

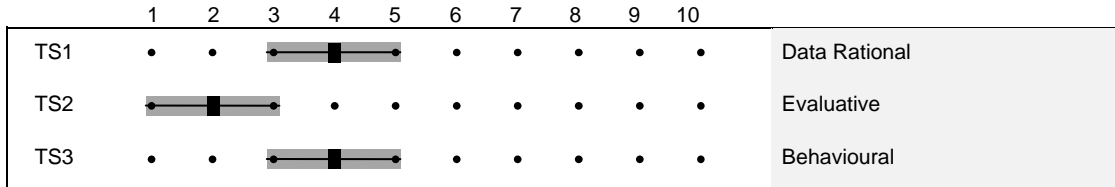






## Thinking Style

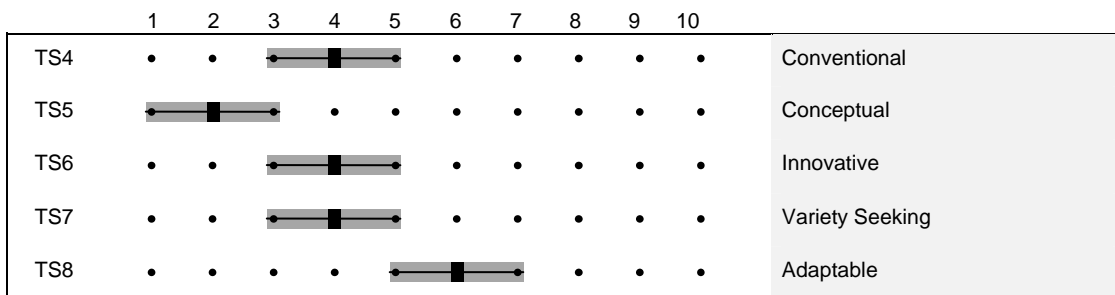
### Analysis



Sample indicates a level of interest in working with numerical or statistical information which is a little less than most of his peers. Alongside this he also reports a slight disinclination for analysing people, their motivations and behaviours. In contrast to both of these more moderate interests, his enjoyment of critically analysing information or plans proposed to him is extremely limited. His level of analysis, both of people and numbers may therefore be fairly straightforward and, on occasion, lack depth.

As well as his very limited interest in critical analysis and evaluation, he also strongly dislikes exploring and discussing ideas and theories. Together these suggest a reluctance to engage in intellectual analysis, with a likely stronger interest in more practical implementation.

### Creativity and Change

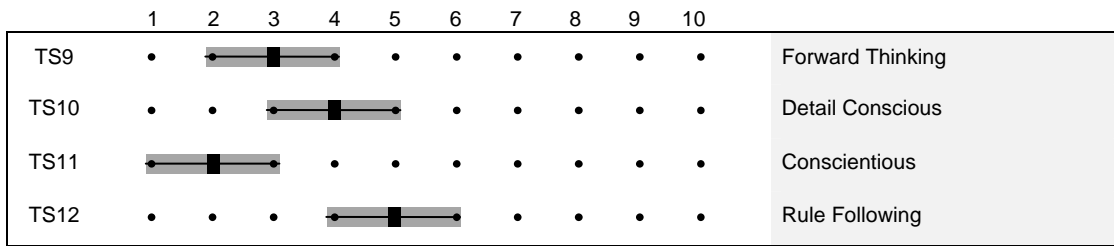


Sample reports extremely little interest in hypothetical or theoretical issues. He couples this lack of interest in the theory and breadth of issues with a slight lack of interest in the production of inventive ideas. Further he reports a slight preference for new ways of working. Thus, although theory holds very little interest for him, he may well be seen as reasonably fluent in the production of new, more practical ideas.

Sample reports a level of interest in variety and novelty in his work which is a little less marked than most of his peers. When he is faced with change or novelty he recognises to a moderate degree the need to adapt his behaviour to meet the perceived changing demands of the situations or people. Overall therefore, his approach to changing situations may be described as fairly typical.

It would appear that his interest in new methods and approaches may cause him to give less importance to deadlines and the completion of ongoing work.

### Structure

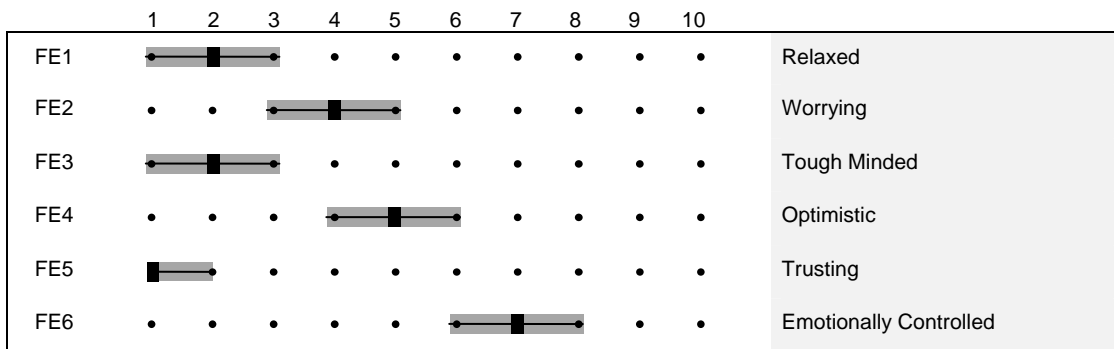


Sample reports a fairly typical approach in terms of his interest in working in an organised and methodical way. He combines a slight dislike for detail with a rather lower interest in planning and thinking ahead in the longer term. Thus, his desire to take a strategic view is not well developed and he is likely to avoid over-attention to minute details. If anything, however he is likely to be more inclined to check the detail of the here and now, than to have a vision for the longer-term future.

Sample reports as much inclination to stick closely to rules and regulations as his peers. On the other hand, he seems to place a much lower emphasis upon the importance of meeting deadlines and seeing tasks through to their conclusion. He may find that he rarely completes projects on time and that this is the result of his trying to follow rules, sometimes at the expense of necessary compromise.

## Feelings and Emotions

### Emotion



Sample often finds it difficult to relax and very often feels under pressure. He does, however, feel slightly less nervous than most people before important occasions. His anxiety is therefore rather more generalised than specifically focused on particular events.

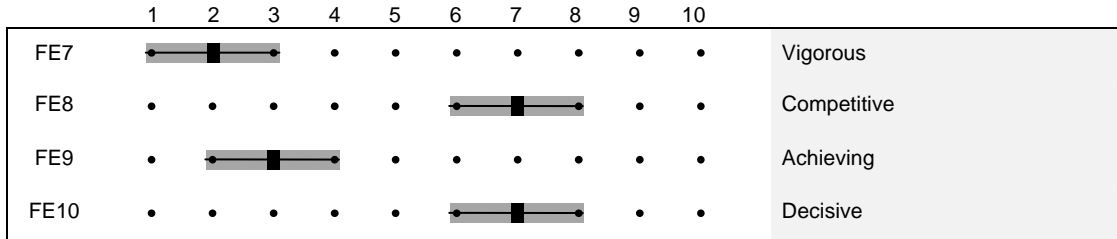
Although Sample reports a very high degree of sensitivity to criticism or personal comments targeted at him, this is likely to be offset to a limited extent by his balanced view, neither particularly optimistic nor pessimistic. He is unlikely to come across as gullible since he reports a very low degree of trust in others such that he is unlikely to take others at face value.

In terms of expressing feelings, he will be rather less open than most. It may be that he finds some kinds of emotions easier to express than others.

Despite his high degree of sensitivity to criticism and negative feedback, he nonetheless feels able on occasion to speak up and make his disagreement clear to

others. However, he would appear to avoid excessive confrontation on account of not having especially strong views of his own.

**Dynamism**



Sample's profile suggests a strong dislike for having too much to do and a preference for not being kept very busy. Together with this relatively low level of energy, he does not appear to consider that career progression is of significant importance to him and he describes himself as having relatively little ambition in career terms. Somewhat in contrast, he is quite stimulated by competitive activities, and an opportunity to compare his performance against others may provide him with a stronger source of drive than the promise of career progression.

When summing up a situation and making a decision, he seems to be reasonably decisive without being especially impulsive.

When thinking about his career progression and the targets that he sets himself, he is unlikely to take a particularly forward thinking, or long-term perspective. This could mean a more reactive, or generalised sense of where he wishes to get to, or perhaps a greater focus on the short-term in terms of setting himself goals and targets.

