



Complimentary Report

for

Jerry Springer

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Your Personal Assessment Report

This report reflects your responses on the Personal Assessment Survey. You will find some things that you knew about yourself and perhaps some things that you did not. As you read your results, consider how the information might be useful to you in the various settings indicated.

About You

Your profile demonstrates the typical picture of an individual concerned with procedural compliance and resistance to change. Cooperating with others to achieve quality and cohesion is likely to be a priority for you. You may be motivated to avoid dissension.

The various aspects of your day-to-day experiences reflect your cooperative personal style. The following observations often apply to individuals whose profiles are similar to yours. Consider these in relation to your own observations of your general behavior.

- You will confront important problems with a careful and diplomatic approach.
- You prefer order, standards and definite accountabilities.
- You tend to be systematic in your communications, using logic and data to persuade others.
- You are uncomfortable making a mistake.
- You like working with the tried and true.

You at work

Many individuals in technical fields demonstrate this critically-minded and analytical personal style. The primary goal for you may be to contribute to the overall success of the organization and maintain a level of performance above the standard through accuracy and reliability. By means of thoroughness and steadfast or perseverance, you attain the precision you desire. If these goals are not met, individually or with a team, it can be quite frustrating for you. However, you are most likely to contribute quietly, emphasizing the effort to not “rock the boat.”

Several observations may be made concerning behavior and motivations in the workplace. The following comments suggest a general pattern found in individuals like you who demonstrate steadfast performance. Note that some personal strengths may imply certain consequences as well. Developing a plan to counteract possible conflicts may be advisable.

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- You are a craftsperson who likes to see things done correctly and with minimal fuss.
- You tend to be too cautious, waiting for more information and advice instead of implementing a plan of action.
- You may be overly bound by procedures and methods.
- You seek perfection in your work, but will avoid conflicts with others if possible.
- Your behavioral style is not very compatible with work situations in which production goals are not clearly defined.

The roles you assume as both leader and follower are very likely an important part of your day-to-day living. As you engage in various supervisor/subordinate relationships, you may take note of how your personal style plays a part in the various roles involved. The following sections help to identify the style in which you accept authority, both as a leader and as a follower. Elements of your style may be less obvious to you until you consider the effect this may have on the complete supervisor/subordinate relationship. Consider which suggestions apply to you based on personal observation and reflection with those who know you well.

You in a leadership role

- When confronted by an unruly team member, you may have to seek outside support to remedy the situation.
- You tend to be highly committed to quality and set high standards.
- You think that job responsibilities should be clearly defined so that everyone knows just what is expected of them.
- You are a perfectionist with a tendency to do the important work yourself, so that you can be sure it will be done correctly.

How you like to be managed

- You are a quiet, personal producer who works hard for a leader and a cause.
- You are capable of working effectively without close supervision when the task and objectives are clearly defined.
- You desire clearly defined performance expectations from your supervisor.

You at leisure

Your style of thinking and interacting with others also applies during your spare time. Recreation is defined by how you utilize your time, how you relax and how you choose to interact with others in casual environments. Your style of dealing with others emphasizes a laid back and even temper. Because the work environment may not always offer such indulgences, recreation has much significance for you.

Leisure activities represent a highly valued experience, a “shot in the arm” for your individual resources. You are also a meticulous individual, so you may find detail-oriented avocations most rewarding. You are as satisfied in group activities as in individual pursuits. In games of skill or

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strategy, you can express your appreciation for rules and analytical puzzles, but your group-oriented side may appreciate the recreational experience as “fun for fun’s sake.” The aspect you seem to avoid is direct competition. You appear happier in the process of play than in the goal.

- Others may be less structured than you can be when competing in sports and other recreational activities.
- You accept the limitations of rules in social diversions due to the challenge offered; yet, you are not inclined to compete per se, rather you may enjoy the experience as rehabilitative.
- Your need for stability may cause you to remain quiet when you believe others cannot abide by the rules of a game; you may have to decide when to speak up about matters that are important to you.
- With strong needs for agreement and procedural conformity, you are willing to accept defeat in a game or other leisure activity, as long as all parties concerned have conformed to the rules.

You in relationships

You represent a stabilizing effect in your relationships, emphasizing calmness and harmony. You also appreciate a clearly defined concept of what is right or wrong in a relationship. This can lead to frustration when your view of situations differs with others. Arguments may ensue, but your inclinations are to avoid opposition and come to a satisfactory conclusion. You may even back down on some issues, but challenges to your clearly defined beliefs can mount up. This may lead to stress and potential outbursts, an uncustomary response for you. You tend to communicate in a direct fashion with minimal elaboration. Work to speak more clearly on abstracts such as feelings and ideologies before building resentment toward your associates. Make use of your alleviating personality before taking a grudge concerning your personal beliefs.

Below are some general observations that have been made concerning individuals with your interpersonal style. Consider which apply to your personal experiences and to observations made by others whom you trust.

- Your relationships are more satisfying when everyone accepts clearly defined roles that add to the harmony of the association.
- Although not inclined to squabble, you may take offense when a close relation challenges your clearly defined sense of ethics.
- You are usually a stabilizing factor in your relationships and respect harmony and mutual dependence.
- Your temperance and stoicism can be attractive personality traits to an individual who seeks reliability and consistency in a mate.
- You are unlikely to seek out relationships with individuals who take exception with conventional thinking or who seem to provoke confusion or ambiguity.

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