

Interpreted By



PERSONALITY STRENGTH ASSESSMENT

Prepared For -
sample Report

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PERSONALITY STRENGTH FACTORS/ SCALE CATEGORIES

Flexibility
Scale (F)

Attitude
Scale (At)

Assertiveness
Scale

Practicality
Scale (Pr)



Health and
Well-Being
Scale (HWB)

Magnetic Power
Scale (MP)

Thinking Style
(T)

Gratification
Style (Gr)

Obsessiveness
Scale (O)

Individualist vs
Collectivist
Scale (IC)

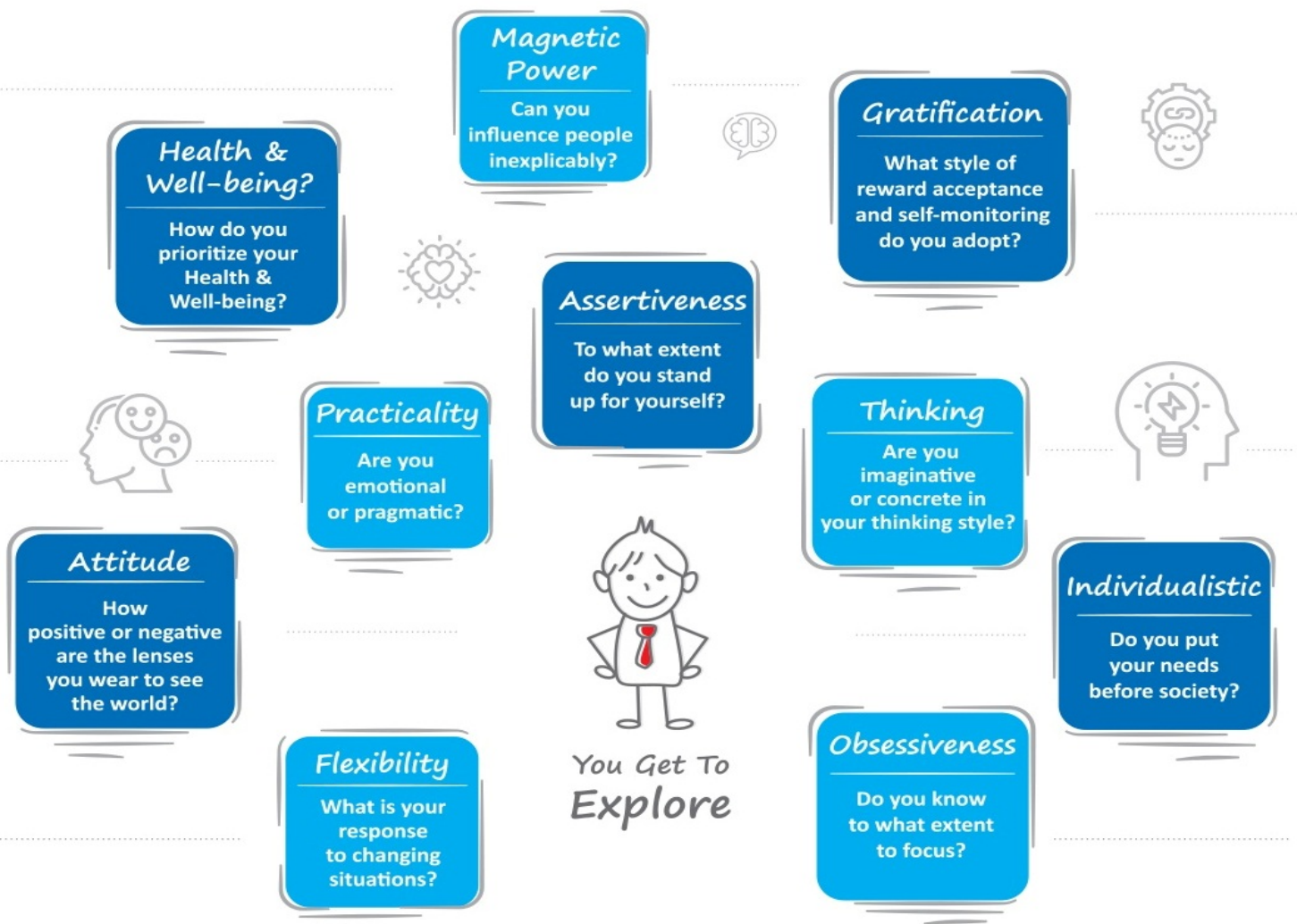
What does this test Assess?

The Personality Strength Assessment (PSA) is designed for those who want to dive deeper into their personality by knowing where your positive & negative tendencies lie. In this assessment you will go through 10 personality scale tests, which help you understand your 'default settings' that affect your behavioural patterns and your functionality



Target Group

PSA is intended for professionals of all industries & roles, as well as students to build self-awareness and reduce the social, professional & mental risks associated with negative behaviour patterns. It is also well applicable to non-working individuals who wish to explore more about themselves





Concept



Objective



Benefits

Flexibility Scale (F)

This scale measures your psychological flexibility which gives you an idea of how open, present-focused you tend to be. With this you can understand the extent of ease & willingness you display towards change in thinking & behaviour according to internal & external circumstances

The Rigid vs Flexible dimension of behaviour helps you understand the complexity of which extreme of the continuum you fall under -flexibility or rigidity towards change and your level of adaptive behaviour. The objective to determine this level and work towards finding a balanced approach

Awareness of the psychological construct of flexibility encompassing emotional, cognitive and behavioural aspects, as opposed to rigidity, is exhibited by people who are sticklers for detail, rules and regulations. Knowing which end of the stick you hold dominantly will help create balance

Attitude Scale (AT)

Attitude Scale shows you your approach and general disposition towards life & situations; in common terms the 2 spectrums are optimism and pessimism or positive vs negative orientation

Positive, Neutral and Negative attitude constructs generalised expectancies concerning future events – i.e. anticipating good vs anticipating bad; either confidence or doubt about attaining the goal. It measures one's thinking about themselves, the past and the future, as well as people and the world in general.

The midpoint of optimism and pessimism is realism. Understanding where you fall helps you predict your sense of well-being & progress, as well as self-esteem, stress coping and success. The more realistic one is, the lesser likely one will display emotional prejudice or false boosting of self-esteem.

Health and Well-Being Scale (HWB)

This scale predicts the ability to which a person is able to lead a balanced & stable life which we know is critical to physical, mental and emotional health.

There are 3 aspects of health, i.e. physical, mental and social. Good physical & psychological health would mean good coping with life and stressors. The objective is to observe where your current position lies and what you can do to bring a balance.

Health conscious behaviour determines how mindful one is about daily habits, decisions and discipline. Understanding one's position of prioritizing their health, would in turn determine how energetic and functional the chosen lifestyle is; and thus make the necessary alterations in physical, mental and social life.

Practicality Scale (PR)

Practicality scale measures the degree to which you are hands-on resilient, resourceful and often emotionally detached as required by the situation or task at hand.

Practical individuals focus on keeping the purpose & objective of things in clear perspective as opposed to less practical individuals who tend to be non-conforming & emotional. The difference is key to understanding how the world is perceived and how one responds to situations. A balance is desirable for harmony.

Balancing practicality & emotional involvement can lead to more optimal thinking and productive action. Between unlimited imagination, empathy and routine and level-headedness, a lot more can be accomplished. A practical person is able to set goals and chases them without doubts or speculations

Assertiveness Scale (A)

Assertiveness scale predicts your ability to formulate and communicate thoughts, opinions and wishes in a clear, direct and non-aggressive way

Assertiveness showcases self-worth & power and a certain level of authority and influence. The objective to understand which level your assertiveness tips towards and how you can work around finding a middle ground. There is a fine line between being self-assured, confident and aggressive.

A balance of aggressive and passive behaviour is all about being assertive. In understanding & building one's degree and tendency to be assertive, individuals can improve the level of standing up for one's rights & allow for open, non-judgmental self-expression and decision-making process. An assertive person displays confidence while communicating with others with respect.



Concept



Objective



Benefits

Magnetic Power Scale (MP)

Magnetic Power Scale measures the degree to which one holds the social, mental & emotional pull & influence, to align to what one wants.

Power can be in various forms – formal, informal, monetary, authoritative and also behavioural. Magnetic power or high charisma is an acquired ability or personality trait to influence, build strong rapport and earn the trust of individuals, to thereby accomplish win-win outcomes.

Learning the behavioural skills & finer verbal and non-verbal aspects of radiating self-confidence and social intuition, is a good way of investing one's interest & effort. This helps build persuasive & leadership confidence, which in turn, when put to a good use, can be used to derive mutually-beneficial results and powerful connections.

Thinking Style (T)

Thinking Styles Scale reveals where your position in the Thinking continuum from Conceptual Thinking to Abstract Thinking. Each differs in how one perceives the world & what one chooses to focus, to draw interpretations.

Conceptual or Abstract thinking is the ability to identify patterns & connections between situations not obviously related. Analytical or concrete thinking on the other hand is the ability to focus on the details & examining known relationships. We need both for creative thinking and optimal functioning.

intuitive & right-brained thinking with practical, analytical & left-brained exploration to suit the situational need is the core area of strength. Reducing focus on the limitations of current reality while keeping the problem area in mind, can offer a whole spectrum of possibilities & opportunities. Both styles of thinking are needed in life.

Gratification Style (GR)

Gratification Style Scale tells you your level of self-control or self-monitoring tendency. Whether you seek your sense of reward or satisfaction from acquiring something instantly or causing a delay is your gratification style.

Instant gratification is the desire to experience pleasure of fulfilment without delay or deferment; i.e. want it all and now. Delayed or deferred gratification refers to the ability to put off an appealing, pleasurable thing in the now, in order to gain something more rewarding and beneficial in future.

Individuals who delay gratification & savor earned rewards or experience (high self-monitoring) are empirically more likely to prioritize clearly and act conscientiously; this results in having the 'executive function' with effective time, resource & money management. Exercising self-control and moderation techniques is key to personal and professional success, however through conscious decision-making & life-choices, rather than guilt.

Individualist vs Collectivist Scale (IC)

Individualistic vs Collectivist Scale measures the extent of cultural influence of how you prioritize the needs of the individual over the needs of the group as a whole.

Culture is one factor that influences how people think and behave. One factor that cross-cultural psychologists often study involves the differences and similarities between individualistic cultures and collectivist cultures, i.e., between being highly independent & self-reliant vs interdependence & social conformity. Social behaviour and outcomes tend to be dictated by these attitudes & preferences of individuals.

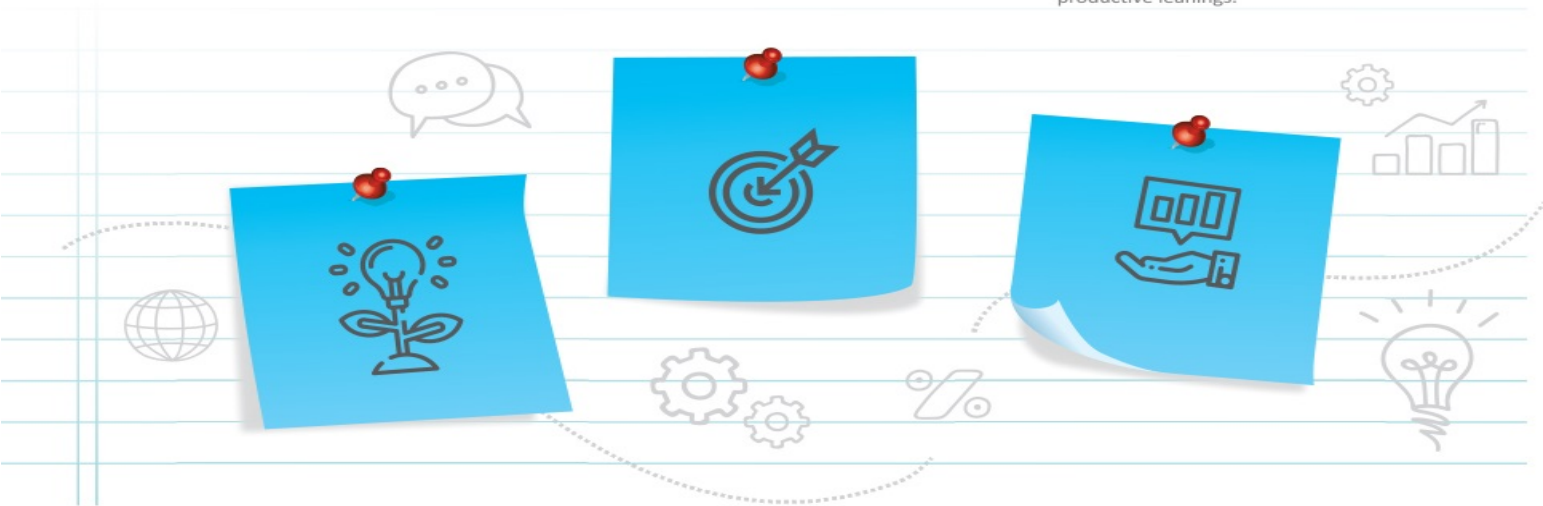
Knowing your cultural leaning & building an in-between strategy of progressive independent, objective vs accommodating, socially-conforming would emphasize on effective functioning and self-development. This would eliminate the extremes of self-centred, boundary-driven behaviour

Obsessiveness Scale (O)

Obsession consists of the degree to which one focuses or fixates on things until there is clarity & solutions. Obsession Scale tells you how aware & capable you are of recognizing where to draw that line.

While the human mind naturally seeks answers and runs in the direction that their need or compulsive interest may be, the extent of single-trackedness would determine the mental health-level and overall functioning.

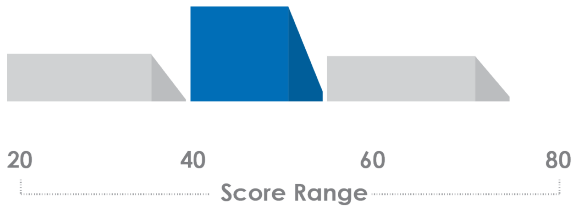
Drawing a difference in focus vs obsession becomes critical in a world where attention spans are limited & information is abundant. Understanding this tendency would allow one to set clear boundaries, practice keeping an open mind and channelize one's mental & emotional acuties to more productive leanings.



(F)

Flexibility Scale

Moderate Flexibility

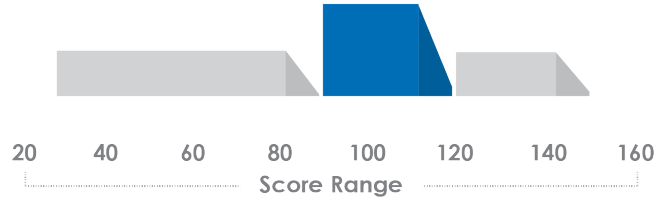


In most people the rigid and flexible versions co-exist, and reveal themselves at different times and situations. Acceptance & avoidance are related to choosing the level of flexibility one displays. Moderately flexible individuals think about problems, evaluate the impact of decisions and consequences, and look at tasks in novel, creative ways. They are level-headed about the emotional commitment to events and people, & can engage or disengage as required. They can see a commitment through and accept responsibility as required

(AT)

Attitude Scale

Neutral Attitude

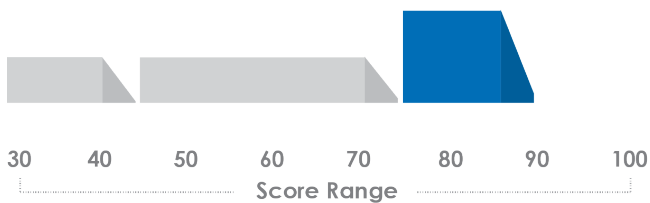


Optimism & pessimism operate on a continuum, of which the midpoint is realism. People who score moderately on the Attitude Scale are cautiously hopeful of favorable outcomes, but they do whatever they can to obtain desired results. People measured moderate on this range also tend to have other traits such as extroversion & cheerfulness, at the same time view negative emotions & thoughts as natural & comfortable. They are less likely to be emotionally prejudiced or falsely boost their self-esteem. They take responsibility when things go wrong or right and have a 'hope for the best, prepare for the worst' attitude towards life. This is often linked to well-being and progress

(HWB)

Health & Well-being Scale

Highly Health Conscious

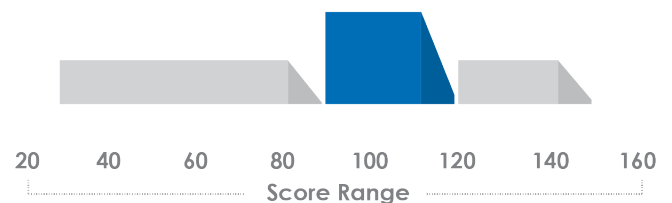


High scorers are familiar with the importance of good health and focus on leading a well-rounded lifestyle. There are 3 aspects of health, i.e. physical, mental and social. Highly health mindful individuals eat correctly, exercise regularly and get enough rest. Good psychological health would mean they cope with life and stressors well. Social health would entail that they have positive relationships and influences. They are healthy overall, eat consciously and make sure they are mindful about their daily habits, for a more high functionality and energetic living. However, it is important to be health conscious and not overly body conscious and obsessive about their food intake. Media often influences people to change their body shapes to ideal body types and results in improper emotional health

(PR)

Practicality Scale

Moderate Practical

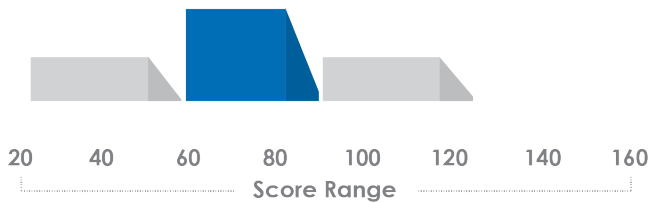


Balancing practicality and emotional involvement may be a challenge for many people. Those who can achieve this balance, can be more optimal thinkers and productive doers. Moderate thinkers tend not to get too stuck in the thinking and planning phase or pushback their to-do lists. They attempt to not over-plan or under-act, and look to achieving results and add value through their thoughts and decisions. They set goals with sufficient clarity and detail-orientation and also mark the execution and progress closely. They ensure that they optimize their thinking and are flexible to suit the required outcomes. They tend to balance between dreaming and keeping things realistic

(A)

Assertiveness Scale

Moderately Assertive

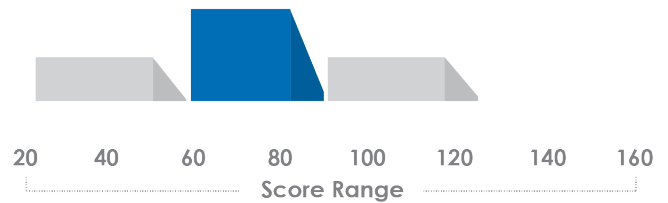


Moderately assertive individuals are confident in some situations and expressive about their wants or feelings. However they give priority to other people's feelings and interests, especially in case of other assertive individuals. They try to keep things at a neutral and strike a balance between self and others. In case of concerns or issues, they may hesitate to report or bring it to the attention of the concerned parties, unless it is their responsibility. There are times when they feel self-assured and comfortable disagreeing with others, especially when they feel they are treated poorly or disrespectfully. Other times however they may act aggressively or passively, depending on their sense of power or authority or level of influence

(MP)

Magnetic Power Scale

Moderate Charisma

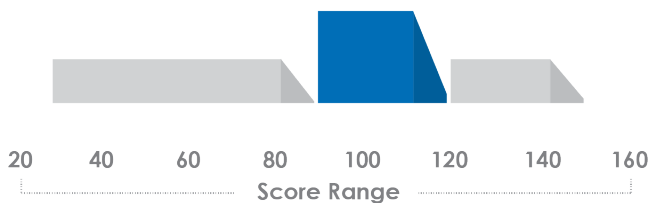


Moderately magnetic individuals are confident & self-assured in their persuasive ability. However they give priority to other people's feelings and interests, especially in case of other powerful personalities. They have the ability to share their power & help people own their skills and potential, rather than keep it to themselves. They fail to maintain the influential hold over others sometimes, much to the advantage of others, even though liked. Others are patient with them, but not necessarily likely to follow them to the T

(T)

Thinking Style

Moderately Conceptual

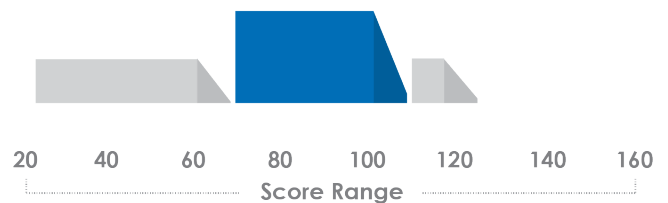


All individuals are capable of both conceptual & concrete modes of understanding & reasoning. A balance between the two, is where you situationally process & provide the right response. Excessive data analysis & fact exploration can lead to paralysis. Similarly going with the creative proclivity & abstract concepts for all problems may not necessarily yield rational solutions or decisions. Creativity is not a department; it is a trait that individuals can cultivate & communicate. Thinking long term & ideating VS thinking about current reality & practical fixes are often circumstantial. Striking a balance between the two can help overcome the rigidity & moral attitudes of analytical minds as well as the ambiguity & non-conformity of the intuitive minds

(GR)

Gratification Style

Situational Gratification Style

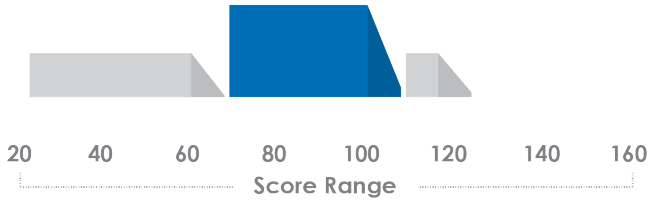


Moderate scorers try to find a balance between being spontaneous and conscientious. They find an in-between strategy for gratification based on the situation & task at hand. Wherever possible, they postpone rewards & positive outcomes by being patient & responsible. They can face challenges & prioritize their goals that are highly important to them. For other situations though, they tend to use their willpower selectively. They can sometimes avoid gratification, & in some other factors they may not be able to exercise much self-control or patience. They are impulsive with their weak points; submit to some of their guilty pleasures from time to time. They are perceptive & cautious about what is acceptable & what is not, but keep it flexible

(IC)

Individualist Vs Collectivist Scale

Moderate Individualistic

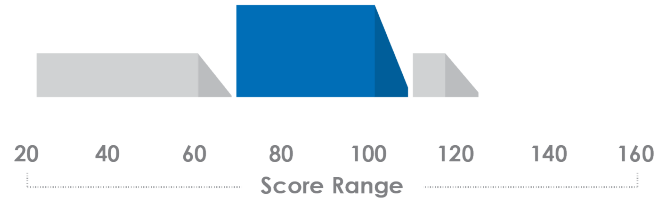


Moderate scorers come from cultures that are traditionally collectivistic, but moving towards a developmental and individualistic mind-sets. They find an in-between strategy of self-priority and other people, based on the situation and objective at hand. They value friendships and group-centricity and also like their self-time. They can be flexible about their thoughts and views, and value and respect others' opinions as well. They communicate while keeping this balance between their own rights and needs and that of others. They like to follow group traditions, culture, ideologies, while they also have their own. They may listen to what others have to say and then decide their own course of action

(O)

Obsessiveness Scale

Moderately Obsessive



Moderate scorers try to find a balance between being rationally engaged and obsessive. They set boundaries for their responsibilities and effort and understand when to draw the line. They like to work hard, and party hard. When disturbed about things, they would like to sort it out and move past the issue, rather than keep it over-running. They obsess over things that are important to them, and then consciously put it out of their minds. They aim at looking for solutions rather than give in to negative emotions. They are on guard about how much to invest emotionally

SELF-COACHING/ LIFE COACH

- What Is My Current Challenge? (at Work, Home, Social Life, Self)
- What Do I Want?
- What Did I Observe About Myself From This Assessment?
- What Are My Key Strengths I Learn From This Assessment?
- Learning About Various Scales How It Impacts/ Influences My Current Role?
- What Can I Do Different?
- What Actions I Need To Take Now?



■ What Are 5 Things I Need To Start – Stop – Continue To Achieve My Goal

Start:

Stop:

Continue:

