



You now hold in your hands a report from Multifactor Personality Profile questionnaire. It is a personality questionnaire, which offers insight into one's personality, based on 4 main areas that are further differentiated into more factors. This questionnaire describes a basic personality setting related to other people and the world around us, a way of perceiving reality and problem solving, a way and specifics of decision making and basic characteristics concerning work style.

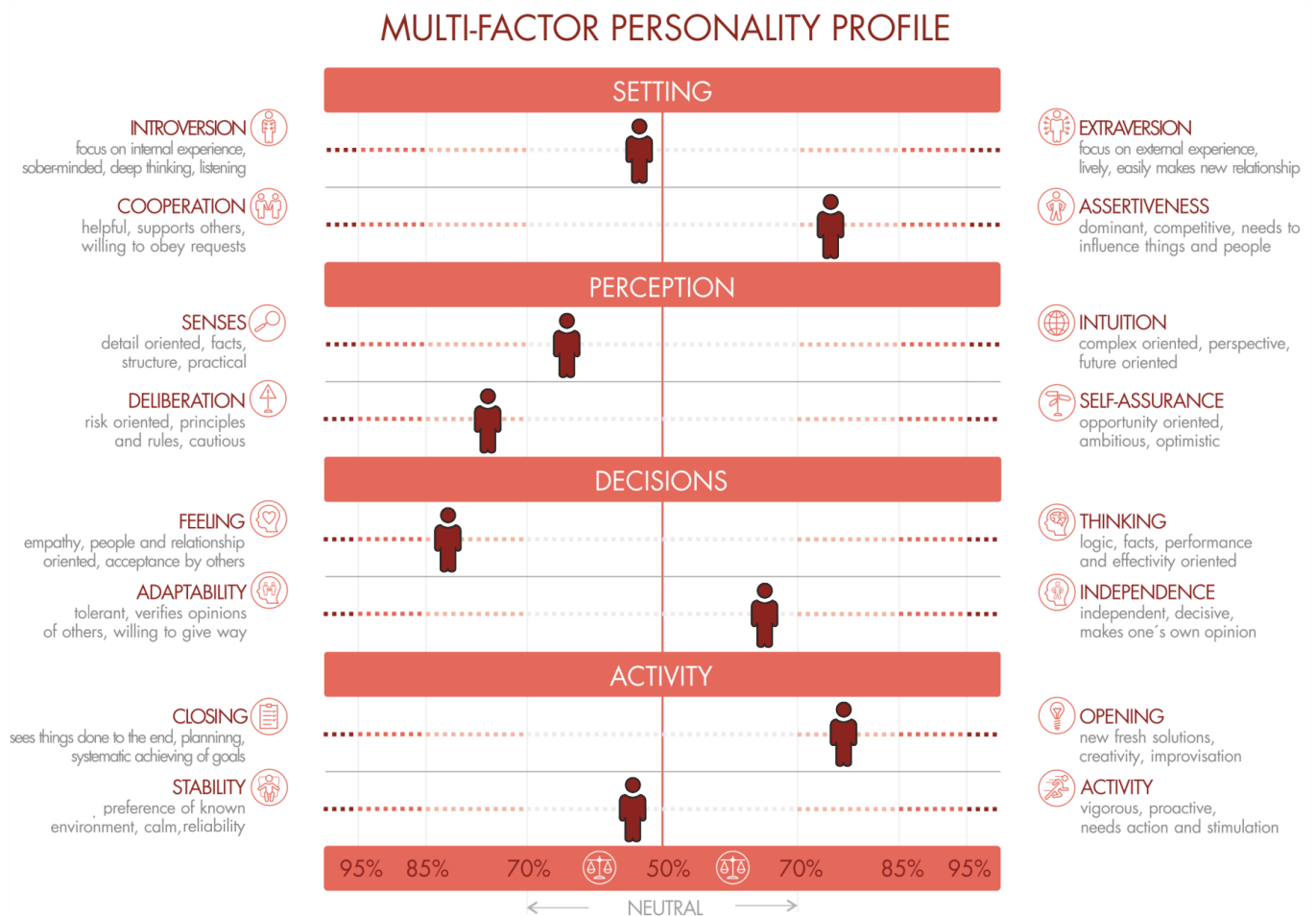
It is very important to mention that all results in this questionnaire are neither positive nor negative, better nor worse. These results show an individual personality profile, its main specifics and advantages and warn about potential downsides and risks.

It is vital to always relate these results to current profession, role, situation and other factors, take them with due consideration and interpret them within the context of a given situation. These results can be used as a basis for deeper self-understanding and as a support tool for personal development.

Amount of percent shown by sides of the chart show how much percent of population is within given interval and therefore show how pronounced this distinction is.

It is natural that most of the population tends to have average values in the observed scales, more distinctive values are then logically much more rare in population – you can easily see how distinctive the profile is by the amount of percent on axis y in the chart, as well as by the intensity of the color in the given scales (the darker, the more distinctive).

## RESULTS BY INDIVIDUAL SCALES



The results are charted as percentiles

### OVERALL PROFILE

coloured background in individual profiles indicates the degree of the attribute

BASIC PERSONALITY PROFILE	neutral	assertiveness	76%
DOMINANT PERCEPTION STYLE	neutral	deliberation	76%
DECISION MAKING STYLE	feeling	82%	neutral
TYPE OF PREFERRED ACTIVITIES	opening	78%	neutral

In further parts of the report, you can also find verbal interpretations of the profile and a summary of main advantages or potential risks, and a recommendation of possible further meaningful ways of development.

## INTERPRETATION

This personality type is defined as a combination of neutrality on the introversion – extraversion scale, and assertiveness. People with this combination are usually good at communication. They tend to be quick in argumentation and they are also good listeners; they know how to use the information they have to their advantage. They adapt relatively well to changing conditions, yet they are calm, focused and they weigh their actions. In contact with others, they are decisive, assertive, they like to keep control of the situation. They are motivated by competition and by matching forces. In a team, they are not usually those who organise things, but they are often those the group looks up to as an authority. They are very good in tense situations; they keep cool and they know how to react sufficiently fast. Sometimes they can disappoint others by unexpectedly competing or by using information gained by trust only for themselves and thus lose the trust of their colleagues.

Perception is affected equally by senses and intuition, with prevalent deliberation. This combination produces a very prudent and balanced outlook on life. Such people include many criteria in their considerations – facts, details, supporting information, estimated future development, strategy and stakeholder's needs. Other people usually rate them as diligent, principle oriented, honest and careful. They usually have high demands on the quality of work; they are precise and diligent, yet they have perspective, so they see the relations and the overall context. Their responsible approach may cause them to get overloaded – they always try to do things as well as they can be done and they can get stuck at risks and possible anticipated problems. This can slow down their action, as they spend a lot of time rationally thinking through various options; they often lack the courage to take risks. For this reason, they can be more vulnerable to stress.

Decisions are predominantly made based on feeling, in combination with a balance of adaptability and independence. Such people are very considerate, sensitive and emphatic. They are very well disposed for teamwork; they try to help and support others and are very friendly and sensitive. They suffer the pain of others as if it were their own, often even more acutely. They have the ability to 'read between the lines' and quickly pick up on a change of sentiment in others. They take interest in other people and are compassionate. However, they need to feel support and acceptance from the team. It is really important for them that they get regular feedback and assurance from others. At the same time they may be oversensitive; they may commit a lot of emotion to everything, and can therefore burn out easily. They are highly sensitive to criticism; they have the tendency to take it personally and as a complete rejection of themselves.

Activity is dominated by opening, together with a balanced representation of stability and activity. This combination produces a high level of productivity, many ideas, thoughts and inspiration. Such people are at the birth of a lot of changes and innovations. Sometimes they are those who get new things underway; other times they come with ideas and discuss and develop them with others. They usually tend to see things in a new, fresh way. They are quick to react, mindful of the current conditions; they are not afraid to change procedure based on what the situation requires. They tend to be creative, original – the process of thinking of something new excites them more than the execution of the idea. They do not like to get tied down with plans and schedules; they prefer freedom and space for improvisation. They tend to leave less space for preparation and can leave many things literally for the last moment.

## ADVANTAGES

- balanced ability to communicate and listen
- ability to assert oneself and one's views, competitiveness
- eye for detail combined with ability to maintain perspective and overview
- deliberation, prudence, careful consideration of risks
- taking interest in others and their needs
- balanced independence tolerance
- quickness to react, originality, innovation
- combination of productivity and calm appearance

## RISKS

- giving less space to others, competitiveness
- anxiety, fixation with threats
- difficulty to accept unpopular measures, oversensitivity
- lower time management, lower consistency

## DEVELOPMENT RECOMMENDATIONS

- try to act transparently for others; give regular feedback; communicate own conclusions and expectations
- try to cooperate more with others and participate in looking for solutions
- do not dwell too long on plans and on thinking through various options, when it no longer brings adequate added value
- describe and specify possible risks, set strategy for their mitigation, try motivate oneself for their acceptance
- separate personal and working life; do not be afraid to make a decision even if it might have impact on others
- try to see criticism as feedback and a suggestion for improvement; focusing on the factual side, do not take it as rejection
- consider effectivity in your activity, learn to use tried and established ways where it is useful
- use energy in an equal manner; work on tasks continuously, do at least some basic planning