

Personal Styles Inventory
The "PSI-120" Summary Report

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PSI-120 REPORT

(Version 060)

for

Example

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PSI-120 SUMMARY REPORT for Example (000-001x)

The PSI-120 Report provides information about normal, commonplace, everyday behaviors for **personality traits** (general tendencies) and for **personal styles** (specific tendencies). Descriptions of traits and styles are given for:

Basic Behavior -- what appears to be natural for the person

Learned Behavior -- what the person has learned to be, needs to be, wants to be, or any combination of these

This report describes an individual in terms of:

- (a) the most characteristic personality traits;
- (b) the most characteristic personal styles of emotion, of action, and of thinking;
- (c) the types of work situations and job activities that may be appropriate.

GENERAL PERSONALITY TENDENCIES

Basic trait - a "creating, designing" person who is change-oriented and prefers spontaneity and variety, being equally comfortable with people and ideas. Such individuals are often confronting, venturesome, and inquiring.

Learned trait - currently may also be an "improvising, inquiring" person who is self-directed and has a need for change. Common behaviors are being emotionally self-willed, needing personal freedom, and questioning existing procedures and beliefs.

SPECIFIC TENDENCIES

Styles of Emotion

Basic style - has an "expansive, confident" tendency for expressing emotions, being very expressive, persuasive, and self-assured and enjoying performing in public situations. Such an individual also may be enthusiastic and assertive.

Learned style - currently may also show a "confronting, spirited" tendency, being aggressive and forceful and reacting quickly, directly, and strongly to events as they occur. Other characteristics may be self-confident and self-willed.

Styles of Action

Basic style - has a "venturing, daring" tendency for doing things, willing to take chances by displaying bold and occasionally daring behavior. Such a person may also "energize" others to actively seek out new and different experiences.

Learned style - currently may also show a "self-directed, solitary" tendency, seeking out and being comfortable with activities that can be done by oneself. Other characteristics may be to become very absorbed in a number of different activities of personal interest.

Styles of Thinking

Basic style - has an "individualistic, questioning" tendency for thinking, re-evaluating and re-examining existing ideas and beliefs. Such an individual may also be innovative in designing workable solutions to problems.

Learned style - currently may also show an "analytical, skeptical" tendency, evaluating an event in a questioning and logical way and trying-it-out before believing it. Other characteristics may include designing things that have practical applications.

Other Comments

Additional information about the personality characteristics of this person is available from other PSI-120 reports.

CAREER AND OCCUPATIONAL IMPLICATIONS

Basic behavior (BB)-- may prefer "creating, designing" type situations in which one can (1) confront others about the need for change; (2) be able to explore unfamiliar territory even if risk is involved; and (3) be an "idea" person. People contact and variety are especially important.

Job activities: innovating, negotiating, persuading, experimenting.

Examples of jobs that typically require these characteristics are in Category **FOUR** on the next page (indicated by **BB**). Other relevant examples are in Categories **THREE** and **FIVE**.

Learned behavior (LB)-- currently may also desire "improvising, inquiring" situations in which one can (1) carry out one's work without being bothered by others; (2) be free to set one's own schedule and activities; and (3) be experimenting, analytical and questioning. Variety and self-direction are important considerations.

Job activities: experimenting, inventing, innovating, analyzing

Examples of relevant jobs are in Category **FIVE** (indicated by **LB**).

Other considerations-- the following personal characteristics of this individual may also be important for career satisfaction:

expressive and self-confident, skeptical and analytical, practical and realistic

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Career Map-- on the next page is a Career Map that contains nine categories of jobs.

- Jobs in a category often require similar job activities.
- Jobs in adjacent categories may require somewhat similar activities.
- Jobs in non-adjacent categories require distinctly different activities.

Behavioral orientation-- the location of categories (top, bottom; left, right) on the Career Map illustrates the behavioral orientation typical of associated job activities.

- The top of the Map indicates externally-oriented activities.
- The bottom of the Map indicates internally-oriented activities.
- The left of the Map indicates stability-oriented activities.
- The right of the Map indicates change-oriented activities.

A **BB** by a job category on the map indicates the type of job activities that are consistent with the individual's PSI-120 results for basic behaviors. A **LB** by a job category indicates the job activities consistent with the individual's PSI-120 results for learned behaviors.

A comparison of the job activities and job titles in an individual's **BB** and **LB** categories with those in other categories may provide clues to the types of job environments that may produce the greatest job satisfaction.

CAREER MAP

Examples of Jobs Grouped According to Job Activities That Are Often Required

Category One
helping, informing,
organizing, managing

Personnel director
 Office manager
 Teacher, elementary
 Bank officer
 Cashier, retail
 Counselor/caseworker
 Police officer
 Secretary
 Waiter/waitress
 Teacher aide
 Airline steward
 Nursing

Category Two
managing, supervising,
helping, persuading

Manager, employee relations
 Sales manager
 Teacher, social studies
 School superintendent
 Insurance agent
 Training officer
 Real estate sales
 Claims representative
 Nurse aide
 Recreational assistant
 Receptionist
 Child care

Category Three
persuading, performing,
managing, innovating

Marketing manager
 Advertising manager
 Teacher, drama, speech
 Public relations officer
 Buyer
 Fund raiser
 Field representative
 Customer service
 Telemarketing
 Retail sales
 Purchasing agent
 Radio/TV announcer

BB
Category Four
innovating, negotiating,
persuading, experimenting

Management, consultant
 Manager, graphic arts
 Teacher, journalism
 Merchandise supervisor
 Travel agent
 Reporter
 Interior decorator
 Chef
 Floral arranger
 Bill collector
 Artist
 Display worker

EXTERNALLY-ORIENTED

STABILITY-ORIENTED

Category Eight
organizing, recording,
utilizing, helping

Comptroller
 Production manager
 Teacher, business ed
 Accounting
 Bookkeeping
 Counselor, school/rehab
 Store clerk
 Medical/legal secretary
 Data processing
 Stock worker
 Clerk/typist
 Kitchen helper

Category Nine
 generally able
 to change according to
 demands of the situation

INTERNALLY-ORIENTED

Category Seven
utilizing, operating,
analyzing, organizing

Agency director
 Coordinator, volunteers
 Teacher, practical arts
 Engineer, civil/mech
 Seamstress/tailor
 Home economist
 Psychiatric aide
 Drafting
 Skilled trades
 Custodian
 Factory assembler
 Forklift operator

Category Six
analyzing, exploring,
experimenting, utilizing

Project director
 Manager, tech.services
 Teacher, biology
 Social scientist
 Surveyor
 Systems analyst
 X-ray technician
 Inspector
 Installer/repairer
 Animal caretaker
 Horticulture worker
 Engineering technician

CHANGE-ORIENTED

LB
Category Five
experimenting, inventing,
innovating, analyzing

Coordinator, research
 Product development mgr.
 Teacher, math science
 Free lance photographer
 Landscaper
 Investigator
 Cab driver
 Research lab technician
 Forester
 Conservation worker
 Writer
 Audio visual technician

Note: In each category of job activities above:

- (a) The jobs listed represent only a few of those requiring the activities.
- (b) The jobs differ greatly from each other in terms of abilities, education, and experience required.

Also, in making career choices:

- (a) One's qualifications and interests need to be considered along with personality characteristics.
- (b) Job conditions such as salary, hours, responsibilities, and benefits are important considerations.