

Customized Personality Profile: Name

Mr. _____ provided informed consent to participate in a Customized Personality Profile Assessment conducted by Dr. Andrew Graham, Licensed Mental Health Counselor, National Certified Counselor, and Board- Certified Professional Christian Counselor.

The assessment process included the online administration of the KTS-II and 16PF assessments. This confidential report has been compiled by Dr. Graham and will be provided to _____ with an oral summation offered to Mr. _____.

The report is intended to be used in conjunction with professional judgment. The statements it contains should be viewed as hypotheses to be validated against other sources of data. The results are based on Mr. _____'s description of his own personality and behavior, which may not necessarily reflect the way other people see him. The report describes Mr. _____ likely style, but has not measured skills or knowledge, and therefore it does not present firm conclusions about his abilities.

There are no absolute rights or wrongs in personality--each style has its advantages and disadvantages, although some temperaments may suit some activities, jobs or interests better than others. Results of psychometric questionnaires like this one enable a good prediction of how people will behave in a variety of situations. The results of the questionnaire are generally valid for 12 to 18 months after completion, or less if individuals undergo major changes in their work or life circumstances.

Keirsey Temperament Sorter

Introduction

Temperament is a configuration of observable personality traits, such as habits of communication, patterns of action, and sets of characteristic attitudes, values, and talents. It also encompasses personal needs, the kinds of contributions that individuals make in the workplace, and the roles they play in society. The KTS-II identifies humankind's four basic temperaments as the Artisan, the Guardian, the Idealist, and the Rational. Mr. _____ temperament result was Guardian.

Guardians tend to be dutiful, cautious, humble, and focused on credentials and traditions. They pride themselves on being dependable, helpful, and hard-working. They make loyal mates, responsible parents, and stabilizing leaders. They are concerned citizens who trust authority, join groups, seek security, prize gratitude, and dream of meting out justice.

Portrait of a Guardian

Guardians are the cornerstone of society, for they are the temperament given to serving and preserving our most important social institutions. Guardians have natural talent in managing goods and services-- from supervision to maintenance and supply -- and they use all their skills to keep things running smoothly in their families, communities, schools, churches, hospitals, and businesses.

Guardians can have a lot of fun with their friends, but they are quite serious about their duties and responsibilities. Guardians take pride in being dependable and trustworthy; if there's a job to be done, they can be counted on to put their shoulder to the wheel. Guardians also believe in law and order, and sometimes worry that respect for authority, even a fundamental sense of right and wrong, is being lost. Perhaps this is why Guardians honor customs and traditions so strongly -- they are familiar patterns that help bring stability to our modern, fast-paced world.

Practical and down-to-earth, Guardians believe in following the rules and cooperating with others. They are not very comfortable winging it or blazing new trails; working steadily within the system is the Guardian way, for in the long run loyalty, discipline, and teamwork get the job done right. Guardians are meticulous about schedules and have a sharp eye for proper procedures. They are cautious about change, even though they know that change can be healthy for an institution. Better to go slowly, they say, and look before you leap.

Guardians make up as much as 40 to 45 percent of the population, and a good thing, because they usually end up doing all the indispensable but thankless jobs the rest of us take for granted.

16PF Interpretive Report

Introduction

The 16PF is a reliable, validated tool with decades of data behind it. It is highly effective at revealing potential, confirming suitability, and identifying development needs.

Primary Factors

Extraversion

Mr. _____ exhibits a high degree of extraversion. He shows a strong preference for social contact and enjoys interacting with others. Because of this, he may prefer to avoid long periods alone.

He is very warm and personally responsive. He attends closely to the feelings of others, and enjoys having close and cooperative relationships. He comes across as lively and enthusiastic in some situations, while appearing more cautious and serious in others. Mr. _____ tends not to feel intimidated in group settings, and will usually feel at ease talking with new people. He feels comfortable sharing personal matters with others, and when doing so he tends to be forthright and genuine. Mr. _____ prefers to make plans and do things with others, rather than on his own.

Independence

Mr. _____'s preferred lifestyle is highly independent and self-directed, leading to active attempts to achieve control of others and the environment. He is assertive and likes to influence people. He prefers to form his own opinions and is willing to challenge the status quo.

In interpersonal relationships, he comes across as dominant and forceful. He likes to be in charge and may be persistent in getting his way. Mr. _____ will tend not to be self-conscious and is likely to be confident, both in front of others and when pursuing independent goals. He tends to question the motives behind what people say and do. He will not always take things at face value, and will tend not to be open to influence from others. As an individual he values traditional methods, but is also open to new ideas.

Tough-Mindedness

Generally, Mr. _____ tends to balance toughness with sympathy, and resoluteness with receptivity. He may sometimes adhere to his current way of thinking, while at other times he may be open to new approaches and experiences.

He is attentive to others and enjoys warm, interpersonal relationships. Mr. _____ usually balances his personal feelings with logic and objectivity when making decisions. He strikes a balance between focusing on practical solutions to problems and taking a broader view, which involves the consideration of more abstract matters. He is comfortable with traditional ideas and methods, while at the same time being generally receptive to new ideas and change.

Self-Control

Mr. _____ is able to set aside his own wishes and desires in order to meet responsibilities and goals. While he may be perceived as conventional or principled, he may also seem overly restrained or inflexible. He probably favors a setting where guidelines and expectations are clear.

He shows levels of spontaneity and of cautiousness that are typical of most people. He shows a high degree of respect for rules and conventions, and exhibits a strong sense of duty. Mr. _____ balances a pragmatic, down-to-earth approach to matters with an interest in ideas and more abstract thoughts. He is a conscientious person who tends to be self-disciplined, planful and organized. These qualities suggest a preference for an ordered and structured environment.

Anxiety

At the present time, Mr. _____ describes himself as more anxious than most people. This could either reflect a normal reaction to current circumstances or a characteristic style of being worried, reactive, or uneasy. It may be an appropriate topic for exploration and discussion.

Mr. _____ may sometimes feel overwhelmed by life's challenges, and may find it difficult to adapt to change or disruption. He may find it difficult to trust other people until he knows them well. He tends to be alert to others' motives and intentions. As an individual, Mr. _____ is prone to worry and self-doubt. He may be sensitive to criticism and worry about things that he has or should have done. At times Mr. _____ can feel tense. This may make him impatient with others, especially in frustrating situations.

Vocational Activities

Different occupational interests have been found to be associated with personality characteristics. The following section compares Mr. _____'s personality to these known associations. Those occupational areas for which Mr. _____'s personality profile shows the highest degree of similarity are described in detail.

Social

Mr. _____ shows personality characteristics similar to Social people, who indicate a preference for associating with other people. Such interactions are distinguished by a nurturing, sympathetic quality. Mr. _____ may find it very easy to relate to all kinds of people. In addition to being warm and friendly, Social people are typically receptive to different views and opinions. They feel most comfortable in positions that allow for regular social interaction. It might be worthwhile to explore whether Mr. _____ enjoys working with others and having them seek him out for advice or comfort.

Occupational fields:

Teaching, Counseling, Psychology, Social Work, Health Services

Enterprising

Mr. _____ shows personality characteristics similar to Enterprising people, who enjoy interacting with others in an assertive role. Social interactions are warm and animated; Enterprising people may enjoy being the focus of attention. Such people are socially bold and may try to persuade others or assume a position of leadership. It might be worthwhile to explore whether Mr. _____'s interests and experiences are very business-oriented, and whether he possesses good sales and/or managerial skills.

Occupational fields:

Business Sales, Political Activity, Management, Law

Post-Script

This report is largely curated content based upon Mr. _____'s responses with minimal editing on my part. If the language used is technical and in need of clarification, feel free to let me know.