, belligerent.

REDS LOVE

- Having authority
- Lots of action
- Being the best
- Challenge
- Making decisions
- Deadlines
- Goal
- Public recognition
- Responsibility
- Competition
- Independence
- Important tasks
- Negotiating
- Opportunities to gain status
- Practicality
- Power and control
- Productivity
- Speed
- Taking charge
- Winning
- Leadership roles
- Hard work
- Taking tough decisions

REDS ARE MOTIVATED BY:

- Competition, real or imagined
- Important goals that must be met by a deadline
- Roles to keep them challenged and busy
- Authority to negotiate and make some decisions
- Independence, without close supervision
- Tough assignments
- Leadership roles, formal or informal
- Opportunities to achieve higher status
- Public recognition for their accomplishments
- Productivity and initiative in others

The Four *PRISM* Behaviours [Continued]

OVERVIEW

Reds love to accept challenges, create action and achieve results. They are driven to overcome opposition in order to accomplish goals. They are quick to seize opportunities that allow them to assume control of their environment. If they know that there are rewards and recognition available for those who produce the best results, they will be among the top performers. In pursuing their goals, Reds sometimes regard the opinions of others as obstacles rather than helpful suggestions. They possess a remarkable ability to thrive in difficult and demanding environments.

Reds are irritated by anything that they perceive to be a waste of their time. They have little tolerance for long, repetitive discussions, particularly when firm decisions are not reached so that tasks can get underway immediately. It is best not to mention anything to Reds which can't or won't take place until well into the future, because they will become frustrated if they can't start on it right away. Plan ahead what you want to communicate to Reds, and say it as briefly and to-the-point as possible. Avoid telling Reds more details than they actually want or need to know – it frustrates them to have to read through apparently irrelevant information to get to the bottom line of any message.

The list of suitable careers for Reds is not designed to be comprehensive, it has been compiled to demonstrate that, to a person with a strong Red preference, career satisfaction means doing work that:

- Enables them to operate independently with a minimum of supervision and is continually challenging.
- Lets the Red be in control, organising the necessary steps and resources, following laid-down procedures, and setting and meeting deadlines.
- Is challenging, exciting and competitive, where the Red's accomplishments can be seen, recognised and rewarded.
- Leaves the Red free to respond to unexpected crises, to take risks, exploit new opportunities and produce satisfactory solutions.

Research shows that people with a strong Red preference have been successful in the following careers:

Engineering managers, technical directors, construction managers, mining and geological engineers, foresters, agricultural engineers, ship captains and chief engineers, police officers, fire fighters, insurance investigators, fitness trainers, commercial pilots, logistics managers, paramedics, prison officers, excavating machine operators, couriers and messengers, bailiffs, bricklayers and stonemasons, chefs, construction site workers, civil engineers, electrical engineers, plumbers, surveyors, veterinarians, military personnel, automobile engineers, surgeons, finance directors, hotel managers and stockbrokers.

The Four *PRISM* Behaviours [Continued]

GOLD BEHAVIOURS

Gold behaviour is seen as:

Quality-focused, detailed, structured, accurate, meticulous, slow, deliberate, focused, thorough, well-organised, logical, analytical, proper, punctual, hardworking, responsible, traditional, conservative, serious, reserved, guarded, self-contained.

When it is overdone, Gold behaviour is seen as:

Perfectionist, pedantic, aloof, self-opinionated, humourless, inflexible, obsessive, nit-picking, unsociable, negative, critical, rule-bound, nagging, questioning, detached, unfeeling, narrow-minded.

GOLDS LOVE

- Quality
- Being methodical
- Planning in detail
- Logical analysis
- Accurate records
- Not being rushed
- Focusing on facts
- Looking for errors
- Quiet isolation
- Competent workers
- Measurement tools
- Proving a point
- Meeting requirements
- Professionalism
- Following rules
- Perfection
- Clear expectations
- Efficiency
- Clear instructions

GOLDS ARE MOTIVATED BY:

- Having sufficient time to finish what they start and check it
- Privacy, peace and quiet with few interruptions
- Opportunities to plan ahead in detail
- Fault-finding or inspection roles
- Authority to control quality
- Organised systems that assure accuracy and efficiency
- Consistency and competence in fellow-workers
- Excellence in everything
- Exceeding expected standards

The Four *PRISM* Behaviours [Continued]

OVERVIEW

Golds are motivated not just by results, but by quality results. They tend to be low-key, factual and extremely accurate. They are at their best when a job needs to be done with precision. Golds set high standards for themselves and others, and expect everyone to comply, always with the same high standards. Part of their drive for quality, accuracy and order is derived from their strong desire for a structured environment. Golds prefer a logical, step-by-step approach to tasks. For them, even life itself should proceed along a predictable path. They believe in themselves, their capabilities and their intellectual skills. They pride themselves on their ability to solve complex problems.

Golds are turned off by disorganisation and lack of clarity and detail. They need to ask lots of questions and will usually remain cautious before accepting a proposal or a programme for change. They dislike anything which they perceive as poor quality or unreliable information. They have little tolerance for poor standards or incompetence, particularly when either can affect quality, efficiency or profit. Get your facts and details right before you talk to Golds and give them information in a logical, step-by-step way. Their preoccupation with detail leads them to dislike any environment where nothing has a label, name or place. They tend to be uncomfortable dealing with emotional issues or human relationships.

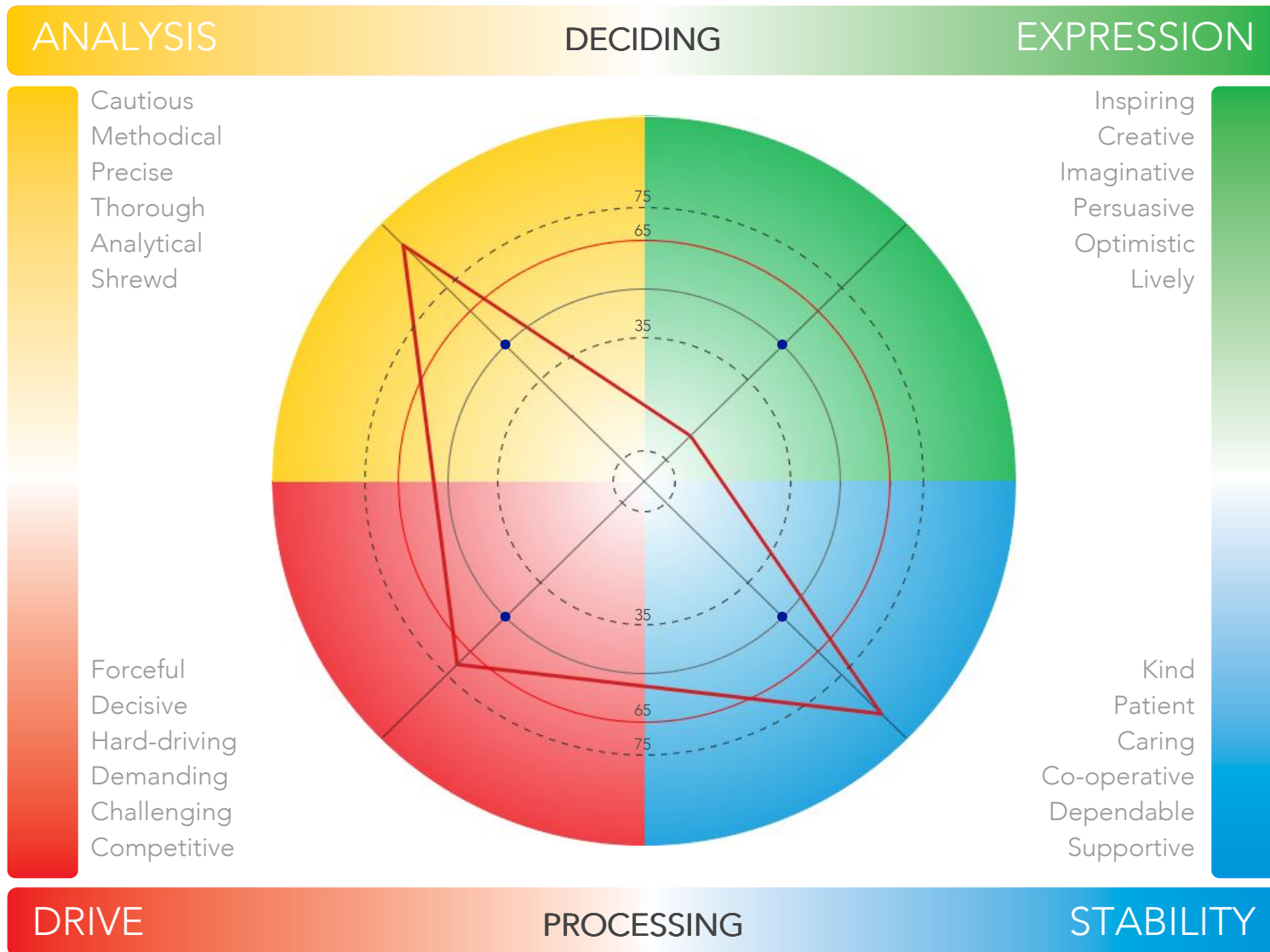
The list of suitable careers for Golds is by not designed to be comprehensive, it has been compiled to demonstrate that, to a person with a strong Gold preference, career satisfaction means doing work that:

- Is carried out in a stable and traditional environment, where they will not be required to take unnecessary risks or use untested or experimental approaches.
- Lets them be independent, with plenty of time to work alone and to be able to concentrate on completing projects or tasks to a high standard.
- Has very clear objectives and a clearly defined organisational structure.
- Involves a real product or service delivered in a thoughtful, logical, and efficient way, preferably using standard operating procedures.

Research shows that people with a strong Gold preference have been successful in the following careers:

Pharmacists, operations researchers, science teachers, law clerks, technical writers, health and safety specialists, computer systems administrators, mechanical engineers, market research analysts, industrial engineers, fraud investigators, computer systems analysts, aeronautical engineers, computer programmers, financial analysts, auditors, archivists, civil aviation pilots, laboratory technicians, electricians, web developers, machinists, dental laboratory technicians, accountants, lawyers, economists, statisticians, surgeons, stockbrokers, business systems managers and HR managers.

3 Your 4D Map



Having gained an understanding of the four core behaviors, this chart provides you with an analysis of your level of preference for each one. Like all other people, you will have a high preference for some behaviors, and a lower preference for others. The ratings (numbers) indicate your expressed preferences for the relevant behaviors. What's most important is understanding the level of preference, or lack of preference you have for each behavior. As a guide, 0 - 34 is a 'very low' or 'avoided' preference; 35 - 49 is a 'low' preference; 50 - 64 is a 'moderate' preference; 65 - 74 is a 'high' preference; 75+ is a 'very high' preference. This chart shows your preferences in a four dimensional graphic form.

The chart on the previous page indicates that you would have the following profile summary:

You tend to be factual and reliable, completing work with precision and accuracy. You are extremely well focused and generally avoid unnecessary risk or trouble. You know that shortcuts are sometimes costly in the long run, so you stick firmly to your high standards. You prefer to work in small groups rather than in front of large crowds. When you appear to be insensitive, it is usually because you are focusing completely on the task at hand. You are careful and consistent, but sometimes your analytical nature turns others off. You have a strong need to achieve success, and you will feel stifled and lacking in motivation if you fail to reach your personal goals. You build relationships slowly, having an inherently suspicious and questioning nature. Overall, the most important factor in your behaviour is your focus on matters of efficiency and productivity. You tend to place more emphasis on practical matters than on social issues, and your actions are normally based on a rational rather than an emotional response to your situation, albeit you do have an underlying focus on people-related matters. You are a relatively self-contained individual, whose general approach to problems tends to be somewhat detached and dispassionate. While you possess a sociable side, this still reflects your calm style, and for this reason you find emotional displays and uncontrolled openness in other people annoying and distracting. You prefer to work within a well organised system, but you will also look for some freedom of action and independence.

Please Note: no single color is better than any of the others, but some behaviors are more appropriate than others in specific roles or situations. Also, as the chart above shows, you are a blend of all four colors, each contributing its own intensity or preference strength.

4

The Eight *PRISM* Behaviours

To meet the needs of the modern business world, *PRISM* goes a step further and breaks each of the four core behaviors down into two similar, but also distinctly different, behaviors. The next section explains these different behaviors before showing you your preference for each of these. It gives a brief description of each of those eight behaviors and shows you your level of preference for each.

Please remember that no one color is better than any of the others, but some behaviors are more appropriate in some situations than others and you may need to adapt your behavior preferences on those occasions to achieve the results you need.

GREEN BEHAVIORS

INNOVATING GREEN is about generating imaginative solutions to problems and challenging traditional ways of doing things. It is about taking a creative and unstructured, radical thinking approach to problem solving.

INITIATING GREEN is about responding quickly to new ideas and moving them forward with energy, enthusiasm and a sense of excitement. It is about having an infectious and optimistic style of verbal communication and persuasion.

These two Green behavior preferences prefer a fast-paced or dynamic work environment.

BLUE BEHAVIORS

SUPPORTING BLUE is about being very sensitive to the individual needs and concerns of others and offering them help and encouragement. It is having a need to create and maintain harmonious and stable relationships.

CO-ORDINATING BLUE is about encouraging individuals to work together to achieve shared objectives, yet it avoids appearing at the forefront of social interactions. It is about having a desire to involve others and make the most effective use of their talents.

These two Blue behavior preferences prefer a steady-paced and harmonious work environment.

4

The Eight *PRISM* Behaviours

Please remember that no one color is better than any of the others, but some behaviors are more appropriate in some situations than others and you may need to adapt your behavior preferences on those occasions to achieve the results you need.

RED BEHAVIORS

FOCUSING RED is about having an inherent need to control, to achieve and to challenge people or things that stand in the way of results. It is about taking an aggressive and emotional drive to achieve one's own goals.

DELIVERING RED is about meeting tight deadlines by working in a very structured way that can be inflexible at times. It is about being independent, self-motivated and ambitious. It is about taking a self-sufficient and structured drive to achieve objectives.

These two Red behavior preferences prefer a fast-paced or dynamic work environment.

GOLD BEHAVIORS

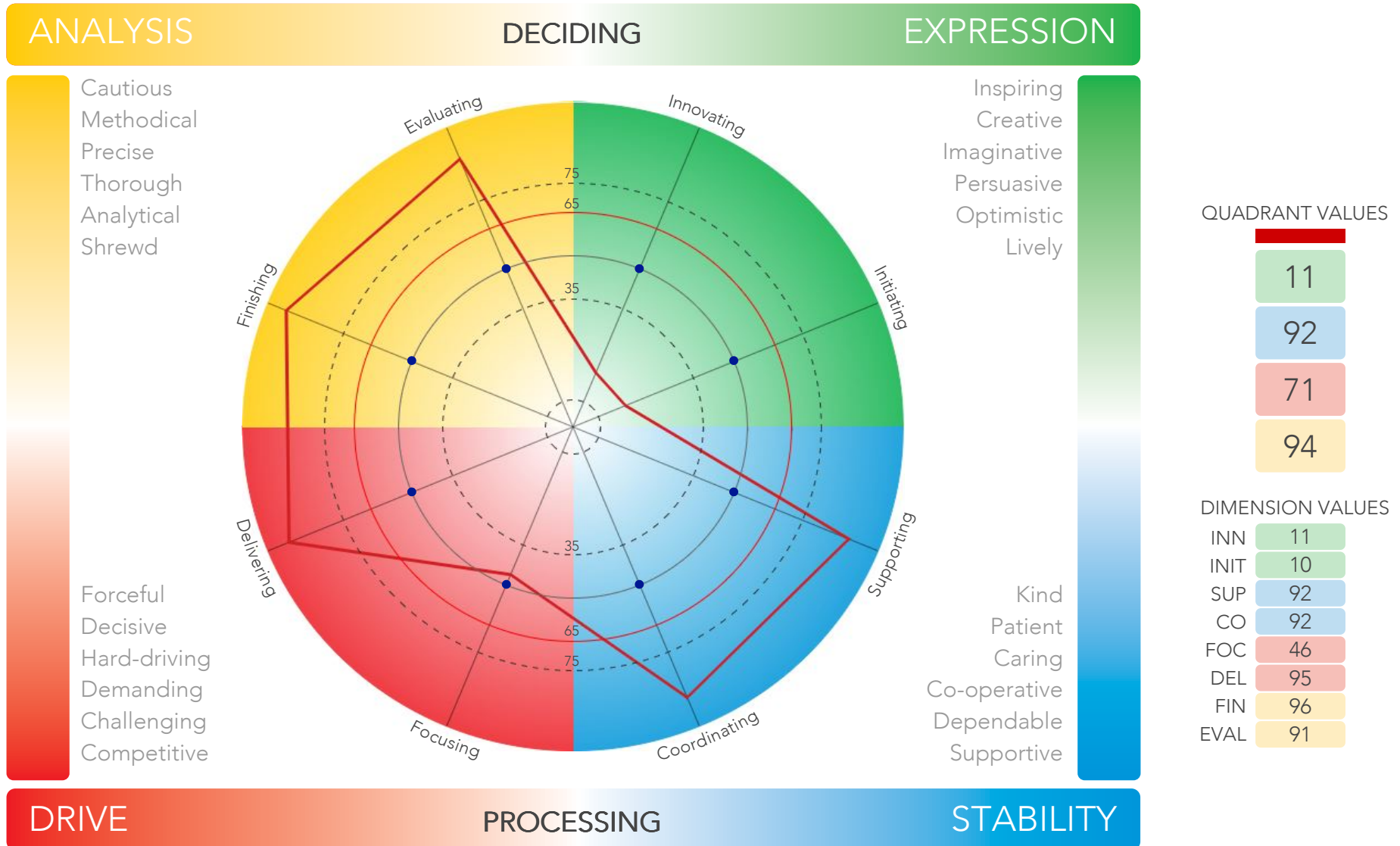
FINISHING GOLD involves seeing tasks through to high quality completion. It is about paying great attention to accuracy, detail and quality and enjoying tasks that are intellectually challenging. It is about taking a conscientious and tenacious approach to detail and quality.

EVALUATING GOLD is about having the ability to make sound judgements, unaffected by emotional pressures and by evaluating significant amounts of complex details. It is about taking an analytical and logical approach to decision making.

These two Gold behavior preferences prefer a slow-moving and well organized work environment.

5

Your 8D map



As with the four **PRISM** behaviors chart, you will naturally have a high preference for some behaviors, and a lower preference for others. The ratings (numbers) are an indication of how strongly you have expressed your preference for using each behavior. What is most important is understanding the level of intensity you have for each behavior.

In this chart, each of the four core behaviors has been divided into two similar, but distinct, behaviors. Each dimension of a color has some behavioral characteristics in common, but also some that are significantly different. When all eight dimensions are combined, they produce a behavioral blend that is unique to you.

As a general rule, you will use your Green and Blue behaviors more when interacting socially with others and you will use your Gold and Red behaviors more when engaged in task completion or when seeking results - especially when under pressure.

6

Analysis of your Behavioral Preferences

The objective of this 'Analysis of Your Behavioral Preferences' report is to highlight important information that you should pay particular attention to when contemplating a specific career, or when applying for a particular job.

Don't forget that in some instances high scores may not necessarily be 'good' and low scores may not be 'bad' - you need to bear the results in mind in the context of the requirements of the role you are considering. For example, a strong preference for abstract thinking and creativity may not be ideal for a job that requires someone with a strong preference for paying close attention to detail and follow rules closely.

The final part of this behavioral summary is an analysis of the 8 enhanced **PRISM** behaviors and how they are averaged into the 4 basic **PRISM** colors. Each one shows your preference for that behavior in percentage terms and a corresponding rating: as a guide, 0 - 34 is a 'very low' or 'avoided' preference; 35 - 49 is a 'low' preference; 50 - 64 is a 'moderate' preference; 65 - 74 is a 'high' preference; 75+ is a 'very high' preference.

By examining the information on the careers listed in the Career Explorer data base, you can identify the extent to which your preferences reflect those associated with the relevant occupations.

Please note: the behavioral descriptions below refer to someone demonstrating a 'high' preference for that behavior only. For a 'very high' preference, please see comments on pages 27 and 28.

Analysis of your Behavioral Preferences [Continued]

COLOR DIMENSION	BEHAVIORAL DESCRIPTION	YOUR PREFERENCE	JOB REQUIREMENT
GREEN 11 (Average of Innovating and Initiating)	Greens tend to be outgoing, innovative, optimistic, unorthodox, trusting and adaptable. They have a strong desire to express themselves creatively. They focus on what is possible rather than what they are or are intended to be. They have highly developed intuition and they rely on their hunches and instincts to make decisions. They dislike work activities that are highly structured or repetitive and they are uncomfortable in rigid environments or following rules.	VERY LOW	
Innovating 11	INNOVATING Green is about generating imaginative solutions to problems and challenging traditional ways of doing things. It is about using a creative and unstructured, radical thinking approach to problem solving. Prefers a fast-paced or dynamic environment.	VERY LOW	
Initiating 10	INITIATING Green is about responding quickly to new ideas and moving them forward with energy, enthusiasm and a sense of excitement. It is about using an infectious and optimistic style of verbal communication and persuasion. Prefers a fast-paced or dynamic environment.	VERY LOW	
BLUE 92 (Average of Supporting and Coordinating)	Blues tend to be compassionate, loyal, helpful, idealistic and genuine. In extreme, they can be hypersensitive, overly emotional and self-absorbed. They tend instinctively to assume the role of caretakers, and they take this responsibility very seriously. They enjoy work that involves personal interaction and helping others, such as teaching, counselling and solving social problems. Working at a steady pace, they are hardworking, consistent, patient and very productive.	VERY HIGH	
Supporting 92	SUPPORTING Blue is about being very sensitive to the individual needs and concerns of others and offering them help and encouragement. It is about having a need to create and maintain harmonious and stable relationships. Prefers a low-stress, steady paced environment.	VERY HIGH	
Coordinating 92	CO-ORDINATING Blue is about encouraging individuals to work together to achieve shared objectives, yet it avoids appearing at the forefront of social interactions. It is about having a desire to involve others and make the most effective use of their talents. Prefers a steady paced environment.	VERY HIGH	

Analysis of your Behavioral Preferences [Continued]

COLOR DIMENSION	BEHAVIORAL DESCRIPTION	YOUR PREFERENCE	JOB REQUIREMENT
RED 71 (Average of Focusing and Delivering)	<p>Reds tend to be reliable, organized, focused on the task at hand, practical and hardworking. They are competitive, forceful, self-reliant, and often mechanically inclined. They have a need to control - both their environment and the people in it. In extreme, they can be demanding, judgmental, inflexible and close-minded. They do what needs to be done, moving ahead even when resources are limited and meeting tough deadlines. They can be blunt speaking and forceful.</p>	HIGH	
Focusing 46	<p>FOCUSING Red is about having an inherent need to control, to achieve and to challenge people or things that stand in the way of results. It is about adopting an aggressive and emotional drive to achieve own goals. Prefers a fast-paced or dynamic environment.</p>	LOW	
Delivering 95	<p>DELIVERING Red is about meeting tight deadlines by working in a very structured way and by being self-sufficient and self-confident. It is about being independent, self-motivated and ambitious. Prefers a fast-paced or dynamic environment.</p>	VERY HIGH	
GOLD 94 (Average of Finishing and Evaluating)	<p>Gold tend to be analytical, meticulous, independent, rule-conscious and competent. They are inquisitive, methodical and conscientious. Golds believe in themselves, their capabilities and their intellectual abilities. They are accurate and like to follow clearly defined procedures. They are driven by the need for perfection both from themselves and others. They are capable of working alone and tend to dislike jobs that involve leading, selling, or persuading others.</p>	VERY HIGH	
Finishing 96	<p>FINISHING Gold involves seeing tasks through to a high quality completion. It is about paying great attention to accuracy and following rules, and enjoying tasks that are intellectually challenging. It is about adopting a conscientious and tenacious approach to detail and quality. Prefers a slow-moving and well organized environment.</p>	VERY HIGH	
Evaluating 91	<p>EVALUATING Gold is about having the ability to make sound judgements, unaffected by emotional pressures and by analyzing and evaluating lots of complex details. It is about adopting an analytical and logical approach to decision making. Prefers a slow-moving and well organized environment.</p>	VERY HIGH	

Analysis of your Behavioral Preferences [Continued]

These are your strongest behavioral preferences:

Finishing

You are a capable, logical, conscientious person who will deliver exactly what you promise. You pay great attention to detail and quality and are compulsive at meeting deadlines and fulfilling obligations. You are also good at ensuring that the detailed aspects of a project, such as testing, rehearsing and general administrative matters, are planned and carried out properly. Although not a particularly assertive individual, you maintain a strong sense of urgency and are impatient of, and intolerant towards people who do not meet your high standards. You have high self-control and strength of character, and are serious and sincere in whatever you do. Although you may appear to be cool, calm and collected on the outside, inwardly you are often worried in case things go wrong. Guarded by nature, your emotions and feelings are generally kept to yourself. You have considerable self-discipline and are reluctant to delegate or admit defeat. It is important that you are aware that you can lower the morale of others by appearing unduly critical and losing sight of the overall objective by getting bogged down in small details.

Delivering

You are an independent, determined person who demands and gets results. Good at meeting tight deadlines, you are methodical and systematic, albeit a bit inflexible at times, and are good at ensuring that things work properly. Thriving on crises you concentrate on realism, structure and efficiency. Although you are self-sufficient and purposeful, you are willing to support others if it will help achieve your own objectives. You are a manually skilled, practical organiser who is capable of directing others and has a preference for disciplined application and routine. You are primarily concerned with what is possible, and are adept at converting ideas into a feasible action plan. Tough-minded and efficient you can work equally effectively alone with a minimum of supervision or in a group and take a structured and orderly approach to everything you do. Not easily discouraged by setbacks, you display considerable sincerity and integrity, but can be rather status conscious at times. You can sometimes be contemptuous and unresponsive to what you regard as speculative, 'woolly' ideas that do not have an obvious bearing on the matter in hand.

Supporting

You are placid, quiet and unassuming, and value others' feelings. You will tend to form deep and lasting friendships with a few people, and value that friendship showing great warmth and affection. In general, you like to plan things well in advance, working to routines and systems. Having a strong sense of duty and responsibility, you will be committed and loyal to your colleagues and friends. Once committed to something, your patience is considerable and you are willing to work long hours on tasks that are important to you. You will tend to place the objectives and needs of others before your own personal ambitions. Perceptive and diplomatic, you will tend to help avert interpersonal problems and thus enable others to contribute more effectively. Your lack of competitiveness and dislike of friction may, on occasions, make you appear to be a bit soft and indecisive. Trusting, sensitive and caring, you will not be seen as a threat by others, being non-threatening and non-provocative.

Dimension Key Points

Many traditional profiling instruments are based on the conventional wisdom that individuals should discover and capitalize on their strengths. However, such instruments overlook a key lesson from decades of research on why people fail in their roles: more is not always better, and individuals fail, or lose their jobs, when their strengths become weaknesses through overuse.

Experience shows that taking a strength to an extreme is, almost always, detrimental to performance. Simply dividing qualities into 'strengths' and 'weaknesses' implicitly ignores strengths that are overdone.

In *PRISM*, any behavior preference you may have that is greater than 75 has the potential to be overdone when you are stressed.

What this means is that, in situations where you feel under pressure, you will tend to use specific behaviors that you are comfortable with i.e., your main strengths, even though they may not be the most appropriate ones for the situation. The result of this is that a behavior that is normally one of your main strengths, and for which your preference is greater than 75, can turn into a potential weakness when you overdo its natural benefits. For example, 'self-reliant' is normally a strength, but, if overdone, can make a person 'insensitive to the needs of others.'

This section gives a description of the characteristics of each behavior when it is used as a strength, as well as its typical characteristics when it is overdone during periods of significant stress. It is important to study these in detail so that you can recognize when you are exhibiting characteristics of an overdone strength. This will enable you to take steps to manage that strength more effectively.

On the following page, column 2 shows high (or natural) strengths associated with behavior preferences of 65 - 74. Column 3 shows potential weaknesses for overdone strengths associated with behavior preferences that are more than 75, especially when the individual is under pressure.

Dimension Key Points [Continued]

	CHARACTERISTICS	
DIMENSION	STRENGTHS (for preferences of 65 - 74)	POTENTIAL WEAKNESSES IF STRENGTHS ARE OVERDONE (75+)
Innovating	Imaginative, innovative thinker. Generates ideas and concepts. Visualises outcomes. Creates original solutions. Unorthodox, fertile-minded and radical.	Low attention to detail. Has difficulty explaining own ideas. Absent minded and forgetful. Dislikes criticism and following rules. Can be wayward and independent.
Initiating	Outgoing, animated and entertaining. Articulate and persuasive. Establishes rapport easily. High-spirited, jovial and light-hearted. Good at achieving 'win-win' negotiations.	Over optimistic and unrealistic. Fails to follow through or deliver. Easily bored and distracted. Need to be entertaining and popular. Makes impetuous, intuitive decisions.
Supporting	Kind hearted, harmonious and caring. Supportive of others. Handles repetitive or routine work well. Good natured and accommodating. Considerate, kindly and compassionate.	Dislikes conflict and aggressive people. Unassertive and over sensitive. Uncomfortable making tough decisions. Dislikes pressure or fast pace. Uncomfortable with change.
Co-ordinating	Makes good use of other people's skills. Encourages opinions and participation. Broad minded and collaborative. Remains calm when under pressure. Consultative and open-minded.	Lacks drive and independence of mind. Relies heavily on gaining agreement. Laid-back and casual. Can appear detached and laid back. Too tolerant of inappropriate behaviour.
Focusing	Blunt, outspoken, forceful and dominant. Authoritative, assertive and challenging. Copes well with adverse conditions. Driven to win and achieve status. High pressure negotiating skills.	Irritable and easily frustrated. Provocative and argumentative. Poor listener when under pressure. Suspicious of the motives of others. Quick to anger and volatile.
Delivering	Self-reliant and venturesome. Independent and self-motivated. Practical, determined and autocratic. Works well when under pressure. Likes structure and organisation.	Can be over-competitive for status. Inflexible and single-minded. Uncomfortable with sudden change. Frustrated by others' low commitment. Insensitive to others' emotional needs.
Finishing	Strong attention to detail and accuracy. Conscientious, painstaking and orderly. Good at communicating complex data. Focuses on accuracy and high standards. Follows tasks through to completion.	Insular, pedantic and slow moving. Dislikes delegating to others. Uneasy making contact with strangers. Intolerant of errors or disorganisation. Prone to worrying unduly or anxiety.
Evaluating	Questions the validity of data. Checks the pros and cons of all options. Does not accept things at face value. Makes astute decisions based on facts. Fair-minded and unemotional.	May be seen as sceptical and cynical. Can be uninspiring and negative. Appears indifferent to others' feelings. Slow and cautious when deciding. Unreceptive to new, untried ideas.

Your Work Aptitudes

A person may have all the behaviour preferences relevant for a particular career, but he or she may not have the appropriate aptitudes. Work aptitude refers to the extent to which you are likely to enjoy learning or acquiring the skills necessary to perform specific tasks that play a key part in a career.

It is about wanting to engage in the activities that need to be done. Enjoying the activities in a role naturally promotes a good attitude to your day-to-day work. For example, you may enjoy and are good at working with tools and machinery, but you may not enjoy or be naturally good at roles that require you to be creative or artistic.

It is important to remember that aptitude is not the same as skill. A skill is the ability to perform a task to a specific standard. Given sufficient intelligence and determination, a person can become competent in just about anything they set their mind to. But, if they do not have a natural aptitude for the work, they are much less likely to be happy doing it.

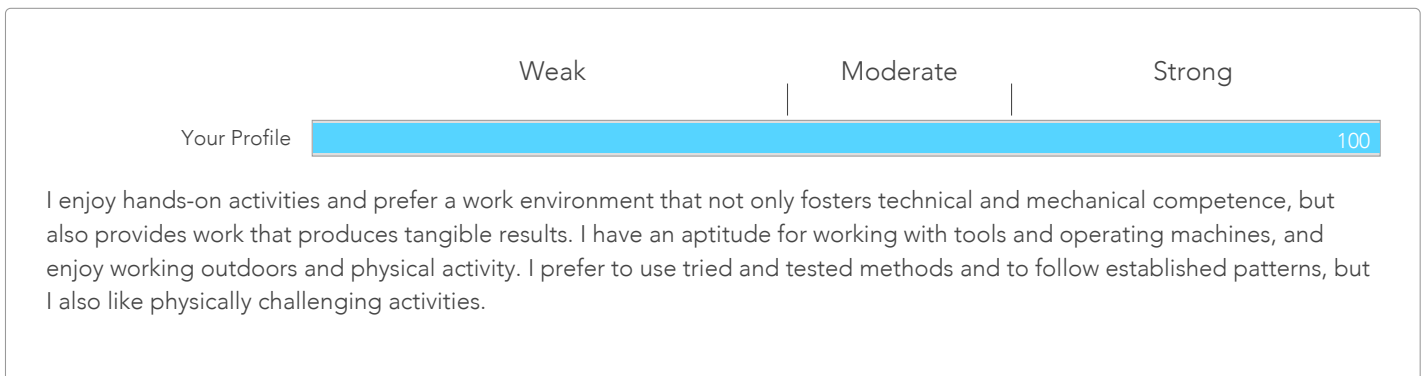
Why is the 'Work Aptitude' part of the report important? Your work aptitude scores are used to match you with the work aptitudes associated with approximately 1,000 careers in the database used by 'Career Explorer'.

Click the link below to see your expressed core work aptitudes.

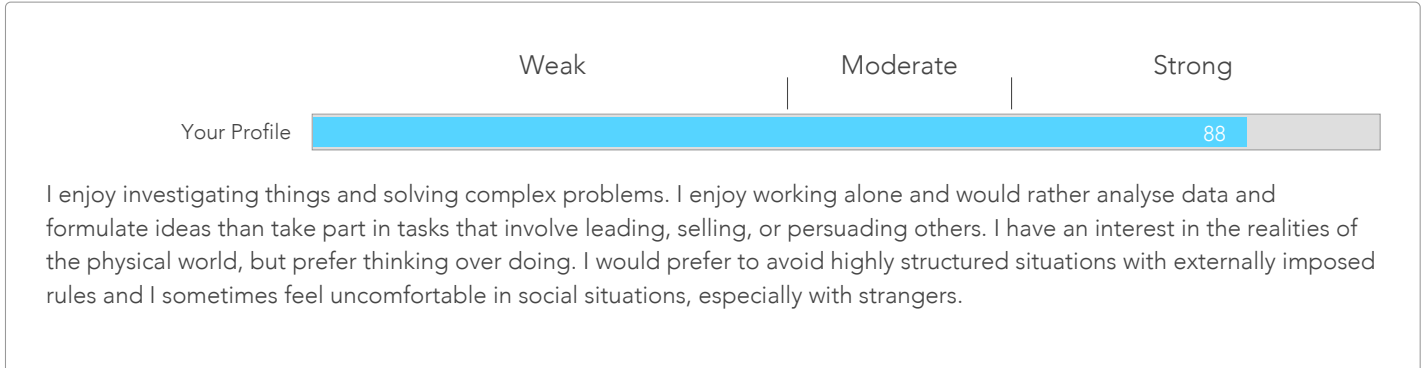
Your Work Aptitudes

The text under each bar graph relates only to 'Strong' preferences for the relevant work. 'Moderate' or 'Weak' preferences indicate decreasing amounts of enjoyment for the relevant work.

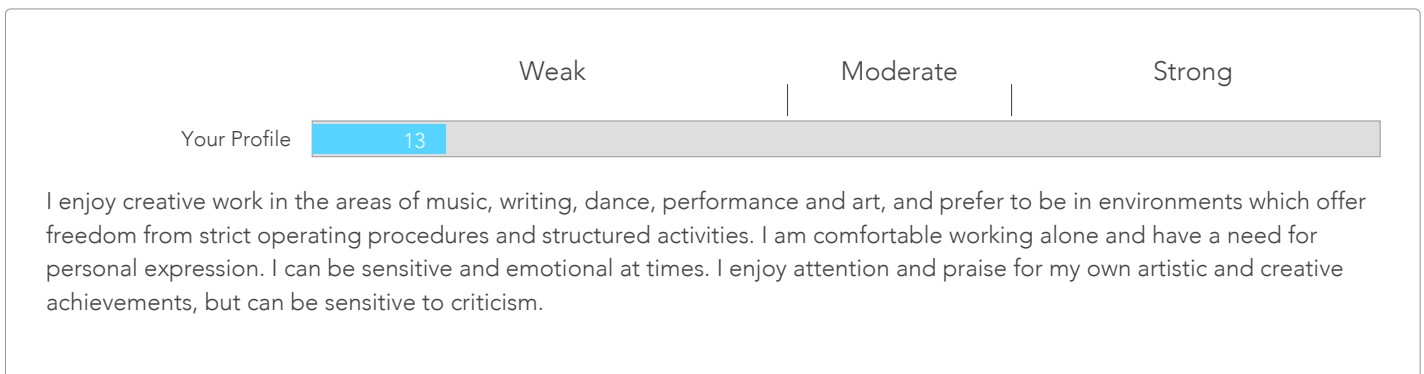
Practical and mechanical



Investigative and analytical



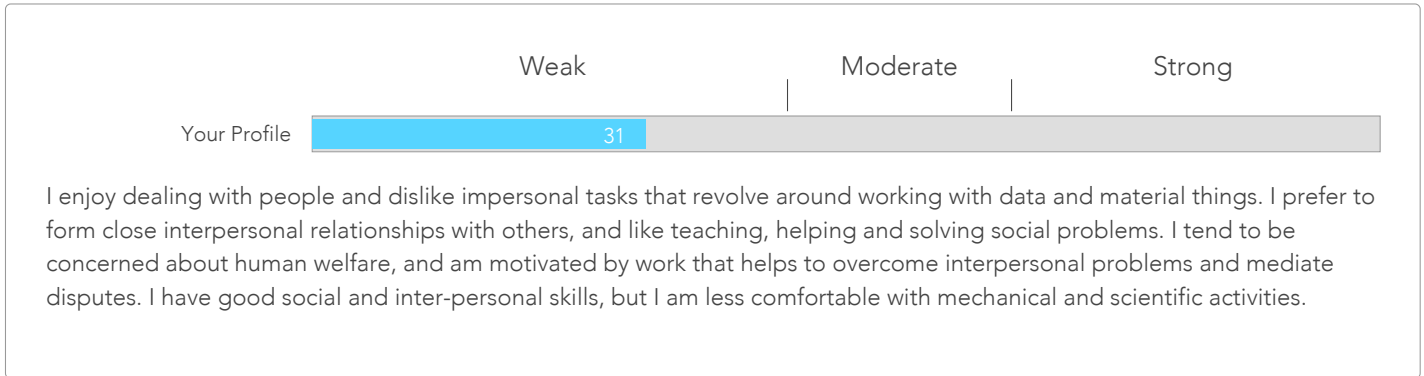
Creative and artistic



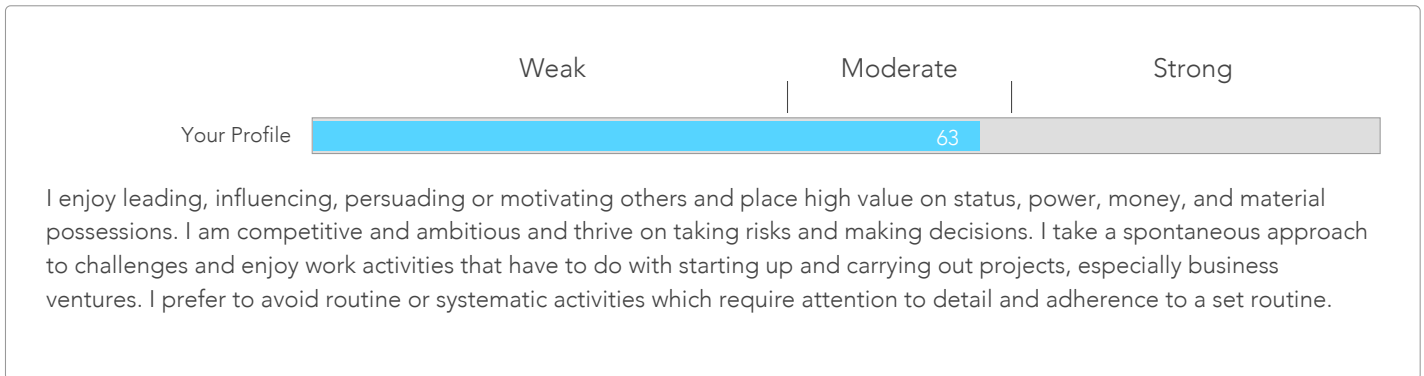
Your Work Aptitudes [Continued]

The text under each bar graph relates only to 'Strong' preferences for the relevant work. 'Moderate' or 'Weak' preferences indicate decreasing amounts of enjoyment for the relevant work.

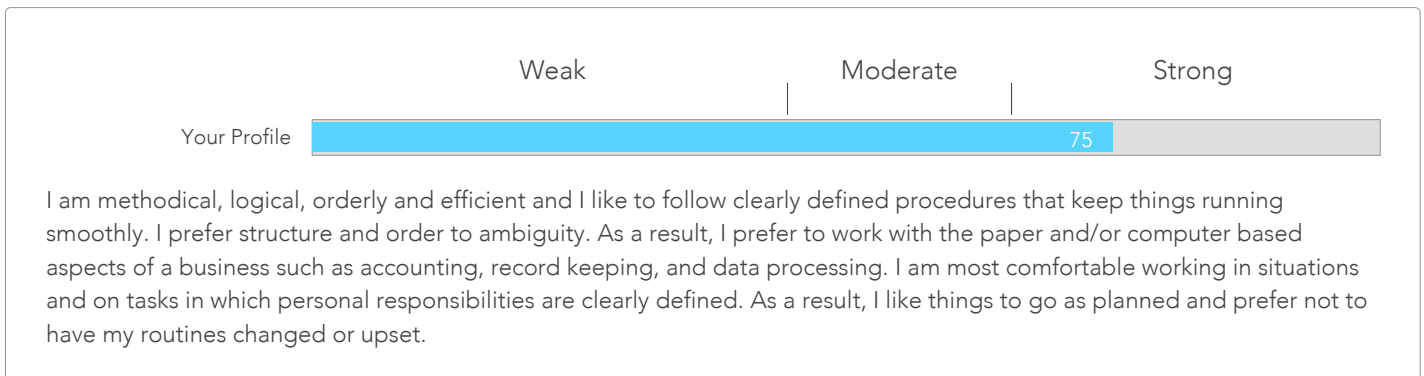
Social and empathetic



Competitive and entrepreneurial



Orderly and efficient



Your Work Environment Preferences

Setting aside whether or not you are eligible for a career and have the right behavioural and aptitude compatibility with that career, your success will also depend to a large extent on how comfortable you are in the relevant work environment.

For example, a person who prefers to work alone and to have sufficient time to do his or her work to a high standard will, almost certainly, not enjoy or perform well in a busy team environment in which there is frequent change and tight deadlines to be met.

Although research has clearly shown that job performance is definitely linked to job eligibility, suitability and aptitude, it has also been demonstrated that if the person and environment are a good match, there is normally a significant increase in job performance, satisfaction and retention.

Why is the 'Work Environment' part of the report important?

Your work environment match is the extent to which you are likely to 'fit' into, or enjoy, a particular work environment. For example, a person who prefers to work alone and to have sufficient time to do his or her work to a high standard will, almost certainly, not enjoy or perform well in a busy team environment in which there is frequent change and tight deadlines to be met.

In the following pages there are examples of the work environments that are likely to enhance your performance in your career and those that are likely to inhibit your performance. When exploring career options, please bear this information in mind.

Your Work Environment Preferences

Your performance is likely to be affected, as shown below, by a work environment in which:

Showing a high level of ambition and determination, coupled with strict adherence to rules and an ability to remain calm under pressure, are essential qualities for success.	ENHANCED
There is a strong focus on thoroughly researching and recording factual data and where there is very little tolerance for error.	ENHANCED
Bringing together and facilitating the positive interaction of different people for certain tasks and for making the best use of each individual is fundamental for success.	ENHANCED
Work takes place at a slow or steady pace and where getting things right is more important than meeting deadlines.	ENHANCED
There is a strong emphasis on using mathematical calculations or formulae and where analytical skills, logistical thinking and attention to detail are critical for success.	ENHANCED
There is a constant need to analyse or evaluate data to make astute judgements regarding the relative merits of a variety of options and to make recommendations accordingly.	ENHANCED
Work routine and job duties are largely predictable and not likely to change over a long period of time.	ENHANCED
There is the opportunity to undertake projects and to be able to determine the nature of what is to be done, without any significant amount of contact or directions from others.	ENHANCED
People are encouraged to be self-sufficient and to take responsibility for their own workload and productivity.	ENHANCED
Manual skills, technical and mechanical competence are fundamental to success and where physically challenging activities are the common.	ENHANCED
There is the opportunity to be involved in helping other people in a direct way, either individually or in small groups and to develop close personal relationships.	ENHANCED
There is the opportunity to have a degree of independence to decide courses of action, policies etc and have responsibility for control of resources and people.	ENHANCED
People are rewarded for achieving high performance and for displaying strong determination to succeed despite difficult conditions, opposition or setbacks.	ENHANCED

KEY

ENHANCED

NEUTRAL

INHIBITED

Your Work Environment Preferences [Continued]

Your performance is likely to be affected, as shown below, by a work environment in which:

There is a need to be challenging, forceful, ambitious and tough-minded, and where there are clear win-and-lose outcomes.	ENHANCED
Strategic thinking is highly valued and where it is seen important to have a clear vision for the future.	ENHANCED
The drive and ability to identify business opportunities are valued and in which job emphasis is strongly focused on ambition and commercial success.	NEUTRAL
There is significant recognition for personal achievement in some highly visible or public way.	NEUTRAL
Creativity, imagination, innovation and abstract thinking are encouraged and where there is little requirement to follow a format previously developed by others.	INHIBITED
There is considerable opportunity to engage in creative work in any of several artistic forms, displays ideas in graphic form or conceptualizing new ways of dealing with old problems.	INHIBITED
There is little requirement to work in a highly structured way, or to comply with strict rules, regulations or operating procedures.	INHIBITED
There is a need to influence, persuade or negotiate 'win-win' solutions rather than to exercise a formal authority over others.	INHIBITED
Effective networking is seen as a key to success and where there are lots of opportunities for making new contacts and developing relationships.	INHIBITED
There are frequent opportunities for speaking publicly, as in giving formal presentations, to motivate, influence or persuade others to follow a course of action, or change opinions.	INHIBITED
The atmosphere is dynamic and fast-paced and where people are encouraged to take the initiative, display optimism and make things happen.	INHIBITED
Interacting with people, particularly strangers, against a background of frequent change and task variety is a significant part of the daily work experience.	INHIBITED
Work responsibilities frequently change in their content, pace and setting thus creating a constant sense of novelty and a high level of excitement.	INHIBITED

KEY

ENHANCED

NEUTRAL

INHIBITED

Your Work Activity Preferences

Understanding your behavioural preferences is very important, but also so is understanding your natural work preferences.

The following chart show 26 factors that play an important part in any career. The red triangle on each scale shows your current level of preference for the relevant activity. Preferences greater than 70% are described by the text shown to the right of the scale. Preferences less than 30% are described by the text shown to the left of the scale.

Preferences between 30% and 70% indicate no strong affinity with either of the work activities listed at each end of the scale.

It is important to consider each activity in terms of how important you feel that is going to be as you advance in your potential career.

For example, if your potential career would often require you to make good decisions independently of others and your natural preference is to make decisions by consensus i.e. actively seeking the input of others, then you will need to do some work to develop that ability.

It is also important to remember that successful career exploration is a lifelong process for most people, and that journey can begin in many ways - through both reflection and action. This report is designed to help you to identify and reflect on a wide range of information about you and what you have to offer an employer. The next step - action - is up to you. What are you going to do with the information you have acquired?

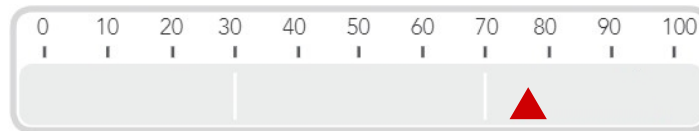
Your Work Activity Preferences

Key: ▲ Candidate

People skills

Low Preference Teamworking High Preference

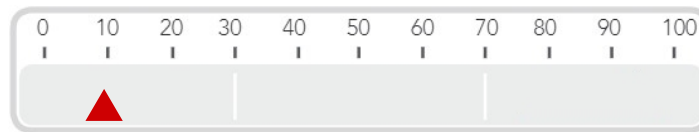
Formal and reserved, prefers to work alone without interruptions.



Prefers work that involves social interaction, likes supporting others and getting them involved.

Low Preference Recognition High Preference

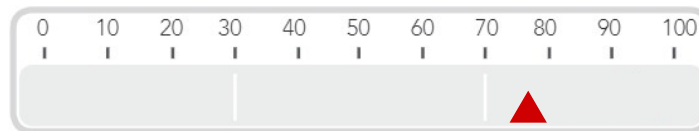
Prefers to avoid being in the spotlight, is reserved and is uncomfortable making small talk with strangers.



Has a strong need to be noticed and to be popular, is friendly and communicative, does not like rejection or loss of support.

Low Preference Concern for others High Preference

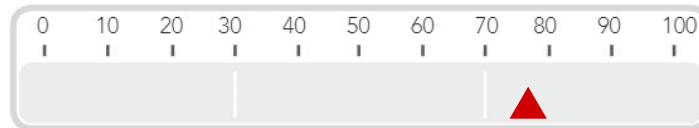
Unaware of others' feelings, reluctant to get involved in people's problems and emotional issues.



Caring and understanding, shows empathy and is considerate, sympathetic and approachable.

Low Preference Consensus seeking High Preference

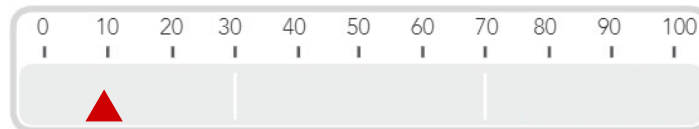
Makes decisions independently, seldom looks for advice or opinions.



Makes decisions by consensus and actively seeks the views and involvement of others.

Low Preference Social skills High Preference

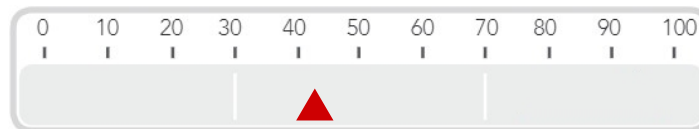
Quiet and guarded, prefers small groups, rarely seeks people out and avoids the limelight.



Talkative, optimistic, expressive and lively, enjoys socialising and meeting new people.

Low Preference People focus High Preference

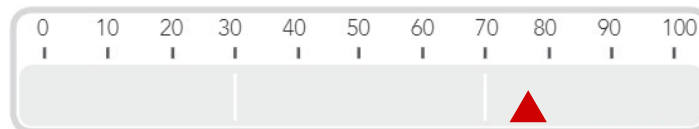
Less responsive to others, controls own emotions and feelings, values results more than harmony.



Responsive to others and relationship focused, unafraid to show or discuss feelings and emotions openly.

Low Preference Stability High Preference

Competitive and tough-minded, unafraid to take tough decisions and risk unpopularity in the interests of achieving results.



Has a strong need for harmony and to be accepted and of help and value to others. Prefers a predictable, secure environment.

Your Work Activity Preferences [Continued]

Key: ▲ Candidate

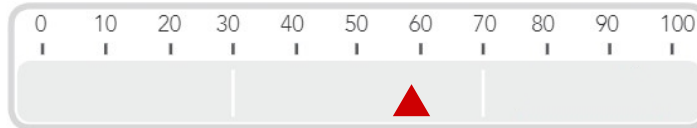
Drive for results

Low Preference

Initiative

High Preference

Prefers to keep things as they are and undertakes new work only after consultation or when told to.



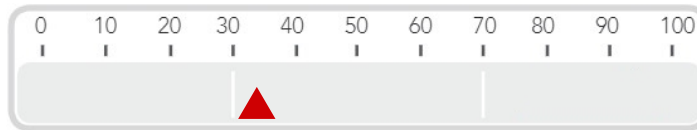
Self-motivated. Capitalises on opportunities, initiates action, enjoys identifying and accepting challenges.

Low Preference

Energy level

High Preference

Likes to work at a steady pace, dislikes being rushed or put under pressure.



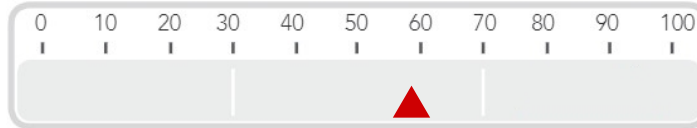
Very dynamic, works well under pressure, tends to be involved in several activities at the same time.

Low Preference

Ambition

High Preference

Easy going, unassertive, non-competitive, focuses on achievable, undemanding targets.



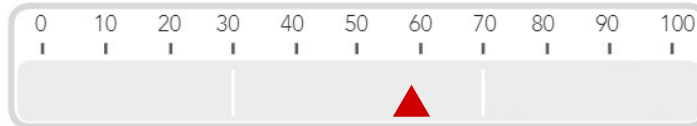
Enjoys being given tough goals, has high aspirations, is competitive and driven to succeed.

Low Preference

Control

High Preference

Dislikes taking tough decisions or telling others what to do, is unassertive and happy to let others take the lead.



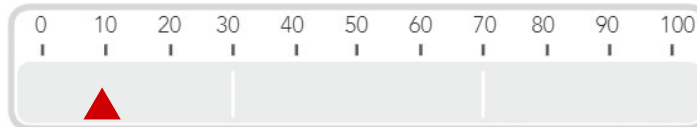
Takes control of situations, dominant, decisive and forceful, enjoys being in charge of others and has a strong need for bottom line success.

Low Preference

Adaptability

High Preference

Likes order and predictability, prefers to adapt what is tried and tested rather experiment with something new.



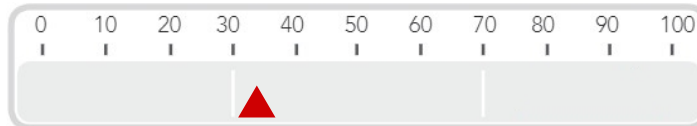
Prefers variety and novelty, adapts quickly to change, adjusts to new circumstances, dislikes routine and constraints, easily bored.

Low Preference

Risk taking

High Preference

Slower paced, prefers to check facts, ask questions, complies with rules and avoids risks or making errors.



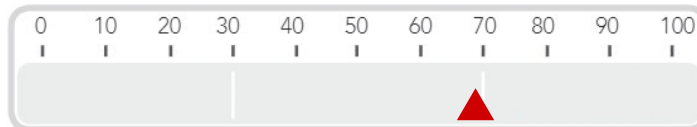
Fast paced and impatient, has a strong need to achieve quick results. Willing to take risks and break the rules to achieve success.

Low Preference

Task focus

High Preference

Relationship focused and enjoys working with people and creating an open, harmonious working environment.



Is self-sufficient and prefers to deal with tasks and results rather than people issues. Uncomfortable talking about feelings and emotions.

Your Work Activity Preferences [Continued]

Key: ▲ Candidate

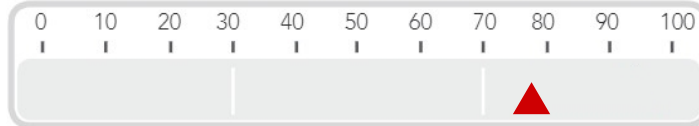
Conscientiousness

Low Preference

Attention to detail

High Preference

Focuses on the big picture, not preoccupied with detail, easily distracted and poor at follow through.



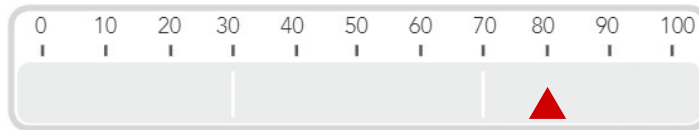
Thorough, methodical, enjoys detailed work which requires high attention to small details. Follows through on commitments.

Low Preference

Compliance

High Preference

Not constrained by rules, prefers general guidelines to specific regulations. Likes personal freedom.



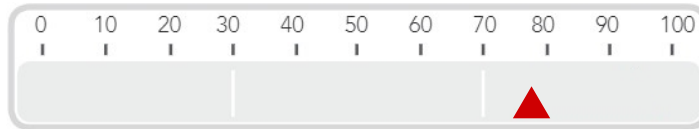
Follows rules and regulations closely even when inconvenient, likes clear guidelines and responsibilities. Places high value on being precise and right.

Low Preference

Dependability

High Preference

Becomes distracted and places less importance on meeting deadlines, casual about commitments.



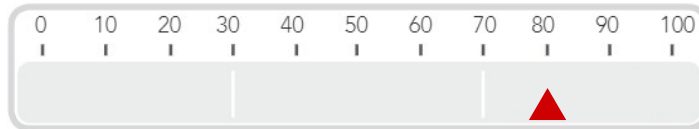
Dependable, reliable and consistent, meets obligations and commitments with the minimum of supervision.

Low Preference

Determination

High Preference

Prefers work that can be completed quickly, dislikes having to concentrate over a long period.



Enjoys overcoming obstacles, very determined and committed, works until task is completely finished.

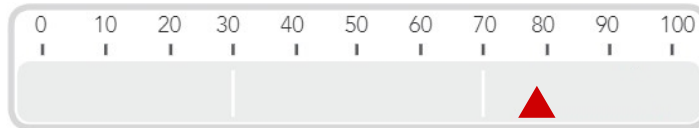
Resilience

Low Preference

Stress management

High Preference

Dislikes high-pressure work, finds it hard to relax, quickly becomes tense and irritable, has difficulty handling setbacks.



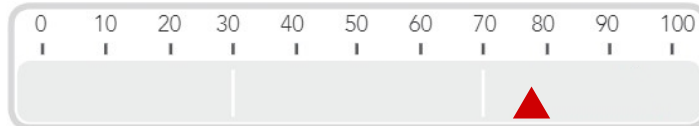
Works well in high pressure situations, able to cope with multiple demands without being unduly influenced by own emotions.

Low Preference

Self management

High Preference

Openly expresses frustrations, can be impatient and easily annoyed, tends to say things and later regret them.



Calm, easygoing and free from anxiety, keeps emotions in check, rarely expresses anger. Has a calming influence on others.

Your Work Activity Preferences [Continued]

Key: ▲ Candidate

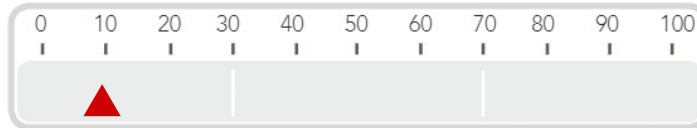
Thinking skills

Low Preference

Abstract thinking

High Preference

Prefers using and building upon tried and tested methods, avoids unconventional or abstract ideas.



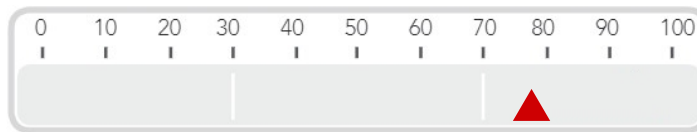
Creative, imaginative and original, likes solving problems by thinking laterally, dislikes rules.

Low Preference

Analytical thinking

High Preference

Impulsive, makes quick decisions, relies on personal instinct rather than logic to guide choices.



Analytical, cautious and astute, takes a logical approach to problem solving by using all available data.

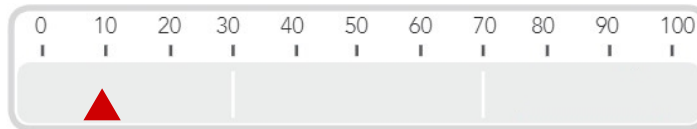
Ideal social environment

Low Preference

Need for social interaction

High Preference

Needs an environment that has little need for social interaction with people, other than close friends, and which provides both time and private space to reflect on important issues.



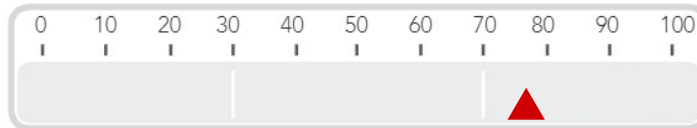
Needs an environment that provides considerable opportunity for face-to-face interaction with others to create positive relationships and to gain social acceptance.

Low Preference

Need for stability

High Preference

Needs an environment that values commitment and efficiency more than harmony, and in which personal achievement and status can be recognised and rewarded.



Needs an environment that is predictable, steady-paced and harmonious, and which provides opportunities to be of assistance to others and to be appreciated for providing such help.

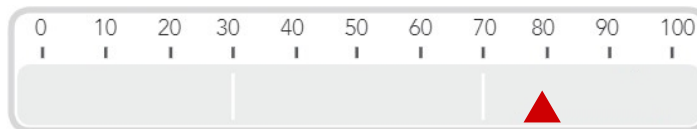
Ideal working environment

Low Preference

Need to achieve

High Preference

Needs a work environment that is strongly focused on achieving effective relationships and in which tough decision making and meeting tight deadlines are relatively unimportant.



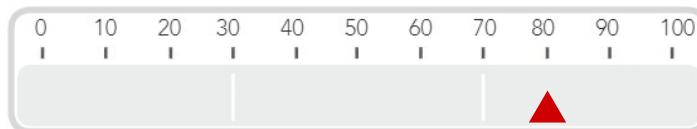
Needs a work environment in which being self-motivated, taking responsibility and achieving demanding targets are important, and in which there are opportunities for decision making.

Low Preference

Need to be right

High Preference

Needs a work environment that is flexible, spontaneous and unstructured and in which attention to small details or rules are relatively unimportant.



Needs a work environment in which achieving high standards of accuracy and conforming to strict rules are important and in which there is little need for social interaction with others.