



Personal Report

Morgen Burchell

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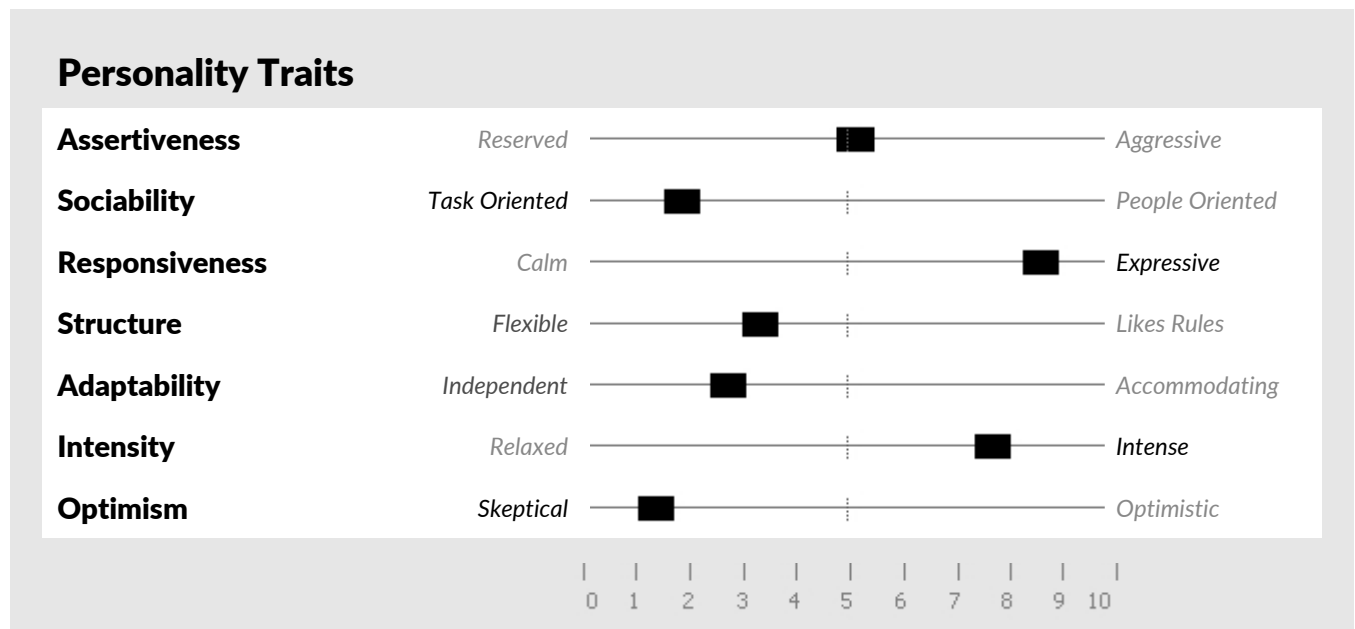
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Summary

This report describes Morgen's unique combination of behavioral traits. All traits have beneficial aspects, regardless of intensity, so there are no good or bad combinations.

The chart below shows Morgen's assessment results as compared to the general adult working population. Each measurement's distance from the center of the chart describes the intensity of the trait.



Behavioral Strengths

Behavioral traits describe the choices a person typically makes when relating to others and to the world around her or her. Each measurement's distance from the center of the chart describes the intensity of the trait.

Assertiveness



Morgen is moderately assertive and able to handle multiple activities when working with tasks and ideas. When working toward end goals, she prefers having some restrictions or rules to follow.

Sociability



Morgen is most motivated in jobs that are task-directed and that reward her analytical skills rather than her social abilities. She enjoys privacy and independence in her work without being distracted by constant social demands or people problems. She could become impatient with a slow paced environment or with people who don't respond quickly.

Responsiveness



Morgen is comfortable working quickly and efficiently with ownership over specific tasks. She may not actively seek out people to express her feelings and reactions, and she can become impatient with cumbersome procedures and delayed results.

Structure



Morgen has low tolerance for a significant degree of structure in her work. She values a job that provides her with the flexibility to develop her own methods for tackling projects and meeting deadlines.

Adaptability



Morgen is independent-minded, and she will generally cooperate with others on a practical basis. She has definite ideas and standards of her own, however, which she will not be quick to compromise.

Intensity



Morgen responds intensely to some work situations and will continue to hold her point of view long after many people would give up. When facing roadblocks in pursuit of her goals, she will push herself and others hard for solutions. If she feels she is right about a subject, she is very likely to persist in trying to get others to listen to her.

Optimism

Skeptical —  *Optimistic*

Morgen is not outwardly effusive or gregarious and tends to maintain a healthy skepticism in her approach and outlook. She has the ability to visualize things and anticipate what might go wrong or may not turn out as planned.

Operating Style

A person's behavioral traits combine together in unique ways to impact the way she or she works with and communicates with others.

Communication

Morgen is purposeful in her social initiatives rather than gregarious. She tends to be selective in her choice of social activities and commitments. Characteristically, she is task-directed, analytical, and focused on results in her work. When she has a good grasp of the facts, she can communicate confidently and convincingly. She may not devote too much time to small talk or purely social interactions. While she can be courteous and positive with people, she may often be rather matter-of-fact and direct in her communication style.

Decision Making

Morgen is fairly assertive and comfortable relying on her own insights and conclusions to decide how things should be done. She will not rely upon established guidelines and standards, but she will seek some flexibility and autonomy in managing her work. While concerned about positive outcomes, she is also action-oriented and motivated to get things done quickly and expeditiously. She likes to be timely and active in her work approach, and she avoids delays, inefficiency, and slow-moving decision-making processes.

Ideal Environment

Morgen is typically open to new ideas and new ways to improve efficiency. She would find a static, routine, or slow-moving environment to be dissatisfying. Because she is very task-directed and focused on productivity, she would prefer not be distracted by recurring people problems. She quickly tires of routine, repetitive assignments, and she can be eager for changes of pace and variety in her tasks. She values a busy and diverse job setting where she can work quickly and efficiently. She expects to be held accountable, but she also seeks a fairly high degree of independence and flexibility in implementation.

Ideal Supervisor

Morgen enjoys mental challenges and the independence to organize and coordinate projects using her own methods and processes. She responds well to delegated responsibility for task management work. She has less interest in taking charge of complex people problems or persuasive activities. Because of her natural need for change, she should be receptive to a variety of activities and new assignments. She values decisive, timely responses from management as she dislikes waiting for information and being delayed. She maintains a natural sense of urgency, and she could be dissatisfied if rewards and outcomes are slow in being realized.

Team Dynamics

Morgen is not a natural mixer or socializer with unfamiliar people. In familiar work groups, she is more at ease interacting and expressing her views. Others may see her as being independent in her thinking and actions. He enjoys working independently and relying largely on her own abilities without depending too heavily on others. She can adapt to a team-oriented work environment if she is provided with a reasonable degree of privacy and autonomy. She is apt to approach people most assuredly for purposes of obtaining and coordinating information, trouble shooting, and addressing issues.

Descriptive Review

Morgen's traits do not exist in isolation of each other. Each trait impacts the others. This section provides an integrated view of Morgen.

Morgen is an independent individual who will work best in positions offering a rapid pace of activity. She prefers to establish her own way of doing things and will work best with concepts, things and ideas as opposed to constant people contact. She is aggressive in her attitudes and way of thinking. She uses her take-charge tendencies best in solving problems that require analysis and reasoning rather than social initiatives. She is a highly expressive individual who is inclined to be restless and impatient. She prefers a busy and diverse work environment.

She will be adaptable and considerate of normal standards and expectations, but she will base her actions on reason rather than on people's opinions. She will not make concessions on important issues just to satisfy others. She is not a structure-oriented individual, and she has good tolerance for open-ended work. She is comfortable in jobs that have flexibility and allow freedom of action. She is low-key and thoughtful in her approach to social influence and persuasion. She is not motivated by a strong need for social dominance or control.

Morgen prefers to engage socially with people she knows or when there is a purpose in connecting with others. She can work alone without interference or interactions with co-workers. She regularly looks for potential problems and may worry about their impact on her work. When frustrated, she responds with a high level of emotional intensity. She deals directly with problems and is steadfast in her drive to identify solutions.

Trait Definitions

Behavioral traits describe how a person acts. Individuals who score at the highest and lowest points have more pronounced characteristics.



DEFINITION	LOW	HIGH
1) ASSERTIVENESS <i>taking initiative</i>	RESERVED <ul style="list-style-type: none"> Achieve goals through cooperation and good planning Conservative in action Move slowly to action Faced with obstacles, tends to stop and reassess before moving forward again Typically receptive to the actions of others 	ASSERTIVE <ul style="list-style-type: none"> Determined, persistent, and direct Willing to move forward, take actions, and solve problems May be confrontational and stubborn
2) SOCIABILITY <i>the desire to work with others</i>	TASK ORIENTED <ul style="list-style-type: none"> Introspective and enjoy working with things and ideas Must work at interacting with others, and may find long periods of social interaction stressful Low sociability usually does not indicate unfriendliness, but a preference for fewer social contacts and less tendency to actively seek new relationships 	PEOPLE ORIENTED <ul style="list-style-type: none"> Driven to interact with others Prefers not to work alone for extended periods of time and actively seeks new relationships Tends to have a wide circle of contacts and acquaintances
3) RESPONSIVENESS <i>how a person reacts and responds</i>	CALM <ul style="list-style-type: none"> Steady, calm, and patient Works at a slower, composed pace to accommodate their reaction time Tends to internalize their feelings and opinions 	IMPATIENT <ul style="list-style-type: none"> Fast-paced, excitable and impatient Prefers an exciting, hectic, fast-paced work environment and likes a lot of things happening at once Expresses themselves outwardly, rather than holding in their feelings when responding to external events
4) STRUCTURE <i>the need to seek order and certainty</i>	FLEXIBLE <ul style="list-style-type: none"> Greater tolerance for ambiguity More concerned with outcomes than following rules and established procedures 	LIKES ORDER <ul style="list-style-type: none"> Prefers order and certainty Follows the rules and established procedures Uncomfortable with uncertainty and ambiguity Accurate and thorough
5) ADAPTABILITY <i>the desire to accommodate others</i>	INDEPENDENT <ul style="list-style-type: none"> Independent minded and less concerned about the impact of their behavior on others. Does not readily take other people's thoughts and feelings when making a decision. 	ACCOMMODATING <ul style="list-style-type: none"> Very concerned about other people's thoughts and feelings when deciding what to do or say Diplomatic and tactful Wants to be on positive terms with most people
6) INTENSITY <i>the degree of reaction</i>	COOL <ul style="list-style-type: none"> Reacts less strongly when frustrated Seeks a more reasoned or logical approach to resolution 	HOT <ul style="list-style-type: none"> When frustrated, responds with a high level of emotional vigor. Whether or not this frustration or vigor is displayed outwardly depends on a person's level of responsiveness
7) OPTIMISM <i>the degree of positive thinking</i>	SKEPTICAL <ul style="list-style-type: none"> Actively looks for potential problems and worry about what could go wrong 	OPTIMISTIC <ul style="list-style-type: none"> Feels cheerful and upbeat most of the time and may ignore negative information.