Interpreting Profile Results – Quick Reference Guide

Thinking Style

Learns best when shown how to do something, they prefer hands on instruction and needs repetition to learn. Must take notes.

Prefers using simple, plain and easy to understand language. Keep it simple when communicating with these people.

Not good at reading between the lines, needs clear verbal instruction and would prefer written instruction

Has trouble with mathematical equations, needs calculators and excel to perform calculations. Dislikes working with numbers.

Doesn't work well with spreadsheets and numbers, struggles with formulations and interpreting numerical data.

Learning Index

Verbal Skill

Verbal Reasoning

Numerical Ability

Numerical Reasoning

Absorbs and understands information quickly. learns by being told how to do something.

Has a solid grasp of the English language, can be inclined to talk over people and use complex language not fit for the intended audience.

Understands verbal information quickly and easily, can use verbal skills to achieve desired outcomes easily.

Very good with numbers and calculations, enjoys mathematical problems.

Great with statistics, numerical data and identifying trends. Can easily link P&L's, cash flows and balance sheets

Behavioural Traits

Patient, Methodical, high degree of attention to detail. Prefers routine. Likes to finish a task before moving on. Does not like multi-tasking.

Low confidence and will rarely express their own views, likes to be a follower not a leader. Low need to control others

Keeps to themselves, prefers to work alone. Great listeners and unlikely to become frustrated with lack of social contact.

Can be non-trusting of authority figures. Will defend their point of view and dig their heels in. Willing to question when not in agreement.

Will always look at the downside first . Critical of others. Will display scepticism. Pessimistic tendencies "glass1/2 empty"

Methodical in their approach to decision making. Tend to overanalyse a decision. Adverse to change and risk. Not impulsive.

Can be disagreeable. May seem contradictory. Typically will not follow the group just to get

Needs supervision and guidance. Cautious and reserved. Needs regular feedback and encouragement.

Makes decisions on 'gut feel'. Very subjective, intuitive and will follow a hunch. Typically not a systematic thinker

Energy Level

Assertiveness

Sociability

Manageability

Attitude

Decisiveness

Accommodating

Independence

Objective Judg**e**ment

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Fast-paced, self motivated, multi-taskers but with low attention to detail. Likes to have a lot on the go but struggles with execution.

Competitive, achievement focused and likes to be in control. They will express what they think without holding back.

Great with small talk. People orientated. May tend to talk to much and not listen to others. Likes to be the centre of attention.

Will follow the rules without question. Very agreeable and comfortable with authority

Optimistic. Looks at the positive. "Glass 1/2 full". May be overly trusting.

Makes decisions quickly. Happy to take risks when making decisions. Can be impulsive. May not fully consider all views when making decisions

Will consider the needs of all stakeholders. Cooperative and agreeable. May be willing to take on too much workload causing stress.

Independent, adventurous and likes to lead. Like to do things their way. Slow to seek guidance.

Very logical and objective. Will base decisions on observable facts and data. Unemotional thinking. May not consider the human element

Occupational Interests

Not interested in creativity or expression

Tend to be good

Dislikes paperwork

Creative

Enterprising

Financial/ Admin

Innovative original, likes to try new things

Likes recognition and enjoys using persuasion

Enjoy office work and following procedure

equipment and manual labour

Would rarely volunteer to help the needy

Dislikes data and the analytical

Mechanical

Service

Technical

Hands on and likes to know how things work

> Loves to help others and the community

Enjoys research and complex problems

