



PRISM 'Professional' Report

CONFIDENTIAL

This report has been prepared for:

Sample

27/01/2015

Job/Benchmark: Desired BM 2015

 wisdom solutions

Using brain science to enhance personal and business performance

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How can *PRISM* help me?

Dear Sample ,

You recently completed a *PRISM* Inventory - the self-reporting behavioural instrument. This report has been given to you to provide some feedback about the analysis of your responses to the Inventory. When considering this report's descriptions of your behavioural preferences, it is important to recognise that they are based on the answers you gave and it represents, therefore, the way you see your behaviour, rather than how your behaviour might be described by another person.

It is important to stress that no profiling tool is infallible. As with all self-report instruments, the accuracy of this report depends on the frankness and accuracy with which you completed the Inventory.

An important objective of this report is to help you to learn more about yourself and your behaviour preferences, so that you will be able to exploit your strengths to your best advantage and also minimize the likely impact of those strengths if they are overdone. The more you understand how you approach situations, the better you will be able to work to your full potential and make decisions that result in greater satisfaction. The planning steps below should help you increase your self-knowledge and identify areas of strength and development.

It is important that you set aside some quiet time to read through your report a number of times. Please pay close attention to what it says about you and highlight the statements you believe most accurately describe you.

Next, mark any comments that surprise you or indicate areas where you feel you could improve your effectiveness. Consider these qualities and ask people who know you well about them to see if they are true. If, after reflection, the information still seems to be at odds with your experience, you may find it valuable to discuss the contents with someone who knows you well. No questionnaire will ever know you as well as you know yourself. However, it is possible that in some circumstances, you may not have thought about certain aspects of your behaviour.

Having studied the report carefully, it is important that you draw up a list of those areas that you intend to focus on to help you improve your work and personal life. Carefully examine your current situation and set some realistic goals for increasing your effectiveness. In particular, plan what you are going to do to avoid or guard against those behaviours that may inhibit your effectiveness and performance in the future.

We hope you will find this report both enlightening and rewarding.



PRISM Brain Mapping

Interpreting your *PRISM* Report

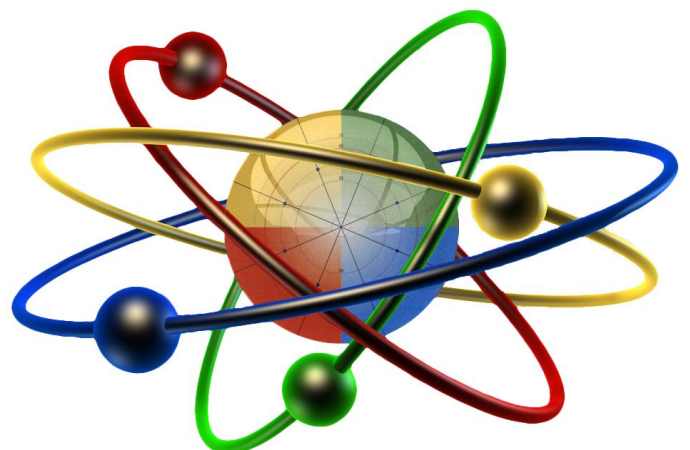
PRISM 'Professional' and 'Personal' provide three 'maps' of an individual's behavioural preferences. The 'maps' are referred to as: '**Underlying**', '**Adapted**' and '**Consistent**'.

The '**Underlying Map**' can be described as 'the real you'; your natural, inherent behaviour, or the behaviour used by you when under pressure. It is, therefore, an indication of how you tend to behave when you are either totally relaxed, or, occasionally, when you are under stress and when you feel no need to manage or control your behaviour to present the most appropriate response to the world. It, therefore, indicates the extent to which you are comfortable using these instinctive behaviours. Although it is likely to be your most comfortable behaviour pattern, you will find it necessary to adapt that behaviour from time to time to cope with the demands of everyday living.

The '**Adapted Map**' is the behaviour pattern that you tend to create to interact with the world at large. It indicates how you believe you need to adapt your '**Underlying**' behaviour to achieve success in specific environments e.g. what you think others expect of you, or how you feel others want you to act. In other words, it is the behaviour you borrow on occasions in order to 'get the job done'. For example, how much you feel a need to adjust your natural, instinctive behaviour to meet the demands of your work. The '**Adapted Map**' shows a pattern of movement away from the '**Underlying Map**' - either outside it or inside it. If you adapt to a significant extent inside the '**Underlying Map**', you may feel a degree of frustration at being unable, on occasions, to use your natural preferences to the full. On the other hand, if you

adapt outside your '**Underlying Map**', you may feel stressed at times, especially if the adapting carries on for a prolonged period of time.

Like everyone else, your overall behaviour is not based totally on either your '**Underlying**' or '**Adapted**' profiles which are, inevitably, only used by you for a relatively small proportion of your overall time. On the other hand, the '**Consistent Map**' takes into consideration your responses which are consistent with both your '**Adapted**' and '**Underlying Maps**' and presents a picture of how you tend to behave for most of your time - the view that most other people probably have of you.



Interpreting your *PRISM* Report [Continued]

When examining your profile maps, check each colour quadrant to see if your '**Adapted Map**' moves outside your '**Underlying Map**' (increases), or if it moves inside your '**Underlying Map**' (decreases).

If the map **increases** in the '**Green**' quadrant - you will appear more confident and socially-oriented.

If the map **decreases** in the '**Green**' quadrant - you will appear less outgoing and more cautious.

If the map **increases** in the '**Blue**' quadrant - you will appear slower paced and more laid back.

If the map **decreases** in the '**Blue**' quadrant - you will appear quicker paced and more assertive.

If the map **increases** in the '**Red**' quadrant - you will appear more controlling and results-focused.

If the map **decreases** in the '**Red**' quadrant - you will appear less driven to achieve and more people-focused.

If the map **increases** in the '**Gold**' quadrant - you will appear more reliant on rules and procedures and attention to detail.

If the map **decreases** in the '**Gold**' quadrant - you will appear to become more sociable and less attentive to detail.



Name: Arundhti Bhanot

Job: Desired BM 2015

Inventory Date: 07/01/2015

Report Date: 27/01/2015

ANALYSISCautious, Methodical, Precise,
Thorough, Analytical, Shrewd**PRISM**
BRAIN MAPPING**KEY**

Adapted

Underlying

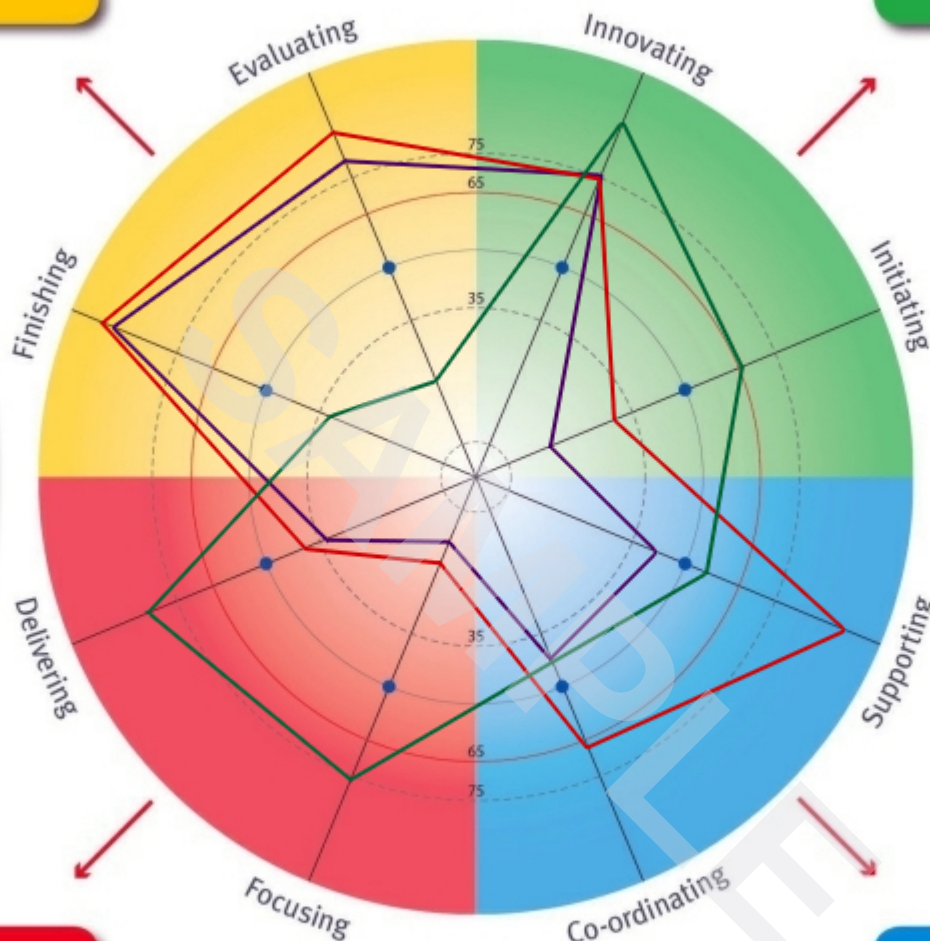
Consistent

Benchmark

	Adapted	Underlying	Consistent	Benchmark
Inn	76	75	91	91
Init	12	30	66	66
Sup	42	95	56	56
Co	42	67	43	43
Foc	9	15	76	76
Del	33	39	83	83
Fin	93	96	32	32
Eval	80	88	18	18

DECIDING**EXPRESSION**Inspiring, Creative, Imaginative,
Persuasive, Optimistic, Lively

wisdom solutions

REALISTIC**IDEALISTIC****QUADRANT VALUES**

Adapted	Underlying	Consistent	Benchmark
44	52	78	78
42	81	50	50
21	27	80	80
86	92	25	25

INTROVERSION/EXTROVERSION**DRIVE**Forceful, Competitive, Hard-Driving,
Decisive, Demanding, Challenging**PROCESSING****STABILITY**Supportive, Patient, Caring,
Co-operative, Dependable, Kind

Important: Any profiling tool, such as PRISM, should never be used to make a recruitment or re-deployment decision unsupported by other techniques
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SKEW: 6.8% SD Score: 9

Dimension Key Points

	Characteristics	
Dimension	Strengths	Potential weaknesses if strengths are overdone
Innovating	Imaginative, innovative thinker. Generates ideas and concepts. Visualises outcomes. Creates original solutions. Unorthodox, fertile-minded and radical.	Low attention to detail. Has difficulty explaining own ideas. Absent minded and forgetful. Dislikes criticism and following rules. Can be wayward and independent.
Initiating	Outgoing, animated and entertaining. Articulate and persuasive. Establishes rapport easily. High-spirited, jovial and light-hearted. Good at achieving 'win-win' negotiations.	Over optimistic and unrealistic. Fails to follow through or deliver. Easily bored and distracted. Need to be entertaining and popular. Makes impetuous, intuitive decisions.
Supporting	Kind hearted, harmonious and caring. Supportive of others. Handles repetitive or routine work well. Good natured and accommodating. Considerate, kindly and compassionate.	Dislikes conflict and aggressive people. Unassertive and over sensitive. Uncomfortable making tough decisions. Dislikes pressure or fast pace. Uncomfortable with change.
Co-ordinating	Makes good use of other people's skills. Encourages opinions and participation. Broad minded and collaborative. Remains calm when under pressure. Consultative and open-minded.	Lacks drive and independence of mind. Relies heavily on gaining agreement. Laid-back and casual. Can appear detached and laid back. Too tolerant of inappropriate behaviour.
Focusing	Blunt, outspoken, forceful and dominant. Authoritative, assertive and challenging. Copes well with adverse conditions. Driven to win and achieve status. High pressure negotiating skills.	Irritable and easily frustrated. Provocative and argumentative. Poor listener when under pressure. Suspicious of the motives of others. Quick to anger and volatile.
Delivering	Self-reliant and venturesome. Independent and self-motivated. Practical, determined and autocratic. Works well when under pressure. Likes structure and organisation.	Can be over-competitive for status. Inflexible and single-minded. Uncomfortable with sudden change. Frustrated by others' low commitment. Insensitive to others' emotional needs.
Finishing	Strong attention to detail and accuracy. Conscientious, painstaking and orderly. Good at communicating complex data. Focuses on accuracy and high standards. Follows tasks through to completion.	Insular, pedantic and slow moving. Dislikes delegating to others. Uneasy making contact with strangers. Intolerant of errors or disorganisation. Prone to worrying unduly or anxiety.
Evaluating	Questions the validity of data. Checks the pros and cons of all options. Does not accept things at face value. Makes astute decisions based on facts. Fair-minded and unemotional.	May be seen as sceptical and cynical. Can be uninspiring and negative. Appears indifferent to others' feelings. Slow and cautious when deciding. Unreceptive to new, untried ideas.

Your *PRISM* Profile Narrative - Summary

Overview of Sample 's profile

The following text narrative is based on the responses that Sample gave in the *PRISM* Inventory. According to those responses, she rated the following descriptors as most accurately describing her preferred behaviours and, therefore, the ones which she is most comfortable using:

"Accurate, All-inclusive, Analytical, Appraises data, Assesses accurately, Attentive to detail, Collaborative, Creative, Detailed, Determined, Envisioning, Fertile-minded, Ingenious, Kind hearted, Lateral thinking, Methodical, Meticulous, Painstaking, Patient, Perceptive, Precise, Produces novel ideas, Prudent, Quality-focused, Self-starting, Systematic, Thorough, Watchful, Weighs pros and cons, Well-organised"

She also rated the following descriptors as least accurately describing her preferred behaviours and, therefore, the ones that she is least comfortable using and the ones which she prefers to avoid:

"Adventurous, Aggressive, Ambitious, Animated, Assertive, Authoritative, Blunt-speaking, Chooses wisely, Confronts others, Controlling, Dominant, Effervescent, Experimental, Forceful, Forthright, Light hearted, Lively, Outspoken, Promotes cooperation, Pushy, Seeks agreement, Self-confident, Shrewd, Sparkling, Takes charge, Takes the lead, Tough-minded, Unorthodox, Unprejudiced, Vivacious"

Sample tends to be reserved and careful and enjoys working on projects one-at-a-time. She is doing things right the first time. She likes people, but prefers a few close friends to a crowd. She does not normally like taking risks and prefers experience to uncertainty. She relies heavily on her own strong, thinking processes, so she often analyses a situation faster than most others. Because her gold characteristics predominate, she is correct in her assessment much of the time. She does not handle criticism easily, because she expects to be correct most of the time. Her strong blue characteristics make her even more sensitive to self-criticism or feelings of rejection when she does not meet her own high standards. She would rather work behind the scenes than stand before the crowd, where imperfection might bring disrepute, and she can, therefore, be expected to shy away from the focused attention of others. She is particularly well suited to jobs that combine accuracy and precision with the patience to work at a problem until it has been solved. She is interested in producing quality work, and will often go to great lengths to ensure that the results of her efforts are the best she can possibly achieve.

Sample 's profile indicates that she has a distinct preference for introversion and will, therefore, prefer to work alone and control her own feelings, process her thoughts internally before sharing them with others, explore options independently, avoid attention from strangers, pause and think before speaking or acting, inwardly focus and think things through slowly, seek solo, close experiences with select individuals and pursue depth of experiences. She is naturally a serious, quiet, private person who may prefer writing to talking, and enjoys handling individual assignments without interruptions.

Sample 's profile indicates that she:

- Takes responsibilities seriously.

[Continued]

Your *PRISM* Profile Narrative - Summary [Continued]

- Is competent, industrious and reliable.
- Can work well alone and with the minimum of supervision.
- Performs quality work and always gives her best.
- Enjoys tasks that are mentally challenging and require accuracy.
- Prefers to concentrate on one thing at a time, but can multi-task if really necessary.
- Can be a willing and effective team player.
- Enjoys being valued for the support she gives to others.
- Gets along well with most people.
- Has patience with "difficult" people.

Sample needs to bear in mind that her profile also indicates that she will:

- Be uncomfortable making tough decisions which involve others
- Lack the confidence and drive to set or achieve tough targets
- Be uncompetitive for status or unassertive and dislike working at a fast pace
- Prefer not to be in charge and have to give directions to others
- Be uncomfortable dealing with conflict or abrasive people
- Dislike taking the initiative without first discussing the pros and cons with others

Taking into consideration Sample's strongest behaviour preferences, she needs to be aware of the potential problems that may arise if those strengths are overdone when she is under considerable pressure, stressed, or in conflict with others. In such circumstances, it is possible that she may demonstrate some or all of the following characteristics:

- Becomes uncommunicative
- Excessively rational
- Aggressive
- Uses sarcasm
- Fussy
- Withdraws emotionally from the people
- Conforms rigidly to rules
- Pessimistic
- Possessive
- Over-sensitive

To enhance her overall performance, she should consider:

- Not being too critical or judgemental when others are telling her their problems.
- Trying to relax and loosening up a little.
- Being more tolerant when others make mistakes.
- Being careful not to talk over other people's heads. Trying to use a vocabulary that is appropriate to the situation.
- Learning to express her emotional side and sharing her feelings with people she trusts.
- Being less sensitive to comments and remarks made by others.
- Making more decisions on the basis of what is in her best interests.
- Being more objective and impersonal when things go wrong.

Least preferred behaviours - Sample 's least preferred behaviours indicate that:

[Continued]

Your *PRISM* Profile Narrative - Summary [Continued]

She will try to avoid situations which require her to be sociable with strangers. Not naturally outgoing or gregarious she is unlikely to have the flexibility of thought to find the most radical route to accomplish whatever needs to be done. She does not really enjoy being the centre of attention and will not normally be bubbly, free-spirited or light-hearted. She is unlikely to act on impulse and tends to think through the consequences of her actions. She is unlikely to be highly effective when it comes to picking up ideas and moving them forward or selling new ideas to others.

She will try to avoid situations which require her to demonstrate the confrontational approach necessary to succeed in stressful or demanding situations. Although she can be very determined on occasions, she is not a self-centered individual who is concerned solely with meeting her own personal goals and may be less comfortable coping with harsh, aggressive or competitive environments. She displays no particular need to be in control of others or to use aggressive behaviour.

SAMPLE

Job/Role Benchmark vs. Actual Profile Comparison

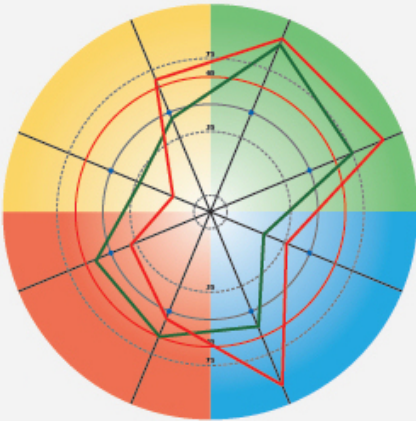
To be meaningful, **PRISM** Benchmarks must be created to identify the key characteristics that are believed to be critical for the achievement of excellence in a specific role. For example, a benchmark for the role 'Sales Executive' is much too general in nature to cater for the very specific needs of the wide range of roles that exist under such an umbrella title.

The actual requirements of a particular individual role may differ significantly because of a variety of factors such as company culture etc. For example, the key requirements for the position of 'Sales Executive' in 'Company A' may differ very significantly from the role of 'Sales Executive' in 'Company B' and, if so, the relevant Benchmarks would need to reflect those differences.

When considering your suitability for a new role we strongly suggest that you clearly establish the behavioural requirements for that particular position and then compare those honestly with your **PRISM** Profile found in this report.



Job/Role Benchmark vs. Actual Profile Comparison [Continued]



The **PRISM Wheel** gives you an 8 dimensional map of your natural behavioural preferences, compared with the map considered ideal for the Benchmark selected.

Ratings are on a scale of 1-100. Ratings appearing towards the outside of the circle show a strong preference for this behaviour, whereas ratings towards the centre show a general aversion to this behaviour.

Importance	Behaviour dimension	Benchmark versus Actual	Match	Comments
Critical for Excellence	Innovating	92	95 Strong Match	Your natural tendency towards this behavioural dimension, which is deemed critical for success, indicates that you would be extremely well matched to this aspect of the Job Profile.
Very Important	Initiative	76	95 Strong Match	Your natural tendency towards this behavioural dimension, which is deemed critical for success, indicates that you would be extremely well matched to this aspect of the Job Profile.
Unhelpful	Supporting	22	36 Match	Your natural tendency towards this behavioural dimension, which is deemed critical for success, indicates that you would be extremely well matched to this aspect of the Job Profile.

The **PRISM Benchmark Table** gives an analysis of your rating in each of the 8 dimensions against the ratings considered ideal for the Benchmark Role.

In order to maximise your chances of achieving a good 'fit' to a role (which is often very different to being theoretically qualified for it) you should be looking to be as close to the benchmark profile as possible.

You will see that for any Job Benchmark, behavioural dimensions are deemed to range between being 'Critical for Excellence' to being 'Unhelpful'.

Study carefully any of the 8 dimensions in particular where a significant mismatch has been identified. It is critical that you appreciate that a significant overshoot in a trait deemed 'Unhelpful' can be every bit as negative as a significant undershoot in a trait deemed 'Critical for Excellence'. After all, it can be just as harmful to your job satisfaction and job performance if you have to suppress significantly a naturally strong trait, as it is striving to show a higher degree of a certain trait in which you are naturally not comfortable.

In a 'Mismatch' or even more importantly in a 'Strong Mismatch' situation consider honestly whether you feel you could adapt your behaviour in that role to move closer to the benchmark (see the **PRISM Quadrant Colour Characteristics** notes later in this report for help).

A certain amount of adaptation is of course inevitable - few roles will suit us perfectly in all aspects. Note that whilst you may feel (and be) able to adapt behaviour somewhat to move closer to the requirements of a particular job, prolonged significant adaptation - either moderating a naturally strong tendency or striving to show a higher degree of a certain trait in which you are naturally not comfortable - may well lead to unhappiness and subsequent poor performance.

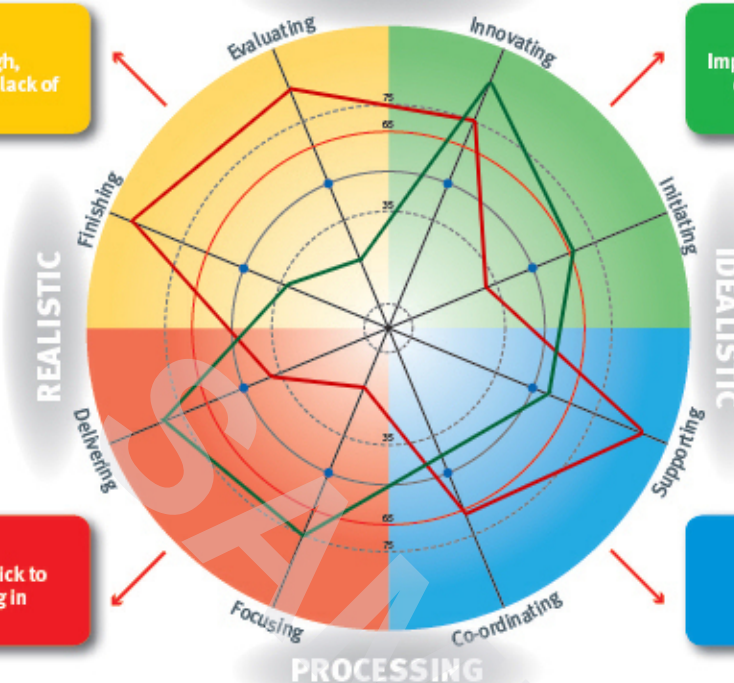
Job/Role Benchmark vs. Actual Profile Comparison [Continued]

ANALYSIS

Careful, accurate, self-contained, attentive to detail, thorough, follows rules closely and prefers to work alone, but dislikes lack of clarity, mistakes and untidiness.

PRISM
BRAIN MAPPING

DECIDING



EXPRESSION

Impulsive, talkative, imaginative, entertaining, excitable, fun-loving, expressive, optimistic and enthusiastic, but dislikes routine work, planning and having to follow rules.

Candidate:

Arundhti Bhanot

Job or Role:

Desired BM 2015

Inventory Date:

07/01/2015

Quadrant Values

52
81
27
92

DRIVE

Competitive, forceful, outspoken, challenging, impatient, quick to anger, takes risks, pushy and decisive, but dislikes not being in charge and being told what to do.

STABILITY

Kind-hearted, caring, considerate, gentle, patient, co-operative, likes routine, reliable, supportive and unassertive, but dislikes conflict, change and making tough decisions.

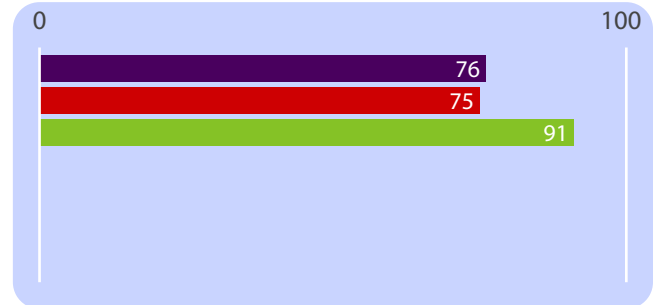
Importance	Behaviour dimension	Job/Benchmark vs Actual		Match	Comments – The candidate's preference for:
Critical for excellence	Innovating	91	75	Moderate Match	The candidate's preference for creativity, imagination, abstract thinking, innovation, and the generation of new ideas appears to be a moderate match with the agreed benchmark for this behavioural dimension.
Important	Initiating	66	30	Likely Mismatch	The candidate's preference for initiating contacts, networking, persuading others, selling ideas and juggling several tasks at the same time appears to be a likely mismatch with the agreed benchmark for this behavioural dimension.
Occasionally useful	Supporting	56	95	Likely Mismatch	The candidate's preference for putting people at ease, building team spirit, mediating conflict, being empathetic and caring for others appears to be a likely mismatch with the agreed benchmark for this behavioural dimension.
Unhelpful or Not relevant	Coordinating	43	67	Moderate Match	The candidate's preference for working co-operatively, seeking consensus, enabling others to take part and consulting others appears to be a moderate match with the agreed benchmark for this behavioural dimension.
Very important	Focusing	76	15	Mismatch	The candidate's preference for being forthright and outspoken, taking tough decisions and working in an aggressive environment appears to be a mismatch with the agreed benchmark for this behavioural dimension.
Critical for excellence	Delivering	83	39	Mismatch	The candidate's preference for taking charge, being assertive, meeting tight deadlines, working independently and being driven by a need to win appears to be a mismatch with the agreed benchmark for this behavioural dimension.
Potentially counter-productive	Finishing	32	96	Mismatch	The candidate's preference for paying attention to details, delivering quality and accuracy, being good at follow through and following procedures appears to be a mismatch with the agreed benchmark for this behavioural dimension.
Potentially counter-productive	Evaluating	18	88	Mismatch	The candidate's preference for checking large amounts of complex data, analysing information, evaluating options and making dispassionate judgements appears to be a mismatch with the agreed benchmark for this behavioural dimension.

Job/Role Benchmark vs. Actual Profile Comparison [Continued]

Innovating

Imaginative, innovative thinker.
 Generates ideas and concepts.
 Visualises outcomes.
 Creates original solutions.
 Unorthodox, fertile-minded and radical.

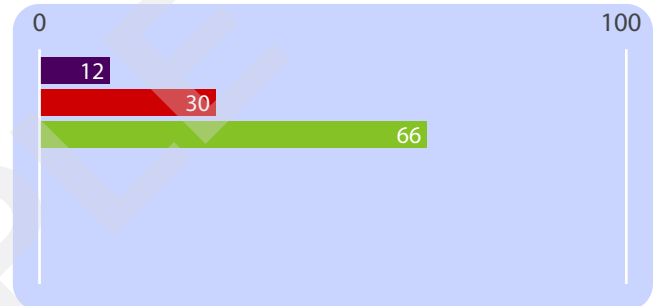
Adapted
 Underlying
 Benchmark



Initiating

Outgoing, animated and entertaining.
 Articulate and persuasive.
 Establishes rapport easily.
 High-spirited, jovial and light-hearted.
 Good at achieving 'win-win' negotiations.

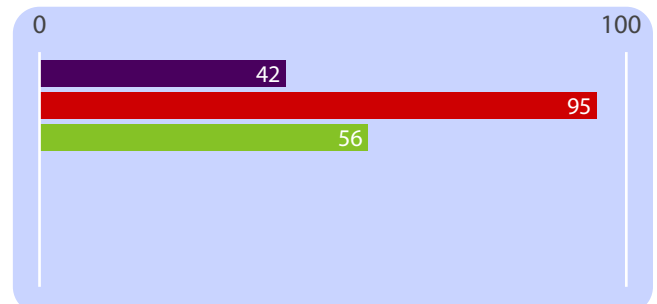
Adapted
 Underlying
 Benchmark



Supporting

Kind hearted, harmonious and caring.
 Supportive of others.
 Handles repetitive or routine work well.
 Good natured and accommodating.
 Considerate, kindly and compassionate.

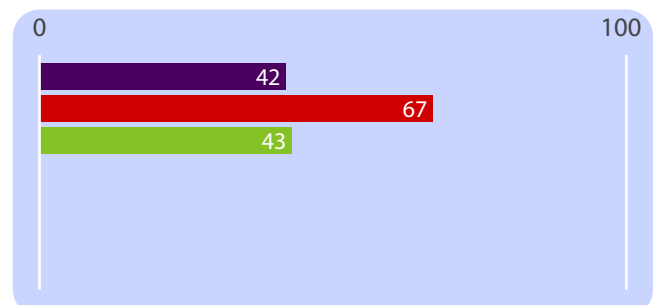
Adapted
 Underlying
 Benchmark



Co-ordinating

Makes good use of other people's skills.
 Encourages opinions and participation.
 Broad minded and collaborative.
 Remains calm when under pressure.
 Consultative and open-minded.

Adapted
 Underlying
 Benchmark



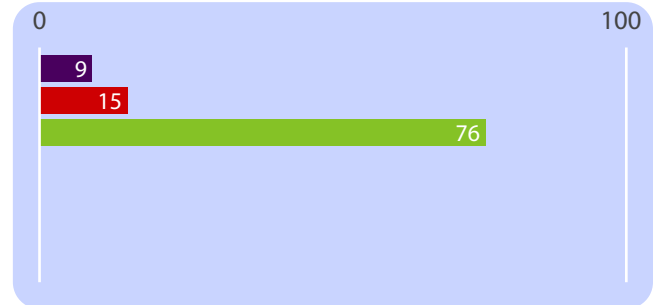
[Continued]

Job/Role Benchmark vs. Actual Profile Comparison [Continued]

Focusing

Blunt, outspoken, forceful and dominant.
 Authoritative, assertive and challenging.
 Copes well with adverse conditions.
 Driven to win and achieve status.
 High pressure negotiating skills.

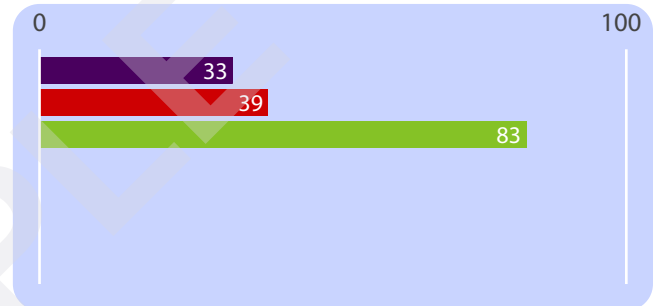
Adapted
 Underlying
 Benchmark



Delivering

Self-reliant and venturesome.
 Independent and self-motivated.
 Practical, determined and autocratic.
 Works well when under pressure.
 Likes structure and organisation.

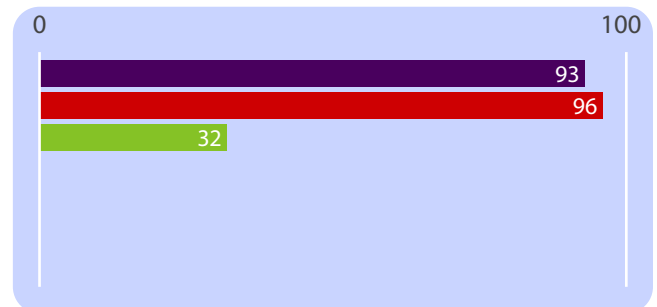
Adapted
 Underlying
 Benchmark



Finishing

Strong attention to detail and accuracy.
 Conscientious, painstaking and orderly.
 Good at communicating complex data.
 Focuses on accuracy and high standards.
 Follows tasks through to completion.

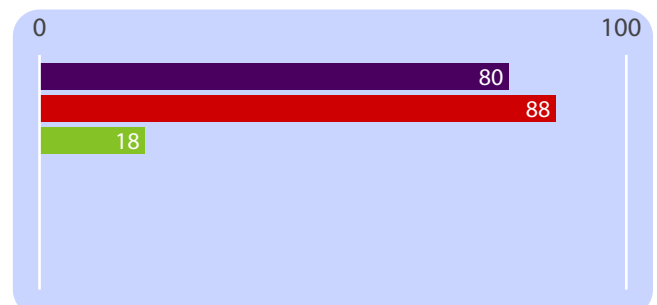
Adapted
 Underlying
 Benchmark



Evaluating

Questions the validity of data.
 Checks the pros and cons of all options.
 Does not accept things at face value.
 Makes astute decisions based on facts.
 Fair-minded and unemotional.

Adapted
 Underlying
 Benchmark



Work Preference Profile

This report summarises some of Sample's natural work preferences and preferences against preference segments ranging from 'Avoided Preference' i.e. a work behaviour which she tends to be uncomfortable using, to 'Very Strong Preference' i.e. a behaviour which she tends to use instinctively most of the time, but which could become an 'overdone strength', and therefore counter-productive, when she is under pressure or in situations with others. This report reflects Sample's self-expressed preferences. Whether or not she uses her preferences as stated will, of course, depend on a variety of factors such as organisational culture and the way in which she is managed on a day-to-day basis. It is also important to remember that people switch between social and task behaviours. A person can, therefore, be "outgoing" and "talkative" socially, but also be "demanding" and "single-minded" when engaged on a task or project.



Work Preference Profile [Continued]

Being cautious, but not fearful. Making careful, well thought out, astute decisions

Avoided Preference	Weak Preference	Moderate Preference	Strong Preference	Very Strong Preference

A tendency to be calm, stable and unflustered and to have a strong preference for being rational and rather impervious to stress and environmental pressures.

Avoided Preference	Weak Preference	Moderate Preference	Strong Preference	Very Strong Preference

Comfortable working independently to achieve tough objectives or tight deadlines. Working in an environment that is results-driven, physically challenging and fast-paced

Avoided Preference	Weak Preference	Moderate Preference	Strong Preference	Very Strong Preference

Being able to concentrate for long periods on large quantities of complex information. Paying close attention to rules, instructions or detailed specifications

Avoided Preference	Weak Preference	Moderate Preference	Strong Preference	Very Strong Preference

Building group consensus and making good use of others' talents. Consulting and enabling others to take part in the decision making process

Avoided Preference	Weak Preference	Moderate Preference	Strong Preference	Very Strong Preference

Creating imaginative and innovative concepts, or visualising outcomes or solutions

Avoided Preference	Weak Preference	Moderate Preference	Strong Preference	Very Strong Preference

Likely to be able to adapt to a range of situations and to tolerate both criticism and challenge. Also likely to be able to maintain consistent performance in a wide range of situations and when under considerable pressure.

Avoided Preference	Weak Preference	Moderate Preference	Strong Preference	Very Strong Preference

Work Preference Profile [Continued]

Being cheerful, talkative and outgoing with strangers. Having a strong need to interact socially with others for most of the time

Avoided Preference	Weak Preference	Moderate Preference	Strong Preference	Very Strong Preference



Taking and implementing tough, unpopular decisions despite strong opposition. Confronting or challenging others in a forthright or provocative manner

Avoided Preference	Weak Preference	Moderate Preference	Strong Preference	Very Strong Preference



A tendency to be sympathetic, co-operative and considerate, and have a strong preference for deferring to others and for relating to them by being tolerant and accommodating.

Avoided Preference	Weak Preference	Moderate Preference	Strong Preference	Very Strong Preference



A tendency to be independent, forthright and demanding, and to have a strong preference for relating to others by being tough, distant and persistent.

Avoided Preference	Weak Preference	Moderate Preference	Strong Preference	Very Strong Preference



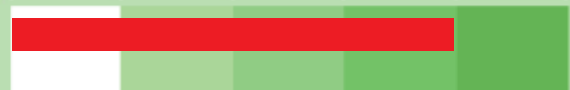
Likely to have a high level of motivation and to show high levels of commitment to long-term goals and results which are pursued in the face of obstacles and setbacks.

Avoided Preference	Weak Preference	Moderate Preference	Strong Preference	Very Strong Preference



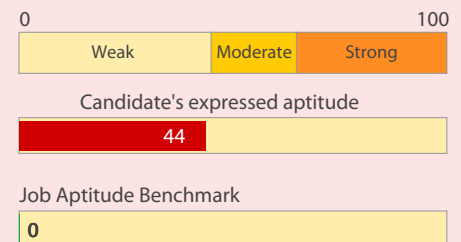
Likely to be effective in persuading others to change their viewpoint or to adopt their interpretation of a situation, or the need for action.

Avoided Preference	Weak Preference	Moderate Preference	Strong Preference	Very Strong Preference

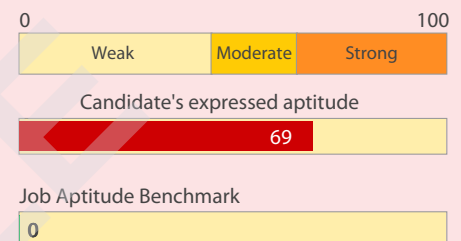


Work Aptitude Overview

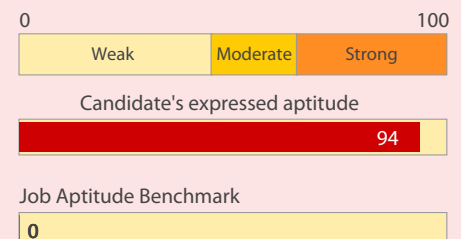
Practical and mechanical: Enjoys hands-on activities and prefers a work environment that not only fosters technical and mechanical competence, but also provides work that produces tangible results. Has an aptitude for working with tools and operating machines, and enjoys working outdoors and physical activity. Prefer to use tried and tested methods and to follow established patterns, but also likes physically challenging activities.



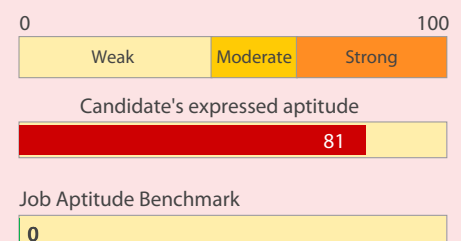
Investigative and analytical: Enjoys investigating things and solving complex problems. Enjoys working alone and would rather analyse data and formulate ideas than take part in tasks that involve leading, selling, or persuading others. Has an interest in the realities of the physical world, but prefer thinking over doing. Would prefer to avoid highly structured situations with externally imposed rules and sometimes feels uncomfortable in social situations.



Creative and artistic: Enjoys creative work in the areas of music, writing, dance, performance and art, and prefers to be in environments which offer freedom from strict operating procedures and structured activities. Prefers to work alone and has a need for personal expression. Can be sensitive and emotional at times. Enjoys attention and praise for own artistic and creative achievements, but can be sensitive to criticism.

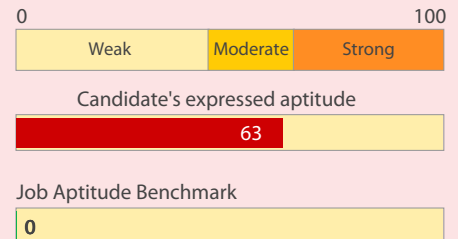


Social and empathetic: Enjoys dealing with people and dislikes impersonal tasks that revolve around working with data and material things. Prefers to form close interpersonal relationships with others, and likes teaching, helping and solving social problems. Is concerned about human welfare, and is motivated by work that helps to overcome interpersonal problems and mediate disputes. Has good social and inter-personal skills, but is less comfortable with mechanical and scientific activities.

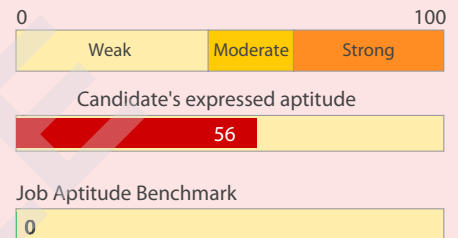


Work Aptitude Overview [Continued]

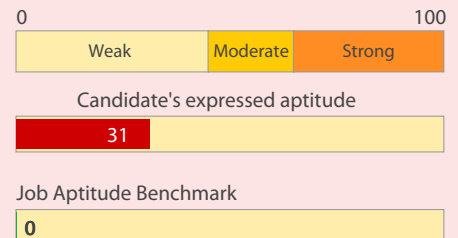
Competitive and entrepreneurial: Enjoys leading, influencing, persuading or motivating others and places high value on status, power, money, and material possessions. Is competitive and ambitious and thrives on taking risks and making decision. Takes a spontaneous approach to challenges and enjoys work activities that have to do with starting up and carrying out projects, especially business ventures. Prefers to avoid routine or systematic activities which require attention to detail and adherence to a set routine.



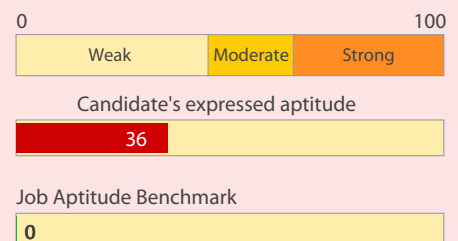
Orderly and efficient: Enjoys being methodical, logical, orderly and efficient and likes to follow clearly defined procedures that keep things running smoothly. Prefers structure and order to ambiguity. As a result, prefers to work with the paper and/or computer based aspects of a business such as accounting, record keeping, and data processing. Is most comfortable working in situations and on tasks in which personal responsibilities are clearly defined. As a result, likes things to go as planned and prefers not to have own routines changed or upset.



Mathematical and logical: Enjoys analysing and reasoning with numbers and can focus on large quantities of data for long periods without losing concentration. Has a high level of comfort with mathematical calculations and methods, and displays strong numerical ability and accuracy. Uses logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.



Outgoing and expressive: Enjoys interacting with people and openly expresses own feelings and opinions. Does not like working alone. Has a high self-esteem and a positive and enthusiastic approach to life, and establishes rapport quickly with strangers. Typically self-confident and talkative, tends to be naturally outgoing and persuasive. Often impulsive and easily bored, can be inattentive to details and may fail to follow tasks through to completion.



Work Environment - Performance Predictions

Setting aside whether or not a candidate is eligible for a job or role, his or her success will depend in large part on the extent of match between them and their work environment.

Having a positive alignment between the employee and the work environment benefits the organisation in many ways. Important benefits include high levels of productivity and lower turnover rates.

The closer the match between people and their work environment, the more they enjoy and value their work. Individuals should, therefore, be given assignments that are consistent with their strengths and interests, and opportunities for continued learning and growth to reinforce those strengths and interests should be provided as well. Some work environments enhance an employees's performance, others inhibit that performance.

This Report highlights the important work environment factors on Sample's performance and it is predicted that his work performance is likely to be affected by the undermentioned work environments as follows:

Significantly enhanced	✓✓
Enhanced	✓
Inhibited	✗
Significantly inhibited	✗✗



Work Environment - Performance Predictions [Continued]

The Candidate's performance is likely to be affected, as shown below, by a work environment in which:

There is the opportunity to have a degree of independence to decide courses of action, policies etc and have responsibility for control of resources and people.	✗
There is a need to influence, persuade or negotiate 'win-win' solutions rather than to exercise formal authority of others.	✗
Work takes place at a low or steady pace and where getting things right is more important than meeting deadlines.	✓✓
There is significant recognition for personal achievement in some highly visible or public way.	✗
Creativity, imagination, innovation and abstract thinking are encouraged and where there is little requirement to follow a format previously developed by others.	✓✓
The drive and ability to identify business opportunities are valued and in which job emphasis is strongly focused on ambition and commercial success.	✗
There is a strong focus on thoroughly researching and recording factual data and where there is very little tolerance for error.	✓✓
There is considerable opportunity to engage in creative work in any of several artistic forms, displays ideas in graphic form or conceptualizing new ways of dealing with old problems.	✓✓
People are encouraged to be self-sufficient and to take responsibility for their own workload and productivity.	✓
People are rewarded for achieving high performance and for displaying strong determination to succeed despite difficult conditions, opposition or setbacks.	✗
Effective networking is seen as a key to success and where there are lots of opportunities for making new contacts and developing relationships.	✗
There are frequent opportunities for speaking publicly, as in giving formal presentations, to motivate, influence or persuade others to follow a course of action, or change opinions.	✗
The atmosphere is dynamic and fast-paced and where people are encouraged to take the initiative, display optimism and make things happen.	✗

Key

Significantly enhanced



Significantly inhibited



Enhanced



Inhibited



Work Environment - Performance Predictions [Continued]

The Candidate's performance is likely to be affected, as shown below, by a work environment in which:

There is little requirement to work in a highly structured way, or to comply with strict rules, regulations or operating procedures.	✓
There is a strong emphasis on using mathematical calculations or formulae and where analytical skills, logistical thinking and attention to detail are critical for success.	✗
Strategic thinking is highly valued and where it is seen important to have a clear vision for the future.	✓✓
Work routine and job duties are largely predictable and not likely to change over a long period of time.	✓✓
Manual skills, technical and mechanical competence are fundamental to success and where physically challenging activities are the common.	✗ ✗
There is the opportunity to be involved in helping other people in a direct way, either individually or in small groups and to develop close personal relationships.	✓✓
Interacting with people, particularly strangers, against a background of frequent change and task variety is a significant part of the daily work experience.	✗ ✗
There is the opportunity to undertake projects and to be able to determine the nature of what is to be done, without any significant amount of contact or directions from others.	✓
There is a need to be challenging, forceful, ambitious and tough-minded, and where there are clear win-and-lose outcomes.	✗
Work responsibilities frequently change in their content, pace and setting thus creating a constant sense of novelty and a high level of excitement.	✗ ✗
There is a constant need to analyse or evaluate data to make astute judgements regarding the relative merits of a variety of options and to make recommendations accordingly.	✗
Bringing together and facilitating the positive interaction of different people for certain tasks and for making the best use of each individual is fundamental for success.	✓
Showing a high level of ambition and determination, coupled with strict adherence to rules and an ability to remain calm under pressure, are essential qualities for success.	✓

Key

Significantly enhanced



Significantly inhibited



Enhanced



Inhibited



PRISM Career Development Analysis

In the previous pages we have given you an analysis based solely upon the key 8 dimensions of human behaviour preferences.

The answers you gave to the **PRISM** 'Professional' Inventory enable us to 'zoom in' to 26 business related characteristics in which we all demonstrate varying abilities and aptitudes.

The red pointer indicates your ratings in these areas, according to the answers you gave in the questionnaire.

The green band is an ideal range for the Benchmark you selected.

A good match across most areas is likely to lead to a good 'fit' between your preferences and that role.

NOTE: The further towards the extremes of the scale the benchmark is, the more important that factor is perceived to be in the Benchmark. Matches in areas towards the extreme right hand side - where the trait is considered critical for success in the role – and extreme left hand side - where the trait is considered potentially counter productive and hence undesirable in the role – are more critical than those in the centre of the scale.



PRISM Career Development Analysis [Continued]

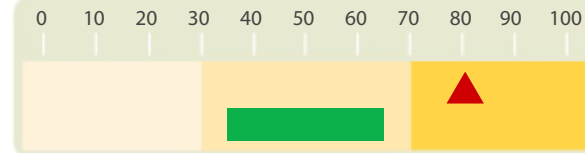
Key: ▲ Candidate (Underlying) ■ Benchmark

People skills

Low Preference

Formal and reserved, prefers to work alone without interruptions.

Teamworking



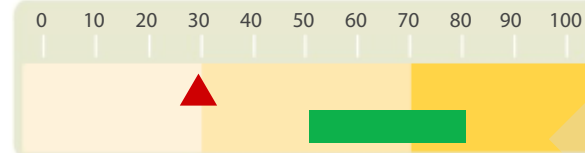
High Preference

Prefers work that involves social interaction, likes supporting others and getting them involved.

Low Preference

Prefers to avoid being in the spotlight, is reserved and is uncomfortable making small talk with strangers.

Recognition



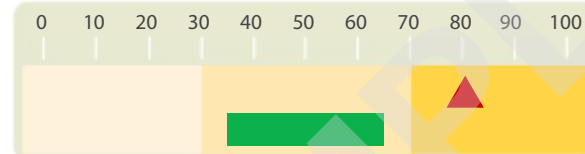
High Preference

Has a strong need to be noticed and to be popular, is friendly and communicative, does not like rejection or loss of support.

Low Preference

Unaware of others' feelings, reluctant to get involved in people's problems and emotional issues.

Concern for others



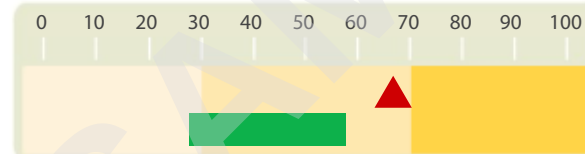
High Preference

Caring and understanding, shows empathy and is considerate, sympathetic and approachable.

Low Preference

Makes decisions independently, seldom looks for advice or opinions.

Consensus seeking



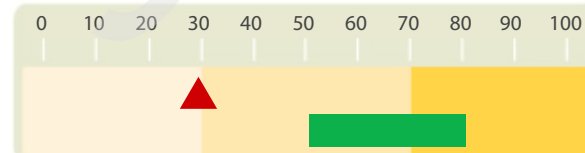
High Preference

Makes decisions by consensus and actively seeks the views and involvement of others.

Low Preference

Quiet and guarded, prefers small groups, rarely seeks people out and avoids the limelight.

Social skills



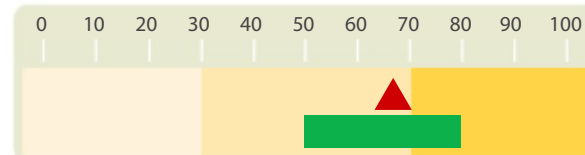
High Preference

Talkative, optimistic, expressive and lively, enjoys socialising and meeting new people.

Low Preference

Less responsive to others, controls own emotions and feelings, values results more than harmony.

People focus



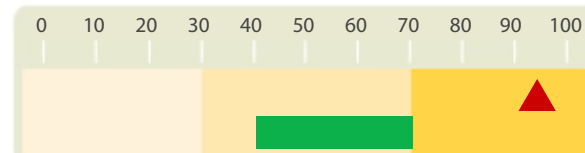
High Preference

Responsive to others and relationship focused, unafraid to show or discuss feelings and emotions openly.

Low Preference

Competitive and tough-minded, unafraid to take tough decisions and risk unpopularity in the interests of achieving results.

Stability



High Preference

Has a strong need for harmony and to be accepted and of help and value to others. Prefers a predictable, secure environment.

PRISM Career Development Analysis [Continued]

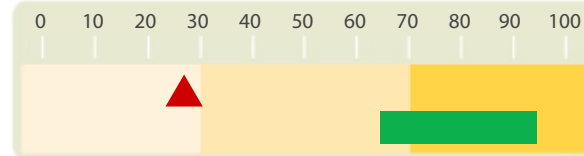
Key: ▲ Candidate (Underlying) ■ Benchmark

Drive for results

Low Preference

Prefers to keep things as they are and undertakes new work only after consultation or when told to.

Initiative



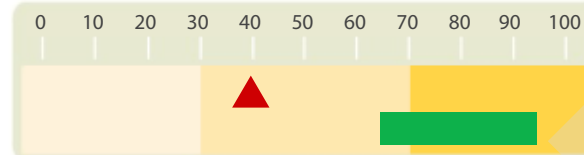
High Preference

Self-motivated. Capitalises on opportunities, initiates action, enjoys identifying and accepting challenges.

Low Preference

Likes to work at a steady pace, dislikes being rushed or put under pressure.

Energy level



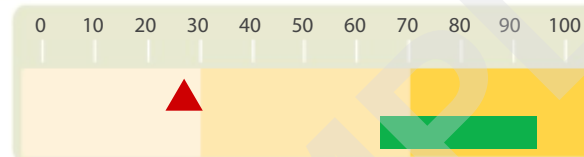
High Preference

Very dynamic, works well under pressure, tends to be involved in several activities at the same time.

Low Preference

Easy going, unassertive, non-competitive, focuses on achievable, undemanding targets.

Ambition



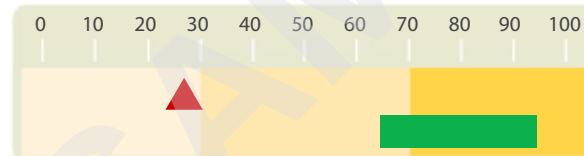
High Preference

Enjoys being given tough goals, has high aspirations, is competitive and driven to succeed.

Low Preference

Dislikes taking tough decisions or telling others what to do, is unassertive and happy to let others take the lead.

Control



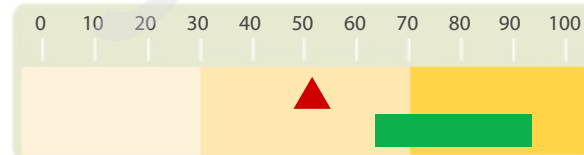
High Preference

Takes control of situations, dominant, decisive and forceful, enjoys being in charge of others and has a strong need for bottom line success.

Low Preference

Likes order and predictability, prefers to adapt what is tried and tested rather experiment with something new.

Adaptability



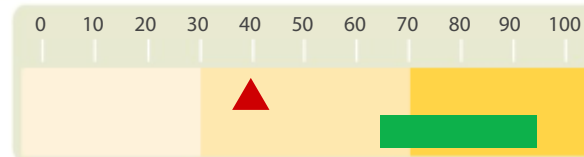
High Preference

Prefers variety and novelty, adapts quickly to change, adjusts to new circumstances, dislikes routine and constraints, easily bored.

Low Preference

Slower paced, prefers to check facts, ask questions, complies with rules and avoids risks or making errors.

Risk taking



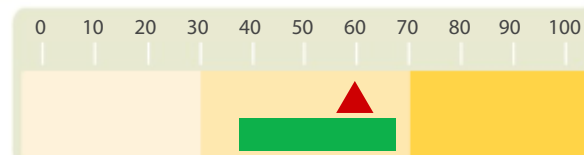
High Preference

Fast paced and impatient, has a strong need to achieve quick results. Willing to take risks and break the rules to achieve success.

Low Preference

Relationship focused and enjoys working with people and creating an open, harmonious working environment.

Task focus



High Preference

Is self-sufficient and prefers to deal with tasks and results rather than people issues. Uncomfortable talking about feelings and emotions.

PRISM Career Development Analysis [Continued]

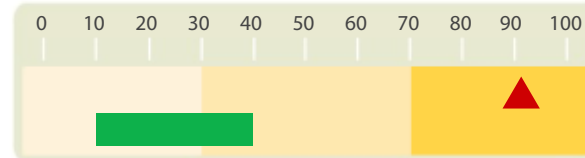
Key: ▲ Candidate (Underlying) ■ Benchmark

Conscientiousness

Low Preference

Focuses on the big picture, not preoccupied with detail, easily distracted and poor at follow through.

Attention to detail



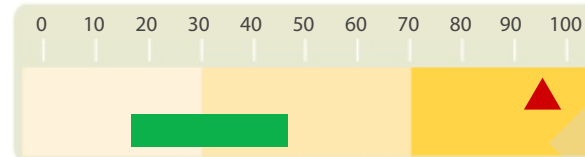
High Preference

Thorough, methodical, enjoys detailed work which requires high attention to small details. Follows through on commitments.

Low Preference

Not constrained by rules, prefers general guidelines to specific regulations. Likes personal freedom.

Compliance



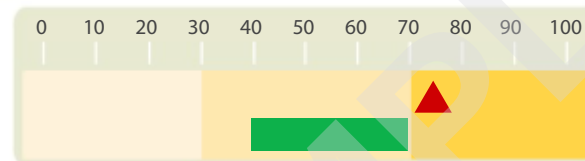
High Preference

Follows rules and regulations closely even when inconvenient, likes clear guidelines and responsibilities. Places high value on being precise and right.

Low Preference

Becomes distracted and places less importance on meeting deadlines, casual about commitments.

Dependability



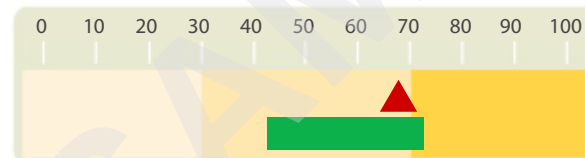
High Preference

Dependable, reliable and consistent, meets obligations and commitments with the minimum of supervision.

Low Preference

Prefers work that can be completed quickly, dislikes having to concentrate over a long period.

Determination



High Preference

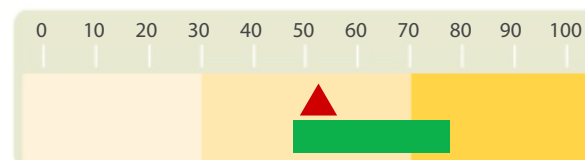
Enjoys overcoming obstacles, very determined and committed, works until task is completely finished.

Resilience

Low Preference

Dislikes high-pressure work, finds it hard to relax, quickly becomes tense and irritable, has difficulty handling setbacks.

Stress management



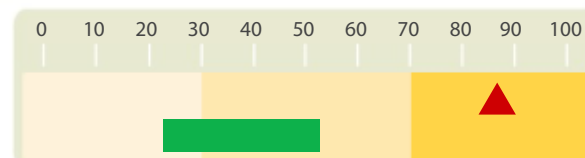
High Preference

Works well in high pressure situations, able to cope with multiple demands without being unduly influenced by own emotions.

Low Preference

Openly expresses frustrations, can be impatient and easily annoyed, tends to say things and later regret them.

Self management



High Preference

Calm, easygoing and free from anxiety, keeps emotions in check, rarely expresses anger. Has a calming influence on others.

PRISM Career Development Analysis [Continued]

Key: ▲ Candidate (Underlying) ■ Benchmark

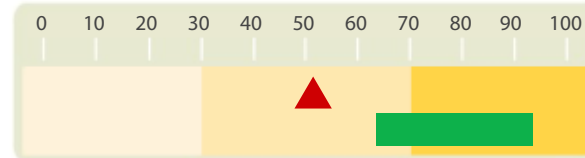
Thinking skills

Low Preference

Abstract thinking

High Preference

Prefers using and building upon tried and tested methods, avoids unconventional or abstract ideas.



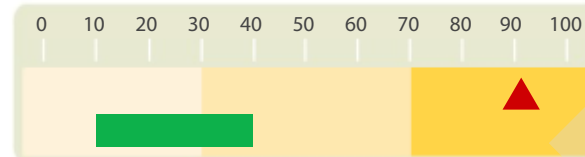
Creative, imaginative and original, likes solving problems by thinking laterally, dislikes rules.

Low Preference

Analytical thinking

High Preference

Impulsive, makes quick decisions, relies on personal instinct rather than logic to guide choices.



Analytical, cautious and astute, takes a logical approach to problem solving by using all available data.

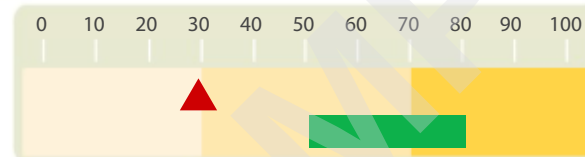
Ideal social environment

Low Preference

Need for social interaction

High Preference

Needs an environment that has little need for social interaction with people, other than close friends, and which provides both time and private space to reflect on important issues.



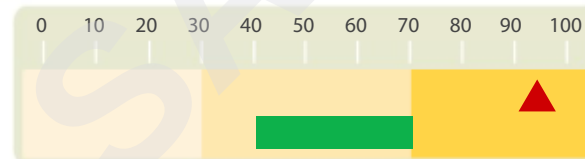
Needs an environment that provides considerable opportunity for face-to-face interaction with others to create positive relationships and to gain social acceptance.

Low Preference

Need for stability

High Preference

Needs an environment that values commitment and efficiency more than harmony, and in which personal achievement and status can be recognised and rewarded.



Needs an environment that is predictable, steady-paced and harmonious, and which provides opportunities to be of assistance to others and to be appreciated for providing such help.

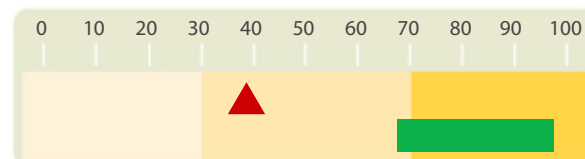
Ideal working environment

Low Preference

Need to achieve

High Preference

Needs a work environment that is strongly focused on achieving effective relationships and in which tough decision making and meeting tight deadlines are relatively unimportant.



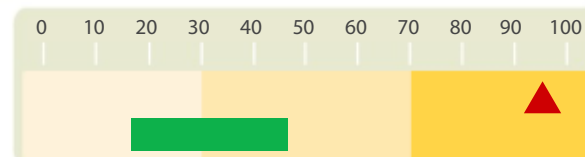
Needs a work environment in which being self-motivated, taking responsibility and achieving demanding targets are important, and in which there are opportunities for decision making.

Low Preference

Need to be right

High Preference

Needs a work environment that is flexible, spontaneous and unstructured and in which attention to small details or rules are relatively unimportant.



Needs a work environment in which achieving high standards of accuracy and conforming to strict rules are important and in which there is little need for social interaction with others.

Emotional Intelligence Report

This report, based on your responses to the *PRISM* Inventory, highlights your preference for each of the Emotional Intelligence (EQ) dimensions shown below. In reviewing your results, it is helpful to begin by reading the definition of the element being reported. You will find this just below the title of each element. Any results below the Mid Range will give you some indication of development priorities, while any High Range results will reflect a strength you may wish to apply more widely.

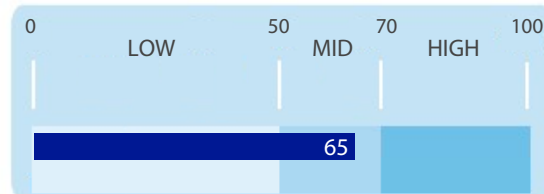
The report also shows how your preferences correlate with the five personality dimensions – 'The Big Five': Openness to Experience, Extraversion, Conscientiousness, Agreeableness and Emotional Stability. The five dimensions are held to be a complete description of personality. Candidate's graphics are in blue and observers' graphics are in orange (if applicable).



Emotional Intelligence Report [Continued]

Self awareness

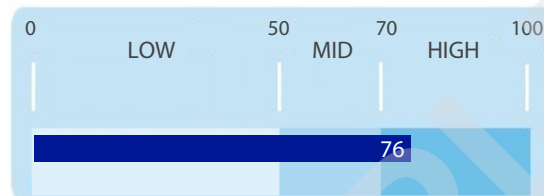
May not always be fully aware of own feelings and emotions in work situations and/or may not be able to control the impact of those emotions and feelings on own behaviour.



Likely to be highly aware of own feelings in a wide range of work-related situations and can remain in control of those emotions and feelings, thus maintaining a positive or optimistic outlook on life.

Self management

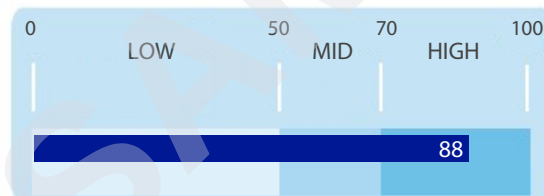
May find it difficult to perform consistently when under pressure. They may also become frustrated by challenge or criticism and therefore find it difficult to continue to perform effectively in these circumstances.



Likely to be able to adapt to a range of situations and to tolerate both criticism and challenge. Also likely to be able to maintain consistent performance in a wide range of situations and when under considerable pressure.

Awareness of others

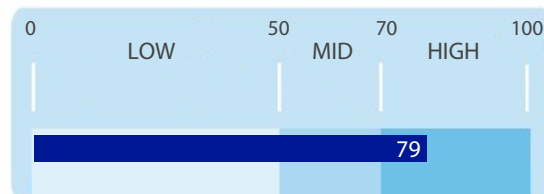
May not always spend enough time listening to others or be aware of their needs and views and have a tendency to impose their own solutions on others.



Likely to be highly empathetic to other people and to engage them in problem-solving and decision-making or acknowledge their uncertainties, needs, views and opinions.

Relationship management

Has a tendency to be independent, self-absorbed and self-reliant, preferring to take decisions without seeking the involvement of others. Also, has a tendency to be rather self-absorbed and not particularly interested in other people's problems.

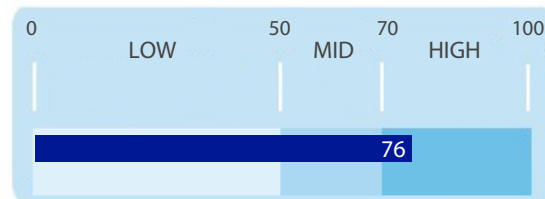


Has a strong democratic style and is good at meeting the emotional needs of others by taking a close interest in them and their concerns, and effectively managing relationships with them so that they feel involved, valued and motivated.

Emotional Intelligence Report [Continued]

Self motivation

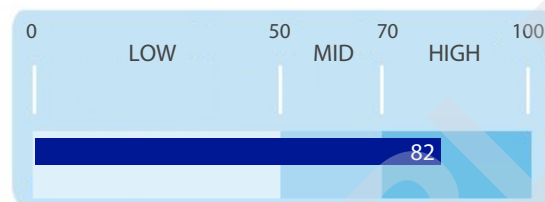
May have a tendency to focus on short-term goals and actions at the expense of clear long-term goals or aspirations.



Likely to have a high level of motivation and to show high levels of commitment to long-term goals and results which are pursued in the face of obstacles and setbacks.

Influencing others

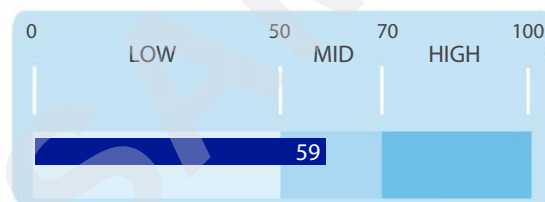
May find it difficult to win others over to own point of view, and may be frustrated by a lack of success in persuading others to change their viewpoint or opinion on an issue.



Likely to be effective in persuading others to change their viewpoint or to adopt their interpretation of a situation, or the need for action.

Decisiveness

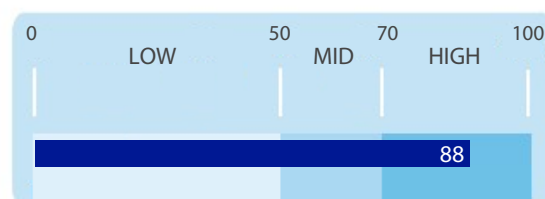
May be uncomfortable making decisions unless in possession of all the available facts and may lack the confidence to use their own experience and instincts.



Likely to be able to make decisions in difficult situations when faced with incomplete or ambiguous information, and use their previous experience as a basis for an intuitive assessment of the decision.

Consistency

May display inconsistencies between words and actions and willing to 'bend the rules' to get a task completed or to achieve a particular goal.



Likely to display consistency in words and actions over time and also to adhere strictly to rules and have high ethical standards.

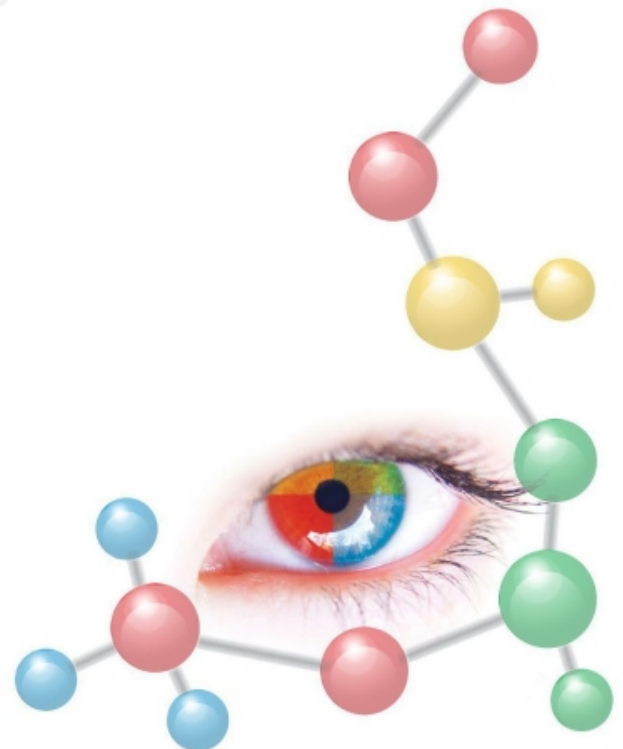
Emotional Intelligence Report [Continued]

Recent studies indicate that Emotional Intelligence (EQ) influences behaviour in a wide range of domains including school, community, and the workplace. At the individual level, it is believed to relate to academic achievement, work performance, our ability to communicate effectively, solve everyday problems, build meaningful interpersonal relationships, and even our ability to make moral decisions. Given that emotional intelligence has the potential to increase our understanding of how individuals behave and adapt to their social environment, it is an important topic for study as an overall part of human behaviour.

Emotional competence refers to the personal and social skills that define how effectively individuals perceive, understand, reason with and manage their own and others' emotions and feelings. These skills are important at work, because emotions are an inherent part of workplace activities at all levels. There now is a considerable body of research suggesting that a person's ability to perceive, identify, and manage emotion provides the basis for the kinds of social and emotional competencies that are important for success in almost any job. For example, research has found that the primary causes of derailment

in management careers involve deficits in emotional competence. The three primary ones are difficulty in handling change, not being able to work well in a team, and poor interpersonal relations.

This Report summarises Sample's preference for each of the eight elements which make up the overall *PRISM* Emotional Intelligence model and is based solely on her own self-perception of her Emotional Intelligence strengths. To obtain a more comprehensive picture of her Emotional Intelligence, she should obtain feedback, through the 360 degree process, from those who know her well.



Emotional Intelligence Report [Continued]

Sample's responses to the PRISM questionnaire indicate that her overall Emotional Intelligence result is above the average compared to the distribution of results from a sample group of some 2,000 individuals. Her self-perception scores indicates that she has a high degree of emotional intelligence.

She may, however, find it useful to study each of the individual results in order to identify which EI factors she might wish to develop, or to use more widely, to enhance her performance.

HIGH

Self management - She feels that she is able to adapt easily to a range of situations and to tolerate both being criticised and being challenged. She believes that she is also able to maintain consistent performance in a wide variety of situations even when under considerable pressure. She also feels that she has the ability to recognise both the positive and negative impact of her own feelings and emotions in a work context and to control them in a way which ensures that both organisational and personal goals are satisfied.

Self motivation - She feels that she has a high level of self-motivation to initiate action and is very focused on achieving good results or outcomes. She believes that she shows high levels of commitment to, and focuses on, long-term goals and results, and pursues these with determination even in the face of set-backs and obstacles. She also believes that she demonstrates the physical and mental drive, energy and desire to make an impact and to pursue challenging objectives.

Awareness of others - She believes that she is very sensitive to and empathetic with other people. As a result, she believes that she will engage with others and involve them in problem-solving and decision-making. In dealing with other people she believes that she will listen carefully to them and acknowledge their uncertainties, views and opinions. In particular, she feels that she has the ability to recognise and understand the needs, motivations and feelings of others, to respond to these and to be able to resolve conflict between individual, group and organisational needs.

Influencing others - She believes that she is very effective in managing relationships with others and in persuading them to adopt her view of a situation, or the need for action. She also believes that she has the ability to create effective relationships in order to achieve results, and thus demonstrates the ability to persuade others to work individually and collectively to achieve important work-related goals. She feels that she is effective in persuading others to change their viewpoint or opinion on important work issues.

Consistency - She believes that she sticks strictly to rules, instructions and guidelines. She also believes that she displays a high degree of personal commitment to both goals and behaviours. She feels that she demonstrates high ethical standards and achieves high levels of performance without resorting to more expedient behaviour. This involves her ability to accept personal responsibility and accountability for her actions and decisions, as well as being open and transparent in her dealings with others. These behaviours are important in building trust when working with others and through the ability to honour and deliver on the commitments which she makes.

Relationship management - Sample believes that she has a strong democratic style and is good at meeting the emotional needs of others by managing relationships effectively and building rapport with people so that they feel valued. She believes, therefore, that she comes across positively to others and is good at pulling people together. In particular, she feels that she takes a close interest in those around her, makes time for them and listens to their views and concerns. She believes that it is important to involve others as a means of gaining their commitment.

MID

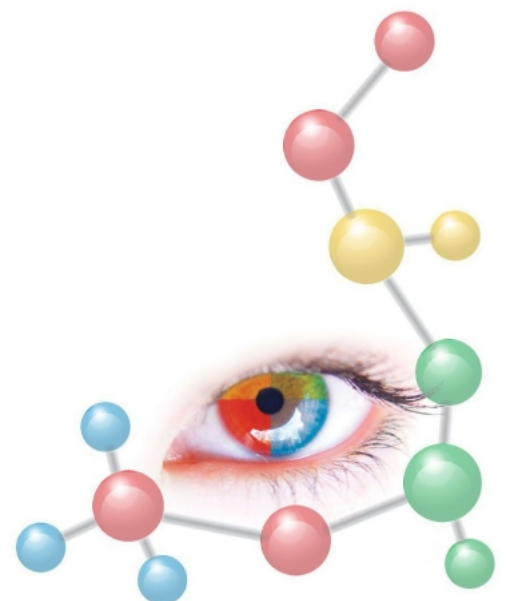
Self awareness - She believes that she is generally aware of her feelings and emotions in work situations, but can find herself in some situations in which this is not so. Occasionally, she feels that she does not control the impact of her feelings and emotions on her behaviour as much as she would like to and her decisions are affected accordingly.

Decisiveness - Although she believes that she can balance the differences between fact and instinct-based decision making, there are some situations in which she feels uncomfortable making decisions unless she has had time to collect and study all the information available. She believes there are also situations in which she either lacks the confidence to use her own experience and intuition to fill any gaps in information, or when she feels such intuitive behaviour would lead to a poor decision.

Mental Toughness Report

There is widespread, growing interest in understanding the relationship between behavioural preferences and business success, and research has identified a cluster of nine behavioural strengths, or competencies, that are linked to both mental toughness and peak leadership performance. The *PRISM Mental Toughness Inventory* measures a candidate's preference for each of those behaviours. They include: self-belief, ambition, resilience, self-management, optimism, determination, independence, competitiveness and adaptability. The *PRISM Mental Toughness Inventory* is an exciting advance in the ability to measure the building blocks that are scientifically linked to business success.

It is important to note, however, that in addition to mental toughness strengths, high performance leaders are also very effective at relationship building and relationship management, and excel at developing and motivating others through whom they achieve their results.



Mental Toughness Report [Continued]

The mental toughness competencies covered by the Report are:

Self Belief

Having and expressing an unshakable belief in one's own skills, talents and abilities to perform successfully at the highest levels despite tough opposition.

Ambition

Having high aspirations to set one's own standard of excellence and to achieve status, recognition or reward by being driven to succeed unconstrained by others.

Resilience

Having the behavioural persistence to bounce back quickly from difficulties and to see setbacks as nothing more than a minor distraction along the road to ultimate success.

Self Management

Having the ability to manage effectively one's own impulsive emotions and to maintain consistently good performance even when under pressure.

Optimism

Having the ability to see 'the big picture', identify opportunities and maintain a strong, positive frame of mind despite setbacks and difficulties.

Determination

Having the ability to maintain a strong drive and goal focus and avoid distractions that can interfere with optimum performance, regardless of what else is happening.

Independence

Having the ability to work comfortably on one's own with a minimum of supervision, or without seeking the advice or opinions of others and to be accountable for one's actions.

Competitiveness

Having a strong desire to strive for competitive success, but primarily focusing on challenging oneself to reach optimal performance.

Adaptability

Having the ability to modify one's approach to changing situations and to take calculated risks in order to achieve success or the competitive advantage.

Mental Toughness Report [Continued]

This Report is designed to provide you with an opportunity to review the behavioural preferences necessary for responding to the challenges of the modern business environment. It provides you with a set of scores measuring your mental toughness preferences, based upon your replies to the *PRISM* Professional Inventory.

Each measurement in the Report has four possible ratings:

A Development Need:

Your level of mental toughness in this competence is low and likely to be restricting your overall effectiveness. Your Report indicates that you will feel uncomfortable using the behaviours associated with this competence and will avoid them if at all possible. Developing your skills in this competence is likely to be essential to your long-term personal growth and success.

A Development Opportunity:

Your level of mental toughness in this competence is less than adequate, and there is opportunity for self improvement. You should, therefore, take the opportunity to develop this competence into a natural strength.

A Natural Strength:

You have a natural mental toughness strength in this competence. You should, however, build on this strength by considering additional strategies to use it more effectively.

A Potential Overdone Strength:

Your score indicates that you have above average mental toughness in this competence, but you need to be careful not to overdo this strength otherwise it could undermine your overall performance. For example, being 'competitive' is a strength, but it can be counter-productive when used to excess and used internally to compete unnecessarily with work colleagues.



Mental Toughness Report [Continued]

Getting the most from this Report

To get the best results from this Report it is important to study it closely and then follow the five steps listed below, but it is also beneficial to share its contents with those who know you well and ask for their feedback.

Step One

List the natural strengths identified in your Report that you recognise and accept as your key strengths and consider how they add value to your personal performance. Now, identify several strategies that you can implement with immediate effect to increase the effectiveness of those strengths.

Step Two

List any key development areas identified in your report that you recognise as true of you and decide what actions you will take to address this challenge. You may find it useful to discuss these with your *PRISM* Practitioner or line manager.

Step Three

List any areas for development identified in your Report that surprised you. Pause and consider the potential impact of these behaviours on your overall performance. These may represent 'blind spots' and you may need to consider asking for feedback from those who know you well and who are familiar with your day-to-day work.

Step Four

Identify the key challenges you are facing in your job performance at present and consider how you can use your identified strengths more effectively to enhance your performance. Discuss your report with your *PRISM* Practitioner or line manager, paying particular attention to those behaviours that require further development, and consider what development options are available to you.

Step Five

Identify those behaviours that you may overdo when you are under pressure or in conflict with others and consider what actions you will take to avoid their negative potential in such circumstances.

Finally, think of the opportunities that arise from this Report to set some new goals for your personal

performance development. Remember developing clear goals and achieving them puts you in charge of your life. A goal is a measurable written statement of a definite next step. Clearly define 3-4 important goals that you would like to achieve and by what date you intend to achieve each of them.

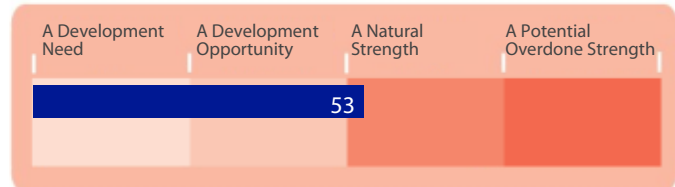
All descriptions used in this Report are designed for you to consider in the light of your day-to-day work, but it is for you to decide how relevant they are to your performance in your job. The Report should, therefore, be used as a guide to self reflection and personal assessment. Higher scores are associated with greater levels of mental toughness and thus enhanced business performance, but, ultimately, success will depend upon how committed you are to using the information provided in the Report to enhance your own development.



Mental Toughness Report [Continued]

Self Belief

Having and expressing an unshakable belief in one's own skills, talents and abilities to perform successfully at the highest levels despite tough opposition.



Ambition

Having high aspirations to set one's own standard of excellence and to achieve status, recognition or reward by being driven to succeed unconstrained by others.



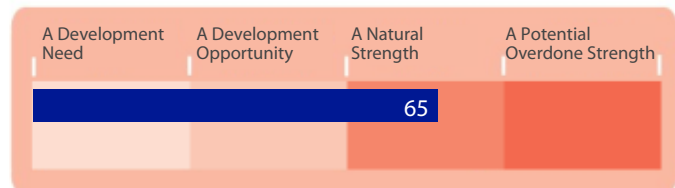
Resilience

Having the behavioural persistence to bounce back quickly from difficulties and to see setbacks as nothing more than a process along the road to ultimate success.



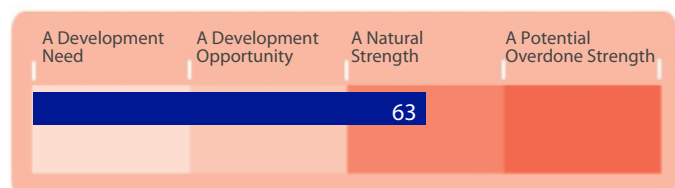
Self Management

Having the ability to manage effectively one's own impulsive emotions and to maintain consistently good performance even when under considerable pressure.



Optimism

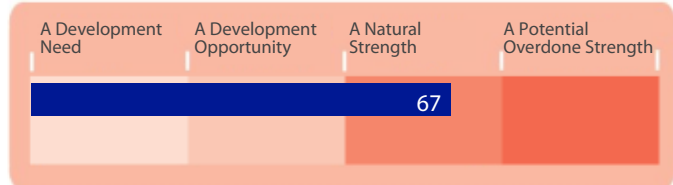
Having the ability to see 'the big picture', identify opportunities, and maintain a strong, positive frame of mind despite setbacks and difficulties.



Mental Toughness Report [Continued]

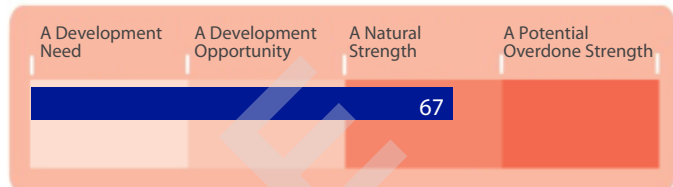
Determination

Having the ability to maintain a strong drive and goal focus and avoid distractions that can interfere with optimum performance, regardless of what else is happening.



Independence

Having the ability to work comfortably on one's own with a minimum of supervision, or without seeking the advice or opinions of others and to be accountable for one's actions.



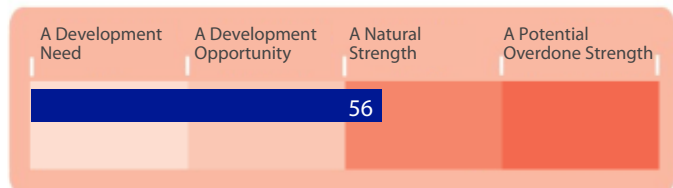
Competitiveness

Having a strong desire to strive for competitive success, but primarily focusing on challenging oneself to reach optimal performance.



Adaptability

Having the ability to modify one's approach to changing situations and to take calculated risks in order to achieve success or the competitive advantage.



Overall Mental Toughness Rating

This overall rating takes into consideration all ratings from the previous nine dimensions

