

This report provides key single words that describe the individual. The keywords are divided into three columns: Strongest Traits, Strong Traits and Reasonably Strong Traits. The Strongest Traits are traits that the person scores 10 out of 10 or 2 or less out of 10. This indicates that the trait is extreme and thus will be the person's strongest characteristic. Strong Traits are traits in which the person scores 9 out of 10 or 3 out of 10, indicating the traits will be strong due to its absence or presence. Reasonably Strong Traits are traits in which the person scores 8 out of 10 or 4 out of 10, indicating the trait will be fairly strong due to its presence or important due to its absence. The Summary Descriptions provide a narrative paragraph that further describes the person's behavior.

The suitability assessment includes a technological 'consistency detector' that indicates the reliability of results by analyzing the consistency of the answers on the questionnaire. Andrew's consistency score is 96 which indicates that Andrew is 99% consistent in answering the questionnaire. This indicates a high likelihood that Andrew was truthful, accurately self-aware, and able to concentrate on the questionnaire.

Keyword Descriptions

Strongest Traits

Optimistic
Helpful
Wants autonomy
Warm

Strong Traits

Outgoing
Willing to make decisions
Risking
Persevering
Diplomatic
Self-sacrificing
Takes initiative
Idealistic
Dislikes structure
Likes to lead
Self-motivated

Reasonably Strong Traits

Open minded
Analytical
Works quickly
Can be unorganized
Flexible
Enthusiastic about goals

Summary Descriptions

Andrew's task preferences are (in order of preference): doing something that helps others or society, meeting and interacting with new people, analyzing facts, problems and decisions, and working with numbers. Andrew prefers to avoid the following tasks (listed according to greatest dislike first): doing tasks that need to be done precisely, enforcing rules, fixing or repairing something, building or making something, researching or learning new information, doing physical work, and doing clerical work. Andrew would be interested in work that involves sports, finance/business, travel, and electronics. Andrew lacks interest in science, animals, food, writing/language, health/medicine, and plants. Andrew needs a work environment that involves stimulating deadlines, working with the general public, working indoors, and few repetitive and monotonous tasks.

Generally, Andrew is extremely optimistic and has a positive outlook. Andrew is very capable of being tactful. Andrew is extremely helpful and conscious of others' needs. This is reasonably balanced and will help him have positive interactions with others. Andrew is very outgoing. Thus he would enjoy a position that involves meeting new people. Andrew enjoys trying to influence others. Andrew is extremely empathetic and warm, however Andrew may at times become overly emotional. His warm-heartedness will enable him to influence others more successfully. Andrew tends

Summary Descriptions

to be reasonably open-minded, making it easier to communicate with people who have different ideas. There are some interpersonal areas in which he could improve. Andrew may tend to be a little self-sacrificing at times.

Andrew is highly motivated by a chance to have decision-making authority, a chance to take initiative, having challenging work, an opportunity to do something worthwhile for society, an opportunity to be in a leadership position, and an opportunity to achieve his goals. He is demotivated by having to work with a supervisor who does not offer a significant amount of autonomy.

Andrew enjoys analyzing facts and situations. Andrew is comfortable in a decision-making role. Andrew is very willing to take risks. Andrew is optimistic about the outcome of risks. Andrew probably spends little time analyzing the potential difficulties of a plan or strategy. This may not be enough for the degree of risk he likes to take. Andrew may make decisions based upon hope rather than on an examination of the facts. Andrew normally approaches decisions with an open and reflective mind. Andrew has some interest in planning.