

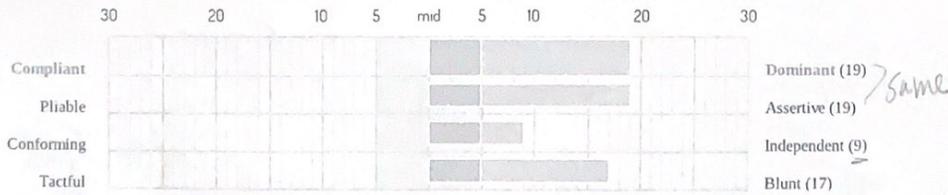
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1.2 YOUR PERSONALITY FACTORS AND SUB-FACTORS

Susan, the next three pages list your six personality factors. They are listed in order from most extreme to least extreme.

1. Dominant ^{Name ①}

bold, self-reliant, results oriented and naturally want to take the lead. ← read ②



look @ graph
③

same

3 most important

- ✓ Be in charge
- ✓ Push new ideas

⑤ Read Paragraph

Susan, your score on the DOMINANCE scale indicates that you are naturally motivated to be in control of your environment. This drive for dominance is probably expressed in many ways in your life. Whether it's driving the car, planning a vacation, or setting priorities at work, you naturally trust yourself more than anyone else and want to be in charge. You probably have noticed that you tend to avoid situations in which you are restricted by someone else's agenda.

Your confident, decisive nature, makes you well suited for leadership roles. You have a natural desire to influence others, and this can contribute to your success in politics, sales, and similar occupations. Most people who score high in DOMINANCE tend to operate from a "big picture" perspective. This gives you a unique ability to anticipate changes and conceptualize new ideas for operating in the future. This "visionary" gift is one of your key strengths.

You may have a strong drive for independence and probably have your own ideas about how things should be done. It's natural for you to speak out about your ideas and opinions.

There are some typical weaknesses shared by those who have a take-charge nature. Because of your desire to be in control, you may find yourself working on being involved in areas of work without having sufficient expertise or facts. Also, keep in mind that you may tend to discount or overlook the amount of detail work needed to bring your big-picture ideas to fruition. In general, a more cautious approach and listening to the sound advice of someone opposite from you in personality would be helpful.

Does it sound like you?

4 Career Implications (based on the fact that you have)

To satisfy your drive for DOMINANCE, look for opportunities to:

- ✓ Plan for the future
- ✓ Influence others

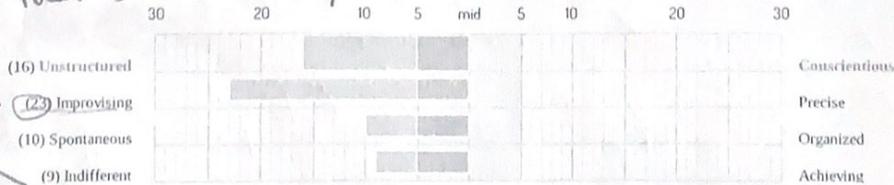
- ✓ Speak directly
- ✓ Make decisions.

Sub-factor 5 more than 5 points
Circled

2. Unstructured (flexibility & spontaneity)

spontaneous and prefer to operate without a lot of details or restrictions. ← Read

Does that sound like you?



look @ graph

Review All

flexible

Career Implications

Your score on the CONSCIENTIOUS scale indicates that you should be wary of occupations that are

- ✓ Highly structured
- ✓ Very serious

- ✓ Closely supervised
- ✓ Precision-oriented

- ✓ Very detailed
- ✓ Very predictable.

circled
which one is more important?

Your score on the CONSCIENTIOUSNESS scale indicates a strong drive to live in an unstructured manner. In many areas you probably prefer to establish your own standards and set your own priorities, rather than having them set for you by others. You typically believe that you can figure out a way to solve any new problem that arises. In fact, you probably like new problems because they offer a challenge for you to improvise and act on the spot.

One of your key strengths is your ability to see things in a new and different light, apart from the normal operating procedures. This gives you an

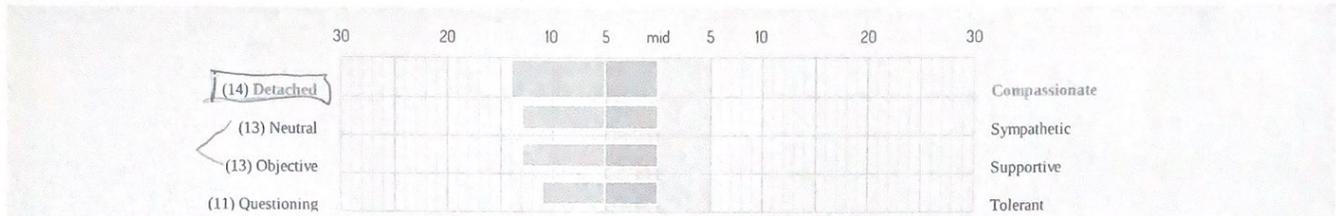
opportunity to offer "breakthrough" insights that can enable a new and better way of operation or lead to an entirely new product.

Another strength typical of those with your score is the ability to focus on the big picture and avoid getting bogged down in anything that resembles busywork.

Your strengths listed above can lead to negative consequences when overdone. Keep in mind that everyone has to follow some rules, and we can all benefit by the experience and wisdom of others. Inconsistency may also be a problem, so develop good habits for day-to-day living. Finally, we all have to master some types of detailed work in order to survive and succeed. By balancing your drive for autonomy with wisdom and self discipline, you will be in the best position to achieve your full potential.

3. Detached

tough minded and good at making objective decisions, sometimes impatient, and you like to keep things moving.



Career Implications

With your low score on the COMPASSION scale, you will want to look for occupations that will enable you to be

- ✓ Task-oriented
- ✓ Objective
- ✓ Fast moving
- ✓ Thick-skinned
- ✓ Detached
- ✓ Able to work well in conflict

reading out aloud

Your score on the COMPASSION scale indicates that you tend to be quite objective and direct in your dealings with other people. Others probably see you as being somewhat task-focused, with a strong concern for getting the job done.

One of your key strengths is your ability to operate in a hostile or nonsupportive environment. You are not easily intimidated by rejection or conflict, and this would be a significant advantage in many fields, such as sales, management, law enforcement, or litigation.

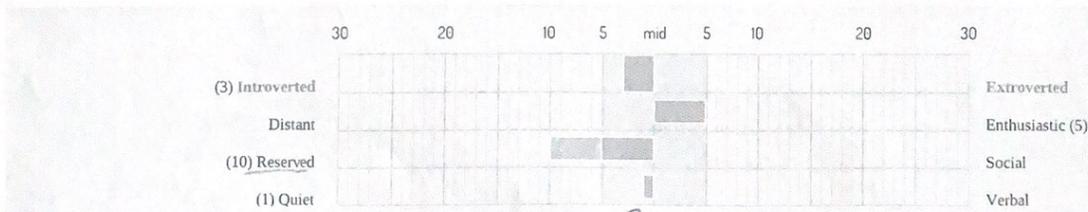
The weakness faced by most people with your personality is a tendency to be unaware or insensitive to the needs and feelings of others. It is possible that you may come across as being abrasive and even be unaware of it. Also, your natural aggressiveness and desire to do things your way makes it easy for you to be demanding and intolerant of others who may not be operating at your pace or standards. A softer, more gracious, and more patient approach toward others will enhance your effectiveness.

Have you consider any of this fields

4. Introverted / Extroverted (Mid-Range)

engaging and pleasant with others when approached, but you enjoy solitude also.

can be both ways



Is Balance the right word?
Career Implications

more of? or less than?

Your mid-range score on the EXTROVERSION factor indicates that you would be most comfortable in a varied social environment at work. Look for a balance in:

- ✓ Time alone to prepare
- ✓ Time to listen
- ✓ Time to be serious
- ✓ Time to relate to others
- ✓ Time to talk
- ✓ Time to entertain

more time

You scored in the mid-range on the EXTROVERSION scale. This means that you probably enjoy a combination of time with others and time alone. You have good verbal skills and are comfortable in meeting others. However, if you are among friends you're likely to be more open and conversational. You probably have a ready smile, wear well with others, and find it easy to fit in with various groups.

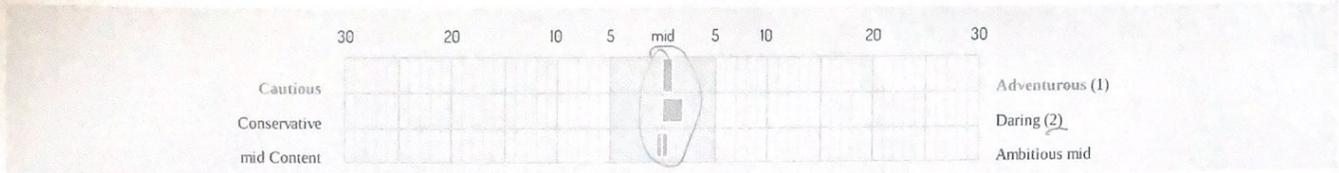
You should plan to have some people interaction each day. On the other hand, you may feel stressed if you have to encounter strangers or large numbers of people on a regular basis. To process your feelings and perceptions, you should balance your time between people activities and time to work alone. Your strength with people is the ability to provide practical, caring assistance.

Overall, your ability to be flexible around people and to easily adapt to changing situations, will give you the advantage of being comfortable in a broad range of environments.

5. Cautious / Adventurous (Mid-Range)

Read both sides
No #'s

average in your drive and spirit of adventure, but are **not a high risk taker.**



Career Implications

would you like ...

Your mid-range score on the ADVENTUROUSNESS factor indicates that you have a need for both adventure and security in your work. In your work look for a moderate level of

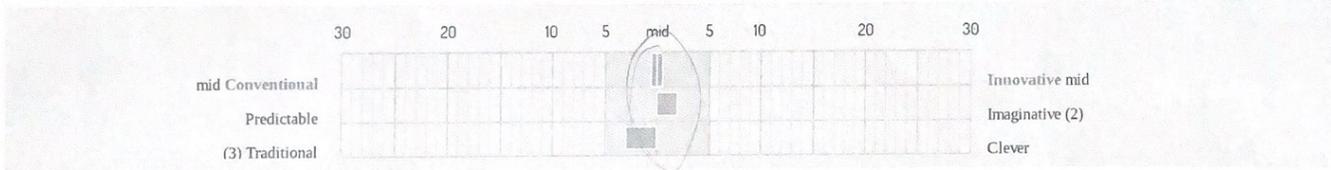
- ✓ Challenge
- ✓ Clear results
- ✓ New undertakings
- ✓ Risk taking
- ~~✓ Competition~~
- ✓ The unusual

Your score on the ADVENTUROUSNESS scale reflects a **balance between boldness and caution.** You do not hesitate to step out into new areas when appropriate, but you probably like to do your homework to know what the risks are. You may find it relatively easy to adapt to changes, but you probably do not live on the cutting edge either.

Likewise, you are motivated to achieve--but not at the expense of all other priorities. You probably do a good job of balancing your ambitions with time, energy, money, and your real life situation.

6. Conventional / Innovative (Mid-Range)

willing to initiate new ideas when there is an obvious need but you also like to take a traditional perspective.



Career Implications

With your mid-range score on the INNOVATION factor, you should look for an opportunity to express creativity in your work. This likely will not be the main thrust of your work, but to meet your needs you should have the opportunity to express:

- ✓ Creativity
- ✓ Problem solving
- ✓ Mental quickness
- ✓ Originality
- ✓ Resourcefulness
- ✓ Inventiveness

Your mid-range score on the INNOVATION scale indicates that you desire a moderate amount of creative expression in your life and work. There are times when you initiate changes and new ideas for the sake of improvement. At other times you may find yourself quite content with the status quo. A constant diet of either extreme, however, eventually may lead to stress.

For this reason, you'll want to carefully evaluate and focus on specific areas in which you seem to be the most creative, productive, and effective. Likewise, try to pinpoint the areas of your life in which you are most resistant to change. Knowing these areas in advance will help you to capitalize on your strengths while minimizing your weaknesses. Planning for some variety in your schedule and life's work will also help you to maximize your strengths in this area.

1.3 Typical Strengths

✓+ (a lot like you) ✓ (somewhat like you) ✓- (not you)

Susan, shown below are strengths that are typical of people who score like you. Look for occupations that will allow you to highlight these strong points. The more you are able to use these strengths at work, the more likely your success and satisfaction. As mentioned earlier, you will need to check with someone who knows you well to confirm whether all items apply to you.

- Leadership oriented; naturally likes to influence others and be in charge. ✓+
- Self-reliant; confident in own abilities. ✓+
- Straightforward and direct; bold in adversity. ✓+

(read & ask client to rate)
Homework: Select top 3 prioritized

- Comfortable operating alone rather than depending on group support. ✓+
- Able to make tough decisions and hold people accountable. ✓+
- Strong task orientation; will drive toward getting results. ✓+
- Able to confront when there is a problem. ✓+
- Operates from a generalist perspective. ✓+
- Can respond on the spot without extensive preparation. ✓++
- Flexible; willing to adjust for the situation. ✓+

Tell me about you?
What are some of your strengths?

5 to 7 many

1.4 Typical Non-Strengths

Shown below are non-strengths that are typical of people who score like you. Improvement in these areas will enhance your performance. On the other hand, try to minimize your exposure in areas that are not your strong points. As mentioned earlier, you will need to check with someone who knows you well to confirm whether all items apply to you.

- Can be too pushy in trying to get results. ✓
- Forgets that success is usually a team effort. ✓+
- Forgets that everyone is not comfortable being direct. ✓
- Uncomfortable in group social activities; ~~can appear unfriendly~~.
- Can be insensitive to the needs of others. ✓
- Impatient; generally not a good listener. ✓
- May tend to be overly critical. ✓ internal ✓
- ~~May overlook important facts; jump to conclusions too quickly.~~
- Can lack focus; tends to go from one thing or subject to another. ✓++
- Can lack commitment toward goals. ✓

What are some of your weaknesses?

* read a client rate / top 3 prioritized ^{homework}

- * Money Page: Why? *great impression
- use in job interviews
- * How they apply to your potential job?
- use to interview the interviewer
- * will this job maximize my strengths?

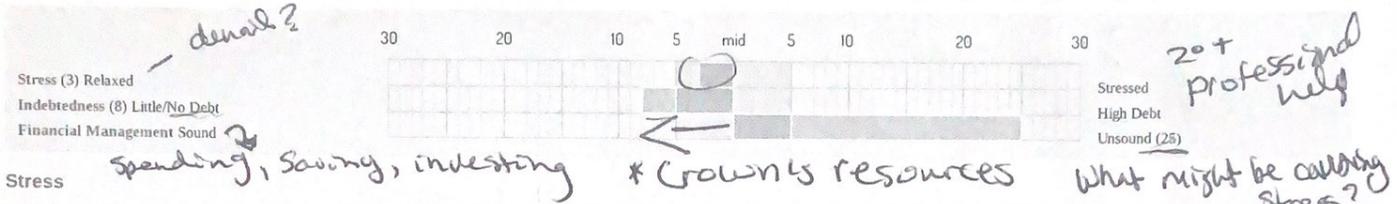
- 35% of jobs are given to most qualified
- Rest to those who interviewed best best
- know someone

Good ✓

1.5 Critical Life Issues

stress level) time took the assessment

This section provides insights that will be helpful in choosing a career whose environment matches your personality strengths.



Your score on the STRESS scale indicates that your level of stress is about the same as is experienced by the average person in society. Keep in mind that this instrument is not designed to identify or treat psychological problems. If you feel that you do need help in some area, contact an appropriate professional for further diagnostic assessment.

Indebtedness

Your scores indicate that indebtedness is not a problem for you. Congratulations on being able to live within your income.

Financial Management client's habits

Your scores indicate you may be having a struggle trying to live within your income and to set aside reserves for the contingencies and emergencies that arise in every family.

Thousands of people have been able to gain control of their finances by using Crown Financial Ministries materials.

- Eliminating Debt
- creating a Spending Plan