



PRISM 'Professional' Report

CONFIDENTIAL

This report has been prepared for:

Alex Sample

17/02/2016



Using brain science to enhance personal and business performance

CONFIDENTIAL

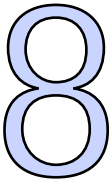
PRISM Report Contents:

Section 8. Emotional Intelligence Report

Section 9. 'The Big Five' Report

Section 10. Mental Toughness Report



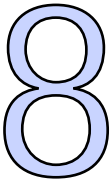


Emotional Intelligence Report

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).

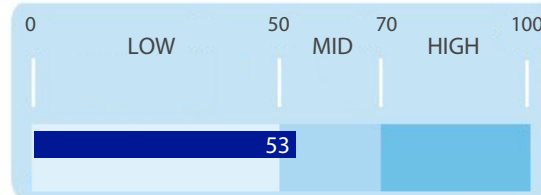




Emotional Intelligence Report [Continued]

Self awareness

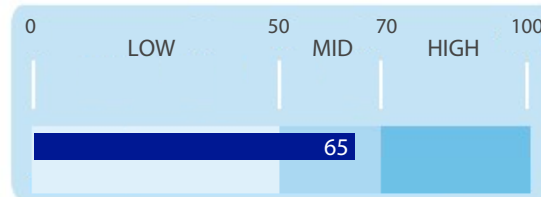
May not always be fully aware of own feelings and emotions in work situations and/or may not be able to control the impact of those emotions and feelings on own behaviour.



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

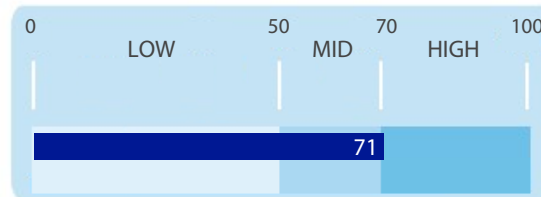
May find it difficult to perform consistently when under pressure. They may also become frustrated by challenge or criticism and therefore find it difficult to continue to perform effectively in these circumstances.



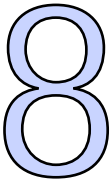
Likely to be able to adapt to a range of situations and to tolerate both criticism and challenge. Also likely to be able to maintain consistent performance in a wide range of situations and when under considerable pressure.

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.



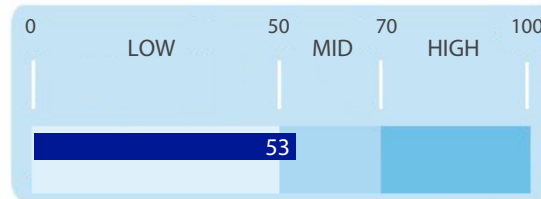
Likely to be highly empathetic to other people and to engage them in problem-solving and decision-making or acknowledge their uncertainties, needs, views and opinions.



Emotional Intelligence Report [Continued]

Self motivation

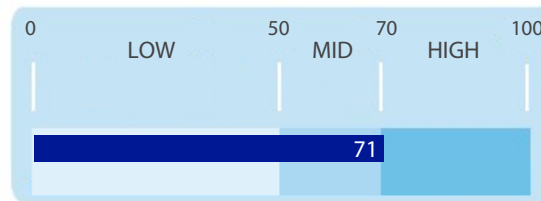
May have a tendency to focus on short-term goals and actions at the expense of clear long-term goals or aspirations.



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

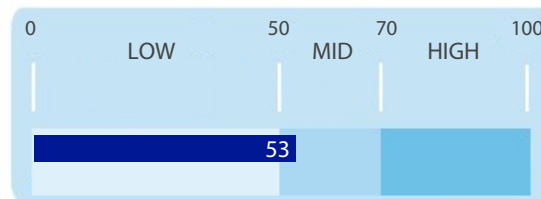
May find it difficult to win others over to own point of view, and may be frustrated by a lack of success in persuading others to change their viewpoint or opinion on an issue.



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

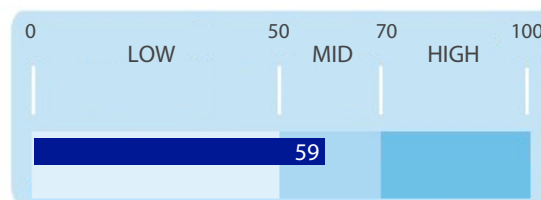
May be uncomfortable making decisions unless in possession of all the available facts and may lack the confidence to use their own experience and instincts.



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.

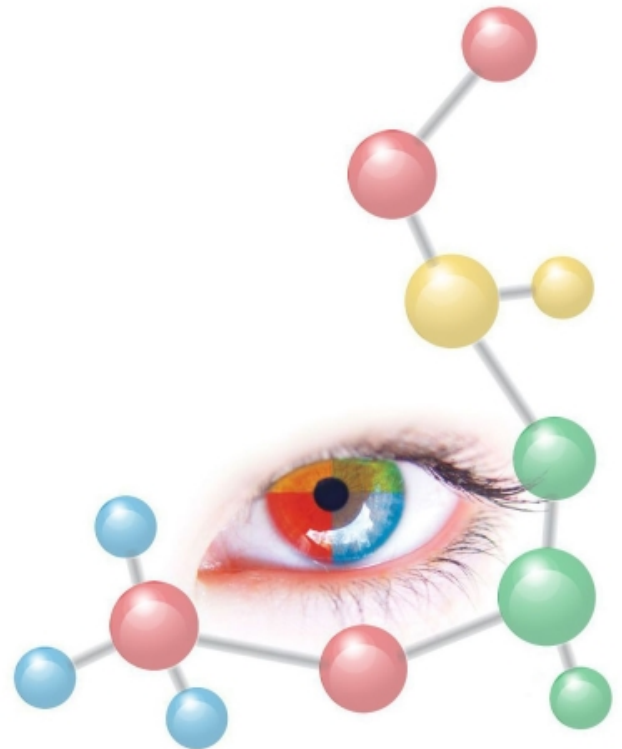
Emotional Intelligence Report [Continued]

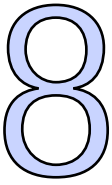
Recent studies indicate that Emotional Intelligence (EQ) influences behaviour in a wide range of domains including school, community, and the workplace. At the individual level, it is believed to relate to academic achievement, work performance, our ability to communicate effectively, solve everyday 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 Alex's preference for each of the eight elements which make up the overall PRISM Emotional Intelligence model and is based solely on his own self-perception of his Emotional Intelligence strengths. To obtain a more comprehensive picture of his Emotional Intelligence, he should obtain feedback, through the 360 degree process, from those who know him well.





Emotional Intelligence Report [Continued]

Alex's responses to the PRISM questionnaire indicate that his overall Emotional Intelligence result is within the average range compared to the distribution of results from a sample group of some 2,000 individuals and matches 40% of the target population.

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

HIGH

Awareness of others - He believes that he is very sensitive to and empathetic with other people. As a result, he believes that he will engage with others and involve them in problem-solving and decision-making. In dealing with other people he believes that he will listen carefully to them and acknowledge their uncertainties, views and opinions. In particular, he feels that he 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 - He believes that he is very effective in managing relationships with others and in persuading them to adopt his view of a situation, or the need for action. He also believes that he 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. He feels that he is effective in persuading others to change their viewpoint or opinion on important work issues.

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

Self management - He believes that he tends to find some situations much more difficult to handle than others. He also believes that, on occasions, he can become frustrated by being challenged or criticised and, therefore, finds it difficult to continue to perform totally effectively in such circumstances.

MID

Self motivation - He believes that his ability to maintain focus on achieving a significant goal or result varies from one situation to another. In some situations he also feels that he tends to focus on short-term goals and actions at the expense of clear long-term goals or aspirations.

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

Consistency - He believes that, in general, his actions conform to expected behaviours and rules, there are occasions when he will tend to be unduly expedient in his response. He recognises that, as a result, others perceive that there is inconsistency between his words and actions.

'The Big Five' Report

THE 'BIG FIVE' PERSONALITY TRAITS

The Five-Factor Model, also known as 'The Big Five', is probably the most widely accepted and used model of personality in the world. There is a strong correlation between *PRISM* dimensions and the relevant 'Big Five' traits.

The 'Big Five' traits are:

Extraversion
Agreeableness
Conscientiousness
Emotional Stability (the opposite of Neuroticism)
Openness to Experience

These traits appear to account for most differences among individual personalities, describing five universal dimensions. This report presents your preferences for these traits at three levels: **high preference**, **mid-range preference** and **low preference**. A high preference is regarded as one of 65% or more. A mid range preference score is regarded as between 36 % and 64% and a low preference score is regarded as 35% or less. Your self- perception preference is shown as a blue/grey coloured bar on the above chart. If you are using *PRISM* as part of a 360 degree process, your observers' view of your preference for each trait will be shown as an orange/brown bar. Note: the extent of your preference for the opposite of each trait e.g. 'Introversion' in the case of 'Extraversion', is shown on the left of the '0' central reference.

1. **Extraversion** refers to the degree to which a person can tolerate and/or is stimulated by the energy he or she obtains from people and situations. People with a strong preference for Extraversion tend to be seen as friendly, outgoing and energetic. They seek to influence people and communicate views and ideas easily. Those with a low preference for Extraversion (Introverts) will be content to work on their own and will not feel the need to be surrounded by people.

Strong preference: You prefer to be around other people and are talkative, enthusiastic, sociable and fun-loving. You will often become the formal or informal leader. You may not be a good listener because you tend to dominate the conversation.

Mid range preference: If you fall in the mid-range on the Extraversion scale, you

tend to move easily from working with others to working alone. You have a moderate threshold for sensory stimulation and may tire of it after a while.

Low preference: If you have a low preference for Extraversion (an Introvert), you prefer working alone. Typically, you are a serious, quiet, private person who may opt to write or email instead of talking to others. Others may consider you cold or uncaring.

2. **Agreeableness** refers to one's preference for accommodating the needs and concerns of others. A person who has a low preference for Agreeableness tends to focus on his or her own personal priorities.

Strong preference: You tend to relate to authority and to other people by being tolerant, empathetic and accepting. You may come across as helpful, caring, conflict-averse and even soft because you will yield your position for the benefit of others.

Mid range preference: You can shift between competitive and cooperative situations and usually push for a win-win strategy.

Low preference: You relate to authority and to others by being direct, tough-minded, forceful, and competitive. At times, you may come across as hostile or self-centered.

3. **Conscientiousness** refers to one's preference for attention to detail and rule-following. A person with a strong preference for Conscientiousness tends to be thorough and good at follow-through when accomplishing one or more goals. A person with low for Conscientiousness prefers multitasking and a more spontaneous work style.

Strong preference: You work toward goals in a disciplined, focused and dependable fashion. You proceed in a linear, sequential manner, with a strong will to achieve high quality results, free of errors. You typically consolidate your time, energy and resources in pursuit of

[Continued]

'The Big Five' Report [Continued]

your goals.

Mid range preference: You tend to keep work demands and personal needs in balance. You can switch from focused activities to spontaneous diversions without much effort or stress.

Low preference: You tend to approach goals in a relaxed, spontaneous, open-ended way. Your mind can switch tracks on the run. You may be a procrastinator, viewed as casual about responsibilities, or be rather disorganised.

4. **Emotional Stability** refers to a person's ability to handle stressful situations in a calm, steady, rational and secure way. A person with a strong preference for Emotional Stability is very calm and relatively unaffected by stress that often burdens others. A person with a low preference for Emotional Stability is very reactive and prefers a stress-free workplace.

High preference: You tend to respond to stressful situations in a calm, secure and rational way. Typically, you are relatively stress-free. However, unless you are very attentive, you may appear to others to be too laid back and relaxed. Others may even perceive you to be uncaring, lethargic, insensitive or unaware of problems. You may need to take this into consideration if you want to nurture good working relationships.

Mid range preference: You are responsive and tend to be calm, secure and steady under normal circumstances. You have a moderate threshold for handling workplace stress.

Low preference: You may have a shorter emotional "trigger" and can't take much stress before feeling it. Under stress, you may appear irritable, tense, restless, depressed, easily discouraged, temperamental or worried. In tough times, you need time to vent your frustrations or alleviate your concerns before you're ready to tackle the next job challenge.

5. **Openness to Experience** refers to one's originality of thought or openness to new experiences. A person with

a strong preference for Openness to Experience has an appetite for new ideas and activities, and is easily bored. Those with a low preference for Openness to Experience prefer familiar territory and tend to be more practical.

Strong preference: You tend to have many broad or artistic interests and like to be cutting-edge. You are often curious, introspective and reflective, seeking new experiences and thinking about the future. You may be easily bored. Others may view you as impractical or unrealistic.

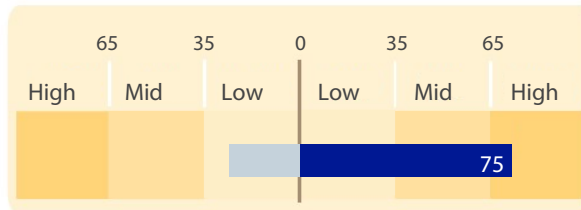
Mid range preference: You tend to be somewhat down to earth, but you'll consider a new way of doing something if convinced. You aren't known for your creativity or curiosity, but you appreciate innovation and efficiency.

Low preference: If you are in the low range for this preference, you are practical and down to earth. You approach work with efficiency and are comfortable with repetitive activities. Others may view you as conservative, narrow in your thinking, set in your ways, or even rigid.

'The Big Five' Report [Continued]

Introversion

A tendency to be quiet, reserved and unassertive and to have a strong preference for working alone and controlling own feelings.

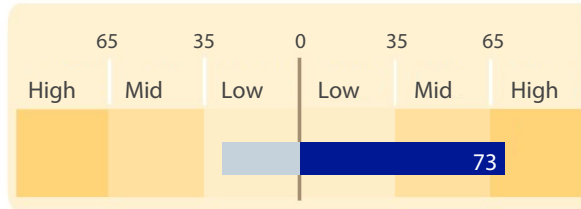


Extraversion

A tendency to be sociable, energetic and assertive and to have a strong preference for being around people and being involved in their activities.

Low agreeableness

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

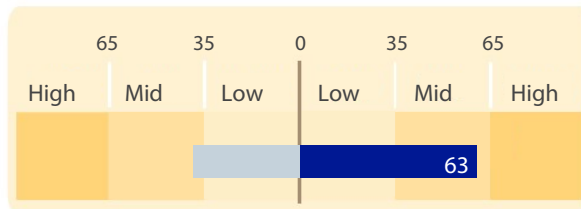


High agreeableness

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

Low conscientiousness

A tendency to be impulsive, flexible and easily distracted and to have a strong preference for approaching goals in a relaxed, spontaneous, casual fashion.

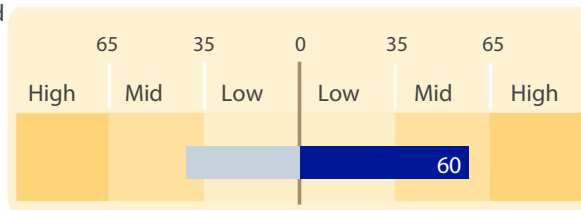


High conscientiousness

A tendency to be dependable, consistent and thorough and to have a strong preference for focusing on goals in an industrious and highly disciplined manner.

Low emotional stability

A tendency to be moody, anxious and pessimistic and to have more self-doubts, negative emotions and less satisfaction with life than most people.

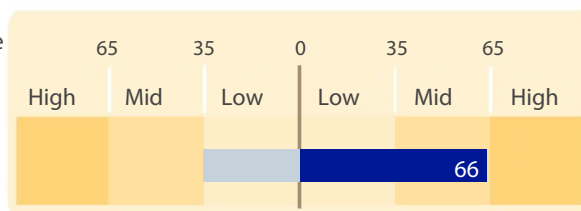


High emotional stability

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.

Low openness to experience

A tendency to be conventional, cautious, and follow rules and to have a preference for having a factual, down-to-earth, realistic approach to everyday life.



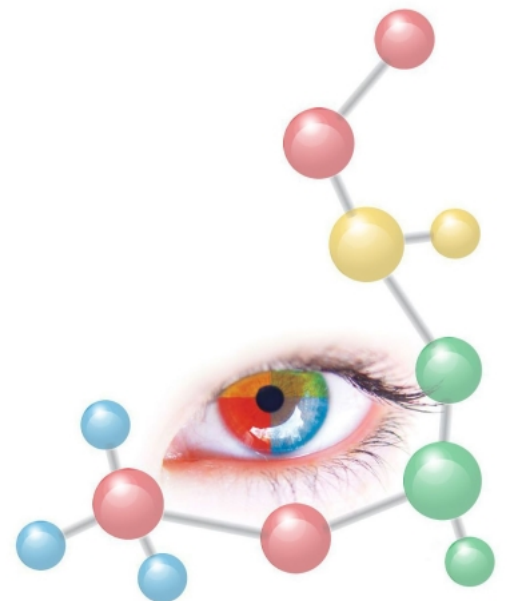
High openness to experience

A tendency to be imaginative, spontaneous and flexible and to have a strong preference for discovering new experiences or new ways of doing things.

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.

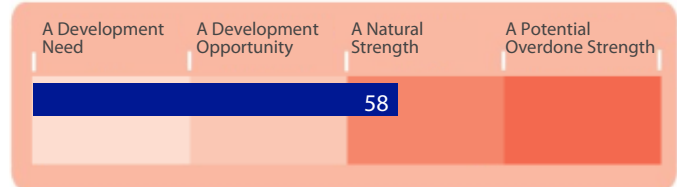
All descriptions used in this Report are designed for you to consider in the light of your day-to-day work, but it is for you to decide how relevant they are to your performance in your job. The Report should, therefore, be used as a guide to self reflection and personal assessment. Higher scores are 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]

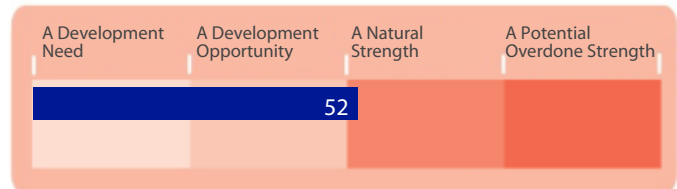
Self Belief

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



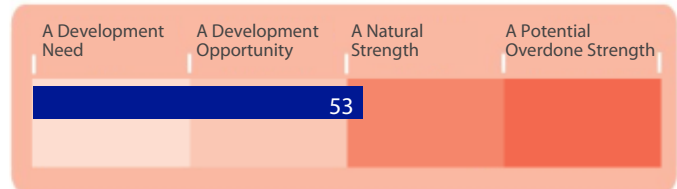
Ambition

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.



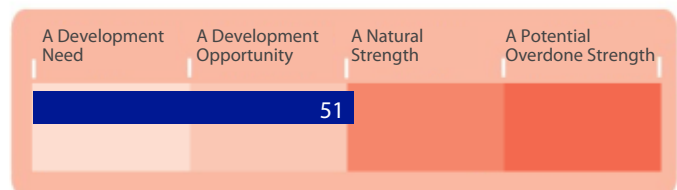
Resilience

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.



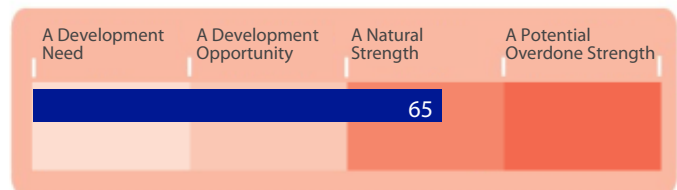
Self Management

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



Optimism

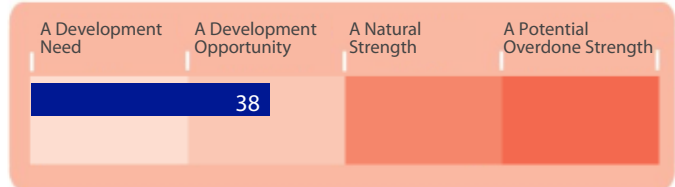
Having the ability to see 'the big picture', identify opportunities, and maintain a strong, positive frame of mind despite setbacks and difficulties.



Mental Toughness Report [Continued]

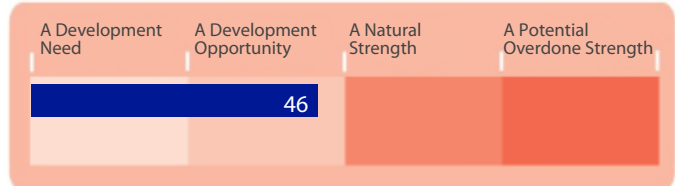
Determination

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.



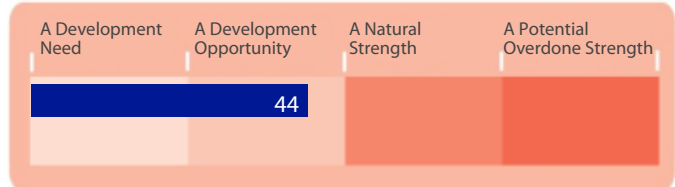
Independence

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.



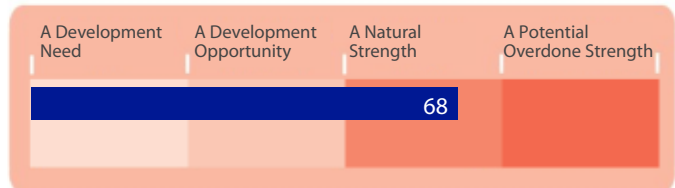
Competitiveness

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

