

Career CORE Profile

for

Sample Profile

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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 your PREP Administrator or contact us at PREP Profile Systems, Inc., 541/382-1401, support@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.

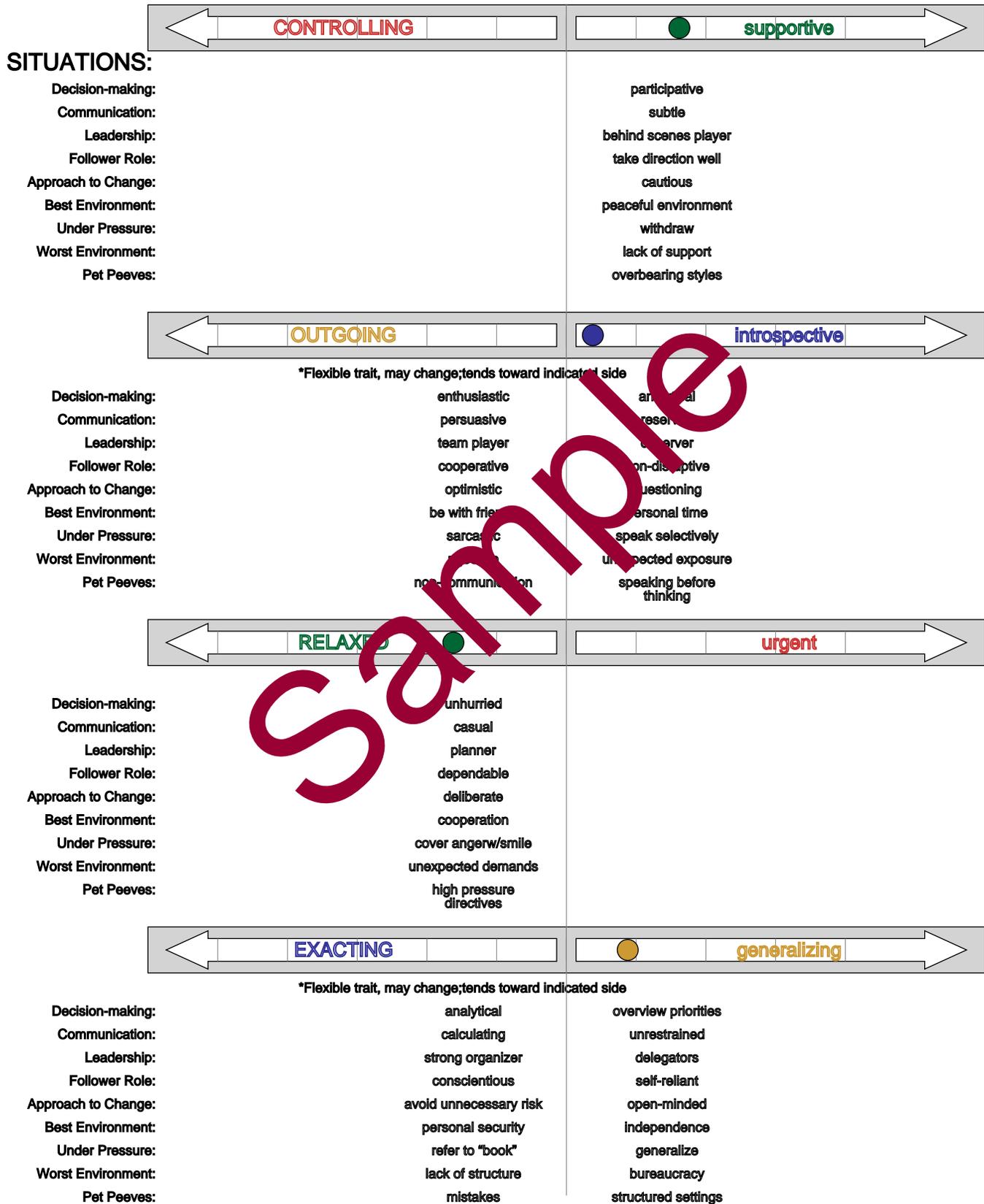
Your Natural Style personality profile is graphed on the personalized Trait Summary Chart which follows. The personalized Trait Summary Chart is a graphic interpretation of your Natural Style strengths. On the left side of the personalized Trait Summary Chart is a Situation column. You will find a summary 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 behavior 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.

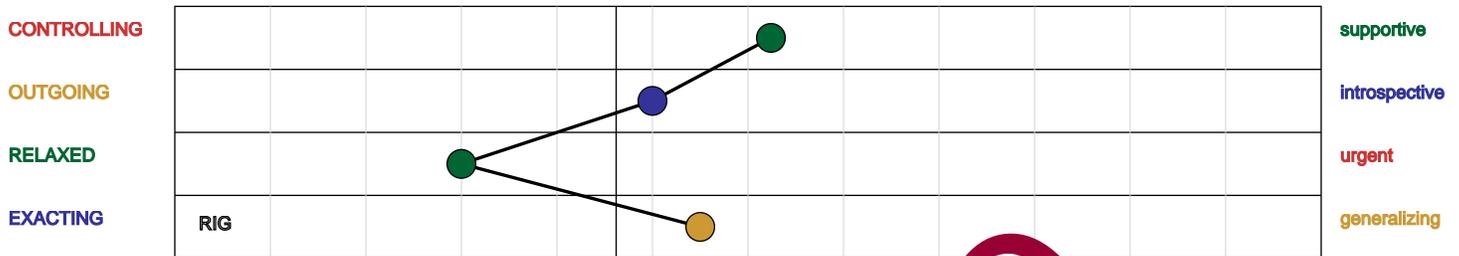
Your survey administrator may have included the complete Trait Summary Chart for a quick overview to compare opposite personality styles. The Situation Column is located in the center of this chart, instead of the left side on your personalized Trait Summary Chart. If you wish to have a copy of the complete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

TRAIT SUMMARY CHART



YOUR CORE STRENGTHS

Natural Style Profile



The key to understanding your basic style is the Relaxed trait. Relaxed individuals are contemplative, enjoy planning, tranquil environments and seek deep interpersonal relationships. Those with the Relaxed trait strive to keep peace in their surroundings. Often Relaxed individuals have an artistic, crafts or musical talent, which reflects their enjoyment of nature and sensitivity to natural rhythms.

Also of importance in your profile is the Generalizing trait. Those with this trait often view life from a big picture perspective rather than getting stuck in trivia or mundane details. Generalizing people enjoy promoting new and innovative ideas. These individuals often are good at initiating projects, and prefer to team up with others to do the fine detail or finish work.

Your Supportive-Introspective trait combination indicates a direction toward observation and listening abilities. You might be a natural counselor, having an affinity for nurturing or supporting others in need.

You are probably very patient and cooperative yet have a well-developed sense of independence and ability to see the forest through the trees. Often your style is dependable and steady, making every move count. While you may be good at interpersonal tasks, you may become bored with tasks that involve much detail and repetition. Your style may make an error of fact but usually not of values.

You may be subtly persuasive in accomplishing your goals and may handle people processes with ease. You are typically cheerful and cordial yet socially reserved. You may be sensitive to your surroundings and be a good listener. It is not unusual for your style to be a natural counselor, even if that is not your formal role. Your style often has a good eye for design and harmonious color or musical combinations.

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:

- Coordinating teams, projects and activities
- Assisting others, nurturing, teaching less advantaged
- Emphasizing people and developing strong long term relationships
- Providing technical support for customers
- Designing and producing long term plans
- Teaching, training, especially in communications
- Organizing home/family or small business operations
- Working in independent work setting
- Enjoying adventure, especially new cultures and meeting new people
- Brainstorming, planning for versatility and options
- Initiating action, having others do the details

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

- Team leadership or coordinator or liaison
- Facilitator or moderator
- Counselor
- Support staff, coordinator or specialist
- General technical support specialist or coordinator
- Health care support provider, physical therapist, occupational therapist
- Child development and early education specialist
- Human and social services provider, specialist or coordinator
- Animal care specialist or provider
- Human resources staff, specialist or coordinator
- Natural resources coordinator and specialist
- Production support coordinator
- Generalist or multi-tasking between planning and long-term activities
- Customer service and development coordinator
- Social services, hospitality, recreation and customer representative supervision and specialization
- Fitness, recreation, athletic coaching or specialist
- Athlete, especially requiring practice for efficiency
- Design work, artist, interior decorator

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 urgent tendencies. Urgent individuals are known for their action, for a "do it now" orientation and for seeking change. Urgent individuals enjoy frequent changes of pace. They are quick to anger and quick to forget. Often urgent people pressure themselves and others to get things done "yesterday." They often are quick learners, but may forget or need to re-learn the fine points.

You may interpret an urgent person or environment as being self-serving, arrogant, inconsistent or as creating unjustified high pressure. In time this could drain your energy reserves and could trigger less appropriate behaviors such as holding your anger internally, covering your feelings with a smile or simply doing nothing. Speaking up in a timely manner often helps ease the tension by increasing understanding.

Sample

Personality Profile Matrix

CONTROLLING		EXACTING	
<p>Relentless pursuit of accuracy and perfection, may sweat out "perfect" decisions Skeptical, readily identify and criticize mistakes Make decisions for long-term good of organization and system Serious and conscientious</p> <p>CIE</p>	<p>Self-confident, make decisions easily Independent, risk taking, big picture thinkers Enjoy challenging traditions Only respect results-achieving authority/organization</p> <p>CIG</p>	<p>Friendly in quiet, reassuring way Can organize procedures quickly and efficiently Impatient with those who don't follow-through Like being busy and active</p> <p>EIU</p>	<p>Rely on rules and protocol for authority, dependable Good with detail, procedures and smooth flow of resources Calculate risks carefully; practical, sensible Can come across as critical others</p> <p>ESU</p>
<p>Strong technical, analytical leaders and trouble-shooters Build systems and practices naturally Objective, thoughtful communicators Persistent, organizationally minded problem-solvers</p> <p>CER</p>	<p>Innovative, technical leaders and specialists Practical, dependable, well-planned approach to solving problems Supervise technical, mechanical, hands-on operations with ease Strong, insightful observers</p> <p>CRE</p>	<p>Personable, wanting to be fair in dealing with others Enjoy developing and managing people systems Conscientious, strong follow-through Energetic, charismatic leaders</p> <p>EOC</p>	<p>Well organized, systems and people-oriented leaders Readily seeing and point out inconsistencies in thought, language, action Guided by strong principles of right, wrong, duty Action oriented, don't like waiting</p> <p>ECO</p>
<p>Often impatient with routine, detail and people Action-oriented Technically skillful and intellectually unconventional Analytical, systems-oriented Risk takers</p> <p>CIU</p>	<p>Creative, often with revolutionary ideas/products Love challenge, difficulties, designing new things Use intuition to grasp whole concepts; pragmatic Not easily influenced by others Often enjoy outdoor adventure</p> <p>CIR</p>	<p>Enjoy social gatherings with family and close friends Idealistic and want to do whatever is correct Good organizers of detail & people Need approval and are sensitive to criticism</p> <p>ECU</p>	<p>Can be commanding in a worked-out system Demanding and forceful in what they feel to be "right" Innovative, results-oriented systems-builders and designers Strong willed, loyal and self-disciplined</p> <p>ECU</p>
SYSTEMATIC	INNOVATIVE	PERSONAL	OBJECTIVE
<p>Guided by strong principles of right, wrong and duty Systematic, well organized Can readily see inconsistencies in thought, language, action Develop systems for people, organizations</p> <p>COE</p>	<p>Impatient with details and routine Self-starters with instinctive ability to lead others Can sense a good opportunity Lively, contagious enthusiasm Enjoy initiating projects, outwitting to get things done</p> <p>COG</p>	<p>Use subtle persuasion and perseverance Have a closely-knit circle of friends, good listeners Behind-the-scenes doers, conscientious learners Sensitive to criticism</p> <p>EOR</p>	<p>Enthusiastic, but do not pursue forcefully Loyal to systems and authority Can be tied to and protective of family and close friends Follow-through meticulously</p> <p>ESR</p>
<p>Skillful in managing people toward goals Debate with others skillfully, using convincing logic Often delegate straight-forward detail Independent thinkers, risk takers</p> <p>COU</p>	<p>Skillful with people relationships Prefer to initiate, not to do detail work Can listen well to others' ideas Natural sense of timing with people</p> <p>COR</p>	<p>Strive to please others Empathetic listeners Patient and thorough instructor Systems-oriented, organized and well-planned</p> <p>EOR</p>	<p>People of few words, but get their points across directly, firmly Good at systems, numbers and processing details Precise, persistent, scientific approach to problem-solving Build systems, procedures skillfully</p> <p>ECR</p>
SYSTEMATIC	INNOVATIVE	PERSONAL	OBJECTIVE
<p>Conscientious, follow-through in their dealings with people Very personable, yet strict Enjoy creating systems for people activities Require tangible proof in decision-making</p> <p>OCU</p>	<p>Enjoy the exotic or non-traditional Prefer growing or new situations Charismatic, dynamic leaders and presenters Idealistic, caring and empathetic Prefer big picture, not details</p> <p>OCG</p>	<p>Calm, serene appearance, good listeners Cordial, small circle of closely knit friends Often self-sacrificing, social-service oriented Protective of family relationships Strong sense of design, natural harmony</p> <p>RIE</p>	<p>Cooperative and seek peaceful environments Appreciate standard operating procedures Often skillful with tools, instruments Good at routines requiring repeated, sequential processes Plan activities thoroughly, easily</p> <p>RSE</p>
<p>Can sell anything, if they believe in it Strong desire to understand human nature Delegate detail, authority, responsibility Generalists with big picture perspective</p> <p>OCU</p>	<p>More organized, receptive to social directing Want to be in charge but may resist controls and detail work Take time to listen to others Pleasant, consistently press forward, despite setbacks</p> <p>OCR</p>	<p>Patient with complicated people situations Good sense of design, line, harmony Strong social skills Skillful in repeated people contact activities</p> <p>ROE</p>	<p>Good planners, organize thoroughly Can supervise others with ease in technical, mechanical or hands-on operations Dependable and down to earth Innovative and improve upon mechanical processes; like to "tinker"</p> <p>RCE</p>
SYSTEMATIC	INNOVATIVE	PERSONAL	OBJECTIVE
<p>Desire to get right things done for people Social-service oriented Sensitive to rejection Loyal to family, close friends Strong sense of fairness</p> <p>OSE</p>	<p>Vital need to be liked to be effective Can see the excitement in all aspects of life Good at initiating activities, delegating details Enjoy out-of-the-ordinary activities</p> <p>OSG</p>	<p>Cheerful, cordial, yet socially reserved Sensitive to surroundings, empathetic Attuned to color, line, texture, form May make errors of fact, seldom of values</p> <p>RIG</p>	<p>Want to know what is expected of them, but may resist close monitoring Skillful with tools, instruments, mechanical things Communicate through actions more than words Often enjoy outdoors, adventure Prefer big picture, not details</p> <p>RSG</p>
<p>Natural trainers, teachers Develop people-detail systems easily Want to do what is fair and help others be happy</p> <p>OER</p>	<p>Good listeners with big picture perspective Handle daily people processes well, dislike details, micro-management</p> <p>ORG</p>	<p>Charismatic leaders, emphasizing people and planning Listen to others, good motivators Well developed social and recreation directing skills Persistent and optimistic about big picture</p> <p>ROC</p>	<p>Planners, emphasize developing strong relationships Big picture orientation, delegating details Natural sense of timing with people Personable, enjoy adventuring with friends</p> <p>RCO</p>
<p>Very sociable; need to be with people to be happy Prefer for others to make final decisions Delegate details easily, but require accuracy Enjoy having several ongoing activities</p> <p>OSU</p>	<p>Intuitive, emotionally keyed, gentle Sensitive and alert to others Good listeners, companions, optimistic Good at repetitive interactions with people</p> <p>OSR</p>	<p>Handle routine people processes with ease, may become bored with details Natural counselors, good listeners, kind Resent being supervised too closely Fun-loving, enjoy being entertaining</p> <p>ROG</p>	<p>Thorough planners Often enjoy adventurous physical activities Innovative in developing time-saving efficiencies Free thinkers; contrary at times, may resist authority Forceful in their directives; at times uninfluenced by others</p> <p>RCG</p>
SYSTEMATIC	INNOVATIVE	PERSONAL	OBJECTIVE
OUTGOING	OUTGOING	RELAXED	RELAXED

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DYNAMICS OF PERSONALITY TRAITS

When the CORE Personality Traits combine in specific patterns, there are unique characteristics that help to better understand the complexity of personality, rather than just knowing what the four traits generally and "in isolation" would describe. These combinations describe your style of communication, problem solving, activity focus and approach to environment.

YOUR COMMUNICATION STYLE

Communication Style

Objective



Personal

Two basic styles of communication are personal and objective.

Personal communicators emphasize people's feelings, hence tend to be less direct in expressing factual or objective information. They may take liberty in focusing on particular discussion items that would emphasize the personal side of things or exaggerate facts to drive home a point.

Objective communicators express tangible, factual evidence fluently, specifically and at times, bluntly. They may seek to avoid conflicts and confusion by skirting, minimizing, or avoiding the expression of their own and others' personal feelings.

Those with similar styles tend to understand one another naturally and easily. We gain balance in communication and perspective when opposite styles are represented, and all parties are putting forth effort and attention to communicate effectively for mutual understanding.

Effective communications occur when you balance your natural communication style preference by considering the opposite style's potential misinterpretation before expressing--particularly in sensitive situations.

In communications, your strengths are typically in personally expressing yourself. Your most natural communication preference is to be friendly, persuasive and non-threatening. You tend to be empathetic and enjoy being with people in small groups; you usually do not demand to be the center of attention. You would prefer to express positive communications and avoid giving critical or corrective comments. You would prefer to handle pleasant information rather than confrontational or unpopular communications.

Miscommunications may occur when you imply too much or expect that the other person will "read between the lines". By not directly expressing yourself, or by holding back on

saying what you feel really should be said, you may leave unresolved or unfinished business that will probably surface later on. Those with whom your style is most different may miss your point(s) all together and stop listening until you can regain their attention by saying something that would affect them directly. You may view their more objective style of communicating as stepping on toes, instead of being efficient, which is probably how they intend to be.

YOUR PROBLEM SOLVING STYLE

Problem Solving Style

Systematic



Innovative

Two opposite scales in the decision process are represented by systematic to innovative problem solving styles.

Those who are most naturally innovative problem solvers enjoy initiating work and setting things up. They may prefer having others carry out the routine and detailed implementation phases. Typically, they enjoy doing things a little differently each time they do something.

Systematic problem solvers enjoy creating an efficient system that provides an effective order and organization for a process to occur. They may prefer taking a project from the idea stage to its practical implementation and application.

Individuals using different problem solving styles may find the others' way of thinking difficult to understand. People are often most comfortable when they are with people who think as they do; although, remaining in one's comfort zone can lead to tunnel vision.

Balanced problem-solving in a situation leads to powerful thinking. Understanding your own natural problem-solving style, then applying the opposite pattern as a "check" for either more choices or to screen for one-sided logic helps create balanced problem solving.

In decision-making situations, your problem-solving preference is innovative. This would indicate that you prefer to decide things based primarily on your instincts. Your decisions would be made by viewing the situation and getting an intuitive feel for it. You probably tend to be a big-picture person who enjoys trying the new. People with your style may get easily bored with repetition of a task once mastered. You may be adept at having your hands do a "known" function almost intuitively, or on auto-pilot and your mind thinking of something else.

When presenting an idea or project to someone with the opposite or systematic, problem-solving style, you may be most clearly understood when you present solutions sequentially and factually. Those with the opposite problem-solving style would expect

most decisions to be either black or white, with few "gray" areas that would delay your decision. You would probably improve your success in addressing these systematic types by presenting conclusive, well-organized facts or an "executive summary".

YOUR ACTIVITY FOCUS

Activity Focus

Outcome



Process

An individual's activity orientation indicates which part of an activity will be the most natural focus and priority. Some individuals prefer task-focused work toward outcomes, while others regard the process or people-considerations of primary importance. Those who are outcome oriented tend to be strongly goal directed and focused; at times they may become so short-term task centered that they pay little attention to the process and people involved. Process oriented individuals tend to be sensitive to the how's and subtler aspects of the activity; they may become overly involved in working out a long-term correct process that the task or deadline to be accomplished is delayed or inadvertently missed.

Both areas are important to an activity; however, the preferred mixture will vary according to circumstances and the type of activity. People who have different activity orientations may view the opposite approach to getting things done as either insensitive or unfocused.

The most effective situation for short and long term project or activity accomplishment occurs when both activity orientations are represented.

In interacting with others in a situation or task, your natural preference is to leave things open-ended. You would probably most enjoy personal interaction, the process and participation in discussions. You would probably prefer not having to take an irrevocable stand or committing to something that may limit your options down the road. Typically this style does not want to confront others or to be the bearers of unpopular news.

Your strengths may be misunderstood by those who like to have situations clearly resolved. You may see these individuals as only deadline sensitive, serious, punctual and result oriented. You would probably be most effective in dealing with these more results-oriented people by setting expectations, procedures or assumptions at the outset so as not to leave important ground rules unspoken or consequences unresolved, which could lead to future conflicts.

APPROACH TO YOUR ENVIRONMENT

Approach to the Environment



Individuals tend to interact with others and with their environment in either a proactive or a responsive manner.

Proactive individuals tend to take charge and assert themselves in their environment and interactions; they may at times overstep their boundaries and unintentionally overpower those with less overt influence.

Responsive individuals tend to be careful observers of their surroundings and lead by responding to the interactions at hand, rather than be an initiator of action. They may at times hesitate to take the bolder steps that may be most appropriate for the situation.

Different environments and situations require different interactions for optimal effectiveness. Individuals with opposite interaction styles can complement one another when there is mutual respect. Misunderstanding and frustration, however, can arise when the styles clash: either when roles are not clearly defined or there is an imbalanced group with too many of one style.

Teamwork is strongest and most gratifying when a range of interaction styles is present, recognized and valued.

In interacting with your environment, you would probably be intuitive and responsive to others' needs. You tend to follow established ways, but when the system does not work, you plan to make the necessary changes. Your style is typically one that will change cautiously so as not to redo what was originally in place. You are probably orderly and prefer not to "rock the boat", but will make suggestions that lead to improving the system.

A non-rewarding environment for you is probably one where you are expected to be in charge without having sufficient training or instruction. You probably prefer to have strong support when in charge of a project. Your style is usually a very good "doer" once you have the goal clearly in mind or have been given specific directions.

YOUR IDEAL MOTIVATING ENVIRONMENT

There is an optimal environment for each person. That environment nourishes the potential for positive development.

Out of their proper environments, people often are not as productive as they could be and do not feel as good about themselves as they know they could. A positive, balanced environment tends to provide energy. A negative, unbalanced environment tends to drain a person's energy.

An effective way to recharge your energy battery is to include activities in your environment that are aligned with your values and personality preferences.

Your responses show the following situations and activities to be among those you consider important:

... Relaxed surroundings ... cooperation ... harmony ... stability ... explanations when changes are being made ... time to plan and to adjust to changes ... no harsh arguments or exaggerated statements.

... Freedom from details, rules ... unusual assignments ... independence.

... Situations where you would not have to take all the risks or all the responsibility for final decisions ... direction and strong leadership to set the pace.

... Privacy... time to think ... selectivity in dealing with people.

Situations you find least desirable may include:

... Those where you feel unjustly pushed or where there is unexpected pressure on you.

HOW TO APPLY YOUR PERSONAL STRENGTHS REPORT

There are several ways you can use your CORE Profile to improve understanding, communications and relationships.

1. Review your profile with your survey administrator to verify results, gain more personalized insights and identify next steps for you.
2. Share your personality traits and preferences with peers, co-workers, and relatives to improve understanding and communication.
3. Interact with others according to their personality styles and preferences --in effect "speak in their language." Use the "Pocket Communicator" or "The Communicator" for tips in recognizing and speaking even more effectively with different styles. Others will feel validated that you try to 'meet them half-way' in your approach to them, giving you more common ground for understanding, trust and agreement.
4. Assess your current environment. If you are in a situation that is not rewarding to you, make a list of what you enjoy and include more of these activities in your daily life. Similarly, if you are demotivated by elements in your environment, make a list of these and begin the steps to resolve them.
5. Develop a support system with people you respect to achieve more balance and fulfillment in your life through more open and trusting communication.
6. Check your progress by talking to others and asking for feedback on where you are being effective in your communications and where you could focus for long term improvements.
7. Consider taking a Personal Strengths Profile, which measures your CORE Profile, and offers an analysis of your current motivations, stress level, coping energy reserve, personal expectations indicator and a profile of how you come across to others on a first impression basis. This is especially helpful in coaching for careers, leadership development and teamwork.

Thank you for using our CORE Profile!