

Dear John Smith,

This Psychometric profile is a validated prediction of your natural disposition based on the well-researched five-factor personality model. This profile gives you reflections of your potential to peak perform in a variety of careers. It is not a measurement of your current performance. Every personality disposition has strengths and weaknesses. There is beauty in every nature.

Through this profile, we hope you will gain a better understanding of yourself, and how you can peak perform in your personal and professional life. The first five pages in this report contain your personality descriptors on each of the five factors that distinguish personality, arranged for ease of recall under the acronym PEAKS.

- (P) Purpose
- (E) Energy
- (A) Affirmation
- (K) Knowledge
- (S) Sustainability

Finally, the subsequent pages of your report consist of an inventory of your 32 personality-driven competency traits. Work competency traits are personality demeanor typical of an individual who is engaged in performing productive tasks, whether on the job or at home. Whilst they do not include behaviors only unique to management, sales or other special work situations, these competencies are common to all types of work roles and are perceived as core work competencies in the Corporate sector.

Your Work Competency traits will include the following indices:

- 1) General work related traits
- 2) Change related traits
- 3) Emotion- related traits
- 4) Team related traits
- 5) Administration related traits
- 6) Management related traits
- 7) Entrepreneurial and sales related traits
- 8) Service traits

We hope you will find this profile meaningful in your career development and we wish you every success as you use this profile to climb towards personal, interpersonal and professional fulfillment.

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Purpose

Purpose is a personality factor that describes a person's focus and goal orientation. Those with a Compelling purpose are "tasked-oriented and focused". They approach work goals in an organized, proactive and disciplined fashion. They tend to be achievement striving and are seen to be competent in their work. On the other end, those who have a Spontaneous Purpose approach their work goals with an "adaptable and flexible" disposition, often involving many tasks at the same time. They are indicative of a rare breed of people who are flexible in their outlook towards life and are more predisposed to a care-free attitude for life so crucial for holistic work-life integration. People with compelling purposes on the other hand are obviously in great demand in the work context.



You generally feel confident and prepared in the work you set your mind to do.

You appreciate order but you are not bound by it.

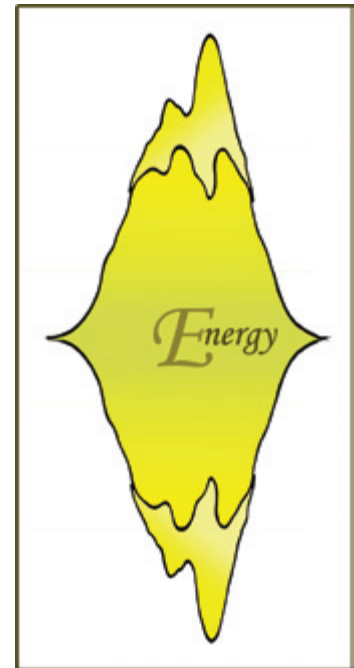
You are capable of covering priorities at work, but may have a tendency to over-commit at times.

You are serious about being successful and prepared to do whatever it is within logical and practical means to attain your goals.

You are task-oriented in your work behavior, capable of disciplining yourself to cope in varied work environments and conforming to multifarious job fits, though distractible at times.

Energy

Energy is the factor that defines how people relate to others. It affects how people form, manage and maintain human relationships. People who have a Dynamic or high level of Energy are “lively and interactive”. They enjoy working and communicating with others in a fun, loving and energetic manner. They like being around others at work and in their personal lives and tend to be more interactive and communicative. Those on the other end of the spectrum with a Latent level of Energy tend to be “reserved, pensive and independent”. They prefer working in a quiet environment and are content being left alone to their own devices and do not feel the need to be surrounded by large numbers of people. While they may seem to keep their thoughts and ideas to themselves, they are not necessarily un-opinionated and can prove to be very articulate when circumstances allow for the latent Energy to be released.



You delight in working and interacting with people, yet also enjoying a private moment now and again.

You are comfortable in the limelight, speaking up on behalf of others or yourself when you have to.

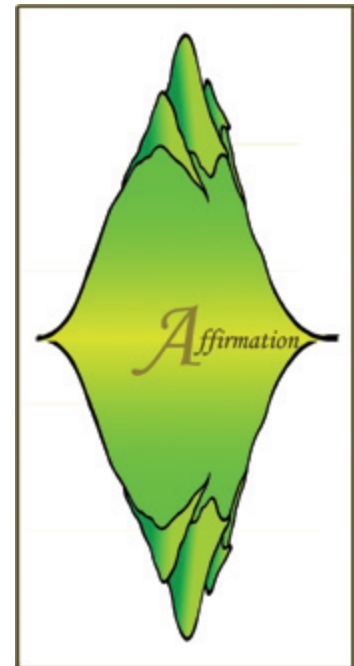
You function at a constant pace, generating energy at a moderate level.

You would enjoy working in an environment offering some amount of excitement and fun.

Your enthusiasm for your work and social interaction is positive for the most part, occasionally falling into mires of pessimism when exceptional stress is incurred.

Affirmation

Affirmation is a personality dimension associated with human relationships that measures how an individual demonstrates positive declarations of praise, encouragement and support to others. People who have a natural propensity to affirm tend to be “compliant and tender minded”. They are generally empathetic, trusting and accepting of authority figures. They tend to be team players who are helpful, compassionate and understanding toward others. Individuals who are Questioning in their response to affirmative activity are “challengers and change-agents”. These are highly confident people who challenge structures, systems and processes in an independent, aggressive and scrutinizing manner. They are powerhouses unfazed by opposition and are more inclined to be competitive than peace loving. In some work situations, companies need strong change agents to challenge existing structures while in other cases unquestioning compliance and alignment are desirable.



You demonstrate great objectivity in making judgments about people prizing caution above immediate trust.

You are an extremely tactful person who relates well with everyone in your environment. You can create a win-win situation.

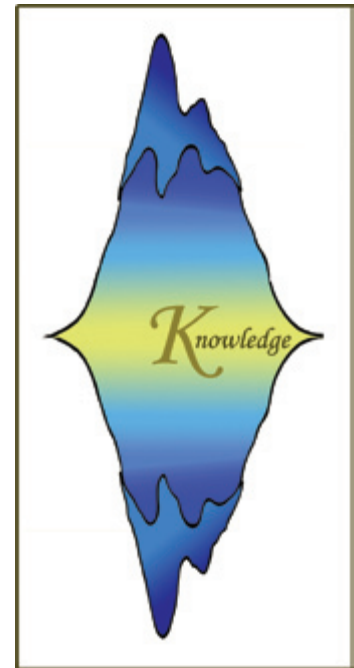
You are concerned about safeguarding your self-interests yet equally willing to help others while you are able to.

You are an approachable person who will follow instructions, but will also challenge if procedures are questionable.

You are tough minded and not easily ruffled under the feathers by people who seek to win your favor.

Knowledge

Knowledge expresses a person's penchant to process ideas, create strategies and innovate. Individuals however exhibit such creative behavior differently based on their varied thinking modes. Those who are Visionary are "creative and innovative", exhibiting a broad range of interests exploring and instituting sweeping innovations wherever possible; possessing a general aversion toward structure and routine. On the other hand, people who are Structured may well possess specialist expertise in a particular field. They have practical intelligence and are able to process problems at face value rationally and sequentially. They are perceived as practical minded, down to earth and conservative. Personalities at both ends of the scale are profitable for corporations requiring different needs; those requiring continuous improvement in rigid organizational structures versus those needing radical innovation and open enquiry.



Your natural ability to dream up ideas for the future at a moderate level allows for great potential in creativity and innovation that is profoundly anchored in the here and now.

You are sensitive to your inner feelings and the feelings of others, yet constantly sensitive to the sentiments on the ground.

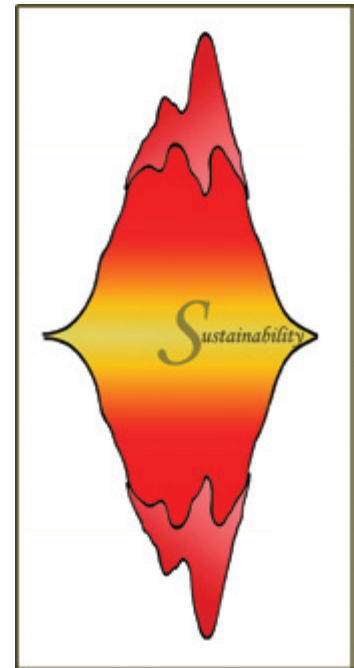
You like a mixture of the old and the new, open to change yet sympathetic to old structures worth preserving.

You have a healthy interest in new intellectual ideas, capable of birthing new ideas and concepts periodically.

You are a conservative person of great ethical integrity, holding fast to strong principles that govern your life.

Sustainability

Sustainability is a measure of an individual's propensity to handle stressful situations. Some individuals who are Robust respond to crisis events in a cool, calm and composed manner. They can generally manage stressful situations without becoming overly perturbed or rattled. At the other end, others who are at a Volatile level of Sustainability tend to be "edgy and concerned". They respond to their work environments in an alert, concerned and vigilant manner. Your Sustainability descriptors can help you in understanding the dimensions that shape your human emotionality and properly manage them. The Emotionally Intelligent person is adept at regulating one's emotions by recognizing the implicit emotional states that govern human emotional functioning. Emotional management bring about maximum benefit for self, family and the organization, eventually leading to the ability to sustain peak performance.



You are calm in most instances but worry and anxiety also get to you. Nevertheless, your responsiveness toward both extremes enables you great freedom to exercise both control and concern when handling the pressures of worrisome situations.

You are seldom provoked to anger but do well in managing it when your anger is stirred up.

You are sensitive to failure but resilient enough to recover from intense discouragement when it happens. Leverage on your ability to rise above the disappointments in life!

You are conscious of embarrassment and loss of face but when it happens, you are quick to get over it soon after.

You cope very well with stress although pockets of vulnerable moments may occur when overworked.

1. General Work-Related Traits

a. Achievement

You are generally satisfied with your present state of affairs and would be happy to maintain the status quo. Generally, you are rather contented with what life has for you at the moment.

b. Independence

You are comfortable practicing a balance between working with others within a sheltered team environment and functioning independently without a clearly defined mandate depending on the circumstances.

c. Integrity / Reliability

You are generally reliable in most tasks; however others may mistake you as lacking reliability in some situations due to your innately flexible and spontaneous nature.

d. Working Well under pressure

You are capable of managing bursts of high pressure situations from time to time, but a regular pattern of stressful occurrences will probably result in burnout.

2. Change-Related Traits

a. Managing Change

You are somewhat comfortable with change, especially when it is linked to specific goals in mind, however there are instances when the conventional approach sits better with your conscience.

b. Spontaneous Disposition

You are generally spontaneous and flexible by nature, but would not be characterized as incapable of rigidity on certain fixed goals from time to time.

c. Pioneering Initiatives

You initiate pioneering activities and ideas when given the opportunities.

d. Ability to handle ambiguity and chaos

You are relaxed with structured, organized and methodical settings, yet equally able to handle disorganized, ambiguous and chaotic situations with little or no boundaries,

3. Emotion-Related Traits

a. Ability to make tough decisions

You would be able to play hardball and make tough decisions if the occasion demanded it, but would not be comfortable being hard and tough on a repeated basis.

b. Health Consciousness

You possess sufficient self- discipline to be conscious of your health, thus curbing frequent health problems.

c. Emotionality

Your profile demonstrates a balance of emotional expression that is appropriately controlled whether in the workplace or at home.

d. Optimistic Outlook

You are somewhat pessimistic in outlook due to proneness towards worry and skepticism and able to see the dark side of things.

4. Team-Related Traits

a. Self- Confidence

You possess good confidence in some aspects of life, though somewhat prone towards worry and self-devaluation in some areas.

b. Conflict Proneness

You exhibit middle tendencies to become party to a situation of conflict- neither a strong challenger nor a faint yielder.

c. Proactivity

You are more prone to deal with deadlines or urgencies when they are first identified, than to be reactive and wait until they have grown in magnitude.

d. Team Orientation

You are adequately thoughtful, sociable and charitable to function as a team player.

5. Administration-Related Traits

a. Comfort with computer/ paperwork

You would general resist repetitive computer/ paperwork type activity, showing preference for more imaginative and energetic tasks.

b. Routine Management

You are comfortable with a reasonable amount of repetitive- type work involving attention to detail, but would prefer a variety of work activity from time to time to provide reprieve and equilibrium to mundane activity.

c. Follow-through ability

You are able to follow-through projects to completion but will not be keen for a steady diet of it.

d. Sense of Urgency

You exhibit a moderate sense of urgency, capable of working within crisis situations but will burn out if the crisis intensifies into a prolonged endeavor.

6. Management-Related Traits

a. Management Orientation

You would be moderately comfortable working in a management role, but would at times feel the strain and tedium of being constantly responsible for the work of others within a structure.

b. Planning Ability

You are comfortable with work demanding a moderate amount of planning, but would be overwhelmed by round the clock activity in it.

c. Command & Control

You are comfortable taking charge and exerting command and control over others, however prolonged occupation in such activity will be tiresome.

d. Facilitation of Others

You would make an able facilitator in meetings but will occasionally find it difficult to

7. Entrepreneurial and Sales-Related Traits

a. Leadership Acumen

Your personality predisposes you to take on leadership roles that demand long and anxious hours in authority over diverse groups of people. However, you also enjoy a less demanding and hectic life.

b. Entrepreneurial Spirit/ Empowerment

You are generally capable of entrepreneurial activity but you may tire as a result of relentless aggression, the requisite drive and focus necessary for sustained entrepreneurial activity.

c. Sales Ability

Due to a moderately self- disciplined and resolute nature, your sales efforts will probably result in meeting sales quota level.

d. Propensity for Risk taking

You are a moderate risk taker who will take chances if circumstances justify such action, may be perceived as a sensible risk taker.

8. Service-Related Traits

a. Service Orientation

You possess adequate reactivity, concern, warmth and sociability to be genuinely able to express interest or concern for a customer.

b. Ability to understand people

You generally show moderate objectivity in making judgments about people.

c. People Focus

You are generally inclined toward safeguarding your own interests, although willing to help others when the need arises.

d. Compliance

You are an assertive individual who has the courage to challenge systems and institutions that are questionable now and again.

Score Summary

This page is to provide you with a summary of your Mirror Scores as a convenient sheet to staple onto your resume at a job interview. Once again it is important to note that these scores are used only as indicators or labels to measure personality-driven behaviors. Lower scores are by no means inferior to higher scores and vice versa. In some professions, lower scores are favored, while in others higher scores. **Truly, there is beauty in every nature!**

Explanation of your scores when compared to the general profiled populace:

You are in the top 7% of the general profiled population if your score is 65 and above

The top 31% if your score is between 55 and 65

The top 45% if your score is between 50 to 55

PEAKS Factors

Purpose	47	Medium
Energy	45	Low
Affirmation	41	Low
Knowledge	43	Low
Sustainability	49	Medium

Work-Related Traits

1. General Work-Related Traits		
a. Achievement	43	Low
b. Independence	50	Medium
c. Integrity / Reliability	46	Medium
d. Working Well under pressure	49	Medium
2. Change-Related Traits		
a. Managing Change	49	Medium
b. Spontaneous Disposition	50	Medium
c. Pioneering Initiatives	49	Medium
d. Ability to handle ambiguity and chaos	50	Medium
3. Emotion-Related Traits		
a. Ability to make tough decisions	50	Medium
b. Health Consciousness	47	Medium
c. Emotionality	47	Medium
d. Optimistic Outlook	45	Medium
4. Team-Related Traits		
a. Self- Confidence	45	Medium
b. Conflict Proneness	53	Medium
c. Proactivity	49	Medium
d. Team Orientation	47	Medium
5. Administration-Related Traits		
a. Comfort with computer/ paperwork	45	Medium
b. Routine Management	50	Medium
c. Follow-through ability	49	Medium
d. Sense of Urgency	50	Medium
6. Management-Related Traits		
a. Management Orientation	48	Medium
b. Planning Ability	48	Medium
c. Command & Control	49	Medium
d. Facilitation of Others	48	Medium
7. Entrepreneurial and Sales-Related Traits		
a. Leadership Acumen	49	Medium
b. Entrepreneurial Spirit/ Empowerment	49	Medium
c. Sales Ability	48	Medium
d. Propensity for Risk taking	49	Medium
8. Service-Related Traits		
a. Service Orientation	46	Medium
b. Ability to understand people	48	Medium
c. People Focus	45	Medium
d. Compliance	40	Low