

You now hold in your hands a report from Multifactor Personality Profile questionnaire. It is a basic personality questionnaire, which offers insight into one's personality, based on 4 main areas that are further differentiated into more factors. This questionnaire shows a basic personality setting related to other people and the world around us, a way of perceiving reality and problem solving, a way and specifics of decision making and basic characteristics concerning work style.

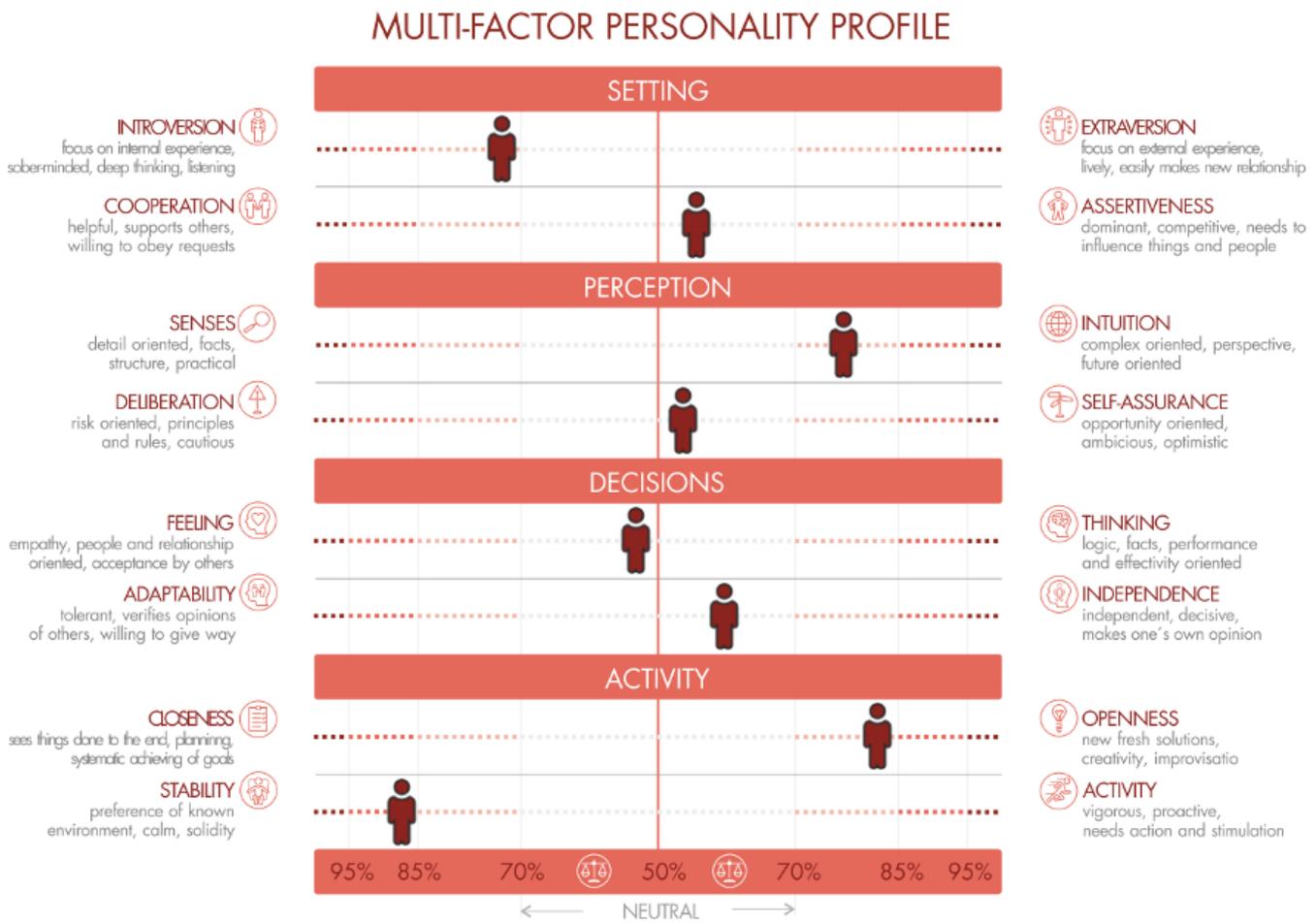
It is very important to mention that all results in this questionnaire are neither positive nor negative, better nor worse. These results show an individual personality profile, its main specifics and advantages and warn about potential downsides and risks.

It is vital to always relate these results to given profession, role, situation and other factors, take them with due consideration and interpret them within the context of given situation. These results can be used as a basis for deeper self-understanding and as a support tool for personal development.

Amount of percent shown below the chart show how much percent of population is within given interval and therefore show how pronounced this distinction is.

It is natural that most of the population tends to have average values in the observed scales, more distinctive values are then logically much more rare in population – you can easily see how distinctive the profile is by the amount of percent on axis x in the chart, as well as by the intensity of the color in the given scales (the darker, the more distinctive).

CATEGORY SCALE RESULTS



The results are charted as percentiles

OVERALL PROFILE

colours in the profiles indicate the degree of representation of the attribute

BASIC PERSONALITY PROFILE

introversion 73% neutral

DOMINANT PERCEPTION STYLE

intuition 78% neutral

DECISION MAKING STYLE

neutral neutral

TYPE OF PREFERRED ACTIVITIES

openness 83%

stability 88%

In other parts of the report, you can also find verbal interpretations of the profile and a summary of main advantages or potential risks, and a recommendation of possible further meaningful ways of development.

INTERPRETATION

The personality type is defined as a combination of introversion and neutrality on the scale of cooperation – assertiveness. People with this combination tend not to show emotion; they are thoughtful, contemplative, judicious. They prefer a smaller circle of people in whose company they open and communicate more. They generally come across as quiet and keep their distance. In a dynamic environment of constant change they tend to be stable; they are not given to sudden impulsive behaviour. Others may see them as pillars of stability and certainty. On the other hand they may appear passive or disengaged. They usually participate less in team projects; they communicate less; when they do, they share only relevant and to-the-point information; they often assume the role of observer. This, together with their ability to focus on the task at hand, makes them useful in pointing out important things that had been omitted.

Perception is dominated by intuition, with a balanced representation between deliberation and self-assurance. This combination produces a strong orientation on the future, to plan view and focus on the whole and on the context. Such people are predisposed to formulation of visions, strategy, concepts; they are good with ideas and instant inspirations. They can motivate themselves and others for their ideas. They are often sharp; their intuition comes with prescience. On the other hand, they sometimes rely too much on their intuition – they convince themselves that their assumptions are correct, without checking or corroborating them with fact, which may lead to a fatal mistake. They are not systematic; they often stay on the level of concepts and plans which they fail to make a reality or see through to the end.

Decisions are made equally by emotional and rational thinking, with a balance of adaptability and independence. Such people are very versatile. They can adapt to the environment; they are flexible, yet they know how to change the conditions and rules when they see it fit. They take interest in the views, attitudes and emotions of others, and they consider them in their decisions, but they do not let themselves be derailed by them and they ultimately listen to their own judgement and the logic of the thing. They usually give non-judgemental feedback which motivates the recipient to improve; they are considerate and performance-oriented at the same time. They work well with atmosphere; they give space to others but they do not denounce their active role; they organise resources and people, always keeping control. They are happy for any feedback and they actively work with it.

Activity is dominated by openness and stability. This combination manifests itself in a diversity of interests, the need to do many things in parallel, and in an interest in many areas. Such people appreciate new ideas; they like to contemplate various options, looking for alternatives, improvements; they like to discuss with others to find new aspects of a problem. They are themselves a source of many ideas; they have a new, original outlook on things. They need to carefully consider things, discuss them and weigh different angles. Despite their openness to new things, they do not like to do things contrary to practice or convention. They are relatively calm and stable; they can maintain their laidback attitude and good mood even in a busy and dynamic environment. They are very resilient to stress. They prefer talking about things to doing them. Rather than being goal-oriented, they are oriented on the process. They are hedonistic. They usually do not plan; urgency does not affect them.

ADVANTAGES

- concentration, patience, listening
- ability to assert one's views and cooperate at the same time
- strategic thinking, plan view, orientation on the future
- adequate level of boldness combined with a risk sense
- ability to balance the need for high performance with the needs of others
- independence and tolerance in balance
- agility, originality, innovation
- stability, circumspection, calmness

RISKS

- closeness, less transparency for others
- ignoring detail, vagueness
- worse time management, less consistency
- impassivity, less driven to change

DEVELOPMENT RECOMMENDATIONS

- become more involved in communication, not letting only the others to be active; share personal experience and information
- lay emphasis not only on the substance but also the form of communication; try get other people's attention with a more attractive and lively style; use voice modulation for greater effect
- not giving in to gut feeling that something is to turn out good or bad; allocate resources based on facts; corroborate and control ideas against facts
- assume responsibility for seeing own visions through to the end; be specific; set measurable criteria and milestones
- dirigent planning of activities; set realistic deadlines and stick by them
- motivate yourself to execution of own ideas and thoughts – divide larger activities into smaller steps and pursue them to completion

MATCH OF RESULTS WITH REQUIREMENTS FOR THE POSITION / OPTIMUM PROFILE

75%

MULTI-FACTOR PERSONALITY PROFILE

