PRISM 'Personal' Report

CONFIDENTIAL

This report has been prepared for:

03/05/2016

Using brain science to enhance personal and business performance

CONFIDENTIAL

PRISM Report Contents:

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How can *PRISM* help me?

Dear   ,

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

1

Why is *PRISM* different?

PRISM is a neuroscience-based instrument specifically designed to identify the behavioural preferences that directly relate to personal relationships and work performance.

Neuroscience – which has seen most of its major discoveries made in the last 10-15 years – has proved that the brain is remarkably elastic in terms of its capacity for change. *PRISM* focuses, not only on the brain's functional architecture, but also on how the neural networks interact with brain chemicals such as glutamate, dopamine, noradrenaline, serotonin, testosterone and oestrogen to create behaviour. Modern neuroscience rests on the assumption that our thoughts, feelings, perceptions, and behaviours emerge from electrical and chemical communication between brain cells. It is these very same neuroscientific discoveries that have facilitated the development of the *PRISM* Brain Mapping Method.

Rather than the theoretical concepts of many traditional tests, *PRISM* measures the things that people like doing and the behavioural characteristics related to those things. Research shows that people whose interests match their occupations and activities find greater satisfaction, are more productive, and have higher levels of motivation. These results can increase the individual's work performance and enhance the chances of career success. Indeed, a Harvard Business Review study has shown that staff turnover almost doubles when no job suitability match has been undertaken. The study also concluded that 80% of staff turnover can be attributed to mistakes made during the employee selection and recruitment process.

To facilitate understanding, *PRISM* uses colours to illustrate the behaviour preferences. Although the *PRISM* model is a metaphor for brain functioning, the *PRISM* maps represent the dynamic interaction that takes place within the brain and is based on the principle that no one part of the brain does solely one thing, and no one part of the brain acts alone. All our thoughts, emotions and actions are the results of many parts of the brain acting together.

Why is *PRISM* different? [Continued]

The *PRISM* chart represents the relationships between the right hemisphere (Green and Blue) and the left hemisphere (Gold and Red) of the brain, plus the front half of the brain - the motor cortex (Gold and Green) and the rear half of the brain - the sensory cortex (Red and Blue). Red and Gold preferences indicate how a person will tend to behave when engaged in a task and/or when under pressure to achieve results. Green and Blue preferences indicate how a person will tend to behave in a social setting when establishing rapport with others. As the person switches between these two preferences, he or she may display very different - even opposite - behaviours.

Many personality and individual assessment tests are based on bi-polar scales (either/or) type of questions. In other words they identify people as either one thing or another. *PRISM* differs in how data is gathered and reveals balances and imbalances instead of the 'typecasting' that comes from bi-polar methods.

In addition to *PRISM*'s eight behaviour dimensions, the 'Professional' and 'Personal' report identifies and measures 26 key aspects of work preference. This information allows you to make many links between your natural behaviour preferences and your work behaviour.

The report also enables you to gain an insight into your behavioural preferences from several points of view. In addition to the normal *PRISM* reports, you can receive outputs on Emotional Intelligence and on 'The Big Five' - one the most widely accepted and used models of personality.

PRISM 'Professional' has a number of added facilities. For example, it manages a 360-degree process with the option to include generic or in-house competencies. It can create team maps and match a team with a team benchmark. There is also a team diagnostic facility which measures a team performance as well as the quality of inter-personal relationships within the team. For information about these facilities, please contact your *PRISM* Practitioner.

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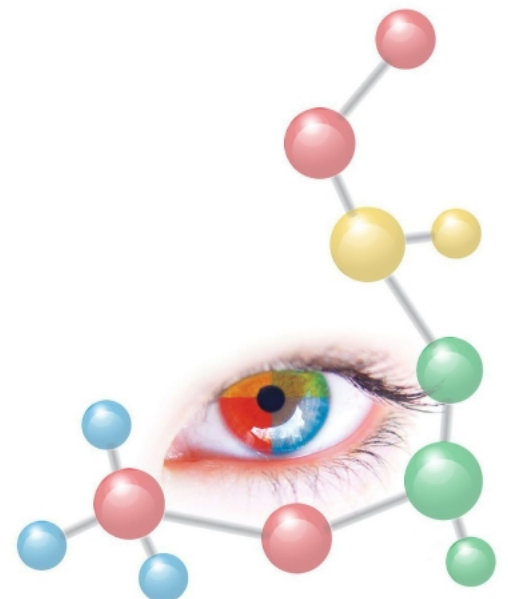
Interpreting your *PRISM* Report

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.
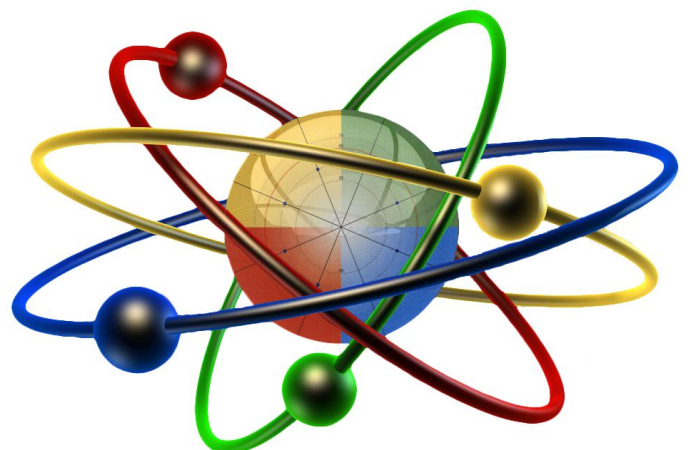
Interpreting your *PRISM* Report [Continued]

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

If the 'Adapted Map' is outside your 'Underlying Map' in the 'Green' quadrant - you will appear more confident and socially-oriented.

If the 'Adapted Map' is inside your 'Underlying Map' in the 'Green' quadrant - you will appear less outgoing and more cautious.

If the 'Adapted Map' is outside your 'Underlying Map' in the 'Blue' quadrant - you will appear slower paced and more laid back.

If the 'Adapted Map' is inside your 'Underlying Map' in the 'Blue' quadrant - you will appear quicker paced and more assertive.

If the 'Adapted Map' is outside your 'Underlying Map' in the 'Red' quadrant - you will appear more controlling and results-focused.

If the 'Adapted Map' is inside your 'Underlying Map' in the 'Red' quadrant - you will appear less driven to achieve and more people-focused.

If the 'Adapted Map' is outside your 'Underlying Map' in the 'Gold' quadrant - you will appear more reliant on rules and procedures and attention to detail.

If the 'Adapted Map' is inside your 'Underlying Map' in the 'Gold' quadrant - you will appear to become more sociable and less attentive to detail.

| Name: | SNEHA MAKKAR | Job: | Inventory Date: 17/07/2015 | Report Date: 03/05/2016 |

ANALYSIS
Cautious, Methodical, Precise,
Thorough, Analytical, Shrewd

DECIDING

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

PRISM
BRAIN MAPPING

endorphin
Mutate Mind - Pulsate Brain - Create Future

KEY
Adapted	
Underlying	
Consistent	
Benchmark	

REALISTIC

IDEALISTIC

QUADRANT VALUES

Adapted	Underlying	Consistent	Benchmark	
12	54	33		
76	88	82		
36	40	36		
42	70	58		

INTROVERSION/EXTROVERSION

	Adapted	Underlying	Consistent	Benchmark
Inn	12	88	49	
Init	12	20	17	
Sup	92	95	94	
Co	61	80	69	
Foc	36	19	21	
Del	36	61	51	
Fin	53	52	53	
Eval	30	88	64	

Evaluating · Innovating · Initiating · Supporting · Co-ordinating · Focusing · Delivering · Finishing

75 · 65 · 35
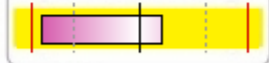
DRIVE
Forceful, Competitive, Hard-Driving,
Decisive, Demanding, Challenging

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

SKEW: 7.3%   SD Score: 5

Dimension Key Points

Dimension	Characteristics	
	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 - Full

Introduction

At first glance, some of the behaviour preferences which make up a candidate's profile may appear to be contradictory. This is because the factors concerned often represent such radically differing sets of values and motivations that it is hard to imagine them effectively coexisting in a single profile. Neuroscience shows that every person has several, sometimes conflicting, behaviour preferences rather than a single unchanging personality. This is what makes PRISM different from other instruments - and a much more authentic way of identifying behaviour! All people adapt their behaviour to meet the needs of specific situations and display entirely different behaviours: sometimes talkative and sometimes withdrawn, sometimes caring and sometimes aggressive, sometimes relaxed and sometimes anxious.

These different behaviours occur because the brain's hemispheres (the right side and the left side) process different information and respond to what is going on around it. The right hemisphere (Green and Blue in PRISM) is interested in people as individuals. It focuses on self-awareness, empathy, emotional expression and understanding, novelty, intuition, flexibility of thought, social behaviour and the experience of emotions of all kinds. The left hemisphere (Gold and Red in PRISM) is not impressed by empathy. Its concern is with maximising gain for itself, and its prime motivation is achievement, power and control. The left hemisphere deals with narrow, focused attention and needs certainty and to be right. It has more affinity with the impersonal and the mechanical than with personal relationships, and is more efficient in routine, predictable situations.

In addition, the front of the brain (Green and Gold in PRISM) is where decisions are made and action is taken, and the rear of the brain is where sensory information is processed. In other words, the rear of the brain focuses on the present and the front of the brain focuses on the future.

PRISM maps show the extent to which individuals prefer to make use of each of the above parts of their brain. Although at any one time both hemispheres will be active, one will take a predominant role as a result of the situation that prevails at the time.

Take, for example, a person who has a strong preference for both Red and Blue behaviour. On one hand, Red is a controlling and guarded characteristic, preferring to avoid revealing too much personal information to others, but, on the other hand, Blue is a supportive and open characteristic, preferring to maintain amiable and harmonious relationships with others. Those individuals possessing both high Blue and Red preferences will adapt their behaviour in a social setting by showing the Blue accommodating and supportive side to their nature if they feel relaxed and if they can trust the people around them. However, in a task or work setting, especially when under pressure, those same individuals will show more of their Red preferences and thus demonstrate a much greater level of directness and forcefulness. These two contradictory behaviours are brought about by the brain's perception of what is necessary to cope effectively with the relevant situation.

Overview of SNEHA's profile

The following text narrative is based on the responses that SNEHA gave in the PRISM Inventory. According to those responses, she rated the following descriptors as most accurately describing

[Continued]

Your *PRISM* Profile Narrative - Full [Continued]

her preferred behaviours and, therefore, the ones which she is most comfortable using:

"Accommodating, Aggressive, Caring, Collaborative, Compassionate, Considerate, Controlling, Cultivates teamwork, Directing, Encourages others, Entrepreneurial, Evaluating, Generous, Gentle, Good natured, Helpful, Involves others, Judges wisely, Kind hearted, Kindly, Neat and tidy, Painstaking, Promotes cooperation, Self-reliant, Supportive, Sympathetic, Systematic, Takes charge, Unselfish, 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:

"Accurate, Adventurous, Analytical, Animated, Assertive, Blunt-speaking, Broad minded, Candid, Categorical, Consultative, Demanding, Detailed, Dominant, Effervescent, Exact, Experimental, Exuberant, Forceful, Forthright, Full of life, Jovial, Light hearted, Meticulous, Outspoken, Perfectionist, Playful, Precise, Pushy, Shrewd, Tough-minded"

The narrative which follows will only be accurate if the above responses are accurate.

It will be clear that the ways in which SNEHA manages her day-to-day relationships with others will be highly dependent on the way in which she sees her environment at any given time. In a relaxed, open, social situation in which she feels comfortable with those around her, she will reciprocate by using any of her Green or Blue preferred behaviours, but in a task or work situation she will switch to a greater use of her Red or Gold preferred behaviours. Although SNEHA possesses varying levels of all eight behaviour preferences, she will not display them all at the same time.

SNEHA's profile indicates that she:

- 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.
- Is amiable, supportive and a good listener.
- Helps to resolve inter-personal conflicts.
- Takes responsibilities seriously.
- Is competent, industrious and reliable.
- Can work well alone and with the minimum of supervision.
- Performs quality work and always gives her best.

Taking into consideration SNEHA's strongest behaviour preferences, she needs to be aware of the potential problems that could 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:

- Vulnerable
- Refuses to admit to being upset
- Excessively rational

[Continued]

- Inflexible
- Insecure
- Emotional
- Loses track of personal priorities
- Indecisive
- Appears over-anxious to please

To enhance her overall performance, she should consider:

- 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.
- Remembering that she does not have to take responsibility for everyone else's problems.
- Keeping a balance between her own needs and the needs of others.
- 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.

Profile narrative

SNEHA is calm and rational in approach, and often has a better understanding of personal or emotional issues than might be suggested by her relatively detached demeanour. She is not assertive by nature, and will rarely offer input in a group situation, especially if she does not know the others very well. Although she appears to act in an independent manner, SNEHA's profile indicates that she is a good 'team player' and has a very orderly and thoughtful approach to life. Considerate, patient and systematic, she also tends to be cautious in everything she does and she wants to make sure everything is safe and correct before she moves on. She does not like to be put on the spot and she prefers a 'wait and see' approach. She needs time to plan and execute her work to a standard with which she can feel satisfied. She will wish to work steadily at a project, and dislikes interruptions or distractions from the task in hand. Because she does not possess a particularly demonstrative or animated behaviour, it is possible for her to appear unmotivated, even in situations where she is, in fact, quite enthusiastic. She will prefer to avoid interference by other people, or other unpredictable events, and her motivation will be enhanced considerably if she has a clear idea of ground rules, especially in terms of others' expectations. Making instantaneous decisions based on an instinctive appraisal of a situation is not easy for her. Instead, she will want to examine all possible courses of action and their possible effects, taking as long as necessary to do this.

SNEHA's profile indicates that she has a distinct preference for introversion and will, therefore, usually 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.

SNEHA's main behaviour preferences show that on most occasions she will demonstrate that:

Your *PRISM* Profile Narrative - Full [Continued]

She is placid, quiet and unassuming, and value others' feelings. She will tend to form deep and lasting friendships with a few people, and value that friendship showing great warmth and affection. In general, she likes to plan things well in advance, working to routines and systems. Having a strong sense of duty and responsibility, she will be committed and loyal to her colleagues and friends. Once committed to something, her patience is considerable and she is willing to work long hours on tasks that are important to her. She will tend to place the objectives and needs of others before her own personal ambitions. Perceptive and diplomatic. she will tend to help avert interpersonal problems and thus enable others to contribute more effectively. Her lack of competitiveness and dislike of friction may, on occasions, make her appear to be a bit soft and indecisive. Trusting, sensitive and caring, she will not be seen as a threat by others, being non-threatening and non-provocative.

She is creative, flexible, innovative, adaptable and unconventional. Her desire to be imaginative and to find new mental challenges can often lead her astray in the pursuit of new ideas, which can sometimes interfere with a requirement to attend to detail and to follow tasks through to completion. She may sometimes be difficult to get to know and sometimes prefer to work on her own, free from the distraction of other people. In a work situation she can be relied upon for the creation of ingenious, new ideas and novel strategies. Her ideas may often be so radical that practical constraints may sometimes be overlooked. Although socially bold, she often prefers to sit in 'a quiet corner' to think things through. The danger for her is that she may devote too much of her creative energy to ideas which may interest her, but which do not fall in with the needs of others. Although forthright in her communication, she may be bad at accepting criticism of her own ideas. She is also liable to be forgetful and occasionally make careless mistakes.

She has a natural ability to make sound judgements unaffected by emotion or sentiment. Her strength lies in measured and dispassionate analysis of the facts rather than in abstract or hypothetical solutions. One of her most valuable skills is in assimilating, interpreting and evaluating large volumes of complex written material and assessing the judgements and contributions of the others. In particular, she is good at weighing up the facts and finally coming to a well considered decision. She is, however, slower than many people to make up her mind, because she likes to have sufficient time to mull things over. It is important, therefore, for her to be open-minded and willing to accept change otherwise there is a danger that she will become negative and allow her analytical abilities to out-weigh her receptiveness to new ideas. Also, although she is fair, solid and dependable, she sometimes appear dry and cynical and lacking in personal warmth, empathy and motivation.

She is mature in outlook and adopts a consultative approach to others, seeking involvement with them in day-to-day tasks. Charming, relaxed and broad-minded, she has well developed insights into what motivates other people. She will often be at her best facilitating situations that require interpersonal sensitivity. Because her people skills are so effective, she will usually have the ability to persuade people do what she wants them to do. Calm and unflappable, she will tend to be a practical realist who demonstrates a self-disciplined, yet open-minded, approach to life. Her enthusiasm tends to be goal orientated. She tends to think positively and, perhaps, most importantly, she knows how to make the best use of the strengths and skills that others have to offer and is able to focus people on what they do best. At work, this means she tends to be adept at establishing the roles and task boundaries of the others, and also the one who identifies performance gaps and takes steps to fill them.

[Continued]

Your *PRISM* Profile Narrative - Full [Continued]

Less frequently, SNEHA will also demonstrate that:

She is an independent, determined person who demands and gets results. Good at meeting tight deadlines, she is methodical and systematic, albeit a bit inflexible at times, and is good at ensuring that things work properly. Thriving on crises she concentrates on realism, structure and efficiency. Although she is self-sufficient and purposeful, she is willing to support others if it will help achieve her own objectives. She is a manually skilled, practical organiser who is capable of directing others and has a preference for disciplined application and routine. She is primarily concerned with what is possible, and is adept at converting ideas into a feasible action plan. Tough-minded and efficient she can work equally effectively alone with a minimum of supervision or in a group and takes a structured and orderly approach to everything she does. Not easily discouraged by setbacks, she displays considerable sincerity and integrity, but can be rather status conscious at times. She can sometimes be contemptuous and unresponsive to what she regards as speculative, 'woolly' ideas that do not have an obvious bearing on the matter in hand.

She is a capable, logical, conscientious person who will deliver exactly what she promises. She pays great attention to detail and quality and is compulsive at meeting deadlines and fulfilling obligations. She is also good at ensuring that the detailed aspects of a project, such as testing, rehearsing and general administrative matters, are planned and carried out properly. Although not a particularly assertive individual, she maintains a strong sense of urgency and is impatient of, and intolerant towards people who do not meet her high standards. She has high self-control and strength of character, and is serious and sincere in whatever she does. Although she may appear to be cool, calm and collected on the outside, inwardly she is often worried in case something goes wrong. Guarded by nature, her emotions and feelings are generally kept to herself. She has considerable self-discipline and is reluctant to delegate or admit defeat. It is important that she is aware that she can lower the morale of others by appearing unduly critical and losing sight of the overall objective by getting bogged down in small details.

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

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.

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Work Preference Profile

This report summarises some of _____'s natural work preferences and plots them 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 conflict with others. This report reflects SNEHA'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
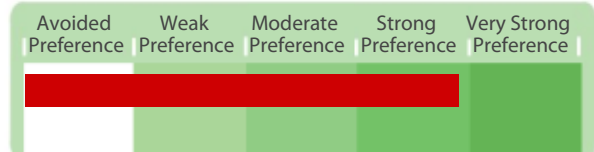
Creating imaginative and innovative concepts, or visualising outcomes or solutions

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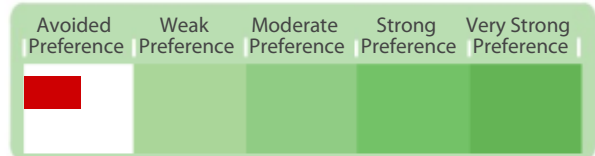
A tendency to be sympathetic, co-operative and considerate, and have a strong preference for deferring to others and for relating to them by being tolerant and accommodating.

Avoided Preference	Weak Preference	Moderate Preference	Strong Preference	Very Strong Preference
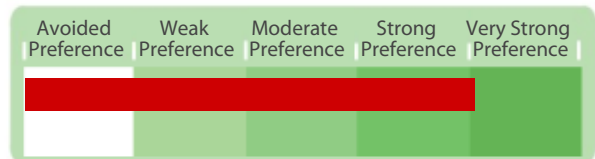
A tendency to be independent, forthright and demanding, and to have a strong preference for relating to others by being tough, distant and persistent.

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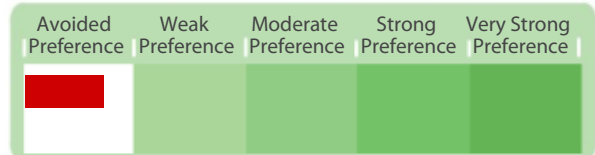
Likely to have a high level of motivation and to show high levels of commitment to long-term goals and results which are pursued in the face of obstacles and setbacks.

Avoided Preference	Weak Preference	Moderate Preference	Strong Preference	Very Strong Preference
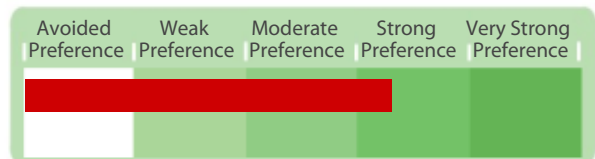
Likely to be effective in persuading others to change their viewpoint or to adopt their interpretation of a situation, or the need for action.

Avoided Preference	Weak Preference	Moderate Preference	Strong Preference	Very Strong Preference

5
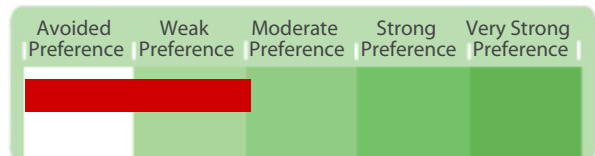
Work Aptitude Overview

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.

0		100
Weak	Moderate	Strong

Candidate's expressed aptitude

50
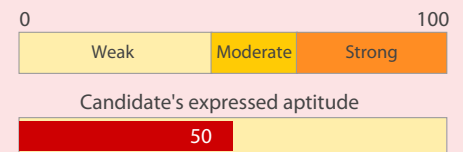
Investigative and analytical: Enjoys investigating things and solving complex problems. Enjoys working alone and would rather analyse data and formulate ideas than take part in tasks that involve leading, selling, or persuading others. Has an interest in the realities of the physical world, but prefer thinking over doing. Would prefer to avoid highly structured situations with externally imposed rules and sometimes feels uncomfortable in social situations.

0		100
Weak	Moderate	Strong

Candidate's expressed aptitude

69

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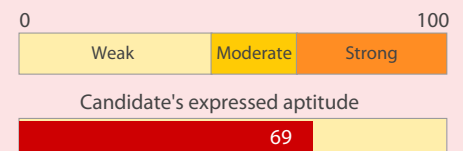 operating procedures and structured activities. Prefers to work alone and has a need for personal expression. Can be sensitive and emotional at times. Enjoys attention and praise for own artistic and creative achievements, but can be sensitive to criticism.

0		100
Weak	Moderate	Strong

Candidate's expressed aptitude

75
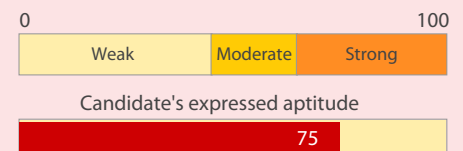
Social and empathetic: Enjoys dealing with people and dislikes impersonal tasks that revolve around working with data and material things. Prefers to form close interpersonal relationships with others, and likes teaching, helping and solving social problems. Is concerned about human welfare, and is motivated 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.

0		100
Weak	Moderate	Strong

Candidate's expressed aptitude

88
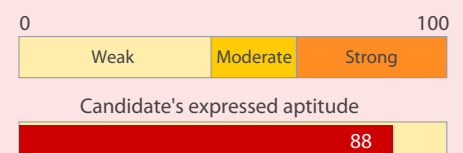
Work Aptitude Overview [Continued]

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.

0		100
Weak	Moderate	Strong

Candidate's expressed aptitude

94
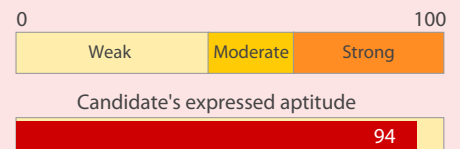
Orderly and efficient: Enjoys being methodical, logical, orderly and efficient and likes to follow clearly defined procedures that keep things running smoothly. Prefers structure and order to ambiguity. As a result, prefers to work with the paper and/or computer based aspects of a business such as accounting, 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.

0		100
Weak	Moderate	Strong

Candidate's expressed aptitude

44
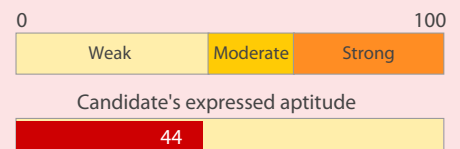
Mathematical and logical: Enjoys analysing and reasoning with numbers and can focus on large quantities of data for long periods without losing concentration. Has a high level of comfort with mathematical calculations and methods, and displays strong numerical ability and accuracy. Uses logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

0		100
Weak	Moderate	Strong

Candidate's expressed aptitude

13
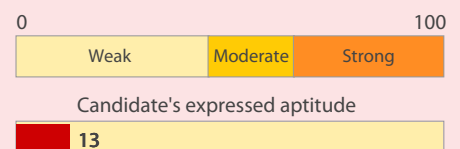
Outgoing and expressive: Enjoys interacting with people and openly expresses own feelings and opinions. Does not like working alone. Has a high self-esteem and a positive and enthusiastic approach to life, and establishes rapport quickly with strangers. Typically self-confident and talkative, tends to be naturally outgoing and persuasive. Often impulsive and easily bored, can be inattentive to details and may fail to follow tasks through to completion.

0		100
Weak	Moderate	Strong

Candidate's expressed aptitude

19
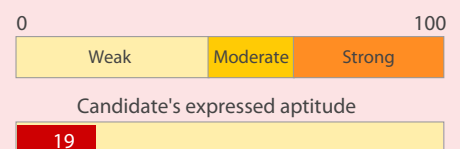
Work Environment - Performance Predictions

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 impact of various work environment factors on SNEHA's performance and it is predicted that her work performance is likely to be affected by the undermentioned work environments as follows:

Enhanced

Neutral

Inhibited

5

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.	YES! ✓
There is a need to influence, persuade or negotiate 'win-win' solutions rather than to exercise formal authority of others.	NO! ✗
Work takes place at a low or steady pace and where getting things right is more important than meeting deadlines.	YES! ✓
There is significant recognition for personal achievement in some highly visible or public way.	NEUTRAL ?
Creativity, imagination, innovation and abstract thinking are encouraged and where there is little requirement to follow a format previously developed by others.	YES! ✓
The drive and ability to identify business opportunities are valued and in which job emphasis is strongly focused on ambition and commercial success.	YES! ✓
There is a strong focus on thoroughly researching and recording factual data and where there is very little tolerance for error.	NEUTRAL ?
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.	YES! ✓
People are encouraged to be self-sufficient and to take responsibility for their own workload and productivity.	YES! ✓
People are rewarded for achieving high performance and for displaying strong determination to succeed despite difficult conditions, opposition or setbacks.	NEUTRAL ?
Effective networking is seen as a key to success and where there are lots of opportunities for making new contacts and developing relationships.	NO! ✗
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.	NO! ✗
The atmosphere is dynamic and fast-paced and where people are encouraged to take the initiative, display optimism and make things happen.	NO! ✗

Key						
Enhanced	YES! ✓		Neutral	NEUTRAL ?	Inhibited	NO! ✗

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.	NEUTRAL?
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.	NEUTRAL?
Strategic thinking is highly valued and where it is seen important to have a clear vision for the future.	YES! ✓
Work routine and job duties are largely predictable and not likely to change over a long period of time.	NEUTRAL?
Manual skills, technical and mechanical competence are fundamental to success and where physically challenging activities are the common.	NEUTRAL?
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.	YES! ✓
Interacting with people, particularly strangers, against a background of frequent change and task variety is a significant part of the daily work experience.	NO! ✗
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.	NEUTRAL?
There is a need to be challenging, forceful, ambitious and tough-minded, and where there are clear win-and-lose outcomes.	NEUTRAL?
Work responsibilities frequently change in their content, pace and setting thus creating a constant sense of novelty and a high level of excitement.	NO! ✗
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.	NEUTRAL?
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.	YES! ✓
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.	NEUTRAL?

Key						
Enhanced	YES! ✓		Neutral	NEUTRAL?	Inhibited	NO! ✗

Report Date: 03/05/2016

PRISM BRAIN MAPPING

PRISM Quadrant Colour Characteristics - Reds

Typical Red behaviour: Controlling, independent • Assertive, authoritative • Fast-paced, energetic • Decisive, self-starting • Goal-centred, determined • Direct, forthright • Competitive, ambitious • Task oriented, forceful • Hard-working, accountable • Results-driven, daring.

Overdone Red behaviour: Domineering, demanding • Aggressive, pushy • Controlling, paranoid • Impatient, volatile • Autocratic, argumentative • Abrasive, irritable • Dictatorial, judgmental • Ruthless, power-hungry • Poor listener, egocentric • Insensitive, belligerent.

What 'turns on' Reds: Reds love to accept challenges, create action and achieve results. They are driven to overcome opposition in order to accomplish goals. They are quick to seize opportunities that allow them to assume control of their environment. If they know that there are rewards and recognition available for those who produce the best results, they will be among the top performers. In pursuing their goals, Reds sometimes regard the opinions of others as obstacles rather than helpful suggestions. They possess a remarkable ability to thrive in difficult and demanding environments.

Reds love: Having authority • Lots of action • Being the best • Challenge • Making decisions • Deadlines • Goals • Public recognition • Responsibility • Competition • Independence • Important tasks • Negotiating • Opportunities to gain status • Practicality • Power and control • Productivity • Speed • Taking charge • Winning • Leadership roles • Hard work • Taking tough decisions.

What 'turns off' Reds: Reds are irritated by anything that they perceive to be a waste of their time. They have little tolerance for long, repetitive discussions, particularly when firm decisions are not reached so that tasks can get underway immediately. It is best not to mention anything to Reds which can't or won't take place until well into the future, because they will become frustrated if they can't start on it right away. Plan ahead what you want to communicate to Reds, and say it as briefly and to-the-point as possible. Avoid telling Reds more details than they actually want or need to know – it frustrates them to have to read through apparently irrelevant information to get to the bottom line of any message.

Reds hate: Indecision • Bureaucracy • Slow pace • Excuses • Small-talk • Irresponsibility • Dependency • Lack of initiative • Overly sensitive people • Apathy • Irrelevant information • Long explanations • Having little to do • Delaying decision making • Having to follow orders • Close supervision • Obstructive practices • Self-pity.

Reds are motivated by: Competition, real or imagined • Important goals that must be met by a deadline • Roles to keep them challenged and busy • Authority to negotiate and make some decisions • Independence, without close supervision • Tough assignments • Leadership roles, formal or informal • Opportunities to achieve higher status • Public recognition for their accomplishments • Productivity and initiative in others.

Reds prefer to: Compete to win or to achieve targets • Have the authority to take the decisions necessary to achieve goals • Solve problems physically • Work without a lot of assistance • Make decisions that save time • Handle strong pressures • Meet tight deadlines • Get right to the bottom line • Be given clear instructions • Negotiate conditions • Break rules if necessary • Live and work in an environment that allows them to be in control and create results.

PRISM Quadrant Colour Characteristics – Greens

54

Typical Green behaviour: Flexible, multi-talented • Opportunistic, adventurous • Fast-paced, energetic • Visualising, unconventional • Innovative, creative • Multi-tasking, adaptable • Spontaneous, unstructured • Enthusiastic, sense of humour • Free-spirited, versatile • Inventive, original.

Overdone Green behaviour: Disorganised, casual • Careless, impulsive • Unfocused, scatter-brained • Fails to complete, forgetful • Undisciplined, ignores rules • Unpunctual, irresponsible • Frivolous, unrealistic • Exaggerating, inaccurate • Superficial, evasive • Over-optimistic.

What 'turns on' Greens: Greens love relating to and interacting with people in a positive, friendly environment. They need to have the opportunity to express their ideas and opinions. This helps them to achieve social recognition. If they are given the opportunity to create radical ideas, they will provide unlimited possibilities, and with such energetic enthusiasm, that others will be drawn in by their infectious optimism. If they have the freedom to be innovative and do things their way, there is no doubt they will produce ingenious results.

Greens love: Freedom • Thinking laterally • Enthusiasm • Flexibility • Little structure • Creativity • Few rules • Innovation • Individuality • Imagination • Open-mindedness • Visionaries • Unpredictability • Having fun • Adaptability • Casual looseness • Dynamic atmosphere • Spontaneity • Meeting lots of people • Excitement • Experimentation • Constant change • Taking risks • Entertaining others.

What 'turns off' Greens: Greens are turned off by anything which they perceive as boring or ordinary. They have little tolerance for tedious details or the status quo, particularly when either slows down or blocks progress, growth or the creative process. It is best not to inhibit Greens with a lot of restrictions, because they will rebel and break the rules anyway. Give Greens plenty of freedom and leeway, and provide ample opportunities to use their inventive nature and they will be highly productive. Avoid telling them that there is only one answer, one option, or one point of view – their brain thinks laterally and will rarely be able to restrict possibility to a single outcome.

Greens hate: Routine • Boredom • Narrow-mindedness • Confinement • Lots of details • Structure • Exact expectations • Nit-picking • Rules • Schedules • Tedium • Immobility • Tunnel vision • Constraints • Lists • Being unpopular • Details • Repetition • Formality • Required protocol • Slow pace.

Greens are motivated by: New ideas and ways of working • Interesting people who like surprises • Variety in day-to-day tasks and projects • Opportunities to explore many different options • Creative and innovative thinking • Freedom to do things when they feel like it • Thrills and challenges that push their limits • Managing many activities at the same time • Spontaneity and flexibility for quick changes • Busy, chaotic, active, even noisy surroundings.

Greens prefer to: Use their imagination and create novel ideas • Find new ways to solve problems • Start projects rather than finish them • Work fast and not worry about perfection • Ignore rules and policies they disagree with • Avoid decisions and commitments when possible • Challenge accepted standards and procedures • Surprise people with the unexpected • Be creatively different, not practical • Live and work in an unstructured environment.

PRISM Quadrant Colour Characteristics – Blues

Typical Blue behaviour: Supportive, sensitive • Friendly, likable • Slow-paced, laid-back • Good listener, sympathetic • Peace-loving, kind • Helpful, hospitable • Caring, nurturing • Understanding, patient • Generous, giving • Process-centered, kind-hearted • Patient, unassuming.

Overdone Blue behaviour: Dependent, shy • Procrastinating, lackadaisical • Unassertive, meek • Complaining, over-sensitive • Insecure, worried • Easily hurt, withdrawn • Soft, vulnerable • Over-anxious to please • Easily intimidated, distressed • Clinging, possessive.

What 'turns on' Blues: Blues are team players who have a desire to please and maintain stability in a group, even if it means sacrificing their own personal goals. Blues are driven by harmony, agreement and loyalty. They prefer to keep things as they are and provide a stabilising influence by the consistent way in which they go about their day-to-day work. They do well in handling routine matters. Change, therefore, is unwelcome. If they have a friendly, low-stress and slow-paced work environment, there is no doubt that they will be happy, committed workers who will do their best to please those with whom they work, and lend a helping hand along the way.

Blues love: Stability • Cooperation • Teamwork • Pleasant people • Helping others • Camaraderie • Loyalty/trust • Emotional support • Harmony • Few pressures • Relationships • Slow pace • Kindness • Teaching and counselling • Feeling needed • Resolving conflicts • Communication • Routine • Friendliness • Being valued • Encouragement • Low stress.

What 'turns off' Blues: Blues are turned off by anything which they perceive as rude or insensitive. They have little tolerance for aggressive, self-centred behaviour, particularly when it can hurt or embarrass others. Blues need acceptance and assurance. They struggle when dealing with fear of conflict and/or the loss of a stable environment. Should conflict exist, they tend to become distressed and prone to worry or anxiety. It is best not to rush Blues. They function best in an easy-going, low-key environment where they can take their time to make decisions. They tend to seek a compromise or avoid making a difficult decision. Blues put people first, so it is important to communicate with them in a warm and friendly manner.

Blues hate: Change • Aggressive behaviour • Feeling excluded • Lack of teamwork • Conflict • Fast pace • Negative attitude • Competition • Isolation • Impatience • Heavy responsibilities • Deadlines • Making decisions • Being put in the spotlight • Insensitivity • Uncooperativeness • Pressure • Rudeness • Controversy • Work overload.

Blues are motivated by: Being valued • Shared values • Selling something they believe in • Democratic processes • Feeling part of a united team • Working together cooperatively • Opportunities to be of genuine help • Being around positive people • People who need and appreciate them • Helping others • Helping resolve conflict.

Blues prefer to: Feel comfortable and secure • Be quiet, friendly and responsible• Offer their services • Solve people problems • Talk with close friends • Please others • Make other people feel good • Give credit to those who deserve it • Be supportive and generous • Take their time and work at a steady pace. • Be loyal and reliable • Live and work in an environment that is stable and secure and where they don't have to make difficult decisions.

PRISM Quadrant Colour Characteristics - Golds

70

Typical Gold behaviour: Quality-focused • Detailed, structured • Accurate, meticulous • Slow, deliberate • Focused, thorough • Well-organised • Logical, analytical • Proper, punctual • Hardworking, responsible • Traditional, conservative • Serious, reserved • Guarded, self-contained.

Overdone Gold behaviour: Perfectionist, pedantic • Aloof, self-opinionated • Humourless, inflexible • Obsessive, nit-picking • Unsociable, negative • Critical, rule-bound • Nagging, questioning • Detached, unfeeling • Narrow-minded, unfeeling.

What 'turns on' Golds: Golds are motivated not just by results, but by quality results. They tend to be low-key, factual and extremely accurate. They are at their best when a job needs to be done with precision. Golds set high standards for themselves and others, and expect everyone to comply, always with the same high standards. Part of their drive for quality, accuracy and order is derived from their strong desire for a structured environment. Golds prefer a logical, step-by-step approach to tasks. For them, even life itself should proceed along a predictable path. They believe in themselves, their capabilities and their intellectual skills. They pride themselves on their ability to solve complex problems.

Golds love: Quality • Being methodical • Planning in detail • Logical analysis • Accurate records • Not being rushed • Focusing on facts • Looking for errors • Quiet isolation • Competent workers • Measurement tools • Proving a point • Meeting requirements • Professionalism • Following rules • Perfection • Clear expectations • Efficiency • Clear instructions.

What 'turns off' Golds: Golds are turned off by disorganisation and lack of clarity and detail. They need to ask lots of questions and will usually remain cautious before accepting a proposal or a programme for change. They dislike anything which they perceive as poor quality or unreliable information. They have little tolerance for poor standards or incompetence, particularly when either can affect quality, efficiency or profit. Get your facts and details right before you talk to Golds and give them information in a logical, step-by-step way. Their preoccupation with detail leads them to dislike any environment where nothing has a label, name or place. They tend to be uncomfortable dealing with emotional issues or human relationships.

Golds hate: Low standards • Being rushed • Change • Untidiness • Disregard for quality • Vagueness • Frivolous tasks • Inaccurate information • Unreliability • Blockages to facts • Incompetence • Costly shortcuts • Exaggeration • Imprecise record-keeping • Lack of focus • Self-indulgence • Talking about personal matters • Displays of emotion.

Golds are motivated by: Sufficient time to finish what they start and check it • Privacy, peace and quiet with few interruptions • Opportunities to plan ahead in detail • Fault-finding or inspection roles • Authority to control quality • Organized systems that assure accuracy and efficiency • Consistency and competence in fellow-workers • Excellence in everything • Exceeding expected standards.

Golds prefer to: Work with tested systems and procedures • Check and double-check data • Work on their own • Make quality inspections • Provide accurate, factual reports • Focus on instructions and follow exact rules • Create and adhere to schedules • Measure progress, efficiency, quality • Analyse all options before making a decision • Persuade through logical argument • Live and work in a structured environment that values quality.

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)

People skills

Low Preference	Teamworking	High Preference
Formal and reserved, prefers to work alone without interruptions.	0 10 20 30 40 50 60 70 80 90 100 ▲	Prefers work that involves social interaction, likes supporting others and getting them involved.

Low Preference	Recognition	High Preference
Prefers to avoid being in the spotlight, is reserved and is uncomfortable making small talk with strangers.	0 10 20 30 40 50 60 70 80 90 100 ▲	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	Concern for others	High Preference
Unaware of others' feelings, reluctant to get involved in people's problems and emotional issues.	0 10 20 30 40 50 60 70 80 90 100 ▲	Caring and understanding, shows empathy and is considerate, sympathetic and approachable.

Low Preference	Consensus seeking	High Preference
Makes decisions independently, seldom looks for advice or opinions.	0 10 20 30 40 50 60 70 80 90 100 ▲	Makes decisions by consensus and actively seeks the views and involvement of others.

Low Preference	Social skills	High Preference
Quiet and guarded, prefers small groups, rarely seeks people out and avoids the limelight.	0 10 20 30 40 50 60 70 80 90 100 ▲	Talkative, optimistic, expressive and lively, enjoys socialising and meeting new people.

Low Preference	People focus	High Preference
Less responsive to others, controls own emotions and feelings, values results more than harmony.	0 10 20 30 40 50 60 70 80 90 100 ▲	Responsive to others and relationship focused, unafraid to show or discuss feelings and emotions openly.

Low Preference	Stability	High Preference
Competitive and tough-minded, unafraid to take tough decisions and risk unpopularity in the interests of achieving results.	0 10 20 30 40 50 60 70 80 90 100 ▲	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)

Drive for results

Initiative

Low Preference		High Preference

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

0 10 20 30 40 50 60 70 80 90 100

▲

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

Energy level

Low Preference		High Preference

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

0 10 20 30 40 50 60 70 80 90 100

▲

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

Ambition

Low Preference		High Preference

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

0 10 20 30 40 50 60 70 80 90 100

▲

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

Control

Low Preference		High Preference

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

0 10 20 30 40 50 60 70 80 90 100

▲

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

Adaptability

Low Preference		High Preference

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

0 10 20 30 40 50 60 70 80 90 100

▲

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

Risk taking

Low Preference		High Preference

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

0 10 20 30 40 50 60 70 80 90 100

▲

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

Task focus

Low Preference		High Preference

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

0 10 20 30 40 50 60 70 80 90 100

▲

Is self-sufficient and prefers to deal with tasks and results rather than people issues. Uncomfortable talking about feelings and emotions.
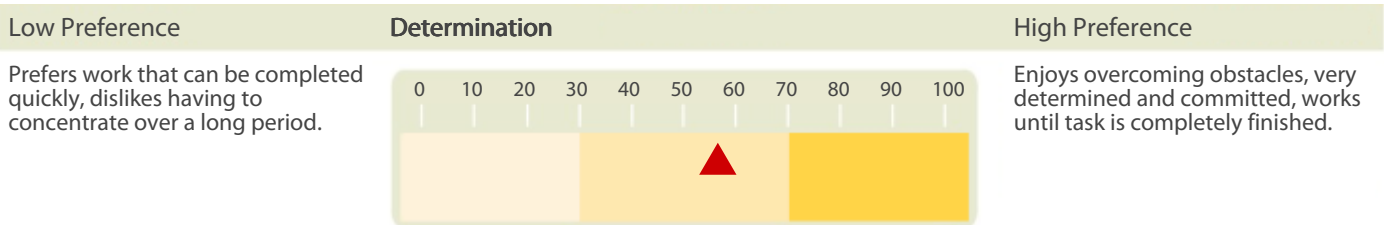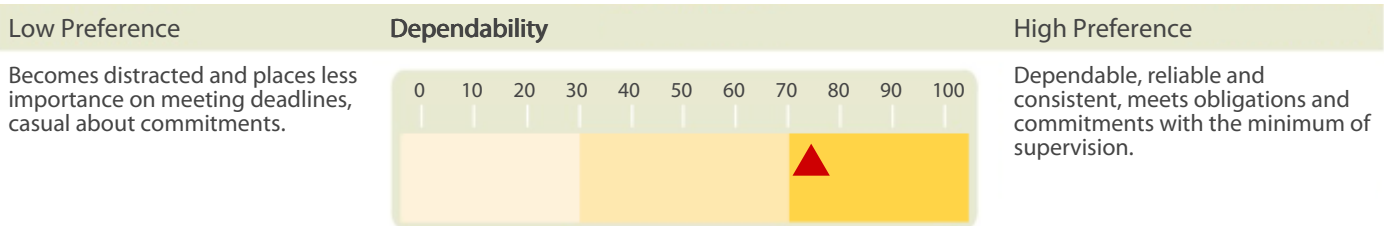
PRISM Career Development Analysis [Continued]

Key: ▲ Candidate (Underlying)

Conscientiousness

Attention to detail

Low Preference

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

0 10 20 30 40 50 60 70 80 90 100

High Preference

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

Compliance

Low Preference

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

0 10 20 30 40 50 60 70 80 90 100

High Preference

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

Dependability

Low Preference

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

0 10 20 30 40 50 60 70 80 90 100

High Preference

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

Determination

Low Preference

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

0 10 20 30 40 50 60 70 80 90 100

High Preference

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

Resilience

Stress management

Low Preference

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

0 10 20 30 40 50 60 70 80 90 100

High Preference

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

Self management

Low Preference

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

0 10 20 30 40 50 60 70 80 90 100

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]

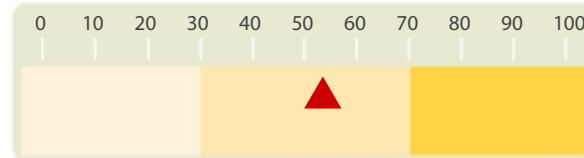Key: ▲ Candidate (Underlying)

Thinking skills

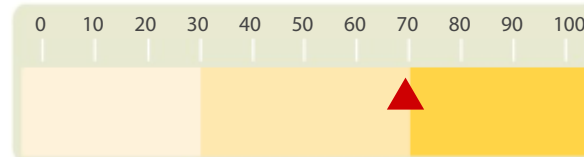| Low Preference	Abstract thinking	High Preference
Prefers using and building upon tried and tested methods, avoids unconventional or abstract ideas.	0 10 20 30 40 50 60 70 80 90 100	Creative, imaginative and original, likes solving problems by thinking laterally, dislikes rules.

Low Preference	Analytical thinking	High Preference
Impulsive, makes quick decisions, relies on personal instinct rather than logic to guide choices.	0 10 20 30 40 50 60 70 80 90 100	Analytical, cautious and astute, takes a logical approach to problem solving by using all available data.

Ideal social environment

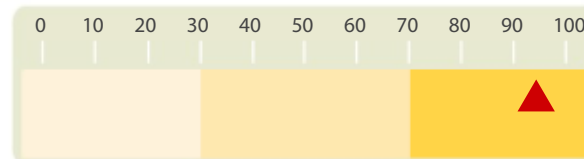| Low Preference	Need for social interaction	High Preference
Needs an environment that has little need for social interaction with people, other than close friends, and which provides both time and private space to reflect on important issues.	0 10 20 30 40 50 60 70 80 90 100	Needs an environment that provides considerable opportunity for face-to-face interaction with others to create positive relationships and to gain social acceptance.
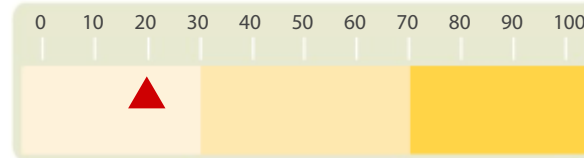
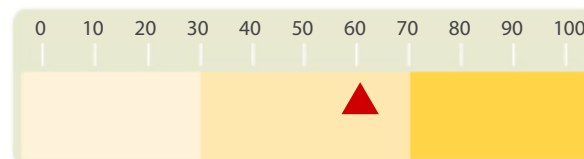| Low Preference	Need for stability	High Preference
Needs an environment that values commitment and efficiency more than harmony, and in which personal achievement and status can be recognised and rewarded.	0 10 20 30 40 50 60 70 80 90 100	Needs an environment that is predictable, steady-paced and harmonious, and which provides opportunities to be of assistance to others and to be appreciated for providing such help.

Ideal working environment

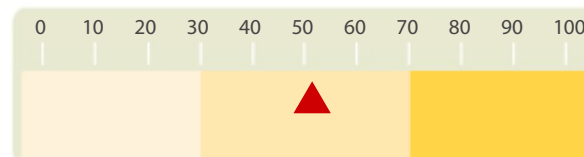| Low Preference	Need to achieve	High Preference
Needs a work environment that is strongly focused on achieving effective relationships and in which tough decision making and meeting tight deadlines are relatively unimportant.	0 10 20 30 40 50 60 70 80 90 100	Needs a work environment in which being self-motivated, 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.	0 10 20 30 40 50 60 70 80 90 100	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.