

# CONFIDENTIAL

## PRISM Professional Summary Report

**Name:**

Alex Sample

**Benchmark Role:**

Sample Job

**Report Date:**

17/03/2011

This computer-generated report is based entirely on an analysis of the responses which Alex Sample gave to the *PRISM* questionnaire and is provided for the sole purpose of helping him to gain a better understanding of his behaviour preferences as defined and indicated by *PRISM* Brain Mapping.

The report is designed to be used in conjunction with one-to-one feedback provided by a Certified *PRISM* Practitioner to ensure that its contents are explained correctly. It should not be used, therefore, in the absence of such feedback, nor should feedback be given by an unqualified person.

Although this report is very comprehensive, it is based solely on Alex's self perception of his behaviour preferences. A more valid analysis of Alex's behaviour preferences can be obtained by using the *PRISM* 360 degree version.

**Report Contents:**

- Your *PRISM* 'Professional' 8-Dimensional Map
- Your *PRISM* 'Professional' Profile Narrative

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Name: Alex Sample    Company: PRISM Brain Mapping    Job: Sample Job    Inventory Date: 12/08/2009    Report Date: 17/03/2011

**ANALYSIS**  
Cautious, Methodical, Precise,  
Thorough, Analytical, Shrewd

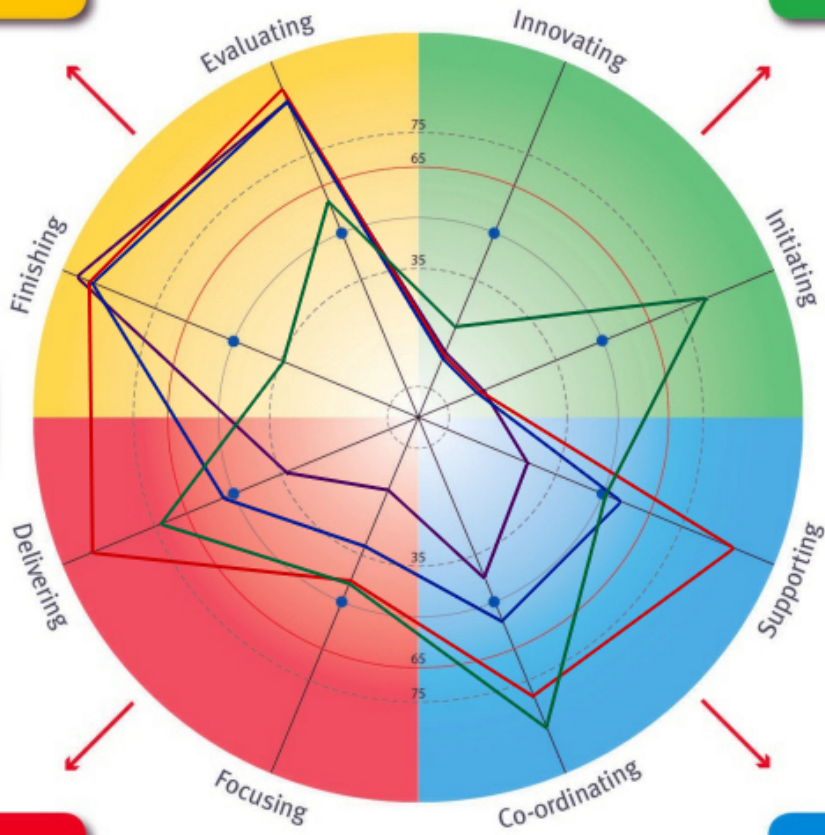
**EXPRESSION**  
Inspiring, Creative, Imaginative,  
Persuasive, Optimistic, Lively

**PRISM**  
BRAIN MAPPING

**KEY**

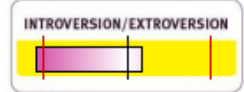
- Adapted (Purple line)
- Underlying (Red line)
- Consistent (Blue line)
- Benchmark (Green line)

	Adapted	Underlying	Consistent	Benchmark
Inn	12	11	10	20
Init	12	11	10	83
Sup	26	92	56	51
Co	42	80	56	90
Foc	14	43	32	44
Del	33	95	53	73
Fin	100	96	95	34
Eval	92	96	92	60



**QUADRANT VALUES**

	Adapted	Underlying	Consistent	Benchmark
Analysis	12	11	10	52
Expression	34	86	56	70
Drive	24	69	42	58
Stability	96	96	94	47



**Important**  
Any profiling tool, such as PRISM, should never be used to make a recruitment or re-development decision unsupported by other techniques.

**DRIVE**  
Forceful, Competitive, Hard-Driving,  
Decisive, Demanding, Challenging

**STABILITY**  
Supportive, Patient, Caring,  
Co-operative, Dependable, Kind

**PROCESSING**

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SD SKEW 4.3%

Candidate: Alex Sample

Job: Sample Job

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The PRISM Model of Human Behaviour

## Dimension Key Points

Dimension	Characteristics	
	Strengths	Potential weaknesses if strengths are overdone
Innovating	<ul style="list-style-type: none"> <li>Abstract, innovative thinker.</li> <li>Generates ideas and concepts.</li> <li>Visualises outcomes.</li> <li>Creates original solutions.</li> <li>Unorthodox, detached and radical.</li> </ul>	<ul style="list-style-type: none"> <li>Low attention to detail.</li> <li>Has difficulty explaining own ideas.</li> <li>Absent minded and forgetful.</li> <li>Dislikes criticism and following rules.</li> <li>Can be wayward and independent.</li> </ul>
Initiating	<ul style="list-style-type: none"> <li>Outgoing, animated and talkative.</li> <li>Articulate and persuasive.</li> <li>Establishes rapport easily.</li> <li>High-spirited, jovial and motivating.</li> <li>Good at achieving 'win-win' negotiations.</li> </ul>	<ul style="list-style-type: none"> <li>Over optimistic and unrealistic.</li> <li>Fails to follow through or deliver.</li> <li>Easily bored and distracted.</li> <li>Need to be entertaining and popular.</li> <li>Makes impetuous, intuitive decisions.</li> </ul>
Supporting	<ul style="list-style-type: none"> <li>Kind hearted, harmonious and caring.</li> <li>Supportive of others.</li> <li>Handles repetitive or routine work well.</li> <li>Mild mannered and loyal to close friends.</li> <li>Sensitive, devoted and perceptive.</li> </ul>	<ul style="list-style-type: none"> <li>Dislikes conflict and aggressive people.</li> <li>Unassertive and over sensitive.</li> <li>Uncomfortable making tough decisions.</li> <li>Dislikes pressure or fast pace.</li> <li>Uncomfortable with change.</li> </ul>
Co-ordinating	<ul style="list-style-type: none"> <li>Makes good use other people's skills.</li> <li>Encourages opinions and participation.</li> <li>Democratic and seeks consensus.</li> <li>Remains calm when under pressure.</li> <li>Consultative and open-minded.</li> </ul>	<ul style="list-style-type: none"> <li>Lacks drive and independence of mind.</li> <li>Relies heavily on gaining agreement.</li> <li>Laid-back and casual.</li> <li>Can appear detached and laid back.</li> <li>Too tolerant of inappropriate behaviour.</li> </ul>
Focusing	<ul style="list-style-type: none"> <li>Forthright, demanding and impatient.</li> <li>Stubborn, blunt and challenging.</li> <li>Copes well with adverse conditions.</li> <li>Driven to win and achieve status.</li> <li>High pressure negotiating skills.</li> </ul>	<ul style="list-style-type: none"> <li>Irritable and easily frustrated.</li> <li>Provocative and argumentative.</li> <li>Poor listener when under pressure.</li> <li>Suspicious of the motives of others.</li> <li>Quick to anger and volatile.</li> </ul>
Delivering	<ul style="list-style-type: none"> <li>Controlling, single-minded and loyal.</li> <li>Independent and self-motivated.</li> <li>Practical, determined and autocratic.</li> <li>Works well when under pressure.</li> <li>Likes structure and organisation.</li> </ul>	<ul style="list-style-type: none"> <li>Can be over-competitive for status.</li> <li>Inflexible and single-minded.</li> <li>Uncomfortable with sudden change.</li> <li>Frustrated by others' low commitment.</li> <li>Insensitive to others' emotional needs.</li> </ul>
Finishing	<ul style="list-style-type: none"> <li>Strong attention to detail and accuracy.</li> <li>Conscientious, painstaking and orderly.</li> <li>Good at communicating complex data.</li> <li>Focuses on accuracy and high standards.</li> <li>Follows tasks through to completion.</li> </ul>	<ul style="list-style-type: none"> <li>Insular, pedantic and slow moving.</li> <li>Dislikes delegating to others.</li> <li>Uneasy making contact with strangers.</li> <li>Intolerant of errors or disorganisation.</li> <li>Prone to worrying unduly or anxiety.</li> </ul>
Evaluating	<ul style="list-style-type: none"> <li>Questions the validity of data.</li> <li>Checks the pros and cons of all options.</li> <li>Does not accept things at face value.</li> <li>Makes astute decisions based on facts.</li> <li>Fair-minded and unemotional.</li> </ul>	<ul style="list-style-type: none"> <li>May be seen as sceptical and cynical.</li> <li>Can be uninspiring and negative.</li> <li>Appears indifferent to others' feelings.</li> <li>Slow and cautious when deciding.</li> <li>Unreceptive to new, untried ideas.</li> </ul>

## Your *PRISM Professional* Profile Narrative

### Overview of Alex's profile

The following text narrative is based on the responses that Alex gave in the PRISM Inventory. According to those responses, he rated the following descriptors as most accurately describing his preferred behaviours and, therefore, the ones which he is most comfortable using:

"Accurate, Analytical, Appraises data, Asks for opinions, Assertive, Assesses accurately, Bossy, Caring, Choosey, Conscientious, Consultative, Correct, Dogmatic, Exact, Meticulous, Neat and tidy, Orderly, Perfectionist, Precise, Prudent, Quality-focused, Selects carefully, Systematic, Thorough, Watchful, Weighs pros and cons, Well-organised"

He also rated the following descriptors as least accurately describing his preferred behaviours and, therefore, the ones that he is least comfortable using and the ones which he prefers to avoid:

"Animated, Argumentative, Creative, Experimental, Exuberant, Generates ideas, Headstrong, High-spirited, Imaginative, Ingenious, Innovative, Inventive, Involves others, Lively, Original thinking, Outgoing, Produces novel ideas, Promotes participation, Provocative, Quick to anger, Sparkling, Spontaneous, Stimulating, Stubborn, Sympathetic, Vivacious"

Alex tends to be factual and reliable, completing work with precision and accuracy. He is extremely well focused and generally avoids unnecessary risk or trouble. He knows that shortcuts are sometimes costly in the long run, so he sticks firmly to his high standards. He prefers to work in small groups rather than in front of large crowds. When he appears to be insensitive, it is usually because he is focusing completely on the task at hand. He is careful and consistent, but sometimes his analytical nature turns others off. He has a strong need to achieve success, and he will feel stifled and lacking in motivation if he fails to reach his personal goals. He builds relationships slowly, having an inherently suspicious and questioning nature. Overall, the most important factor in his behaviour is his focus on matters of efficiency and productivity. He tends to place more emphasis on practical matters than on social issues, and his actions are normally based on a rational rather than an emotional response to his situation, albeit he does have an underlying focus on people-related matters. Alex is a relatively self-contained individual, whose general approach to problems tends to be somewhat detached and dispassionate. While he possesses a sociable side, this still reflects his calm style, and for this reason he finds emotional displays and uncontrolled openness in other people annoying and distracting. He prefers to work within a well organised system, but he will also look for some freedom of action and independence.

Alex's profile indicates that he does not demonstrate a strong preference for either extroversion or introversion and he will, therefore, shift easily from working with other people, or taking part in outgoing social situations, to the relative isolation of working alone. He will tend to find too much of either kind of environment or activity dissatisfying. He is more likely to display extroverted behaviour when in the company of people he knows well and feels comfortable with, and display introverted behaviour when in the company of strangers.

Alex's profile indicates that he:

- Takes responsibilities seriously.
- Is competent, industrious and reliable.
- Can work well alone and with the minimum of supervision.
- Performs quality work and always gives his best.
- Can be a willing and effective team player.
- Enjoys being valued for the support he gives to others.
- Gets along well with most people.
- Sees what needs to be done and does it.
- Handles pressure and difficult conditions well.
- Has the drive and determination to overcome obstacles.

Candidate: Alex Sample

Job: Sample Job

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Alex needs to bear in mind that his profile also indicates that he will:

- Be suspicious of new or unconventional ideas
- Find it difficult to establish rapport easily with strangers
- Have difficulty dealing with sudden or frequent changes
- Appear detached and guarded at times
- Be uncomfortable dealing with abstract concepts or ideas
- Prefer established ways of working rather than finding new ones

Taking into consideration Alex's strongest behaviour preferences, he needs to be aware of the potential problems that could arise if those strengths are overdone when he is under considerable pressure, stressed, or in conflict with others. In such circumstances, it is possible that he may demonstrate some or all of the following characteristics:

- Pessimistic
- Possessive
- Judges others harshly
- Fussy
- Withdraws emotionally from the people
- Becomes uncommunicative
- Excessively rational
- Intolerant
- Uses sarcasm
- Conforms rigidly to rules

To enhance his overall performance, he should consider:

- Not being too critical or judgemental when others are telling him their problems.
- Trying to relax and loosening up a little.
- Being more tolerant when others make mistakes.
- Being careful not to talk over other people's heads. Trying to use a vocabulary that is appropriate to the situation.
- Learning to express his emotional side and sharing his feelings with people he trusts.
- Being less sensitive to comments and remarks made by others.
- Making more decisions on the basis of what is in his best interests.
- Trying to be more patient and less forceful.

Alex's least preferred behaviours indicate that:

Alex will try to avoid situations which require him to be totally radical or creative. Not naturally flexible, innovative, adaptable or unconventional, he does not demonstrate a strong desire to find new mental challenges. In a work situation he should not, therefore, be relied upon for the creation of ingenious, new ideas or novel strategies and it is unlikely that he will devote much of his energy to finding new or radical ways of doing things." He is also unlikely to be comfortable in roles which lack structure or clear direction.

He will try to avoid situations which require him to be sociable with strangers. Not naturally outgoing or gregarious he is unlikely to have the flexibility of thought to find the most radical route to accomplish whatever needs to be done. He does not really enjoy being the centre of attention and will not normally be bubbly, free-spirited or light-hearted. He is unlikely to act on impulse and tends to think through the consequences of his actions. He is unlikely to be highly effective when it comes to picking up ideas and moving them forward or selling new ideas to others.