

CONFIDENTIAL

PRISM Professional Report

Name:

Alex Sample

Benchmark Role:

PRISM Test Benchmark

Report date:

01/04/2010

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:

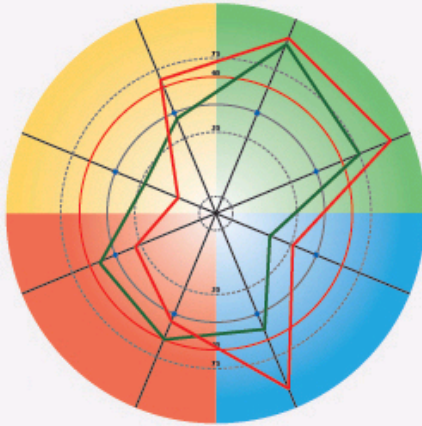
- Job/Role Benchmark vs. Actual Profile Comparison

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Job/Role Benchmark vs. Actual Profile Comparison

This section is only relevant if you have a Job Benchmark included in your profile. If you do not have a Job Benchmark included in your Profile, please go to Section 6.



The *PRISM Wheel* gives you an 8 dimensional map of your natural behavioural preferences, compared with the map considered ideal for the benchmark role you selected.

Ratings are on a scale of 1-100. Ratings appearing towards the outside of the circle show a strong preference for this behaviour, whereas ratings towards the centre show a general aversion to this behaviour.

Importance	Behaviour dimension	Benchmark versus Actual	Match	Comments
Critical for Excellence	Innovating	92	95 Strong Match	Your natural tendency towards this behavioural dimension, which is deemed critical for success, indicates that you would be extremely well matched to this aspect of the job Profile.
Very Important	Initiative	76	95 Strong Match	Your natural tendency towards this behavioural dimension, which is deemed critical for success, indicates that you would be extremely well matched to this aspect of the job Profile.
Unhelpful	Supporting	22	36 Match	Your natural tendency towards this behavioural dimension, which is deemed critical for success, indicates that you would be extremely well matched to this aspect of the job Profile.

The *PRISM Benchmark Table* gives an analysis of your rating in each of the 8 dimensions against the ratings considered ideal for the Benchmark Role.

In order to maximise your chances of achieving a good 'fit' to a role (which is often very different to being theoretically qualified for it) you should be looking to be as close to the benchmark profile as possible.

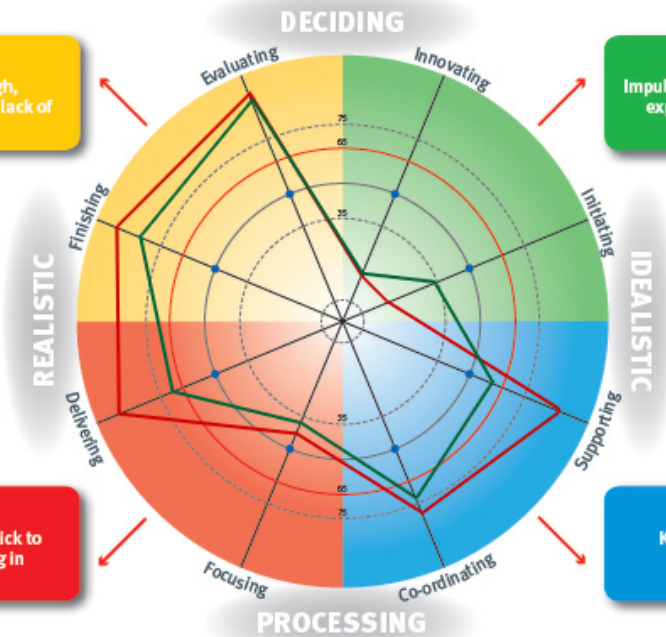
You will see that for any Job Benchmark, behavioural dimensions are deemed to range between being 'Critical for Excellence' to being 'Unhelpful'.

Study carefully any of the 8 dimensions in particular where a significant mismatch has been identified. It is critical that you appreciate that a significant overshoot in a trait deemed 'Unhelpful' can be every bit as negative as a significant undershoot in a trait deemed 'Critical for Excellence'. After all, it can be just as harmful to your job satisfaction and job performance if you have to suppress significantly a naturally strong trait, as it is striving to show a higher degree of a certain trait in which you are naturally not comfortable.

In a 'Mismatch' or even more importantly in a 'Strong Mismatch' situation consider honestly whether you feel you could adapt your behaviour in that role to move closer to the benchmark (see the *PRISM Quadrant Colour Characteristics* notes later in this report for help).

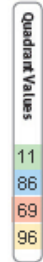
A certain amount of adaptation is of course inevitable - few roles will suit us perfectly in all aspects. Note that whilst you may feel (and be) able to adapt behaviour somewhat to move closer to the requirements of a particular job, prolonged significant adaptation – either moderating a naturally strong tendency or striving to show a higher degree of a certain trait in which you are naturally not comfortable – may well lead to unhappiness and subsequent poor performance.

ANALYSIS
 Careful, accurate, self-contained, attentive to detail, thorough, follows rules closely and prefers to work alone, but dislikes lack of clarity, mistakes and untidiness.



EXPRESSION
 Impulsive, talkative, imaginative, entertaining, excitable, fun-loving, expressive, optimistic and enthusiastic, but dislikes routine work, planning and having to follow rules.

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DRIVE
 Competitive, forceful, outspoken, challenging, impatient, quick to anger, takes risks, pushy and decisive, but dislikes not being in charge and being told what to do.

STABILITY
 Kind-hearted, caring, considerate, gentle, patient, co-operative, likes routine, reliable, supportive and unassertive, but dislikes conflict, change and making tough decisions.

Importance	Behaviour dimension	Job/Benchmark vs Actual	Match	Comments – The candidate's preference for:
Potentially counter-productive	Innovating	12	11 Strong Match	The candidate's preference for creativity, imagination, abstract thinking, innovation, and the generation of new ideas appears to be a strong match with the agreed benchmark for this behavioural dimension.
Potentially counter-productive	Initiating	33	11 Moderate Match	The candidate's preference for initiating contacts, networking, persuading others, selling ideas and juggling several tasks at the same time appears to be a moderate match with the agreed benchmark for this behavioural dimension.
Occasionally useful	Supporting	60	92 Likely Mismatch	The candidate's preference for putting people at ease, building team spirit, mediating conflict, being empathetic and caring for others appears to be a likely mismatch with the agreed benchmark for this behavioural dimension.
Very important	Coordinating	73	80 Strong Match	The candidate's preference for working co-operatively, seeking consensus, enabling others to take part and consulting others appears to be a strong match with the agreed benchmark for this behavioural dimension.
Unhelpful or Not relevant	Focusing	38	43 Strong Match	The candidate's preference for being forthright and outspoken, taking tough decisions and working in an aggressive environment appears to be a strong match with the agreed benchmark for this behavioural dimension.
Important	Delivering	70	95 Likely Mismatch	The candidate's preference for taking charge, being assertive, meeting tight deadlines, working independently and being driven by a need to win appears to be a likely mismatch with the agreed benchmark for this behavioural dimension.
Critical for excellence	Finishing	85	96 Strong Match	The candidate's preference for paying attention to details, delivering quality and accuracy, being good at follow through and following procedures appears to be a strong match with the agreed benchmark for this behavioural dimension.
Critical for excellence	Evaluating	93	96 Strong Match	The candidate's preference for checking large amounts of complex data, analysing information, evaluating options and making dispassionate judgements appears to be a strong match with the agreed benchmark for this behavioural dimension.

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