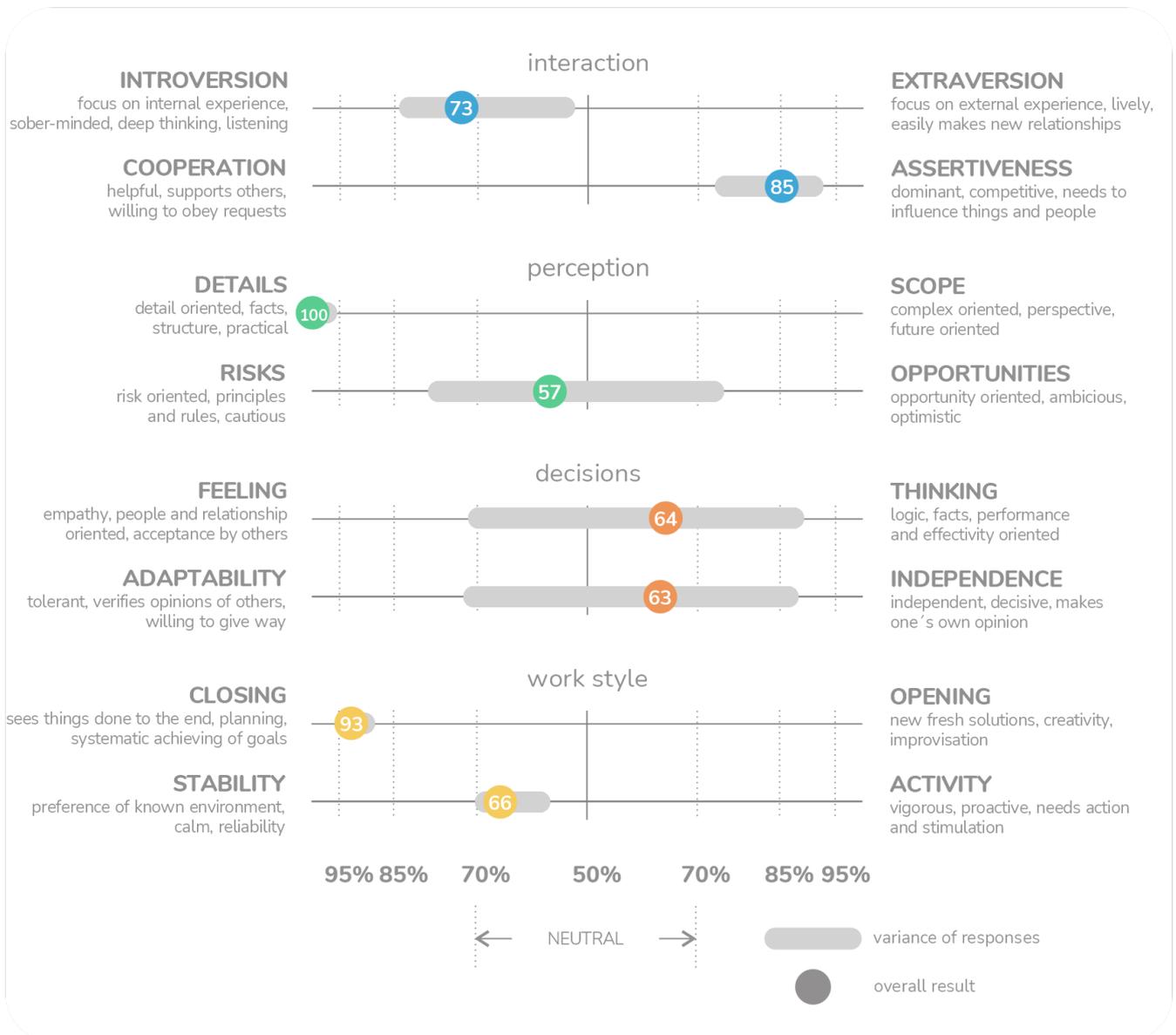


You now hold in your hands a report from Multifactor Personality Profile questionnaire. It is a personality questionnaire which offers insight into one's personality based on 4 main areas that are further differentiated into more factors. This questionnaire describes a basic personality setting related 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 current profession, role, situation and other factors, take them with due consideration and interpret them within the context of a given situation. These results can be used as a basis for deeper self-understanding and as a support tool for personal development. The results are presented as percentiles. Percentiles tell you what percentage of people in the population appear in a given interval and how the results are weighted. 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. The population against which the result is compared consists of more than 30,000 respondents. More information about the norms and the questionnaire can be found at <https://www.tcconline.eu/products/psychodiagnostics..>

MY PERSONALITY PROFILE



Note: A significant variance across multiple scales indicates a possible inconsistency in responses.

In further 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

This personality type is defined by a combination of introversion and assertiveness. People with this combination do not show emotion; they are contemplative and thoughtful; they join communication less frequently and usually only in cases when they find it necessary. They can focus on a task very well; they are goal-oriented. Despite outward appearances, they work on their goals and complete their projects – they do not let others influence them or slow them down. They might often surprise others with the results they have achieved and their tenacity in doing so. 'Still water runs deep' is something people say of this personality type. Their characteristics make them capable of winning respect from others and they are seen as persons of authority. They tend to keep calm in tense situations, and they display unwavering focus on their tasks. They naturally prefer leading by example to traditional people management. However, their tendency to not communicate may make them appear autocratic.

Perception is dominated by Details and a balanced representation between Risks and Opportunities. This combination produces a significantly systematic approach, orientation to detail, and facts. Such people are very diligent and systematic; they prefer understandable and clearly given orders and rules. They are realistic, focused mainly on the 'here and now.' They always 'have their feet firmly on the ground.' They usually have very good analytical skills and are good with numbers and data. In communication, they tend to focus on facts and specifics – but they are more inclined to act than talk about things. Given their eye for detail, they are often incapable of having a broad perspective and do not easily perceive how things might be connected. Others often see them as pedantic or uptight people with less creativity and imagination.

Decisions are made equally by feeling and thinking, with a balance of adaptability and independence. Such people are very versatile. They can adapt to their environment; they are flexible in their behavior, yet they are able to change the conditions and rules when necessary. They take interest in the views, attitudes, and emotions of others, and they consider them in their decisions, but they do not let these factors hold them back; they listen just as much to their own judgment and reasoning. They usually give non-judgmental feedback which motivates the recipient to improve; they are considerate and performance-oriented at the same time. They work well with the vibe of the workplace and give people space to achieve things themselves, but they do not reject their own active role; they organize resources and people well and keep things in control. They are happy for any feedback and they actively work with it.

Activity is dominated by closing, with a balanced representation of stability and activity. This combination is characteristic of great emphasis on the execution and completion of tasks. Such people prefer to plan diligently, be informed, know where they stand at every moment, how far in the process they are, and what they should do and when. They like to work systematically and step-by-step. First they focus their full attention on one activity, and only after they finish it do they take up another one. Their great advantages are their sense of purpose, reliability, and speed of execution. They do not like to put things off – they deal with problems the moment they arise. This might also be their weakness as they tend to give in to urgency. They are impatient; they feel the need to do things immediately, but doing too many tasks at once stresses and overwhelms them. They do not like to change their plans; they may be critical of new things or changes.

WHAT I CAN RELY ON

- discretion and thoughtfulness
- focus on tasks and activities
- tenacity, calmness, diligence
- realism, focus on concrete facts
- structure-oriented and systematicness
- attention to detail, diligence, conscientiousness
- respect for deadlines
- diligence, consistency, tendency to follow through
- systematicness, focus, reliability

WHAT TO WATCH OUT FOR

- reticence, lack of interest in communication and sharing, inscrutability
- stubbornness, unwillingness to adapt
- tendency to dwell on details, lack of perspective, failure to see things in context
- lack of imagination, difficulty thinking beyond the present reality
- lack of flexibility, difficulty improvising, reluctance to change
- impatience, inclination to solve everything immediately, regardless of priorities

DEVELOPMENT RECOMMENDATIONS

- communicate not only factual decisions and important information, but also 'talk' to others, share own views and feelings, help to cultivate the right atmosphere
- communicate disagreement, be open to discussion; proactively seek out the views and attitudes of others, do not rely on their own initiative
- focus on a longer-term perspective; do not let the current reality limit future options; disconnect from 'here and now'
- do not get stuck on details, try seeing things in perspective and overview
- work with priorities, do not give in to urgency
- do not insist on what had been planned when it is no longer effective due to external changes