

Professional Personality Inventory

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HWKQ37Y2

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Profile Report

Introduction & Interpretation

Research has shown that different personality characteristics are needed for different types of jobs. The better the fit of one's personality with job requirements, the more likely the individual will be successful. The **Professional Personality Inventory** assesses personality dimensions that are important to **Professional non-managerial** work. Using this report will help provide clarity on an individual's preferred style of behaving and fit with professional positions/roles.

To most effectively use this report, the personality characteristics that are most important for success in a specific job must be identified. For example, Stress Tolerance may be quite important for job success in a high-stress work environment. However, Stress Tolerance may be unimportant for job success in work environments with very little stress.

The descriptions to the right and left of the score provide a brief summary of the characteristics of high and low scores. If the scores are above the 75th percentile, the descriptions to the right tend to describe the individual. If the scores are below the 25th percentile, the descriptions to the left tend to describe the individual. If scores are between the 25th and 75th percentile, the individual's behaviors are a blend of the descriptions to the left and right.

Response Fidelity

These four measures help identify whether this report is likely to be an accurate description of the individual. They help identify whether the respondent was attentive and realistically accurate in completing the questionnaire.

If the scores for Accurate Self-Assessment and Accurate Self-Presentation are in the white (unshaded) area, the selfdescription on this report is likely to be accurate. If a score is in a red zone, caution should be exercised in interpreting this report.

If the **Response Inconsistency** score is in the red zone (above 90), interpret this report cautiously. It is likely that the respondent was inattentive or didn't understand the instructions.

Response Percentage Breakdown shows the percent of responses for each questionnaire response alternative. This should be relatively balanced, with similar proportions of responses above and below neutral.

Percentile						
Overly Confident - If score is below 10: answered questions at a level that may exceed actual capabilities; likely to be overly confident about his/her own capabilities.	15. Self-Perception	Humble - If score is above 90: respondent was extremely humble and scores may under- represent him/her.				
Virtuous - If score is below 10: has claimed virtuous behaviors that are uncommon; scale scores likely overestimate actual percentile standing of the respondent.	16. Self-Presentation	Modest - If score is above 90: has been quite open and willing to admit shortcomings; scores may underestimate the actual percentile standing of the respondent.				
Consistent - If score is below 90, responses were consistent; the questions were answered in a consistent and attentive manner.	17. Response Inconsistency	Inconsistent - If score is above 90, responses have been inconsistent; the respondent was inattentive or misunderstood the instructions.				

18. Response Percentage Breakdown

Percent of responses for each question alternative:

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
7 %	24 %	34 %	27 %	7 %



Graphic Profile

Percentile								
Descriptions of Low Scorers 0	20 4	0 60	80	100	Descriptions of High Scorers			
Introversion					Extraversion			
Reserved - Is quiet and reserved; tends not to be the center of attention or start conversations with strangers.	1.	Sociability	89		Sociable - Is outgoing, talkative, and finds it easy to meet people and make new friends.			
Restrained - Tends not to actively per- suade, sell, debate, and negotiate with others.	2	. Influence 60			Persuasive - Persuades, convinces, influences, and sells; enjoys negotiating and bargaining.			
Unhurried - Prefers an unhurried pace; refrains from rushing to do things.	36	3. Energy			Energetic - Is active, energetic, and fast- paced; participates in many activities.			
Individualism			İ	Ì	Agreeableness			
Individualist - Tends to work alone; hesitates to cooperate and agree with difficult people.	4.	Cooperation 67			Collaborative - Is group-oriented, agreeable, and supportive; tries to get along with everyone.			
Direct - Is direct and to the point with others; finds it difficult to be diplomatic with certain people.	5.	Diplomacy 67			Diplomatic - Is respectful, courteous, & polite; is tolerant of others; makes others feel understood.			
Conventionalism	i	· · · · · · · · · · · · · · · · · · ·	i	i	Openness to Experience			
Stability-Oriented - Prefers predictability and structure; tends to avoid ambiguity and change.	6.	Adaptability <mark>61</mark>			Change-Oriented - Seeks out variety and readily adapts to change, ambiguity, or new situations.			
Tangible - Prefers concrete, self-evident thinking; likes problems to be clear-cut and well-defined.	7. Ana 37	llytical Thinking	g 		Abstract - Analyzes complicated issues; uses logic and deep analysis to identify solutions.			
Casualness	i	i i	i	i	<u>Conscientiousness</u>			
Easygoing - Prefers to enjoy self now and have reachable goals that require moderate effort.	8. <i>/</i>	Achievement			Goal Oriented - Sets stretching goals; works hard to improve and seeks career advancement.			
Relaxed - Tends to delay starting disliked activities; avoids doing extra work, if unnecessary.). Initiative 5			Self-Starter - Takes action without being asked, is a self-starter; readily accepts new responsibilities.			
Yielding - Tends to lose momentum when faced with obstacles; can be distracted from goals.	10. 4	Persistence			Persistent - Keeps working to overcome obstacles; doesn't leave projects unfinished.			
Undetailed - Tends to dislike detailed work and checking small details for accuracy.	11. Att	tention to Deta 77	il 7		Detailed - Likes to plan and check work for accuracy; enjoys proofing and identifying small errors.			
Unpredictable - Tends to be inconsistent in meeting deadlines or completing projects.	12.	Dependability 60			Predictable - Is reliable and consistent in completing projects and meeting deadlines.			
Variable - Tends to have variable work styles that relate to short tenure and/or more variable attendance.	13	3. Retention 70			Reliable - Tends to have reliable work styles that relate to longer tenure and/or more reliable attendance.			
Emotional Spontaneity					Emotional Stability			
Affected by Stress - Loses resilience in stressful situations; worries or becomes anxious.	14. St	ress Tolerance 64	; 		Unaffected by Stress - Works well in stressful situations and quickly recovers from setbacks.			
Unsure of Success - Becomes discouraged after negative feedback; needs time to recover.	15. S	elf Confidence 72			Confident of Success - Remains confident after failure or rejection; is optimistic for success.			



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