



PRISM 'Professional' Report

Summary Report

CONFIDENTIAL

This report has been prepared for:

Sample Professional

27/02/2013

Using brain science to enhance personal and business performance

CONFIDENTIAL

PRISM Report Contents:

Section 1. Introduction

- How can *PRISM* help me?

Section 2. Personal Profile

- Your *PRISM* 8-Dimensional Map
- Dimension Key Points

Section 3. Your *PRISM* Profile Narrative - Summary



How can *PRISM* help me?

Dear Sample,

You recently completed a *PRISM* Inventory - the self-reporting behavioural instrument. This report has been given to you to provide some feedback about the analysis of your responses to the Inventory. When considering this report's descriptions of your behavioural preferences, it is important to recognise that they are based on the answers you gave and it represents, therefore, the way you see your behaviour, rather than how your behaviour might be described by another person.

It is important to stress that no profiling tool is infallible. As with all self-report instruments, the accuracy of this report depends on the frankness and accuracy with which you completed the Inventory.

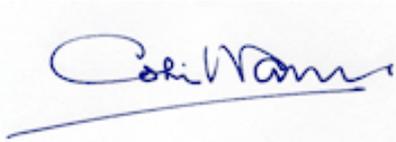
An important objective of this report is to help you to learn more about yourself and your behaviour preferences, so that you will be able to exploit your strengths to your best advantage and also minimize the likely impact of those strengths if they are overdone. The more you understand how you approach situations, the better you will be able to work to your full potential and make decisions that result in greater satisfaction. The planning steps below should help you increase your self-knowledge and identify areas of strength and development.

It is important that you set aside some quiet time to read through your report a number of times. Please pay close attention to what it says about you and highlight the statements you believe most accurately describe you.

Next, mark any comments that surprise you or indicate areas where you feel you could improve your effectiveness. Consider these qualities and ask people who know you well about them to see if they are true. If, after reflection, the information still seems to be at odds with your experience, you may find it valuable to discuss the contents with someone who knows you well. No questionnaire will ever know you as well as you know yourself. However, it is possible that in some circumstances, you may not have thought about certain aspects of your behaviour.

Having studied the report carefully, it is important that you draw up a list of those areas that you intend to focus on to help you improve your work and personal life. Carefully examine your current situation and set some realistic goals for increasing your effectiveness. In particular, plan what you are going to do to avoid or guard against those behaviours that may inhibit your effectiveness and performance in the future.

We hope you will find this report both enlightening and rewarding.



PRISM Brain Mapping

ANALYSIS

Cautious, Methodical, Precise, Thorough, Analytical, Shrewd

EXPRESSION

Inspiring, Creative, Imaginative, Persuasive, Optimistic, Lively

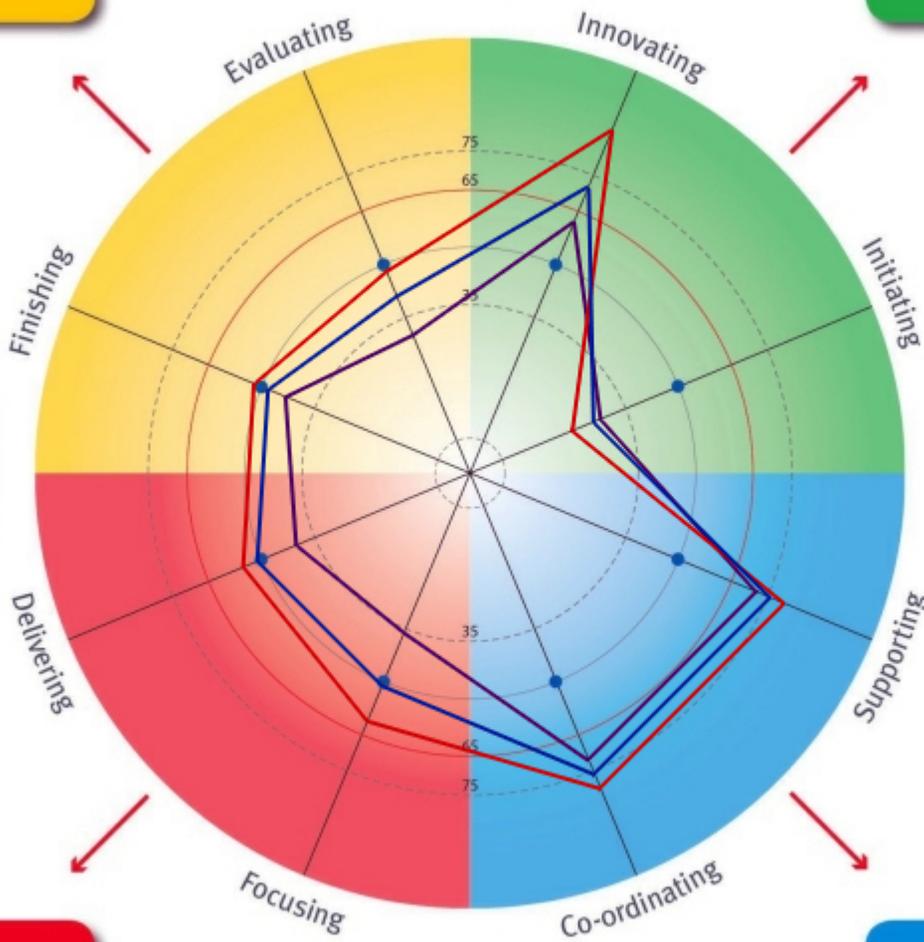
PRISM
BRAIN MAPPING

KEY

Adapted	
Underlying	
Consistent	
Benchmark	

	Adapted	Underlying	Consistent	Benchmark
Inn	62	88	72	
Init	28	20	26	
Sup	72	80	76	
Co	72	80	76	
Foc	36	61	51	
Del	40	55	51	
Fin	43	52	48	
Eval	30	48	41	

REALISTIC

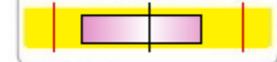


QUADRANT VALUES

Adapted	Underlying	Consistent	Benchmark
45	54	49	
72	80	76	
38	58	51	
36	50	44	

IDEALISTIC

INTROVERSION/EXTROVERSION



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

PROCESSING

STABILITY

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

Dimension Key Points

	Characteristics	
Dimension	Strengths	Potential weaknesses if strengths are overdone
Innovating	Abstract, innovative thinker. Generates ideas and concepts. Visualises outcomes. Creates original solutions. Unorthodox, detached and radical.	Low attention to detail. Has difficulty explaining own ideas. Absent minded and forgetful. Dislikes criticism and following rules. Can be wayward and independent.
Initiating	Outgoing, animated and talkative. Articulate and persuasive. Establishes rapport easily. High-spirited, jovial and motivating. Good at achieving 'win-win' negotiations.	Over optimistic and unrealistic. Fails to follow through or deliver. Easily bored and distracted. Need to be entertaining and popular. Makes impetuous, intuitive decisions.
Supporting	Kind hearted, harmonious and caring. Supportive of others. Handles repetitive or routine work well. Mild mannered and loyal to close friends. Sensitive, devoted and perceptive.	Dislikes conflict and aggressive people. Unassertive and over sensitive. Uncomfortable making tough decisions. Dislikes pressure or fast pace. Uncomfortable with change.
Co-ordinating	Makes good use other people's skills. Encourages opinions and participation. Democratic and seeks consensus. Remains calm when under pressure. Consultative and open-minded.	Lacks drive and independence of mind. Relies heavily on gaining agreement. Laid-back and casual. Can appear detached and laid back. Too tolerant of inappropriate behaviour.
Focusing	Forthright, demanding and impatient. Stubborn, blunt and challenging. Copes well with adverse conditions. Driven to win and achieve status. High pressure negotiating skills.	Irritable and easily frustrated. Provocative and argumentative. Poor listener when under pressure. Suspicious of the motives of others. Quick to anger and volatile.
Delivering	Controlling, single-minded and loyal. Independent and self-motivated. Practical, determined and autocratic. Works well when under pressure. Likes structure and organisation.	Can be over-competitive for status. Inflexible and single-minded. Uncomfortable with sudden change. Frustrated by others' low commitment. Insensitive to others' emotional needs.
Finishing	Strong attention to detail and accuracy. Conscientious, painstaking and orderly. Good at communicating complex data. Focuses on accuracy and high standards. Follows tasks through to completion.	Insular, pedantic and slow moving. Dislikes delegating to others. Uneasy making contact with strangers. Intolerant of errors or disorganisation. Prone to worrying unduly or anxiety.
Evaluating	Questions the validity of data. Checks the pros and cons of all options. Does not accept things at face value. Makes astute decisions based on facts. Fair-minded and unemotional.	May be seen as sceptical and cynical. Can be uninspiring and negative. Appears indifferent to others' feelings. Slow and cautious when deciding. Unreceptive to new, untried ideas.

Your *PRISM* Profile Narrative - Summary

Overview of Sample's profile

The following text narrative is based on the responses that Sample 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:

"Amiable, Animated, Assertive, Autocratic, Bossy, Caring, Choosey, Compassionate, Conceptual, Conscientious, Consultative, Correct, Creative, Empathetic, Encourages others, Helpful, Impatient, Innovative, Outspoken, Produces novel ideas, Promotes cooperation, Promotes participation, Quick to anger, Seeks agreement, Sensitive, Spontaneous, Takes charge, Values diversity, Vigilant, 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:

"Accurate, Analytical, Animated, Appraises data, Assesses accurately, Caring, Confers with others, Evaluating, Exuberant, Fun-loving, Hard-driving, Headstrong, Ingenious, Involves others, Irritable, Meticulous, Neat and tidy, Orderly, Outgoing, Selects carefully, Shrewd, Single-minded, Soft, Spirited, Spontaneous, Stimulating, Systematic, Thorough, Tough minded"

Sample will normally be a patient and undemanding person with a quiet, unassuming demeanour who will work slowly, but consistently until a task is completed. He will be resistant to change and upheaval, preferring a steady, predictable environment, because of its impact on those around him. Because of this, he will often show great loyalty to those who help to maintain such an environment. He will not wish to cause offence or disagreement, and so he will consider carefully what he is about to say before saying it. To make the most of his strengths, he needs time to concentrate fully and to think about his actions carefully. His measured, steady approach must always be borne in mind when assigning tasks to him. He works reliably and productively, but his need to concentrate fully, and think out his actions carefully, means that he tends to take longer to complete work than faster-paced individuals. His preference to avoid change makes him less than suitable, under normal conditions, for work in unpredictable environments, or those in which extensive support from other people is not available in a situation. An important factor of his style is his thoughtful nature which means, in terms of communication, that he will tend to adopt a deliberate, somewhat cautious, but friendly conversational style.

Sample'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.

Sample's profile indicates that he:

- Can be a willing and effective team player.
- Enjoys being valued for the support he gives to others.

[Continued]

Your *PRISM* Profile Narrative - Summary [Continued]

- Gets along well with most people.
- Has patience with "difficult" people.
- Is amiable, supportive and a good listener.
- Helps to resolve inter-personal conflicts.
- Has trouble saying "no", even when overloaded.
- Offers to help others without being asked.
- Avoids conflict if possible, but can be assertive if necessary.
- Can be more people-focused than task-focused.

Taking into consideration Sample'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:

- Insecure
- Emotional
- Loses sight of personal priorities
- Indecisive
- Appears over-anxious to please
- Vulnerable
- Refuses to admit to being upset
- Easily intimidated
- Over-sensitive
- Possessive

To enhance his overall performance, he should consider:

- Being less sensitive to comments and remarks made by others.
- Making more decisions on the basis of what is in his best interests.
- Being more objective and impersonal when things go wrong.
- Remembering that he does not have to take responsibility for everyone else's problems.
- Keeping a balance between his own needs and the needs of others.
- Taking the opportunity to develop by trying new and different things.
- Asking questions and saying "no" more often.
- Trying to be more assertive and direct when appropriate.

Least preferred behaviours

Sample's least preferred behaviours indicate that:

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.