



## Individual Planning Report

by

PsyPro Corporation and PAR Staff

<b>Client Name:</b>	Client Sample
<b>Client ID:</b>	CS 0109
<b>Gender:</b>	Female
<b>Birthdate:</b>	02/15/1987
<b>Age:</b>	21
<b>Test Date:</b>	11/19/2008
<b>Organization or Company Name:</b>	Angie's Accounting
<b>Position:</b>	Bookkeeper
<b>Norms:</b>	Combined Gender, Adult

This report will help you to understand yourself better so you become more effective in your current situation and more prepared for future opportunities.

The statements in the report are based on your pattern of scores on the NEO PI-R. These scores have been interpreted by a team of management psychologists.

Resist reading good or bad into any of the statements. Human characteristics can be good or bad, depending on situation or use. What may be an asset – strong assertiveness, for example – in one situation may prove a liability in another.

Remember also that we do not always respond the same way to all situations, even though our tendency to act in consistent patterns may be strong. Therefore, you may want to visualize yourself in several different situations you normally face in your life. This might help to clarify apparent contradictions in the report.

If parts of the report appear to be inaccurate or inconsistent, the possibility exists that in some instances you may not have thought about certain aspects of your behavior. If after reflection, the information still seems to be at odds with your experience, you may want to discuss the information with some people who know you well.

*To receive the maximum benefit from this report, you will probably want to read it several times.*

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## Summary of Your Most Distinctive Characteristics

*As you are aware, human characteristics have the potential to be both assets and liabilities. The trick always with truly distinctive characteristics is to recognize ways in which we can capitalize on their upside benefits while minimizing the effects of their downside potential. Understanding your distinctive characteristics will enable you to do things in a way that is most appropriate for the situation.*

### **When Your Distinctive Characteristics Work to Your Advantage**

You usually focus your attention on the practical aspects of situations, keeping your mind closely attuned to the tasks at hand. You are likely to be well-suited for assignments that require procedure and analysis rather than imagination and creativity to complete.

You are outgoing and thoroughly enjoy a high level of social interaction. You are very comfortable in situations that require close and frequent contact with others.

Your confidence and resourcefulness support you to willingly face whatever life or work brings your way. Others will view you as competent, self-assured, and often a source of direction.

### **When Your Distinctive Characteristics Work to Your Disadvantage**

You tend to be unimaginative. This may restrict the number of options you can visualize in any given circumstance where out-of-the-ordinary action is needed. The use of a sounding board to bounce ideas off of may lead you to more creative ideas.

Your need for social stimulation can cause you to neglect solitary activities and tasks while seeking the company of others. This can lead to inefficiency. You may also bother others who are trying to get their work done.

You run the risk of over-confidence, perhaps overreaching your capabilities or placing excessive demands on others. You might consider the benefits to be derived from taking the time to evaluate more frequently whether your feeling of competence is actually matched by an equal amount of ability.

### **When Your Distinctive Characteristics Work to Your Advantage**

You are an easy-going person who resists provocation and is slow to anger. Others will seldom see you frustrated, irritable, or impatient.

You are a dispassionate and rational person who seldom allows sentiment or emotion to adversely impact your analyses or judgments. You can set emotions aside to focus on the facts.

A person with strong self-control, you resist temptations and will rarely allow impulses to override your judgment. You are probably well-suited for assignments where steadfastness is essential.

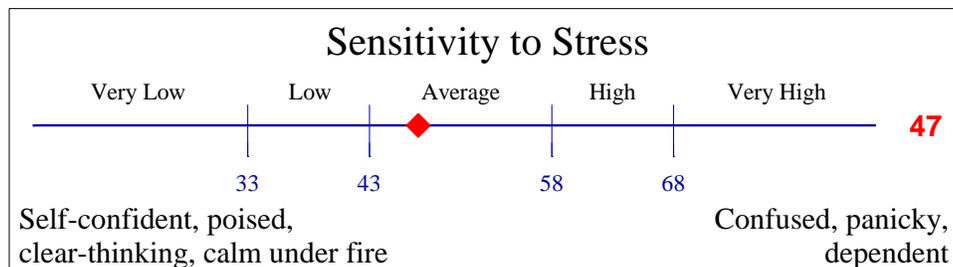
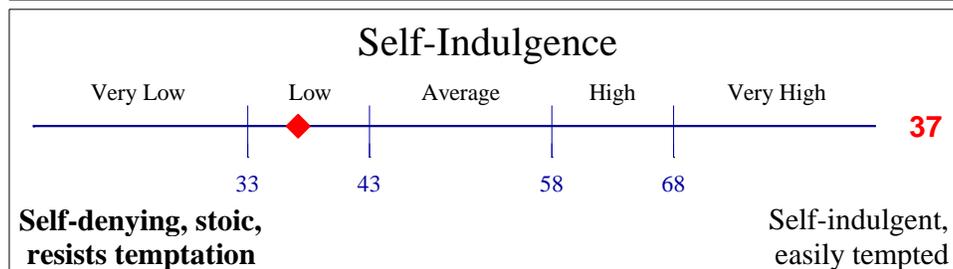
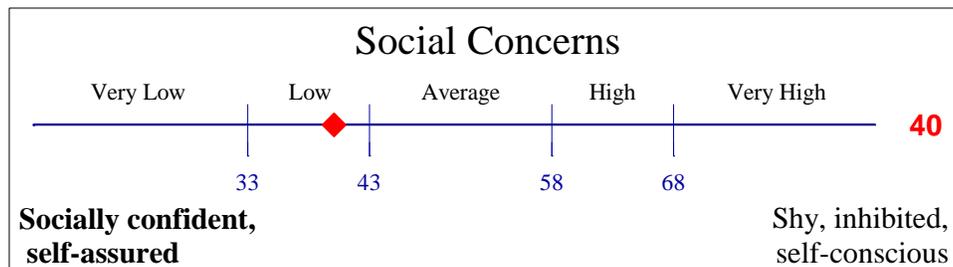
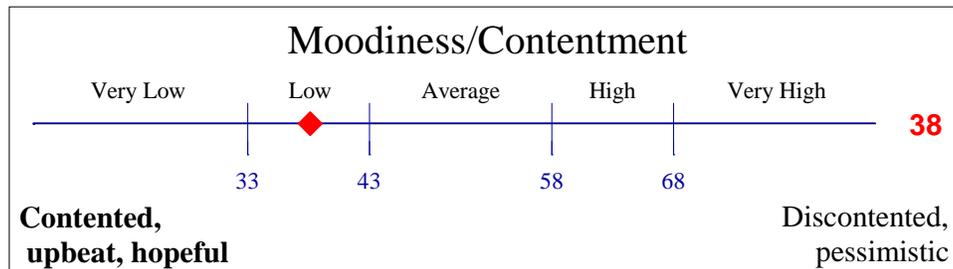
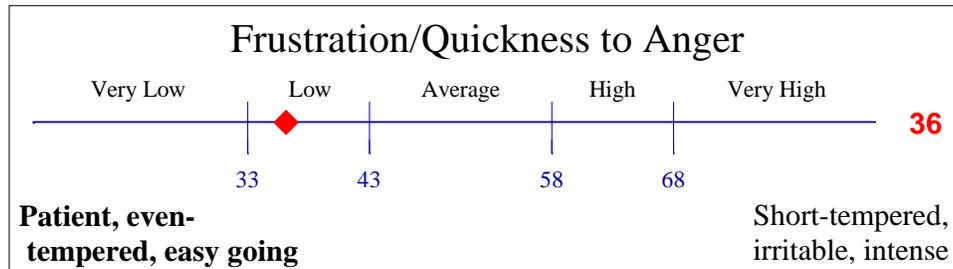
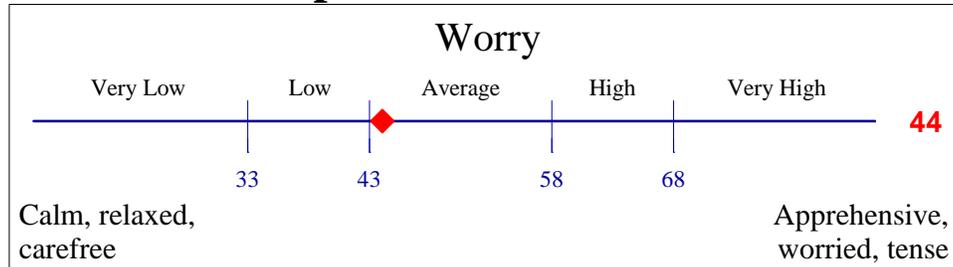
### **When Your Distinctive Characteristics Work to Your Disadvantage**

Seldom experiencing anger and slow to become frustrated, your easygoing nature can be interpreted as disinterest, misunderstanding, or lack of conviction. Consider communicating to others your understanding of the issues.

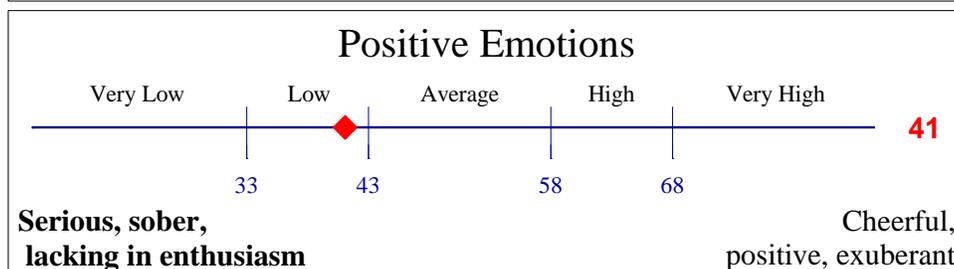
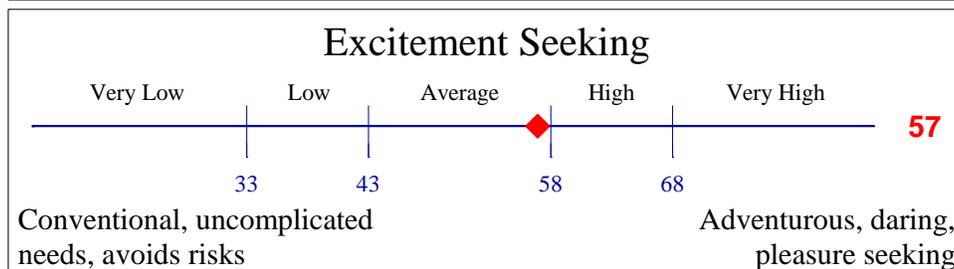
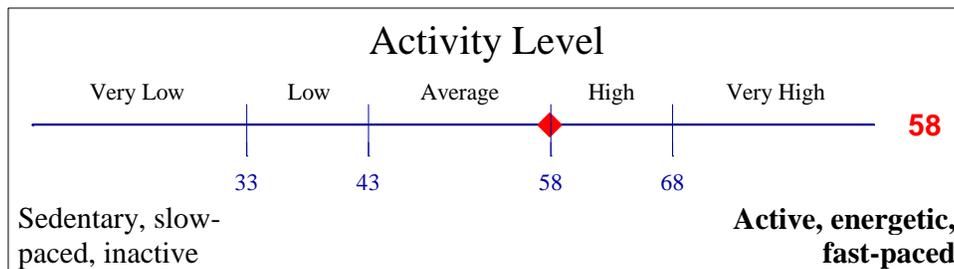
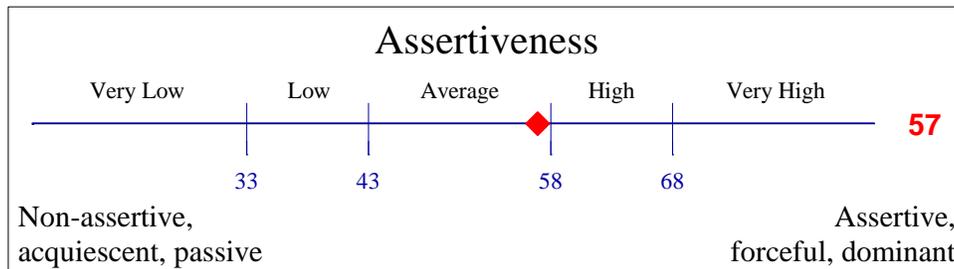
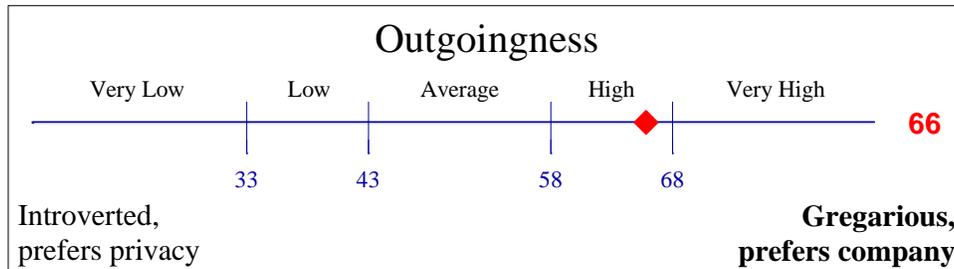
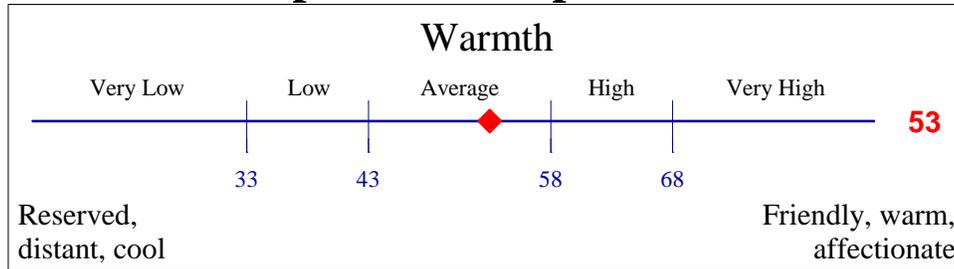
Your lack of emotional responsiveness might detract from your ability to inspire or motivate. You may underestimate the importance of others' feelings and thus miss the essence of such people issues as high frustration, poor teamwork, or low morale. Many may see you as cold or distant, and may be hesitant to approach you as a result. This may cause you to miss potentially valuable information. You might consider verbalizing your feelings more often as a way to deepen your relationships.

Highly self-controlled, you may appear to lack a sense of spontaneity and fun. You could probably approach a greater array of situations with a willingness to trust your intuitions.

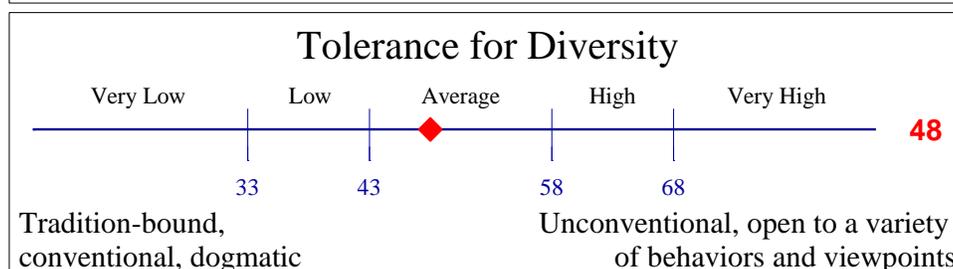
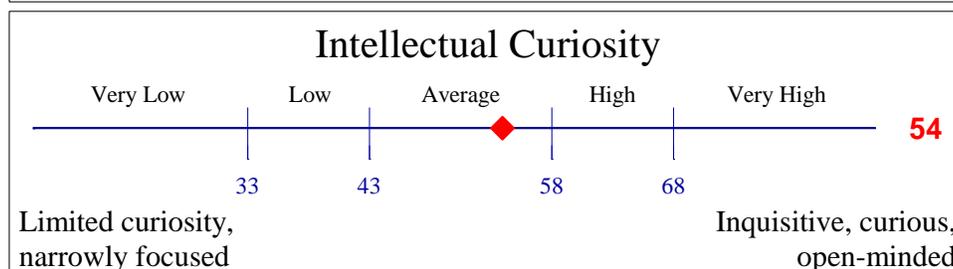
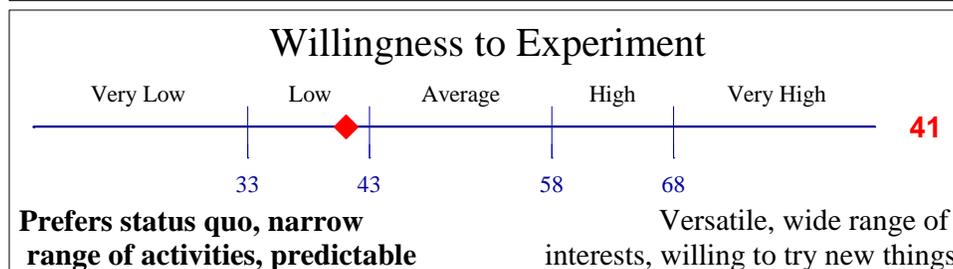
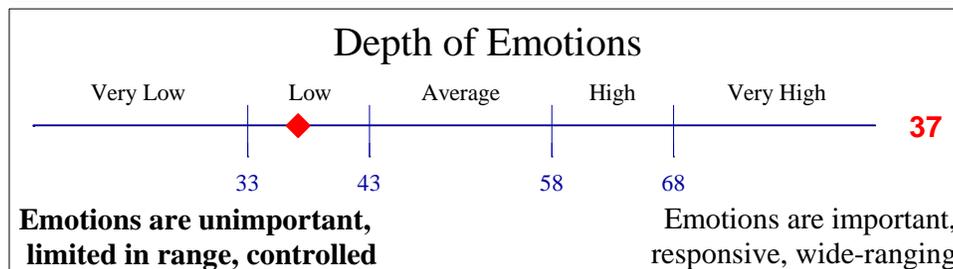
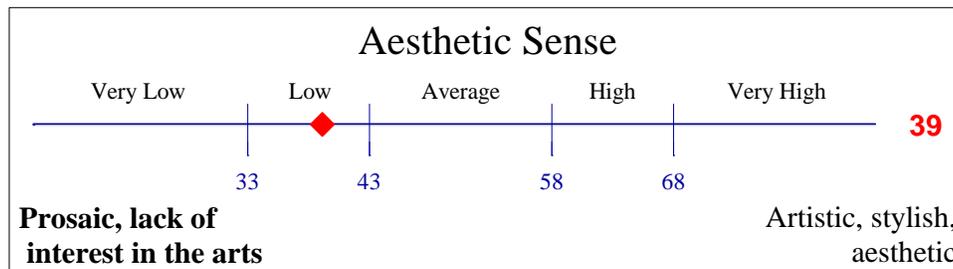
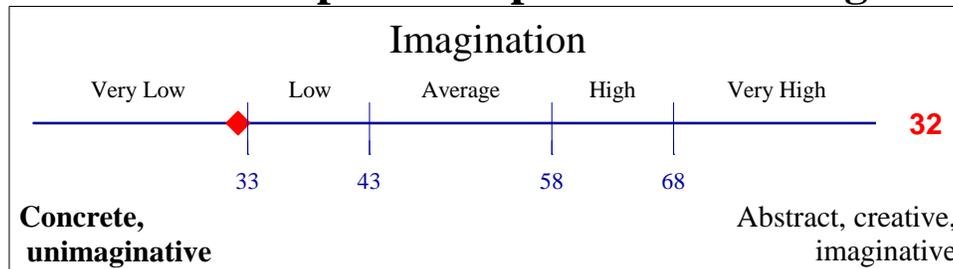
## Profile Graphs for Emotional Reactions



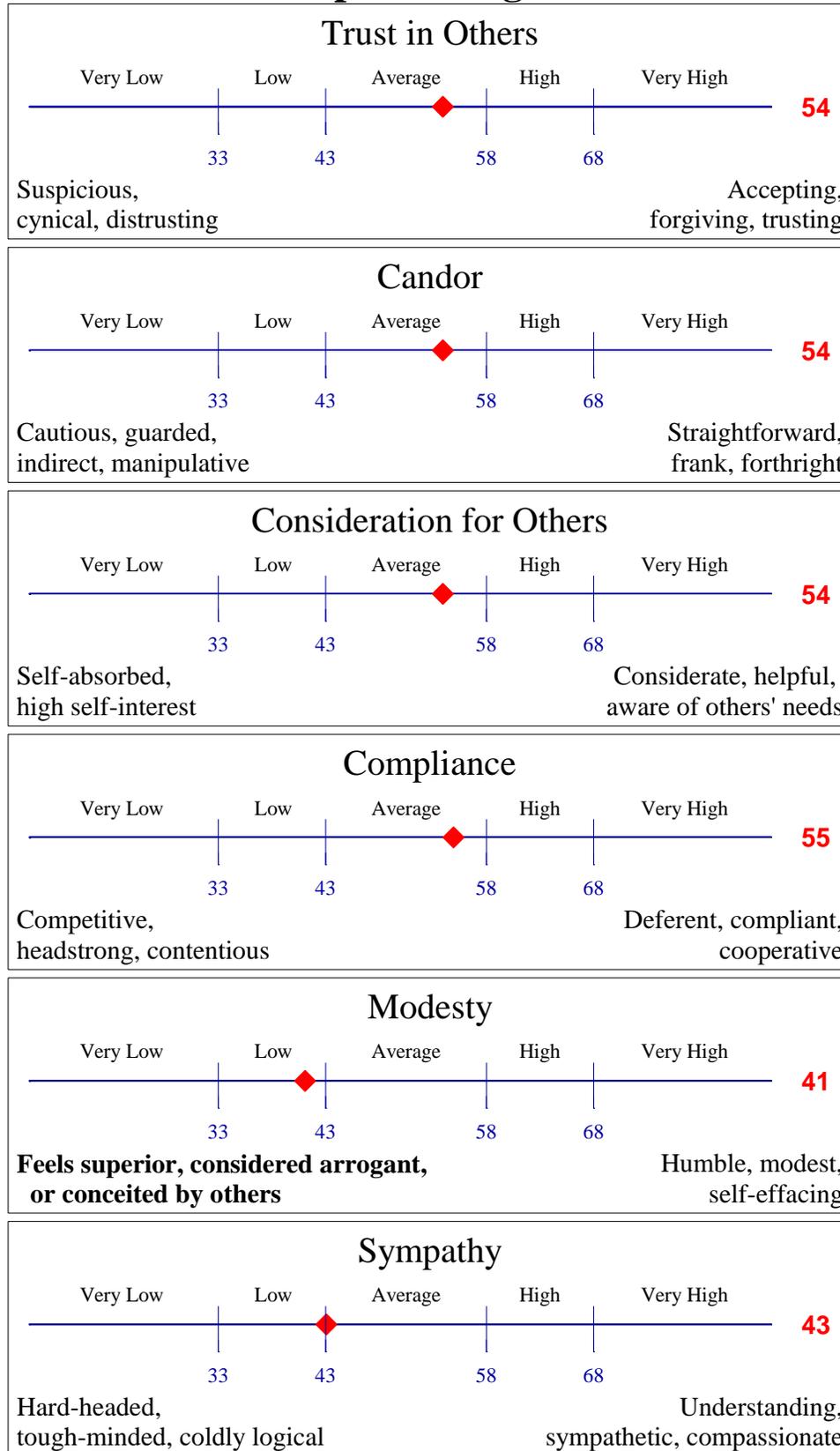
## Profile Graphs for Interpersonal Patterns



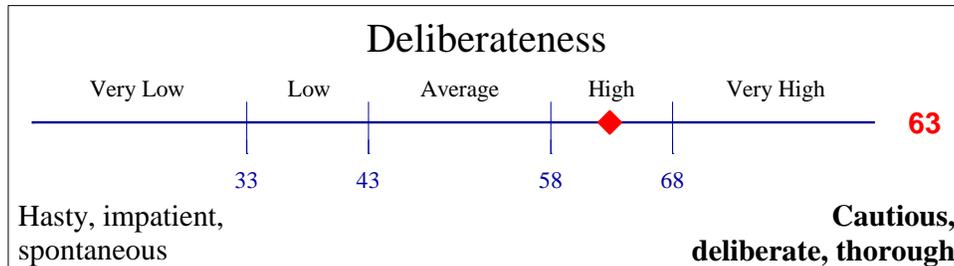
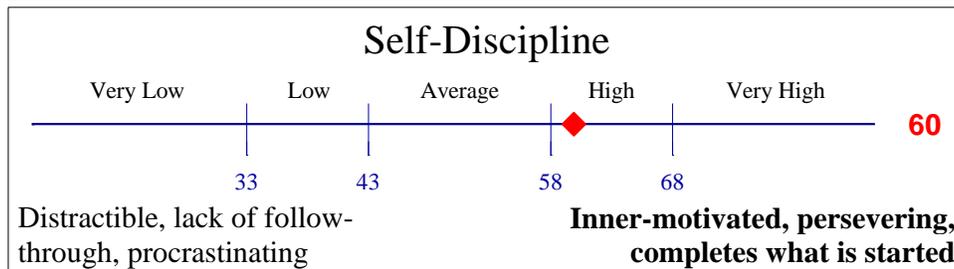
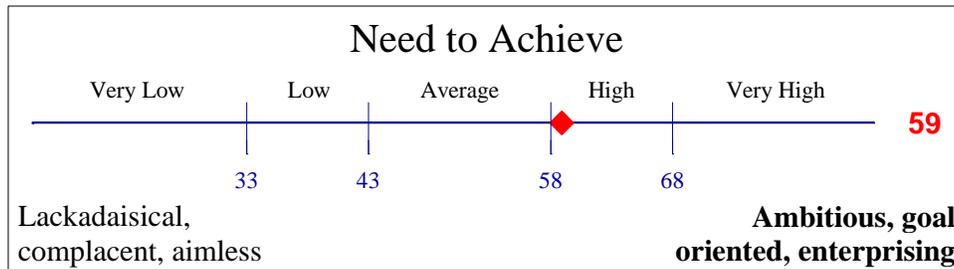
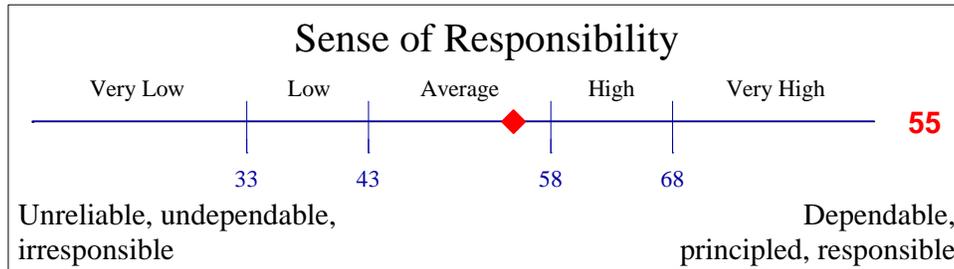
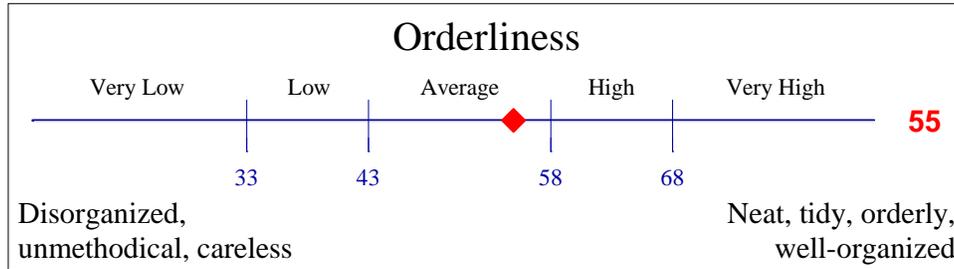
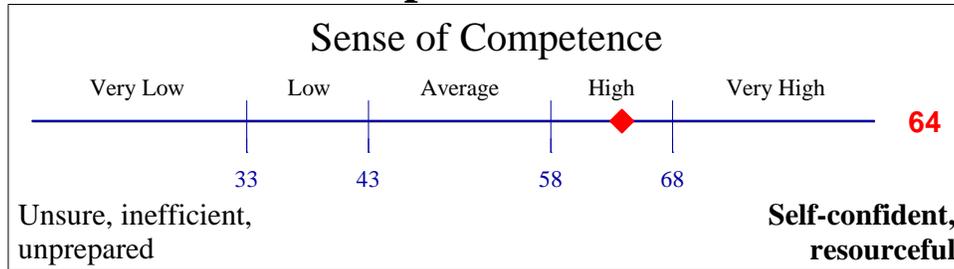
## Profile Graphs for Openness to Change



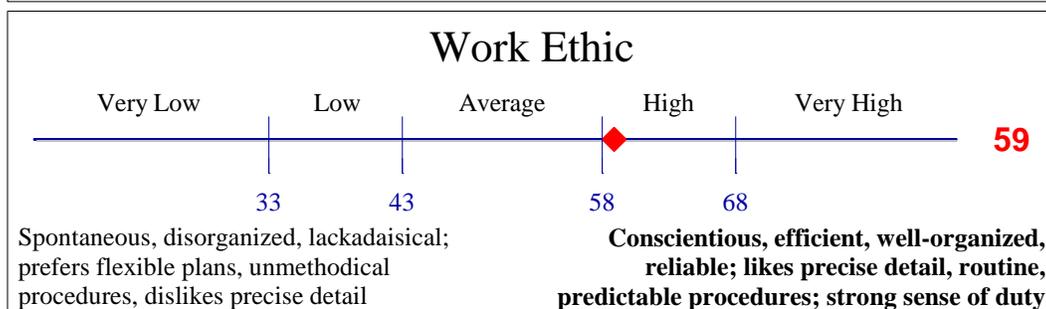
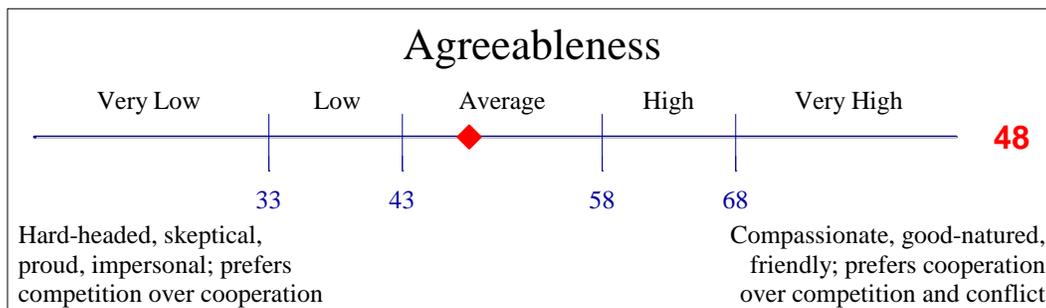
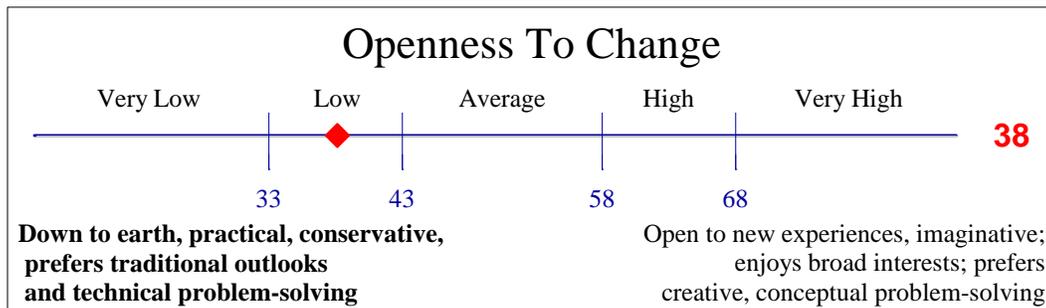
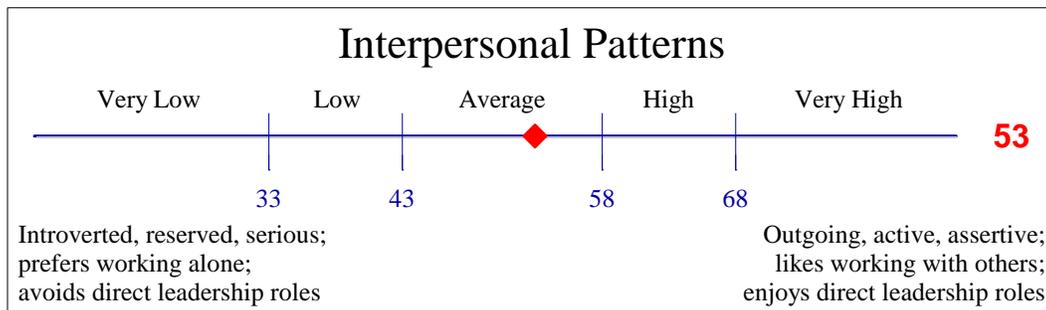
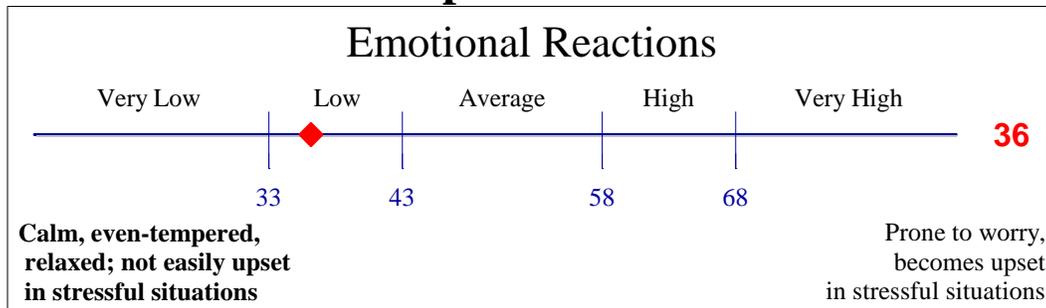
## Profile Graphs for Agreeableness



## Profile Graphs for Work Ethic



## Profile Graphs for All Domains



## **Your Problem Solving Skills**

*This section describes your problem-solving and decision-making styles. No attempt has been made to determine your intellectual power or IQ. The inventory you took is not equipped to make such determinations. It does, however, provide insight as to how you think, solve problems, and make decisions.*

### **Ability to Organize Your Thoughts**

You are typical of the average person in the degree of preciseness and organization you use to resolve problems. Under most circumstances, you show good self-discipline and determination in finding appropriate solutions to the problems facing you. Usually cautious and deliberate in your approach to problems, you will seldom opt for risky solutions without weighing them carefully.

### **Your Open-Mindedness and Creativity**

You are willing to entertain new ideas and solutions, but will not get carried away with curiosity or intellectual pursuits. Lacking imagination in your problem solving, you focus on the task at hand and rarely formulate innovative solutions. You do not place much importance on emotional intuition; only occasionally will your feelings influence your decision making.

### **Your Confidence in Problem Solving**

After forming your conclusion, you are as willing to speak up as the average person. You see yourself as a capable individual. You are ready to take on most problems with confidence. You are resourceful.

## **Your Planning, Organizing, and Implementation Skills**

*This section of the report discusses how you go about analyzing situations, determining an action plan, and implementing that plan.*

### **Your Orientation toward Action**

Slow to become frustrated, you are generally more easygoing than most people when facing delays in assignments. You are not likely to react with anger when delays or problems occur. You are active and energetic. Your pace, however, will be misinterpreted by some as being pushy. You may not take enough time to celebrate or reward accomplishments. You prefer familiar and proven activities to novel and untested ones. You experience some discomfort with change and may resist it.

You have a strong drive to achieve success. You maintain a keen sense of purpose and are diligent in the pursuit of your goals. You are industrious. You will discuss some issues in an open and frank manner, but at other times, you will be more guarded in expressing your true feelings. Sometimes compliant in the face of confrontation, you can also become demanding and competitive in some circumstances. You are generally balanced in your concern for others and your concern for the task at hand. More often than not, you take a serious and sober view toward things. Since you are more likely to see problems than opportunities, you may be prone to see reasons to delay taking action on the matter.

### **Your Level of Competence and Conscientiousness**

Generally feeling competent and well-prepared, you are typically confident in your ability to deal effectively with work and life. Your sense of duty, responsibility, and commitment to your code of conduct is typical of most people. You are typical of the average person in your ability to carry out your assignments in a well-organized and methodical manner. You think carefully before acting. You are cautious and deliberate, as opposed to hasty and spontaneous. However, you may be viewed by more reactive types as taking too much time to decide on a matter. You are unlikely to be deterred from carrying tasks through to their conclusion. You are characteristically disciplined and self-motivated.

### **Your Openness to Different Possibilities and Alternatives**

Your interest in exploring new ideas and your willingness to utilize new methods are representative of the average person. You are only moderately curious or inquisitive. You are inclined to stress the concrete aspects of your work as opposed to more artistic forms of expression. You often accept prevailing value systems, but you are also willing to consider new assumptions and new ways of looking at things.

## **Your Style of Relating to Others**

*Living in an interdependent culture, you can achieve your career goals only with the help and support of others. Effective human relations skills are essential for success in your work and life. Your patterns of relating to other people are discussed in this section of your report. Reflect on how your characteristics influence your interpersonal relationships. This report makes no value judgments about your style of working with other people. As in many situations, a style that proves to be an asset to good relationships in one situation may prove to be a liability in another. Reflect on how these characteristics influence the quality of different relationships in your life.*

### **How Outgoing You Are**

Your interpersonal style combines the mannerisms of a warm and friendly variety with those of a more reserved and cool nature. You enjoy the company of others and will come across as outgoing and gregarious most of the time. You thrive in most group settings and may experience some frustration if required to work alone. You sometimes take the lead, at other times let others do the talking. You feel confident and effective in most social situations; more than most, you feel reasonably comfortable in an awkward social situation.

### **How Accommodating You Are to Others**

You tend to believe you are better than others and will sometimes express this. You run the risk, therefore, of being seen as conceited or arrogant. You will usually balance your drive to compete with a desire to be cooperative and accommodating. You are someone who, in most instances, will focus on results, along with a sensitive compassion for people.

### **How Trusting You Are Toward Others**

You are usually about midway between skepticism and trust. You are willing to extend your trust to others, but do so with an average degree of caution. You are concerned about the well-being of others, but also factor in your own needs and concerns. At times, you willingly extend a helping hand, and on other occasions, you are more self-centered and reluctant to become involved in others' problems.

### **The Quality of Your Relationships**

You are fairly typical of most people in your ability to understand and accept others whose principles differ from your own. About as straightforward as the average person, you can be both open and guarded in your communications, depending upon the situation.

## Your Personal Style

*Each of us has a unique emotional signature to our personality. In this section of the report, your special combination of emotional qualities is discussed. Emotions are neither good nor bad. They can be assets or liabilities, depending as much on the situation as on the particular emotion you are experiencing. Reflect on these statements in relation to situations you have been in when emotional patterns, such as those presented here, have surfaced. Ask yourself which of these patterns have usually been assets in handling the situations you recall. Which patterns have been liabilities in handling them effectively?*

### Your Level of Emotion

You tend to blunt your emotions and to minimize their importance in your life. You have a relatively high tolerance for frustration and seldom take action based on impulse. You have a good ability to keep your impulses under control. You like to keep busy. You are seen by most as an active, energetic, and fast-paced individual. You seek about as much excitement and stimulation as the average person.

### The Patterns of Your Emotions

You show neither great concern nor optimism about the future. You are as apprehensive about what might go wrong as the average person. Slow to experience frustration, you are generally more easygoing than the average person. You also tend to be slower to anger than most others and are seldom bitter about how things turn out in your life and work. A fairly content individual, you are not easily discouraged and seldom feel dejected. You deal with pressure situations about as comfortably as do most people, feeling neither more nor less adequate than most when under stress.

### Your Control of Emotions

You view yourself as a competent individual who is reasonably well-prepared to deal with work and life issues effectively. You are a disciplined individual. You are usually able to motivate yourself to get boring or tough jobs completed. You usually think things through in a deliberate manner before taking action. You are typically more prudent than hasty.

### Your Outlook on Life

You are willing to question your rationale for some of your values while holding firmly to others. At times, you simply accept authority without question, but on other occasions, you will question conventional thinking. Having somewhat limited aesthetic sensitivities, you have less appreciation for artistic things than does the average person. You are more serious than the average person and will be less exuberant than most people. You are more likely to see problems than opportunities and tend to view the glass as half-empty. However, you are not necessarily an unhappy individual.

## Concluding Suggestions

This report represents a consensus interpretation of the meaning and possible implications of your scores on the NEO PI-R. This report was developed by a team of management psychologists. Its sole purpose is to provide you with information regarding how you described yourself in the inventory, and, as a consequence, how others may perceive you.

This report focuses on behaviors. We can change behavior if we choose to and if we are willing to work at the change. The report describes your performance on a single assessment instrument. To gain maximum benefit from it, this measure should be interpreted within the context of other factors and with the assistance of a trained professional.

There will probably be many things in the report that make you feel good about yourself. There may be a few things that concern you. That is to be expected. Everyone has some areas in which they are most effective and other areas that need improvement. Furthermore, a strength in one situation may be a weakness in another. For example, aggressively pushing for what one wants may lead to success in one situation, but fail in another. As a consequence, we recommend the report be interpreted and applied within the context or environment in which you currently function, or desire to function.

This report does not pretend to be 100% accurate, nor should it be taken as an absolute – all measurements contain some error. Furthermore, people can and do change. Use what is helpful to you. Reflect on ways you can leverage qualities that will support you in achieving your goals. Reflect on ways you might compensate for qualities that may impede your progress toward your goals. Occasionally, you may see statements in this report that do not appear to be totally consistent with each other. This is likely to occur if you have an unexpected combination of scores. Consider sharing this picture of yourself with trusted friends or coworkers, especially those findings that surprise you or those with which you take issue. This report is designed as a tool for your growth; use it for your benefit.

## Next Steps

*This section is designed to help you make the most of this report. Some of you will know exactly what to do with this information. For these people, the next steps are clearly obvious. Others of you, however, may be uncertain how to best utilize this information about yourself. In a few cases, some people may even feel overwhelmed by it. Regardless of which of these cases best describes you, you might find the following suggestions to be helpful in gaining maximum benefit from your report.*

If you are uncertain about or disagree with some of the information, we suggest that you reflect on those specific areas, searching through a wide variety of situations in your past where the “troublesome” descriptions might fit. If you find any of these, contrast these with other situations where you have behaved differently from how the report has described you. You might also consider discussing these aspects of your report with someone who knows you well.

Remember that a recurring theme in your report is that behavioral patterns are not intrinsically good or bad. Every characteristic has the potential to be both. Pay particular attention to the concluding sections of your report where your most distinctive characteristics are summarized. Reflect on how you can reinforce the upside potential of your most distinctive qualities while also thinking about what steps you can take to minimize the effect of their downside potential.

As you read your report, frequently ask yourself, “What is the significance of this information relative to my personal and career development? What type of assignments am I best suited for? In what type of work environment am I most likely to be successful and satisfied?”

If you wish for more information about specific occupations, you might want to reference the *Occupational Outlook Handbook* and the *Dictionary of Occupational Titles* (U.S. Department of Labor, Bureau of Labor Statistics), available in most reference libraries.