



**Discovering Your  
Extraordinary Self!**

# Detailed Report

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THE PURPOSE OF THIS INSTRUMENT IS SELF-DISCOVERY. IT IS DESIGNED TO HELP PEOPLE IDENTIFY THEIR NATURAL PERSONALITY STRENGTHS, AND THEIR POTENTIAL VOCATIONAL INTERESTS, SKILLS/ABILITIES, AND PRIORITIES. THE YES! SURVEY SHOULD NOT BE USED TO IDENTIFY, DIAGNOSE, OR TREAT PSYCHOLOGICAL, MENTAL HEALTH, AND/OR MEDICAL PROBLEMS. THE USER ASSUMES SOLE RESPONSIBILITY FOR ANY ACTIONS OR DECISIONS THAT ARE MADE AS A RESULT OF USING THIS AID FOR SELF-DISCOVERY. BY USING THE YES! ONLINE ASSESSMENT, YOU EXPRESSLY WAIVE AND RELINQUISH ANY AND ALL CLAIMS OF ANY NATURE AGAINST CROWN FINANCIAL MINISTRIES, ANY AFFILIATED COMPANIES OR SCHOOLS, AND/OR THEIR EMPLOYEES AND/OR THEIR CONSULTANTS ARISING OUT OF OR IN CONNECTION WITH THE USE OF THIS ASSESSMENT.

Yes! will help you discover more about yourself. You can use this information for making decisions about (1) your education; (2) your activities: school, church, sports, or community; (3) your relationships; (4) your work; and, finally, (5) your career.

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Understanding Personality helps you know more about yourself - and others!

Personality reflects the way a person is naturally motivated to act. There are so many different personality traits in gazillions of combinations. They're as different as noses and ears. All personality traits are gifts, equal and valuable. No traits are right or wrong, or any better or worse than the others.

Learning to identify and appreciate each person's special combination of personality traits is enlightening. Understanding how these work together to make each person unique helps you embrace and appreciate these differences. You can understand yourself - and others - at a deeper level, which is a big help in building relationships. We could all use a little more of that!

Appreciate your unique design! Comparing yourself to others or trying to be someone you are not can result in unnecessary problems. Take advantage of your personality strengths. Be aware of potential struggles too.

In the Personality section of this report, you'll learn what a special individual you are, created with differences that make you, YOU!



**Be unique and memorable, confident and proud. Be Your Extraordinary Self!**



Shianne, this survey covers six major trait pairs, measured and displayed in graphs. Each trait is associated with a range of behaviors, strengths, and potential struggles. Remember, when it comes to personality, it is not better to be one way or the other. What is important is that you understand - and embrace - your unique personality.

This section of your report comes from your assessment responses. It reflects profiles typical of people who scored like you. Confirm or challenge the information based on your knowledge of yourself. Have someone who knows you well weigh in on the conversation too. Concentrate on the portions that describe you well.

## Confirm Your Personality Feedback

The following pages review your six personality traits, listed in order from most extreme to least extreme.

Before flipping to your scores, use the list below to review the personality trait pairs. How well do you know yourself? Take a guess! Use the ovals right next to the pictures and fill in the oval on the side you think you lean toward. If you think you can easily go either way at times, put an X in the middle of the center arrow to note this. You can have someone who know you well share their guesses as well using the outer ovals (or a different symbol in the middle of the center arrow if they think you can go either way).

|                       |                       |   |                     |   |                      |   |                       |                       |
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| <input type="radio"/> | <input type="radio"/> |  | <b>Unstructured</b> |  | <b>Conscientious</b> |  | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> |  | <b>Careful</b>      |  | <b>Adventurous</b>   |  | <input type="radio"/> | <input type="radio"/> |
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| <input type="radio"/> | <input type="radio"/> |  | <b>Cooperative</b>  |  | <b>Authoritative</b> |  | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> |  | <b>Reserved</b>     |  | <b>Outgoing</b>      |  | <input type="radio"/> | <input type="radio"/> |
| <input type="radio"/> | <input type="radio"/> |  | <b>Traditional</b>  |  | <b>Creative</b>      |  | <input type="radio"/> | <input type="radio"/> |



# 1 Your CAREFUL Personality Trait and Subtraits

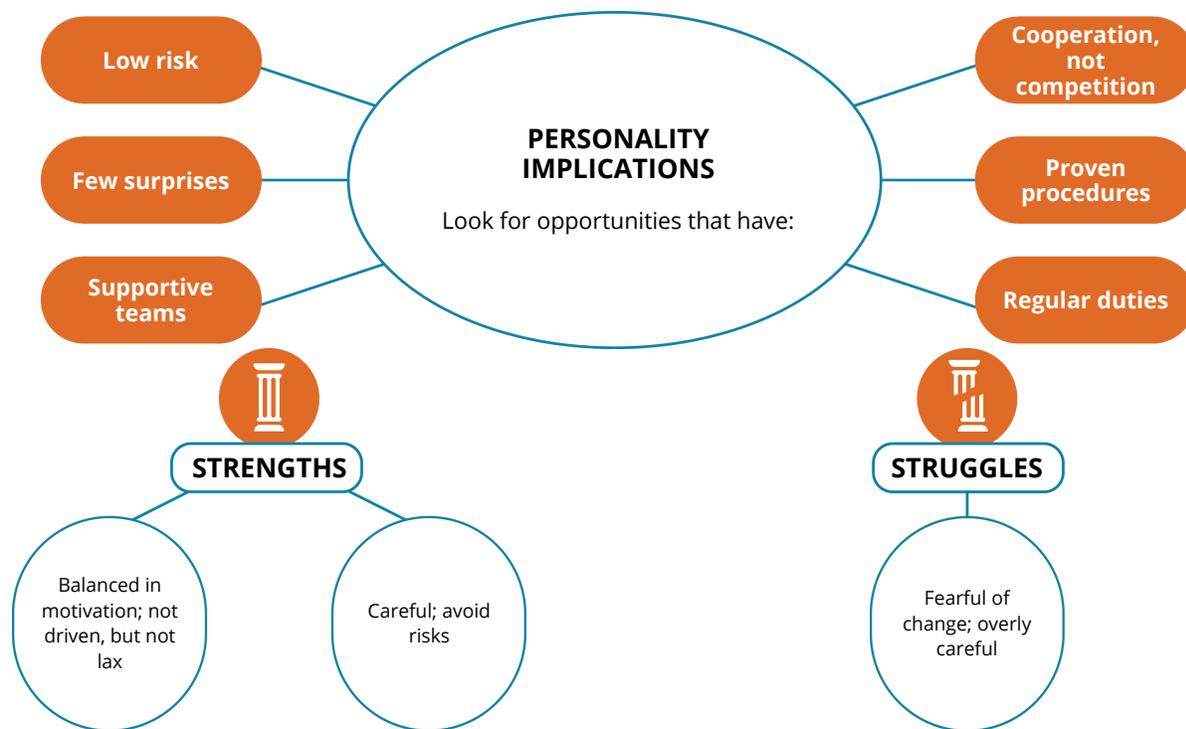


Your score shows that you prefer to be involved in things that are steady and low-risk and you like to be conservative and careful. You're great at focusing on one thing at a time, carrying out tried-and-true plans and processes, and finishing tasks.

You are most comfortable around people and activities that are familiar and work well in a team. You will let go of some of your personal desires to help. People respect your servant's heart.

Remember that there are two sides to every coin. You're naturally cautious, but don't overdo it. Opportunities might disappear while you overthink things or try to get rid of all the uncertainties. Taking thoughtful risks, and even experiencing failures, can stretch you toward success.

Try taking small chances in low-risk situations to build confidence for later on when there might be more at stake.



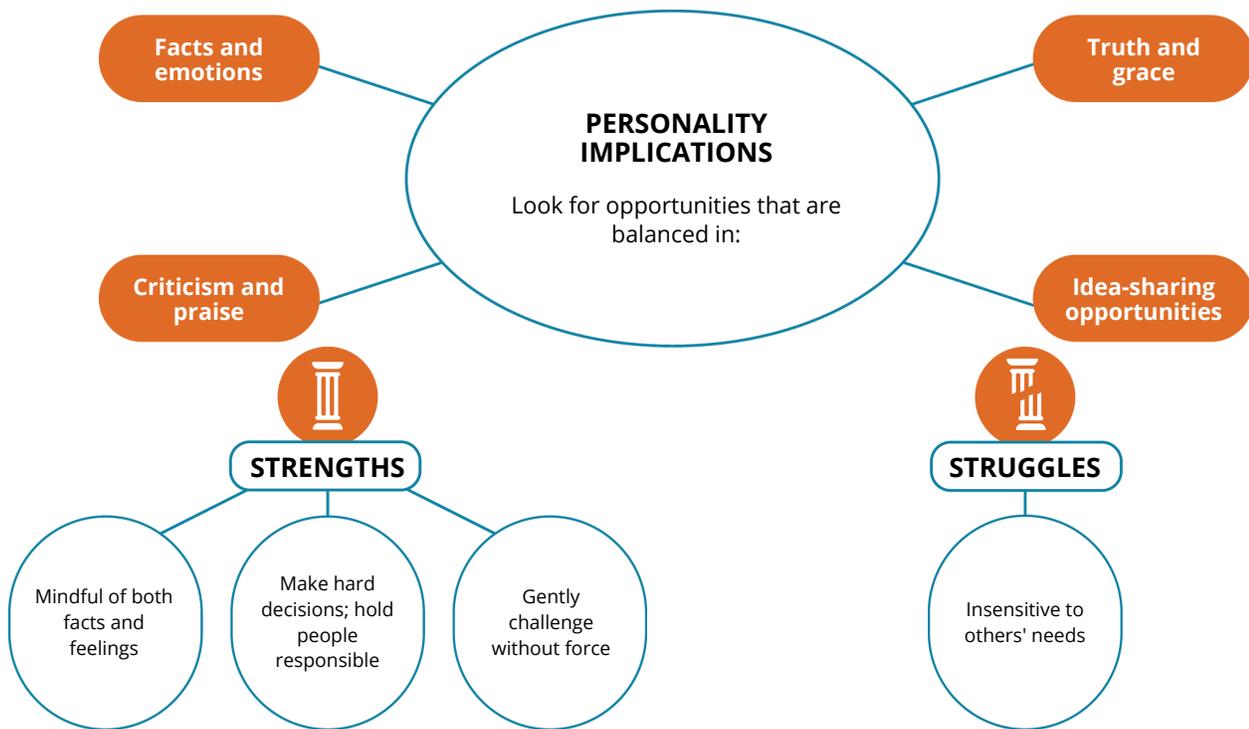
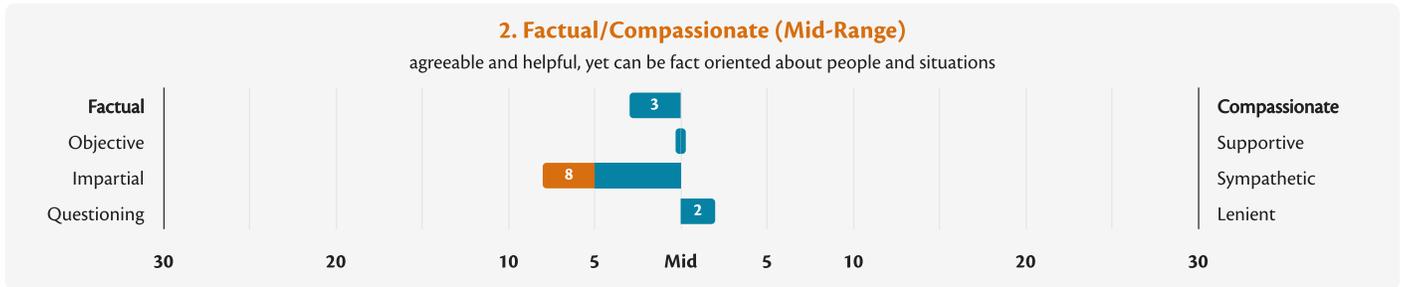


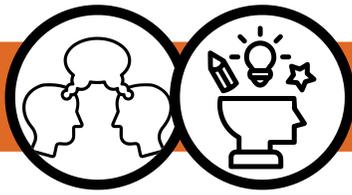
## 2 Your FACTUAL/COMPASSIONATE Personality Trait and Subtraits



Your score shows that you have a good balance of compassion and toughness, and will be comfortable in many circumstances. You can be sensitive to people while viewing a situation uninfluenced by emotions. If someone needs your sympathy, you're supportive. On the other hand, you don't shy away from sharing a different point of view.

People view you as being even-handed and fair, and as someone who does not shy away from hard or difficult things. Your flexibility between sensitivity and objectivity is a strength, allowing you to get along with many kinds of people in different settings.



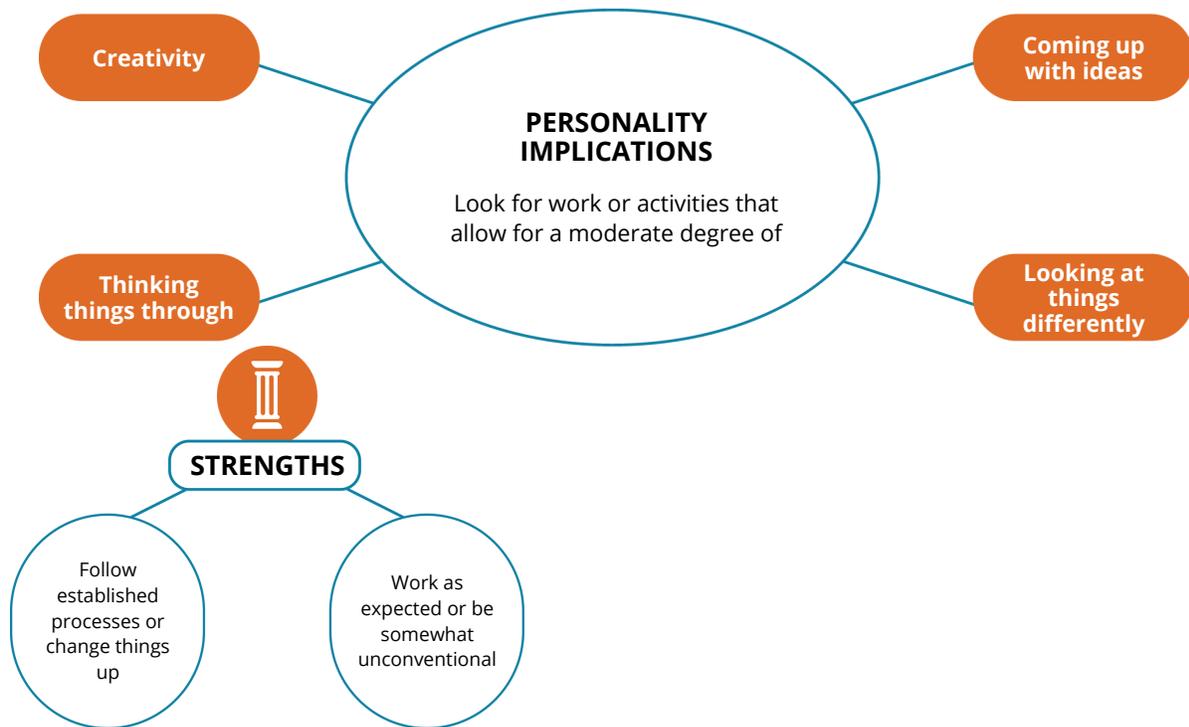


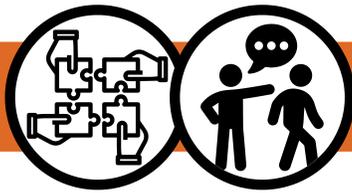
# 3 Your TRADITIONAL/CREATIVE Personality Trait and Subtraits



Your score shows that you want the chance to be a somewhat creative in the things you do, but not to the extreme. If it will improve things, you may make a change or use new ideas. At other times, you're happy enough to keep things as they are. Living with a ton of changes may not be your comfort zone, but you don't want everything to be constantly the same either.

Try to figure out when you like change and creativity, and when you want greater stability rather than to mix things up. If you can figure this out and be more aware, it will help you take advantage of your strengths while downplaying your weaknesses. Planning for some variety in your schedule and activities can be helpful.





# 4 Your COOPERATIVE/AUTHORITATIVE Personality Trait and Subtraits

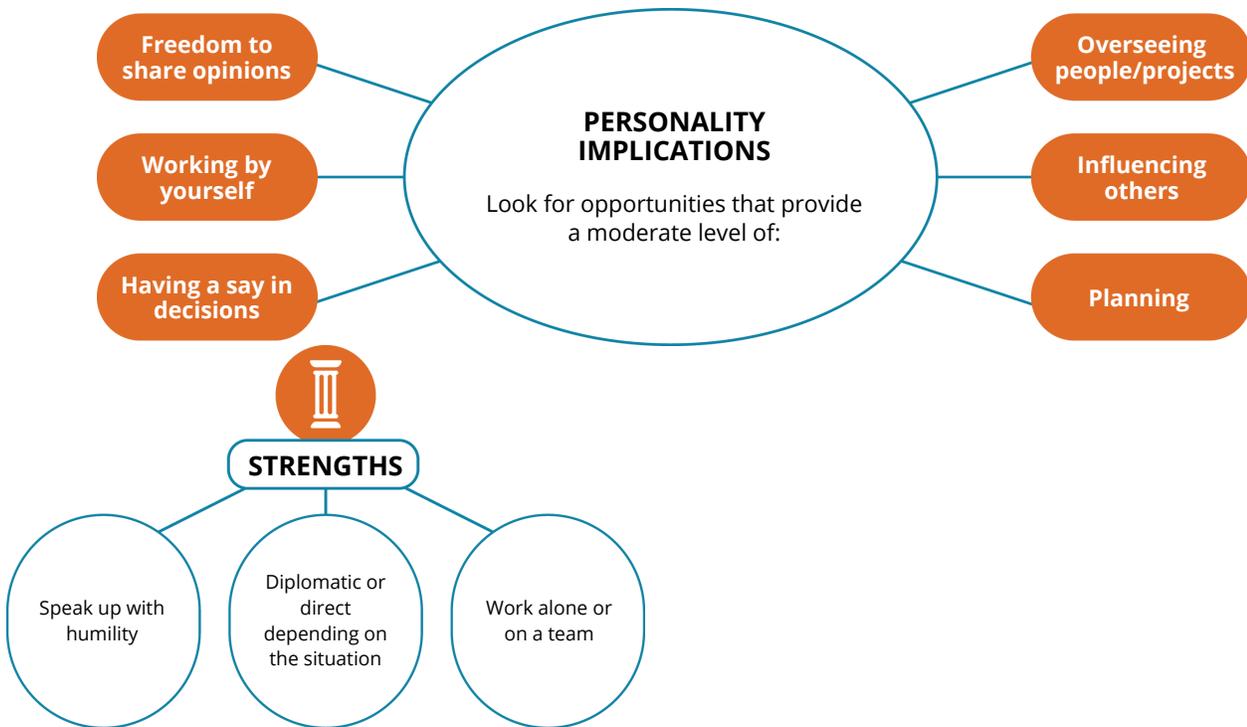


Your score shows you have a balance in your drive to lead and to follow. You may check out a setting and then act in the best way for the situation. If there's a good leader in place, you are happy to do what is needed and serve. However, if there isn't a clear leader, and you are familiar with the people, topic or situation, you're okay to move into the leadership role, at least for a time.

follower, depending on the situation, is a key strength. You can serve in whatever role is the most useful for the situation and do a good job.

The challenge you might face is deciding what your best role is so that you can fill it. Be smart in reading the situation so you can figure whether you need to be supportive or be in charge.

The fact that you can be both a leader and a





# 5 Your RESERVED/OUTGOING Personality Trait and Subtraits

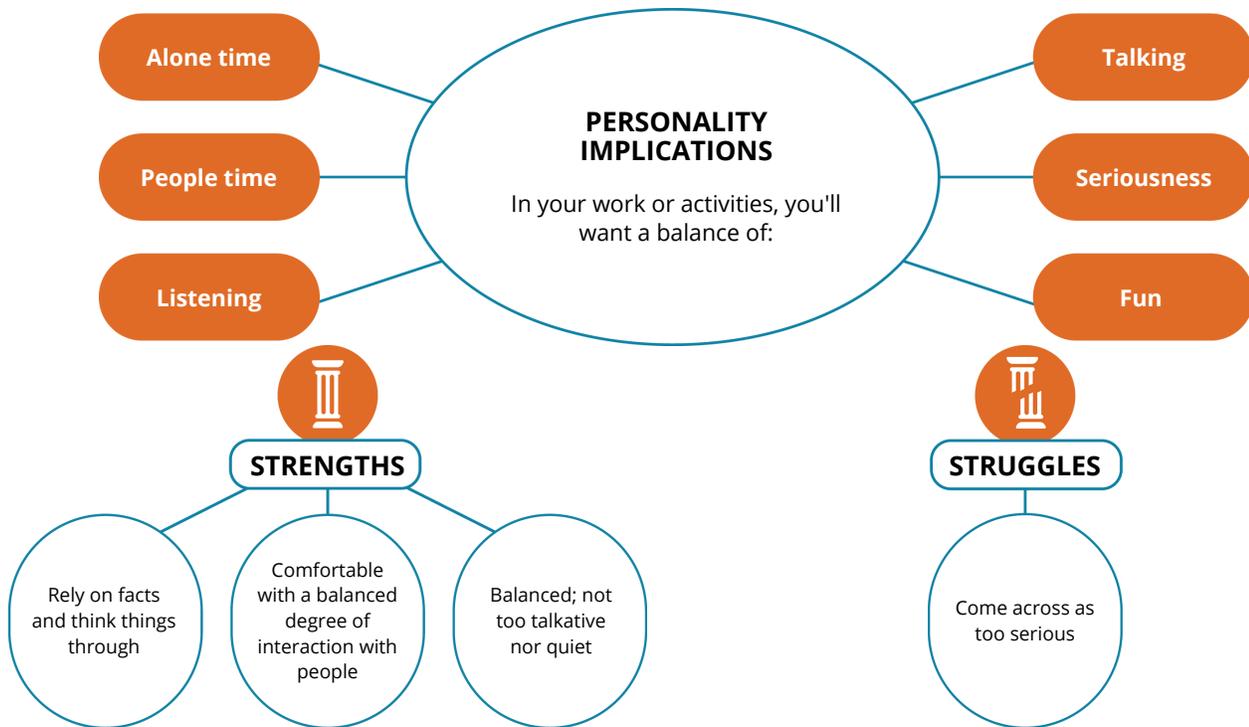
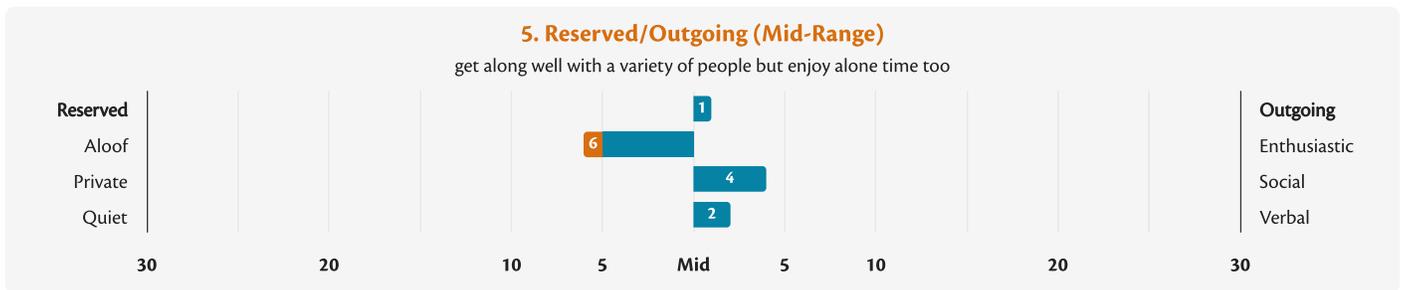


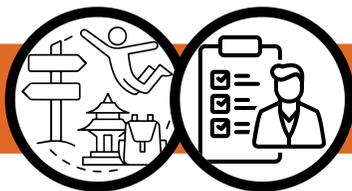
Your score shows that you probably enjoy both time with others and time alone. You're good at talking and are comfortable in meeting others. However, you likely talk more and are more open when you are among friends. You probably smile a fair bit, are pleasant to be around, and find it easy to fit in with different groups. You're really great at helping others in a practical, caring way.

Though you should plan to be around people some

of the time each day, you may get stressed if you have to meet strangers or large numbers of people on a regular basis. Balance your time between being with people and being alone, and give yourself a chance to think about what is happening around you.

Overall, your flexibility and balance around people will help you to be comfortable in lots of different social situations.





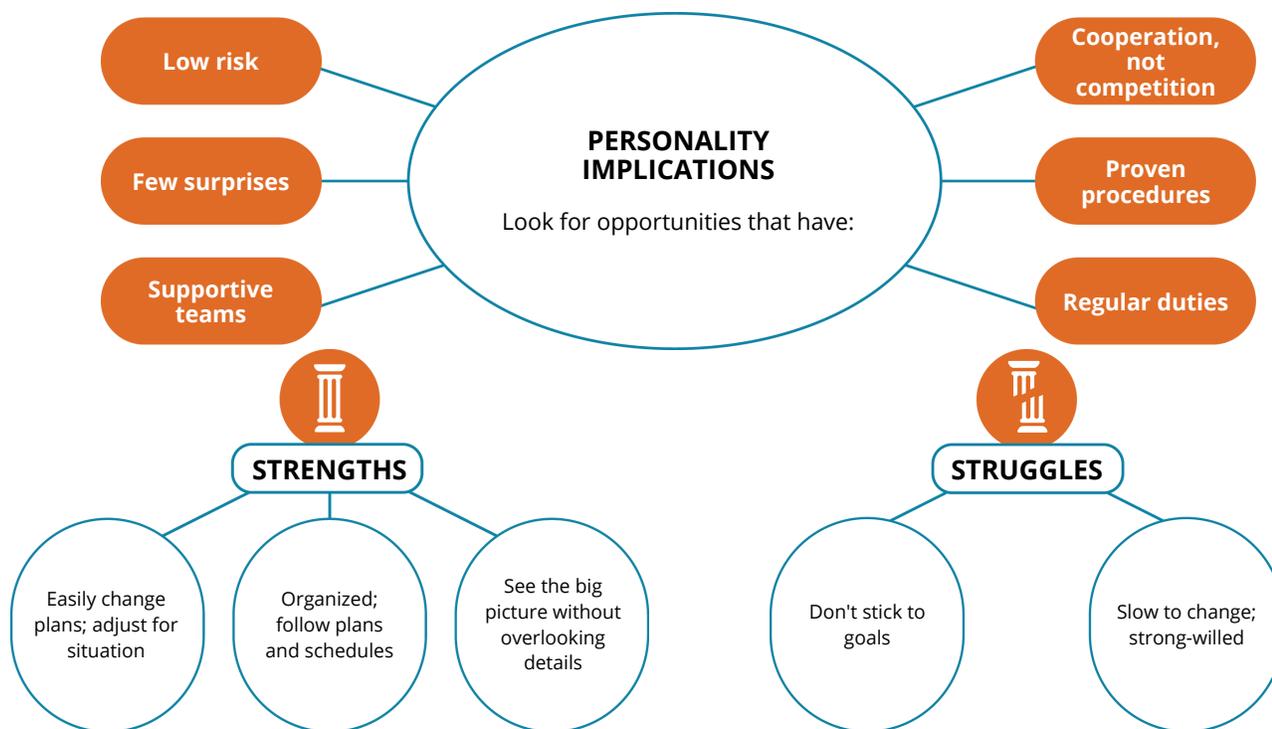
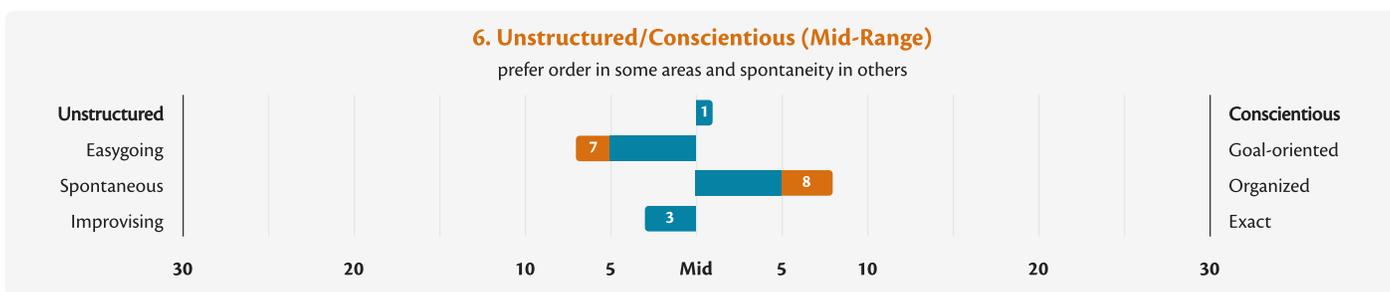
# 6 Your UNSTRUCTURED/CONSCIENTIOUS Personality Trait and Subtraits



Your score shows that you have the ability to be both exact and untroubled by details. In some areas, you may be structured, organized and thorough, having things "just so." You may even be a bit stubborn at times, not wanting to compromise your stand. In other areas, however, you may be happy-go-lucky and unconcerned about planning and the nitty gritty of details. You may want to go in a different direction from the norm, willing to bend or overlook certain rules or procedures.

Your balance in this trait lets you be spontaneous and carefree in some situations, and more guarded and careful in others. The reason is simple: In your view, some things need more attention and care than others.

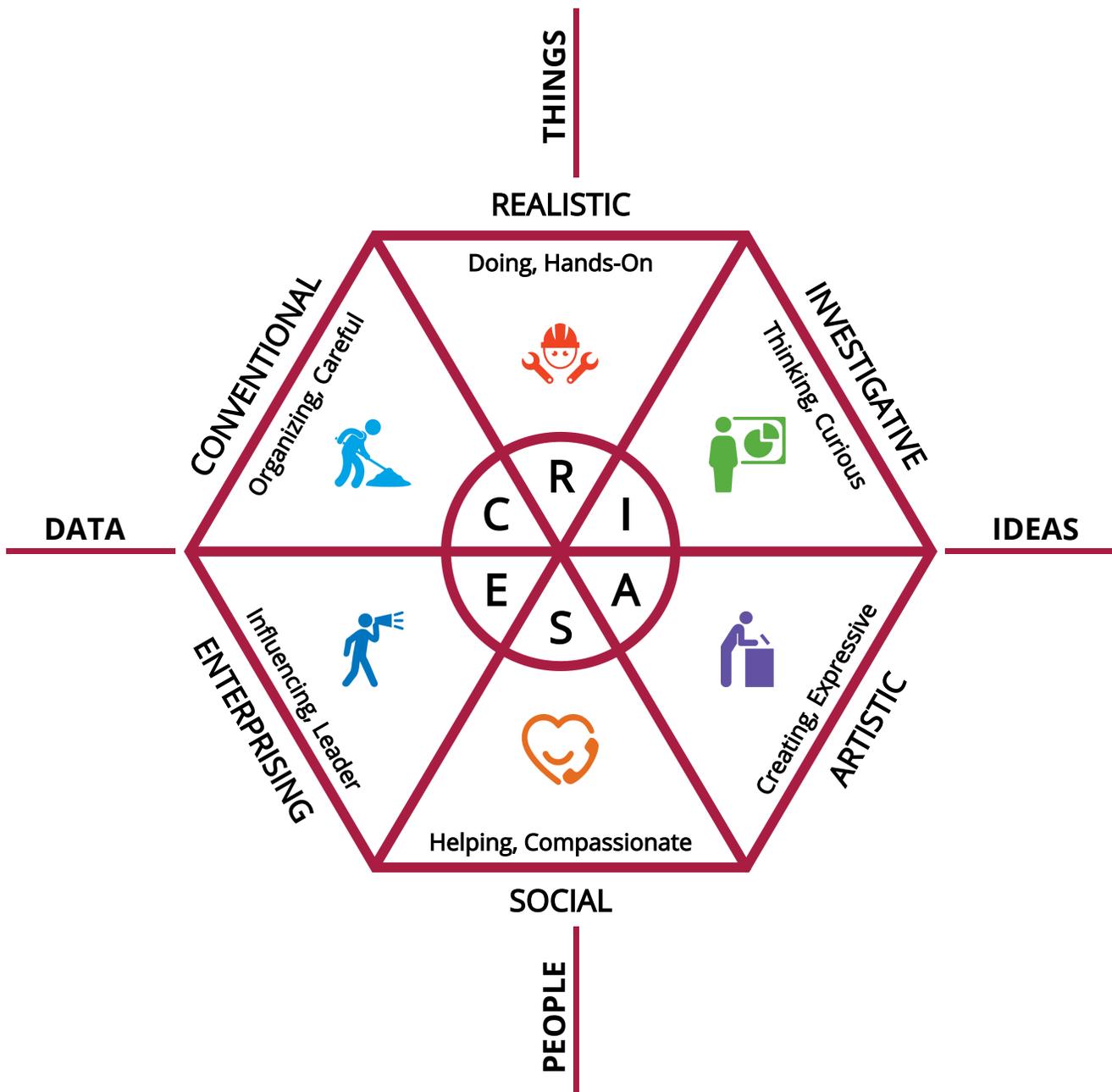
Writing out goals and developing a well-thought-out plan will help you make the most of this flexibility, with interesting and amazing results.





In everyday life you'll find that you'll get to do things you like and things you don't like. This section highlights some of the activities, occupations and subjects which interest you most. It may reveal particular areas in which you may want to focus. Let's go exploring!

Study the diagram below to help you understand the six General Interest Areas of the Holland code. Then turn the page to see your personal results.



## Six General Interest Areas

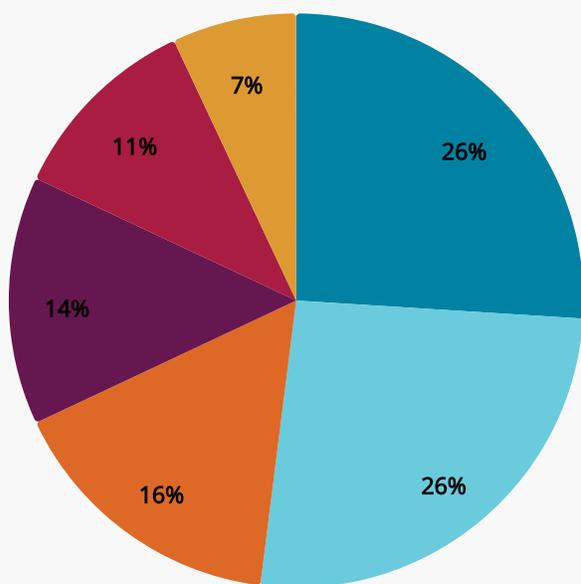


Shianne, discovering your general interests is super important. People tend to excel when they are interested in what they do! Different people are interested in different things. When you can be involved in areas that interest you, it adds fun to the mix, even with difficult or otherwise boring tasks.

The more you can participate in areas that excite you due to a high interest level, the more likely you are to be happy -- which lowers your stress too. There are several ways to categorize career interest.

There are 6 main General Interest Areas. 31,000+ occupations can all be divided into these six areas. WOW!

Below, the graph to the left and the list to the right below help you see where your interests fall within the six General Interest Areas. Keeping these in mind can help you make the best decisions for the highest level of joy and satisfaction in what you do.



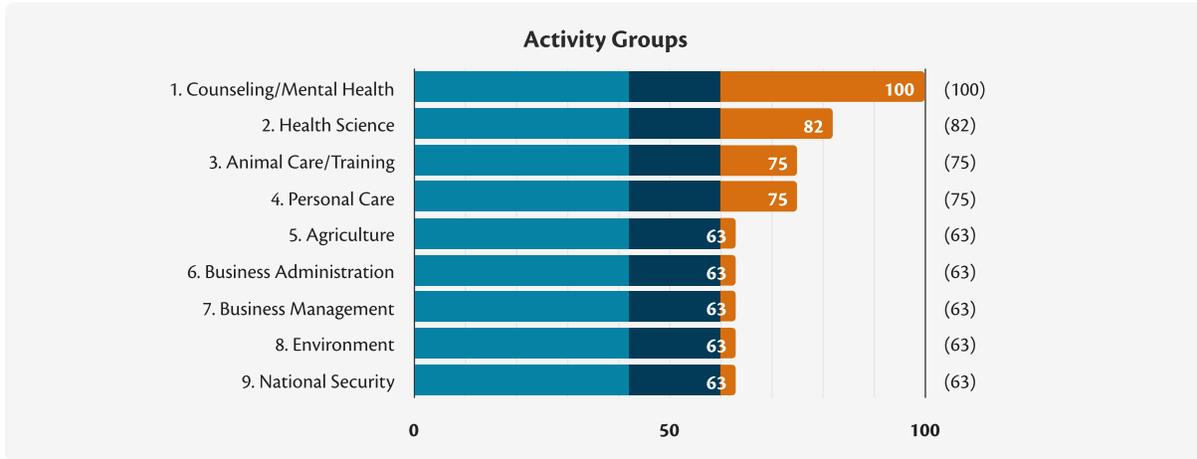
-  Helping (Social) (26%)
-  Thinking (Investigative) (26%)
-  Influencing (Enterprising) (16%)
-  Doing (Realistic) (14%)
-  Creating (Artistic) (11%)
-  Organizing (Conventional) (7%)

Note: These result numbers were rounded.

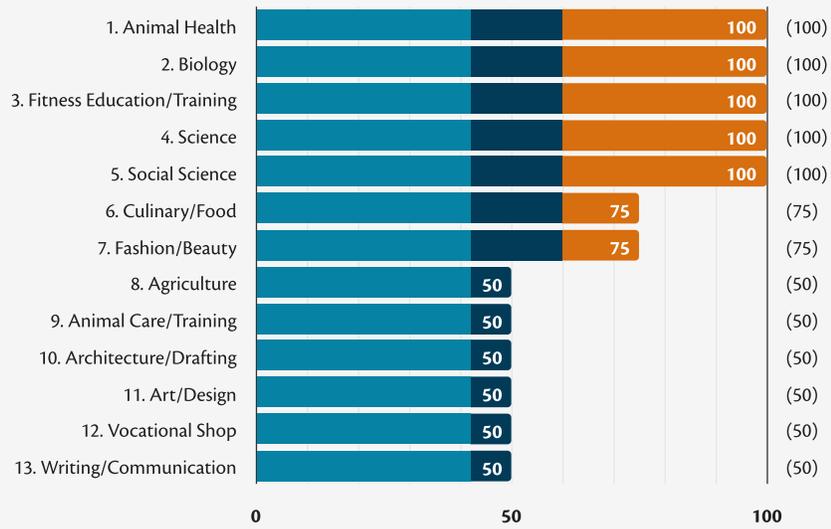
# Combined Interest Scores



The following tables below show your highest scores on the Activities, Occupations, and Subjects groups. They do not take into account your experiences or skills -- only your interests. You may begin to see some themes as you review these three tables.



### Subject Groups



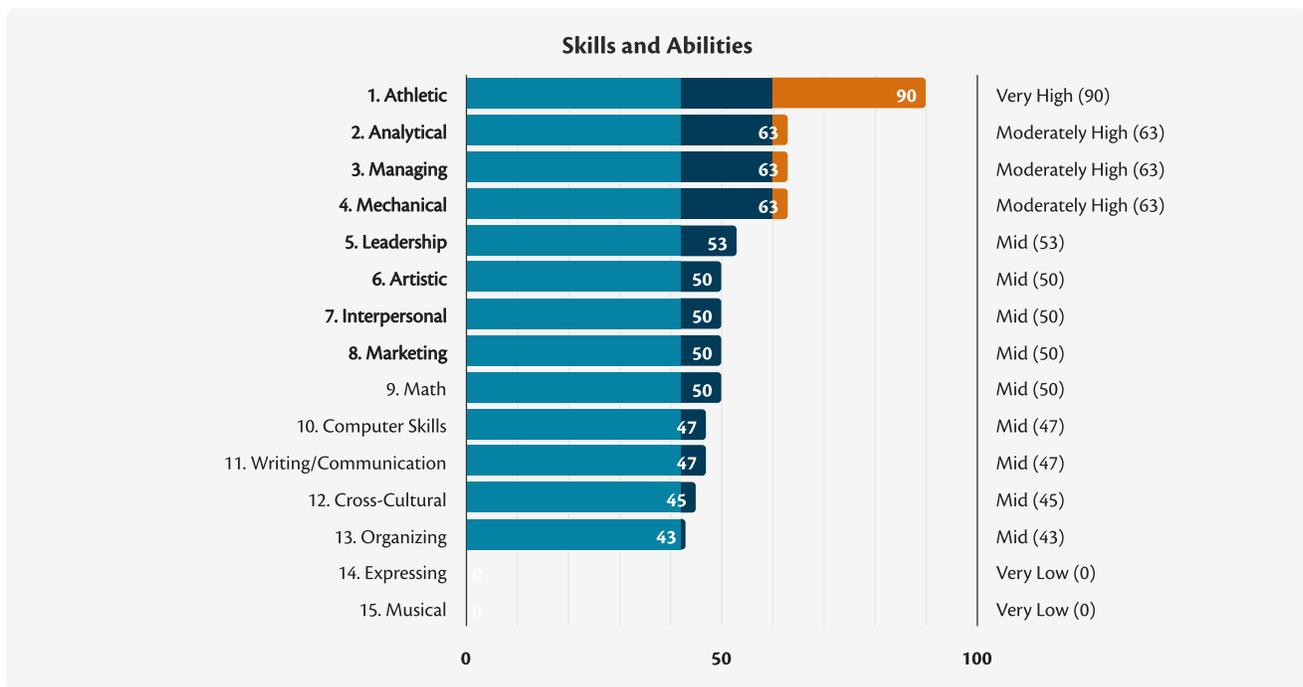


Shianne, understanding your skills will be important as you decide where to invest your time and energy—and eventually, your career choice. Doing something that comes naturally invites joy!

Match these skills/abilities to activities that best use them to maximize your potential. First of all, you'll start at a higher baseline, learn faster, and achieve more than if you didn't have a natural skill in that area. For example, some people could study music and practice singing for years. If they lack the natural skills to excel, they'll never find real satisfaction, success, and joy trying to be a professional singer.

Second, working in your natural strengths is just more fun. People experience less stress using skills in which they naturally excel. Usually these have been recognized, valued, and rewarded by others. Confidence grows as you use your natural skills/abilities, leading to even more success and joy.

The bottom line? You are most likely to excel and find joy when you use your natural skills/abilities. Be mindful of your lower skill/abilities areas while understanding that making them a primary focus is generally unproductive. In this area, try to swim with the current, not against it.



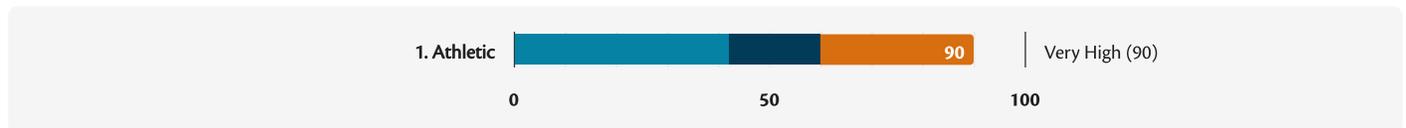
Note: This section's skills/abilities scores are self-assessed, not from an achievement or aptitude test. Research indicates that self-assessment can give an accurate overview of a person's skills.



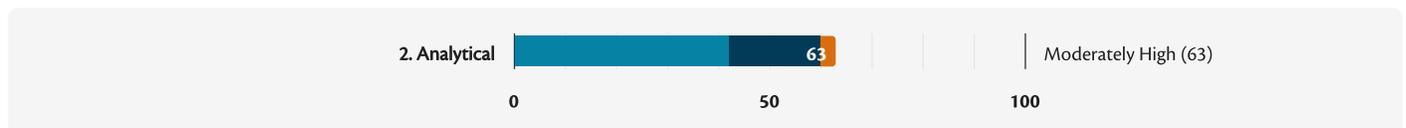
## Develop Your Skills and Abilities

Even natural skills require training, education, hard work, and dedication to maintain and further develop them. Most successful people work diligently to use and improve their natural strengths. A professional golfer hits hundreds of balls every day and a concert pianist spends hours practicing in order to fully develop their natural athletic and musical abilities.

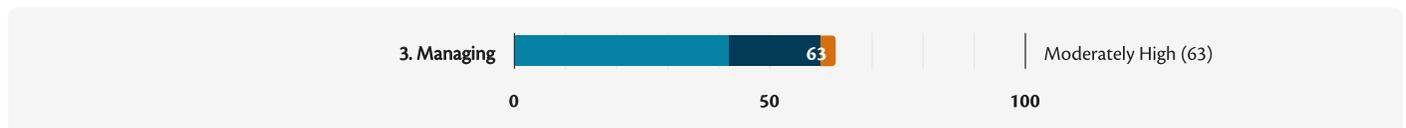
Study your highest-ranked skills. Analyze any relationship among them. Is there overlap? A common theme? Do any relate more to areas that you would use just for fun rather than as a basis for something greater? Are there ways that hobby skills could transfer to your other responsibilities?



People high in this skill group typically have a high level of hand-eye coordination, strength, speed, power, mental resilience, aerobic and anaerobic capacity, balance, coordination, agility, stability, and flexibility in motion, along with a deep desire to compete. They also pursue discipline, training, healthy dietary habits, rigorous exercise, and adherence to athletic ideals. Training in the medical sciences may be needed to acquire further knowledge of the human body, muscle groups, and rehabilitation procedures.



People who score high in this category are good with intellectual challenges and enjoy problem solving. They are comfortable with activities such as researching, analyzing facts and figures, and solving abstract problems. They tend to use logical thinking and objective reasoning, and they enjoy working with data and ideas and using critical thinking skills to analyze problems and evaluate solutions. They often generate new ideas or approaches to problems. These skills are useful in science, business, and research, as well as many other occupational fields.



Individuals with these skills are often good at delegating and coordinating responsibilities, making decisions, communicating, and persuading and motivating people. Others respond well to their leadership. Skill strengths may also include accurate record keeping, filing, typing, word processing, knowledge of office procedures, accuracy with basic math, knowledge of telephone systems, and proficiency in using office machines. They often pay attention to detail and are able to work quickly, accurately, neatly, and in an organized manner. People with this as a high skill should consider occupations that include managing, promoting, delegating, and leading others.

#### 4. Mechanical



People skilled in mechanics and engineering are good at problem solving, paying attention to details, being innovative, and quickly grasping how and why things work. They may enjoy working with their hands and have natural technical skills such as working with tools and/or machinery. They may be able to invent, design, build, and/or repair things, and bring mechanical and practical applications to daily life. They may work in teams and/or have project management skills. People with this skill will need a strong foundation in subjects such as science, engineering, technology, and mathematics, along with industry knowledge in their area of specialty.



Understanding your Priorities can open your eyes to the importance of really knowing what's most important to you. If you have your priorities down, everything else seems to fall into place.

Priorities will direct you to classes you take, activities to participate in, and even to your future career decisions. They affect your whole life! You might think that's a no-brainer. But a lot of folks get hung up in doing stuff that is low on their own priority list. It steals their time. It steals their productivity. It can even steal their joy.

Understanding and using these priorities will bring meaning and purpose to what you do in your classes, your extra-curricular activities, and even the selection of your future career. The more your priorities line up with your reality, the better you will do and the more content you will be!

Shianne, you can be involved in something that is a good match for your interests, skills/abilities, and personality strengths. However, you can still experience dissatisfaction and stress if it does not match your priorities. For example, many people value working outdoors and will never feel totally comfortable if they are stuck inside. Others may need to know that they are helping people directly and will not be satisfied working alone or with machines.

Some people only look for success in the material sense thinking it will be satisfying as well. All too often, they end up unfulfilled and burned out. Using priorities in making important decisions helps one avoid such disappointment and stress. Review your priorities to see if you are being consistent. Compare them to the way you are actually operating. This three-part section on priorities can help to guide your life and work.

Expect your priorities to change; these are yours and you can modify them whenever you want. Often they shift with age, experience, and changing family situations. Save this report for future reference. A periodic review of your priorities will enable you to see how well you are sticking to them and if adjusting any of them makes sense.



Listed from the most important to the least, these items show what you want in your surroundings or environment.

If you have the higher priority items in the settings in which you find yourself, you will be more satisfied.

### 1. Flexible Hours

I want control over my schedule, to adjust it when I want to.

### 2. Adventure/Risks

I like to be where the action is and work with the unknown and unexpected.

### 3. Harmony

I function best when everyone is considerate and gets along well, with little or no conflict.

### 4. Travel Opportunities

I enjoy taking trips to new and different places and I enjoy meeting new people.

### 5. Clean Environment

I like to work around very little mess or bad smells, and where I can keep myself fairly well-kept.

### 6. Being Outdoors

I enjoy being outdoors (contact with nature, fresh air) when doing most anything.

### 7. Variety

I like talking to different people and doing different tasks every day.

### 8. Fairness

I like it when everyone is treated fairly regardless of who they are.

### 9. Organization

I like having structure, systems, order, and neatness around me.

### 10. Steadfastness

I like to have an established routine and avoid surprises.

### 11. Self-Governance

I want to do things my way (make decisions, try new things) without someone looking over my shoulder.

### 12. Challenge

I want to solve tough problems and restore order where there is chaos.



These are the results you really want and expect from the activities and jobs you do.

Remember, none of these priorities are bad in and of themselves. The ones you choose represent what's important to YOU!





Why you do what you do is important and can help you determine your Life Purpose.

Experience shows that people who thoughtfully decide on a life purpose and then make career choices that contribute to that goal have a unique peace and sense of fulfillment.

