

Career CORE Profile

for

SAMPLE Profile

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The logo for PREP Profile Systems Inc. features a network of five grey circular nodes connected by thin grey lines. One node is at the top, one on the left, one on the right, and one at the bottom. A vertical line passes through the center of the network. The word "PREP" is written in a bold, red, sans-serif font, with a registered trademark symbol (®) to its right. Below "PREP" is the text "Profile Systems Inc." in a smaller, grey, sans-serif font.

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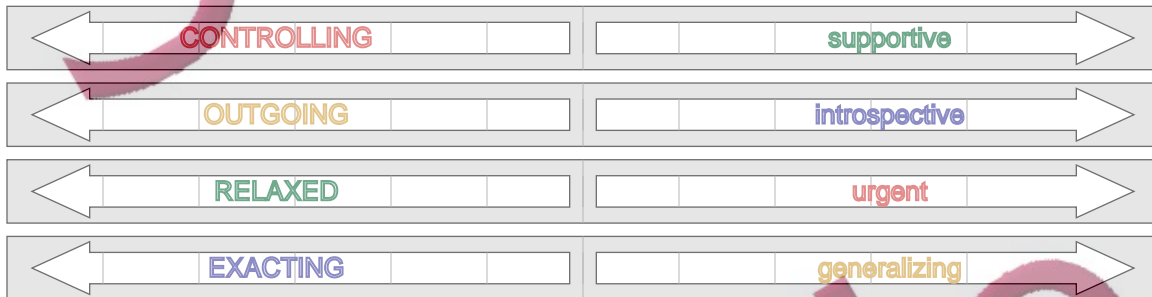
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INTERPRETING YOUR CORE PROFILE

The CORE Profile provides a description of how you communicate with others, make decisions, react under pressure, respond to different environments and how you are responding to current life events.

This profile can help you understand better where you most naturally excel and provide insight, direction and confidence in work, educational, career and personal situations.

The report covers your natural personality style -- how you feel you really are, or how you would probably be if life went exactly as planned and interprets your behavioral preferences according to the personality traits below. To the left are the four primary or CORE traits and to the right their counter traits.



There are strengths to each trait. None is right or wrong, good or bad. There are situations, however, when the natural behaviors of one trait may be more or less appropriate than those of another. This report will help you understand some of those situations.

For even more understanding about your personality ask, JoAn Mann your PREP Administrator or contact us at PREP Profile Systems, Inc., 541/382-1401, prep@prep-profiles.com. To better recognize and communicate with different personalities, refer to PREP's "Pocket Communicator" or "The Communicator". Also, consider taking the full Personal Strengths Profile, which offers insight not only on your CORE Profile, but also your current motivation, response to demands and changes, energy reserve, stress level and how you come across to others on a first impression basis.

Thank you for taking the CORE Profile!

YOUR NATURAL STYLE PROFILE

The Natural Style Profile is the foundation for understanding your personality style and behavioral preferences. It represents how you view the world, receive communications, form relationships and respond to stressful or uncomfortable situations. Your natural style is usually established in early years and changes slowly, often when your normal behavior is not getting the results you would like. Those who are closest to you probably know you best as the person shown by the Natural Style Profile.

Your Natural Style personality profile is graphed on the personalized Trait Summary Chart which follows. The personalized Trait Summary Chart is a graphic interpretation of your Natural Style strengths. On the left side of the personalized Trait Summary Chart is a Situation column. You will find a summary phrase of how you tend to respond to each situation on the corresponding line. The top situations describe your strengths in each of your four traits. The lower three situations reflect your behaviors under pressure and less productive responses.

Pay particular attention to your most extreme left and extreme right markings. These are your most consistent personality traits. Traits close (within 1/2") to the center line are more flexible and adaptive and will be flagged on your graph. Your extreme left and right traits can change but it is uncommon and would only occur over extended periods of time or under extreme adverse stress.

Some individuals will have a profile in which all traits cluster closely to the center line. This is referred to as an adaptive profile. The more adaptive a profile, the more variety in activities the person often seeks. The wider the profile, the more predictable and consistent the behavior, regardless of the environment. Being more or less adaptive is neither good nor bad. This only indicates different ways of interacting with others.

Your survey administrator may have included the complete Trait Summary Chart for a quick overview to compare opposite personality styles. The Situation Column is located in the center of this chart, instead of the left side on your personalized Trait Summary Chart. If you wish to have a copy of the complete Trait Summary Chart, please contact your survey administrator.

TRAIT SUMMARY CHART

SITUATIONS:

- Decision-making:
- Communication:
- Leadership:
- Follower Role:
- Approach to Change:
- Best Environment:
- Under Pressure:
- Worst Environment:
- Pet Peeves:



*Flexible trait, may change;tends toward indicated side

assertive	wantsupport
to-the-point	subtle
confident	behind the scenes
strong-willed	take direction well
positive	cautious
need a challenge	peaceful environment
commanding	withdraw
indecision	lack of support
incompetence	overbearing styles



*Flexible trait, may change;tends toward indicated side

enthusiastic	analytical
persuasive	reserved
team-oriented	quiet
cooperative	non-disruptive
optimistic	questioning
need to be with friends	need personal time
sarcastic	speak selectively
rejection	unexpected exposure
non-communication	speaking before thinking

- Decision-making:
- Communication:
- Leadership:
- Follower Role:
- Approach to Change:
- Best Environment:
- Under Pressure:
- Worst Environment:
- Pet Peeves:



*Flexible trait, may change;tends toward indicated side

unhurried	quick
casual	fastspeaking
planners	action-oriented
dependable	active
deliberate	swift
need cooperation	need variety
cover angerw/smile	abrupt
unexpected demands	slow-downs
high pressure directives	waiting in lines

- Decision-making:
- Communication:
- Leadership:
- Follower Role:
- Approach to Change:
- Best Environment:
- Under Pressure:
- Worst Environment:
- Pet Peeves:



*Flexible trait, may change;tends toward indicated side

analytical	overview priorities
calculating	unrestrained
strong organizers	delegators
conscientious	self-reliant
careful	open-minded
need personal security	need independence
refer to "book"	generalize
lack of structure	bureaucracy
mistakes	structured settings

- Decision-making:
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Your style is usually oriented to being flexible, fair and accurate. You tend to be precise, steady, cooperative and helpful. At times you may take criticism personally. You are probably very loyal to those whom you respect and could be outspoken about individuals who do not treat others fairly. You tend to be an empathetic, patient listener and a good teacher.

Developing systems and procedures for others probably comes naturally to you. You can probably plan systems for people easily and well. Contributing to the welfare of others is probably important to you. You tend to be a conscientious learner and rarely forget something once you have had a practical, hands-on learning experience. You would appreciate variety and balancing your work and personal life. Having others respect your need for this balance without having to be outspoken about it would be important for you.

YOUR CORE CAREER STRENGTHS

A satisfying career match is a combination of your special area(s) of interest or passion and your CORE personality; then modified by your skill set competence, education and current life needs: social, emotional, intellectual and financial.

Natural skills for your personality include:

- Emphasizing specialization and long term experience for base in decision-making
- Organizing and planning team work and long term strategies
- Coordinating data analysis, record-keeping and scheduling, especially for tracking people or staff progress
- Planning and implementing staff activities
- Coordinating long term customer, vendor or staff relationships
- Organizing home, family or small business operations

The following list highlights some natural career matches for your profile:

- Liaison or coordinator role
- Spokesperson for specialists
- Moderator, Facilitator
- Human resource and organizational development specialist
- Team player in a variety of settings
- Administrator, planner
- Quality coordinator or planning specialist
- Staff production and systems coordinator
- Computer graphics and design specialist
- Support staff teamwork or coordinator
- Nursing, physical therapy, occupational therapy, speech therapy
- Special Education Teacher, Counselor
- Preschool and early education provider

- Child development or social services provider or coordinator
- Animal care work provider or office coordination
- Design and production coordination
- Artistic work
- Natural resources group or constituent coordinator

Contact your Survey Administrator for a more in-depth look and match of your personality and career, especially to personalize your interests, career goals, education, work experience, and current life needs.

YOUR CORE CHALLENGES

The most challenging situations you probably have are with people who have strong generalizing and controlling tendencies. Generalizing individuals are known for their big picture, entrepreneurial perspective and not being tied to protocol (even when agreed upon) or stuck in "trivia or mundane details." These individuals are quick to take risks and are best at future planning, rather than specific day-to-day routine operations. Generalizing-controlling individuals enjoy change, new ideas and having the freedom to explore these options when they want to, which may not mesh with your intuitive sense of the most appropriate timing for presenting change.

You may interpret this type of person or environment as not being well grounded in accomplishing the basics that may need attention, or of not following through or being sensitive others. You may feel taken advantage of, as well as experience others also being taken for granted, which would probably not set well or be seen by you as fair. After a time in this situation, you may begin to function out of your less appropriate behaviors, such as being hyper-critical or pessimistic, stalling for complete information. At times you might not give yourself the credit you deserve or sufficiently speak up for what you know to be fair.