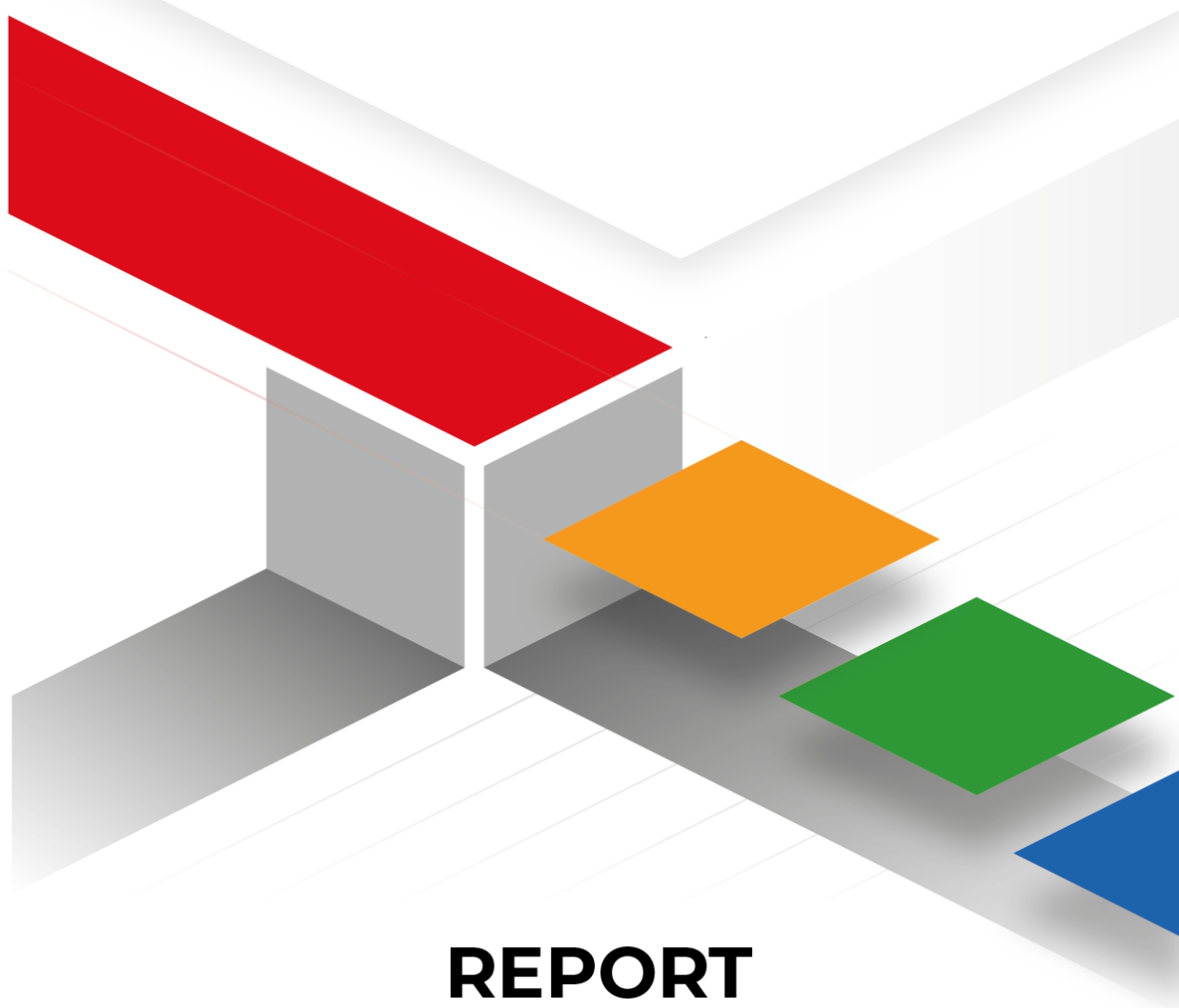


# Profi Competence Tests for Adults



## REPORT

**Report:** Name

**Report type:** Long

**ID:** 0000

**Date:** 2020-12-11




## ASSESSMENT REPORT

### PROFI COMPETENCE FOR ADULTS

**Profi Competence Test for Adults** is a multidimensional tool used in personality testing in the context of numerous areas of your life, both private and professional. It allows for an accurate and detailed description of your personality, resulting from an individual profile determined by your age, gender and life experience. The comprehensive report that you hold in your hand presents the typical ways of behaving, feeling and thinking in different life situations. The report shows your functioning in six dimensions:

**MY RELATIONSHIPS**  
**MY CO-OPERATION**  
**MY ACTIONS**  
**MY WORK**  
**MY SELF-ASSESSMENT**  
**MY EMOTIONS**

Each of the dimensions identifies additional subcategories so that the report includes an in-depth analysis of your personality, covering each of the thirty-two areas individually as well as the connections between them. Reading the report you will find answers to a number of questions about your functioning in such areas as:

 MY RELATIONSHIPS	 MY CO-OPERATION	 MY WORK
Kindness Willingness to socialize Interpersonal contacts Assertiveness Thrill seeking	Suspicion Sincerity Egoism Rivalry Humility	Effectiveness Leadership Self-control Goal pursuit Fame
 MY EMOTIONS	 MY SELF-ESTEEM	 MY ACTIONS
Anxiety Sense of inferiority Helplessness Depressiveness Hostile behaviour	Authenticity General self-perception Identity Sense of intimacy Attractiveness	Organization Order Conscientiousness Caution Determination Inner-direction

In such a broad sense you will read about your reactions, behaviours, attitudes, beliefs, strengths and areas for development. The extensive analysis of your results also includes recommendations from specialists in various fields. The suggested guidelines refer, among others, to your emotional, social, intellectual and physical development.

**This report offers comprehensive knowledge about yourself, which can translate into your goals and decisions in your private and professional life.**

## HOW TO INTERPRET THE REPORT



When analysing your results pay attention to the fact that some subdimensions may present your natural traits and other subdimensions may provide information about your learned reactions. It's completely natural. In your everyday functioning you mostly apply your innate traits, talents and strong sides.

However sometimes the position that you take or the role that you assume in a team (privately and professionally) requires certain behaviours of you. After some time innate reactions become so obvious, that you accept them as your natural reactions.

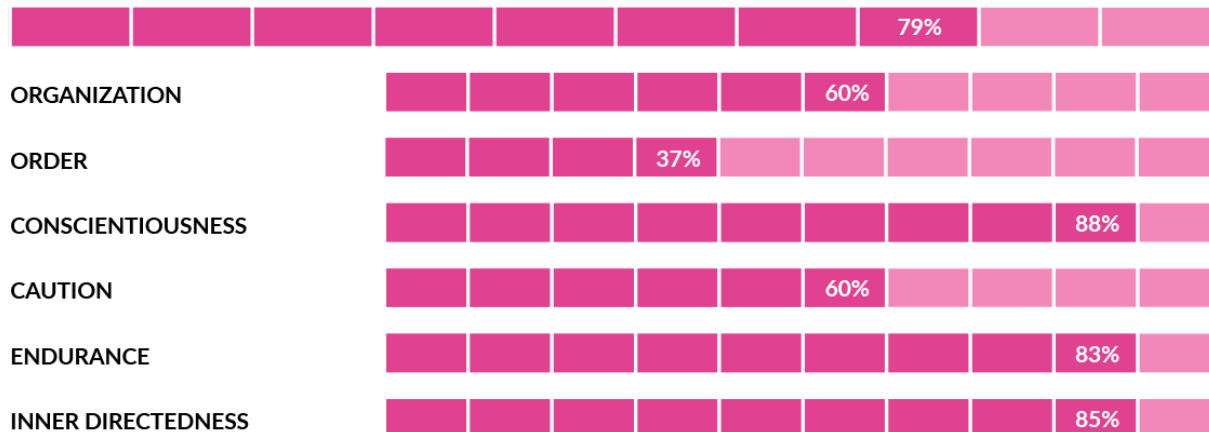
When analysing the results, decide which of the subdimensions show that what is innate to you and which ones show a developed way of being. Additionally decide which traits you would like to keep working on, which ones you would like to start working on and which ones you are fully satisfied with.

Pay attention to the fact that in some of the assessments you may have a generally high result in your overall score, however particular subdimensions (one or two) may show moderate or low scores.

### Example:

The overall assessment score, which is the average of the subdimension results, describes the global image of a person in action, combining the results of all the subdimensions into one general score.

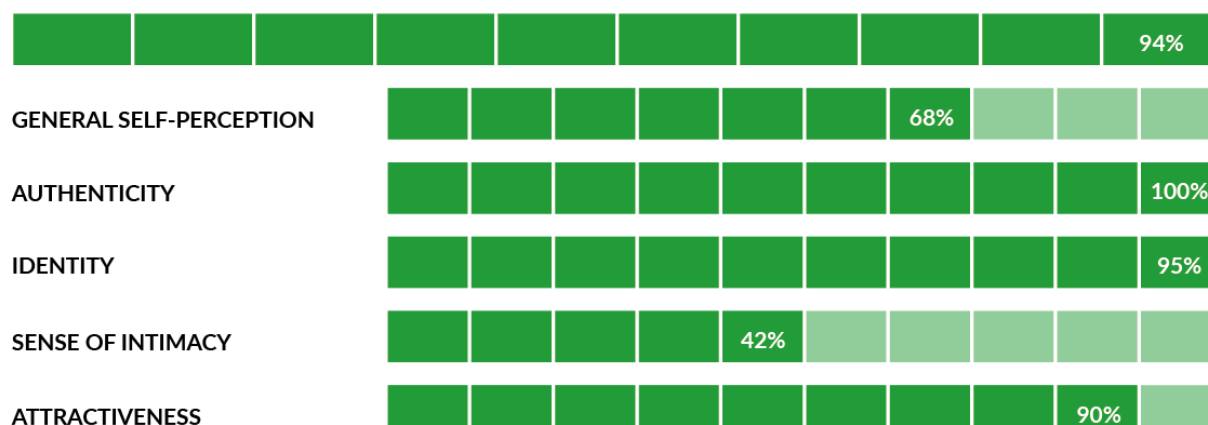
### MY ACTIONS



It is possible to receive a high result on the scale of **MY ACTIONS** and simultaneously receive a low result on one of the subdimensions - **ORDER**.

We are then dealing with a person, who is highly organised, conscientious and enduring in action, furthermore they are cautious in making decisions and are strongly inner directed, meaning they are strongly decisive regarding themselves, however their way of ordering private matters as well as professional ones may be at a low level, so that this is a person, who doesn't pay full attention to the order surrounding them.

## MY SELF-ESTEEM



It is possible to receive a high result on the scale of **MY SELF-ESTEEM** despite receiving a low result on the **SENSE OF INTIMACY** subdimension.

We are then dealing with a person whose general self-perception is positive, who lives in accordance with their own values and appreciates their own physical attractiveness, however their SENSE OF INTIMACY is at a low level, as they may not have felt love and acceptance in life, coming from their close friends and family, hence it is now difficult for them to benefit from the support of other people or to display emotional intimacy towards others.

## MY WORK



It is possible to receive a high result on the scale of **MY WORK**, and simultaneously receive a low result on the **FAME** subdimension.

We are then dealing with a person who has leadership skills, is effective, manages in difficult situations, strives towards reaching set goals, however they do not need fame and praise in doing so and do not aim to be popular.

# YOUR RESULTS

## SOCIAL APPROVAL - A



## MY RELATIONSHIPS - A



### KINDNESS



### WILLINGNESS TO SOCIALISE



### INTERPERSONAL CONTACTS



### ASSERTIVENESS



### THRILL SEEKING



## MY CO-OPERATION - A



### SUSPICION



### SINCERITY



### EGOISM



### RIVALRY



### HUMILITY



## MY ACTIONS - A



### ORGANISATION



### ORDER



### CONSCIENTIOUSNESS



### CAUTION



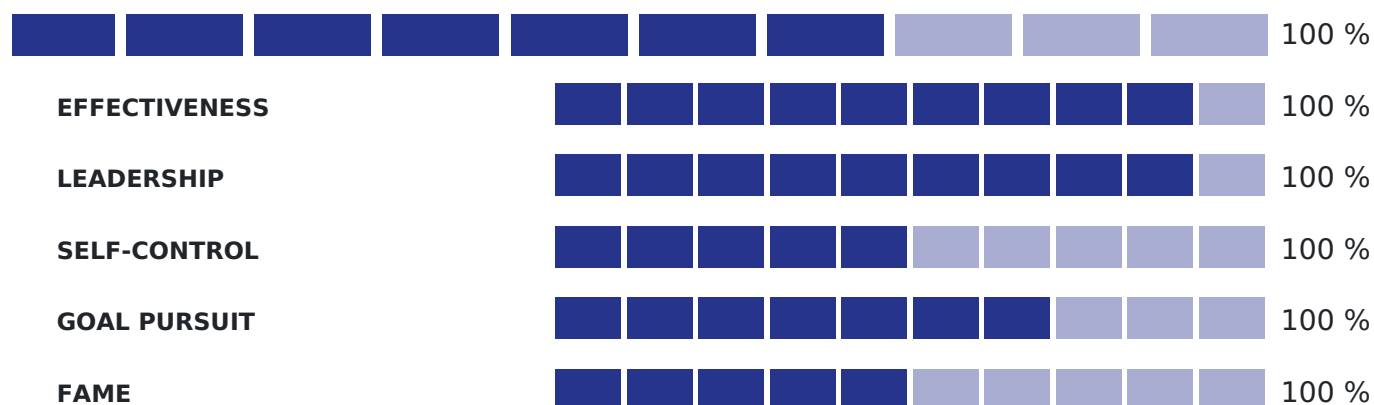
### ENDURANCE



### INNER-DIRECTEDNESS



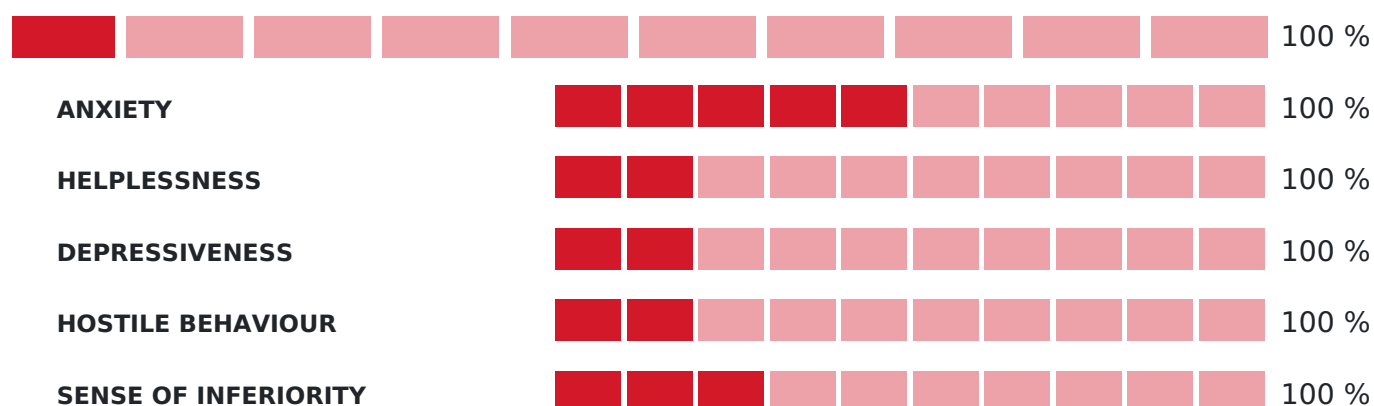
## MY WORK - A



## MY SELF-ESTEEM - A



## MY EMOTIONS - A





## MY RELATIONSHIPS - A

The dimension **My Relationships** is characterised by the quality and quantity of social interactions and the level of activity, energy and ability to feel positive emotions in relationships with other people. It determines the desire for social attention i.e. gaining satisfaction from being in the centre of attention and focal point of other people, but also shows the level of willingness to build interpersonal relationships and to maintain them both in private and professional life. It demonstrates the ambitions, the level of an inclination to dominate, as well as the tendency to react with positive or negative emotions in social contacts.



### KINDNESS

Determines interpersonal traits, level of cordiality and warmth in relation to other people. It describes the level of the approach and attachment towards people in private and professional relationships.



### WILLINGNESS TO SOCIALISE

Determines the level of choosing the company of other people over loneliness. It measures the level of external stimulation, motivation to take action and engagement in interpersonal relationships.



### INTERPERSONAL CONTACTS

Determines the level of building interpersonal relationships, their meaning and significance in private and professional life. It reveals the level of involvement in interpersonal relationships and their meaning in building one's position in contact with other people.



### ASSERTIVENESS

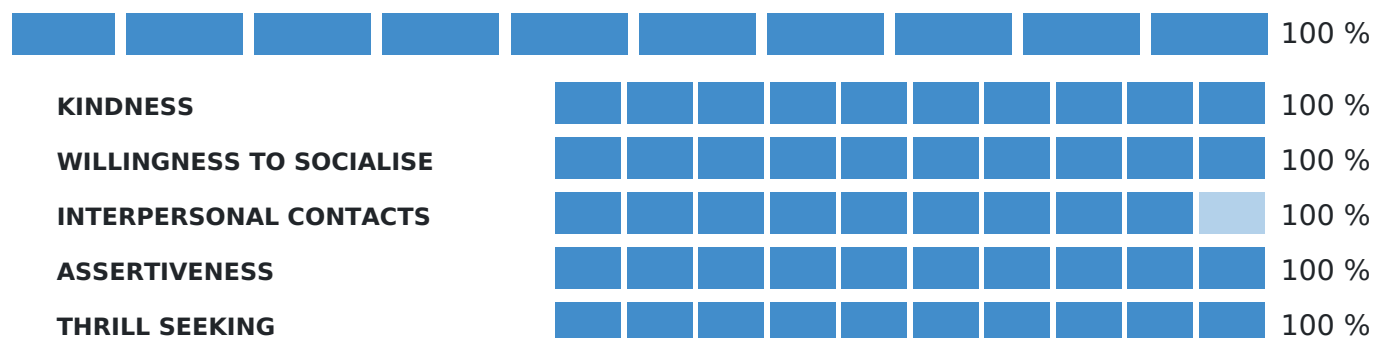
Measures the skill level of expressing one's own opinion, displaying emotions and attitudes, without aggression and instead with respect for others and one's own rights and mental territory. It shows the tendency for domination and leadership and the degree of decision-making abilities.



### THRILL SEEKING

Shows the ways of searching for sensations which are the source of external stimulation. It examines the ability and level of making risky decisions, which may have impact on setting and achieving both private and professional goals.

## MY RELATIONSHIPS - A





## MY CO-OPERATION - A

The dimension **My Co-Operation** describes the method of establishing and maintaining co-operation in interpersonal relations both in private and professional life. It inspects behaviour in these relations. It demonstrates attitudes towards others. On the emotional level it expresses sensitivity or indifference to people's issues. However, on the behavioural level, it demonstrates a cooperative or competitive attitude. It shows how a relation is built with other people as well as self-perception in the eyes of others.



### SUSPICION

It determines the level of trust in people in interpersonal relations. It describes the approach and the attitude towards others in co-operation, including the level of cynicism and scepticism. It presents the intentions to build stable co-operation and relations in private and professional life.



### SINCERITY

It determines the tendency to be truthful and sincere. It describes the level of honesty in co-operation with other people. It describes the skill to manipulate others and use social engineering.



### EGOISM

It determines the level of self-centredness in interpersonal relations as well as in the process of communication. It shows the degree of involvement in helping others. It indicates an egoistic attitude.



### RIVALRY

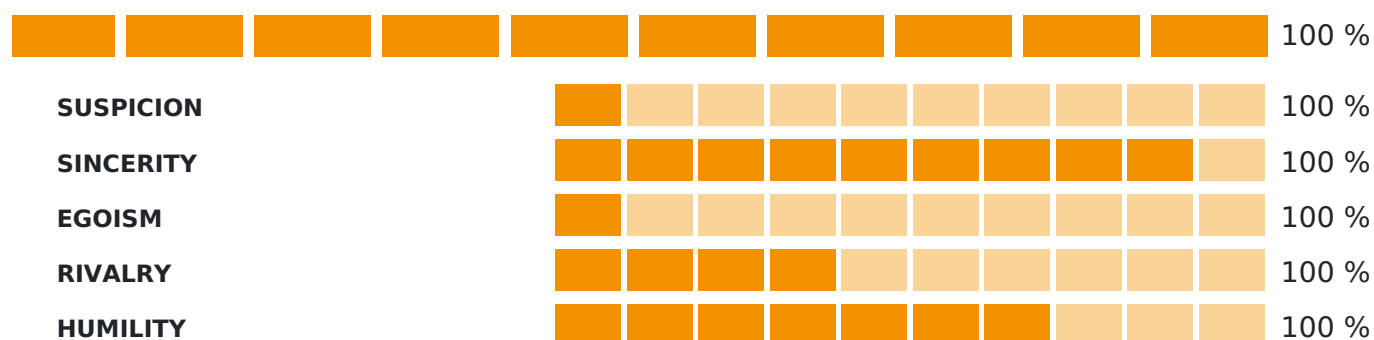
It determines how to respond to interpersonal conflicts. It indicates the level of focus on co-operation or rivalry. It measures the level of the tendency to demonstrate anger, aggressive behaviour or attitudes that build warm relations and consent.



### HUMILITY

It determines the level of humility in contacts with others. It shows the importance of modesty, avoiding publicity. It indicates the level of the sense of superiority or even arrogance in interpersonal relationships in private and professional life. It shows how a relationship with others is built and what is your self-perception in the face of other people.

## MY CO-OPERATION - A







## MY ACTIONS - A

The dimension **My Actions** describes task-oriented or goal-oriented behaviours which are connected with reliability, organisation, orderliness, thoroughness and durability. It refers to the pursuit of achievements, planning and organisational skills and completion of tasks. It reflects the tendency to follow rules, be obedient and loyal and the ability to take control over one's personal life in the decision-making process.



### ORGANISATION

It describes trends in planning tasks in private and professional life. It describes the ability to organise tasks and implement plans into life.



### ORDER

Measures the tendency to maintain order in various spheres of life. It also concerns keeping one's surroundings tidy.



### CONSCIENTIOUSNESS

It measures the tendency to live according to ethical and social principles. It shows how they influence your private and professional life. It determines the level of obligation, reliability and diligence in action. It shows how much you can rely on someone and how much the person under examination is responsible for his or her actions.



### CAUTION

It determines the tendency to analyse exactly what is to be done. It shows the level of prudence and caution or spontaneity and impulsiveness in the decision-making process. It indicates how cautious we are in action.



### ENDURANCE

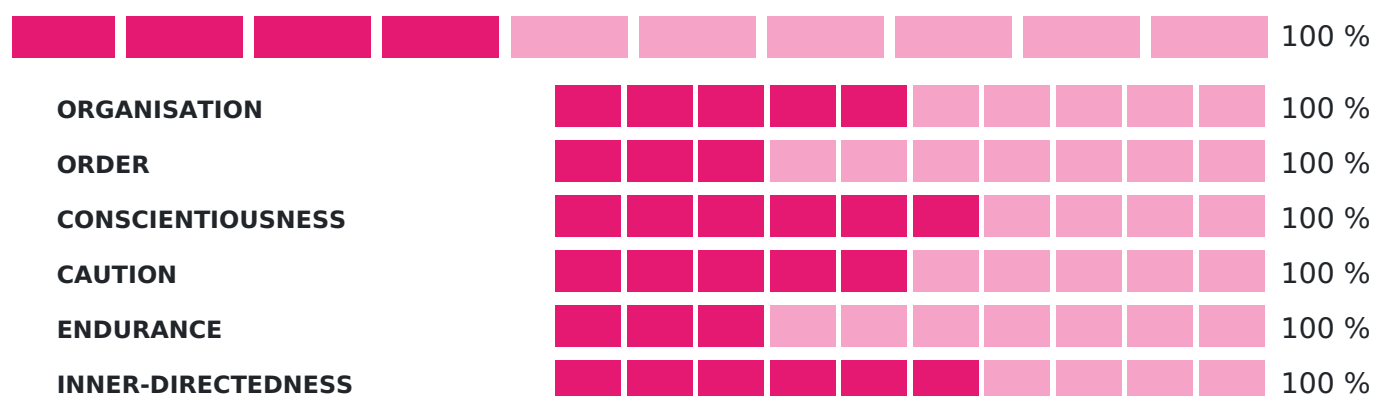
It measures the tendency to lengthen the duration of the task, to remain in the process of implementation, despite the presence of nuisances, distractors or deficiencies. It measures the degree of focus when performing different tasks and activities as well as the reactions whenever difficulties occur.



### INNER-DIRECTEDNESS

Measures how strongly you rely on yourself, on your own judgements. It informs of the independence in making decisions in different situations, both private and professional. It shows the level of control in life. It determines to what extent a person controls their life independently and to what extent under the influence of other people or situations.

## MY ACTIONS - A



## **MY WORK - A**

The dimension **My Work** describes a person at work, which roles are assumed, how difficult scenarios are handled. It describes the self-assessment of expertise, abilities and effectiveness in taking action. It demonstrates leadership, authority and management skills considering the establishment of authority at work and the ability to control one's own emotions. It measures the inner desire to achieve set goals and the importance of a professional career to a person.

### **EFFECTIVENESS**

Determines the self-assessment of skills, competences and efficiency in taking action in professional life. It informs to what extent one has faith in their abilities and to what extent they are effective at work as well as how one copes in difficult situations.

### **LEADERSHIP**

Determines leadership abilities and the skill to direct people at work. It shows the way of building up authority and evoking respect among people in professional relations. It measures the level of assertiveness in interpersonal contacts. It determines whether one sets the direction or rather prefers to follow others.

### **SELF-CONTROL**

Determines the level of control of one's own emotions, concentration and stable action. It shows the ability to manage difficult situations. It determines the focal point of one's own resources. It describes the practice of self-control at work. It answers the question, whether the person submits to momentary whims or whether they focus more on the task and aims.

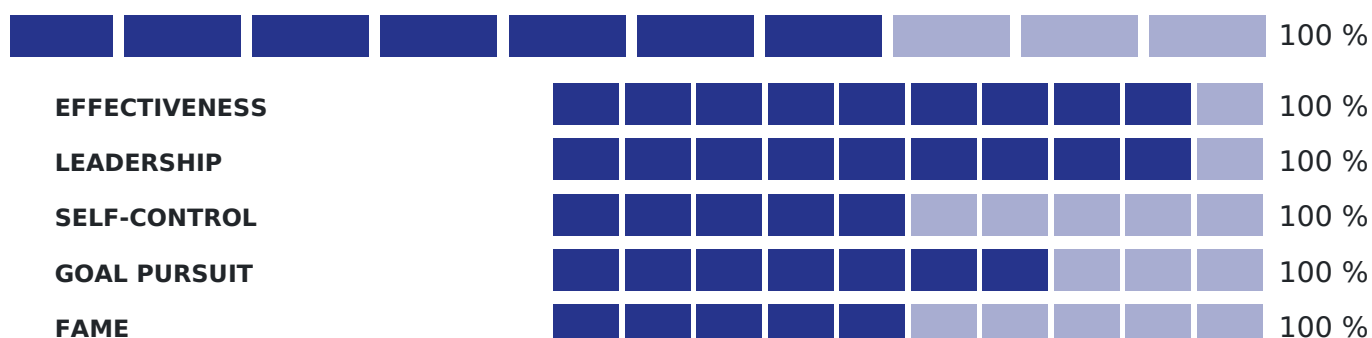
### **GOAL PURSUIT**

It measures the inner desire to reach goals. It reveals aspirations or lack of ambition, perseverance at work or laziness, diligence or carelessness, decisiveness and a sense of the meaning of life. It determines the way in which goals and priorities are set at work. It presents the level of ability to juggle professional and private life and to what extent one desires to climb the career ladder.

### **FAME**

Expresses the level at which social recognition and acceptance within the surroundings are expected. It's one's own self-image, it displays the aspiration for popularity, gaining fame, being admired and liked by other people. Additionally, it shows awareness of being accepted by the surroundings and the role in a team at work.

## **MY WORK - A**





## MY SELF-ESTEEM - A

The dimension **My Self-Assessment** describes the way of thinking about yourself. It displays information about the assessment of one's own morality, internal consistency with core values. It shows the perception of one's own attractiveness as well as the feeling of being accepted among close friends and family. It describes the ability to show feelings towards close friends and family. It measures the level of self-confidence and regarding yourself as an important person.



## AUTHENTICITY

Measures the assessment of one's own morality. It shows the tendency towards extreme judgement of one's own behaviour - either as decent or as inappropriate. It defines the level of following moral principles in life and perceiving the surrounding morality.



## GENERAL SELF-PERCEPTION

Determines the level of perceiving oneself as either an important and confident or self-deprecating person. It shows the tendency towards positive or negative thinking about one's future. It points out the ability to focus on either the successes or failures in life.



## IDENTITY

Measures the level of awareness of personal identity and goals in life. It shows the tendencies towards being internally coherent or contradictory. It points out the ability to either make decisions that influence the future or remain indecisive.



## SENSE OF INTIMACY

Measures the feeling of acceptance, love and sense of social support. It determines the level of either feeling unconditionally accepted by close friends and family or lack of love and acceptance. It points out the ability to express feelings in close relationships.



## ATTRACTIVENESS

Determines the way of perceiving one's own physicality, the level of awareness of one's attractiveness compared to others. It measures the level of satisfaction with one's own appearance.

## MY SELF-ESTEEM - A





## MY EMOTIONS - A

The dimension **My Emotions** describes the intensity of the occurrence and strength of different emotions which influence everyday functioning. It shows the level of anxiety when approaching difficult challenges, the stage of falling into a depressive state. It measures the tendency to self-criticise. It also reveals the internal experience of anger, aggression or will to give up in difficult situations. It is the knowledge of internal states which influence actions and reactions in everyday situations.



### ANXIETY

It determines the level of internal fear and tension and the strength of the tendency to worry. It shows the tendency to be overly concerned about current and future situations.



### HELPLESSNESS

It determines the vulnerability to stress and failure to cope in difficult situations. It shows the tendency to surrender in the case of danger. It measures the strength of succumbing to paralysing emotions in difficult moments. It determines the degree of the demand for external support in such situations.



### DEPRESSIVENESS

It determines the tendency to fall into a sad mood. It shows the tendency to feel depressed, lonely or guilty, regardless of the day, situation or the surrounding people.



### HOSTILE BEHAVIOUR

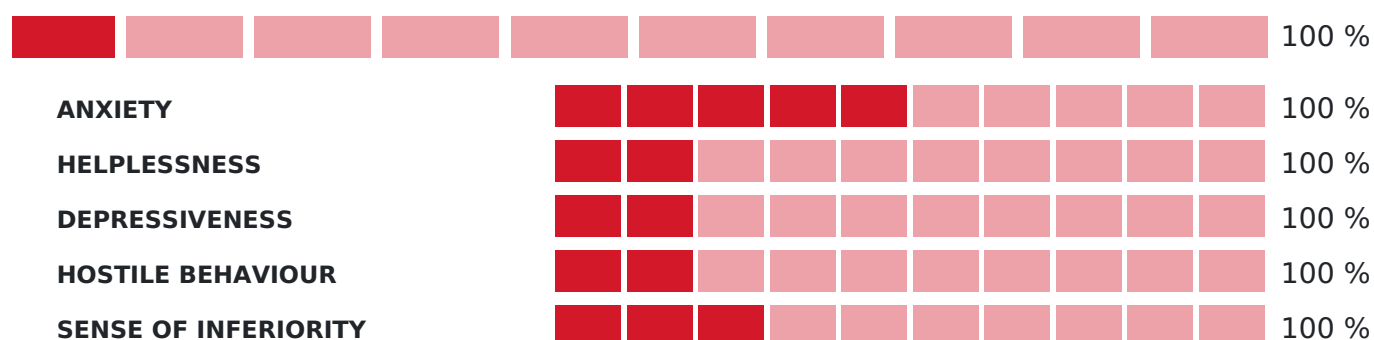
It determines the tendencies towards internally experiencing anger, frustration and hostility. It measures the intensity of falling into a state of aversion to others or aggression. It determines the impulsivity and the ease of falling into unjustified internal rage.



### SENSE OF INFERIORITY

It measures the tendency towards excessive self-criticism. It shows the tendency to suppress casual self-expression in social situations, in fear of judgement, or the tendency to express oneself fully.

## MY EMOTIONS - A



# DIMENSION

## SOCIAL APPROVAL - A



### SOCIAL APPROVAL - A



The dimension ***Social Approval*** describes the tendency to present yourself in a better light to achieve greater social acceptance. It is connected with the willingness to behave in a socially desirable and acceptable manner. The need to win social approval is also demonstrated in the test situations by attributing to yourself positive or commendable behaviour, as well as negating the presence of undesirable attitudes or behaviour within yourself. To some extent it overlaps with conformism and increases the tendency to alter or embellish your own way of behaviour.

### MODERATE RESULT

Your result on the ***Social Approval*** scale is on a moderate level in comparison with other people. It means that you are a person who demonstrates a completely genuine and natural need for social acceptance. Your result shows that the level of this parameter that you possess is high enough to understand and follow social norms, yet at the same time low enough to acquire adequate knowledge concerning yourself and other people. You don't need to alter your true self-image to attract better social acceptance.

# **DIMENSION**

## **MY RELATIONSHIPS - A**



### **SUBDIMENSIONS:**



**KINDNESS**



**WILLINGNESS TO SOCIALISE**



**INTERPERSONAL CONTACTS**



**ASSERTIVENESS**



**THRILL SEEKING**

**MY RELATIONSHIPS - A**

## GENERAL DESCRIPTION

**VERY HIGH RESULT**

**Below you will find overall result for the *MY RELATIONSHIPS* dimension  
being the average of your subdimensions**

Your result on the scale of the ***My Relationships*** dimension is very high in comparison with other people. It means that in interpersonal relationships you are a people person and you are keen on building relationships through socialising with others. You make contacts with great ease. You like people, you prefer to remain in large groups, at crowded meetings and events. Interpersonal relationships are very important to you. You draw external stimulation from them and it motivates you to take action. You belong to those people who are strongly involved in the external world and in activities which require interpersonal relationships. You are heavily influenced by the social world and you strive to have strong influence on it, too. You live an optimistic life and you are full of vigour. You have a cheerful disposition. In company you tend to speak rather than listen. You are an open and friendly person. You can confidently express strong opinions, emotions and attitudes without aggression, while respecting your own and other people's rights and mental territory. Unlike the people characterised by low score, which can be attributed to their greater sensitivity to punishment and lack of reward, your sensitivity focuses on the presence of reward and lack of punishment. You are better at fulfilling duties requiring multitasking rather than alertness or involving careful analysis of details. You prefer to complete the task quickly rather than precisely. Your result shows that you are predisposed to professions which require frequent social contacts and to professions with a high degree of autonomy. Additionally, you have a strong sense of the efficiency of your work in a group.

**Now take a close look at the detailed results to find out which of the subdimensions  
have the greatest impact on your overall result.**

## DETAILED DESCRIPTION

**KINDNESS**

Your result on the scale of the ***Kindness*** subdimension means that in interpersonal relationships you are an authentically cordial, very kind and warm person in relation to others. You care about maintaining very honest close relationships. You do not treat your acquaintances in a formal manner. You are strongly involved in the area of social functioning. Due to the fact that you care about having positive, honest relationships, you become easily attached to people. During teamwork you will build authentic relationships, based on kindness and understanding. The use of social engineering techniques in relationships is rather uncomfortable for you. You prefer an honest conversation, both on your part as well as on the part of the interlocutor. As a leader you will build a friendly, cordial atmosphere based on co-

operation. You may have a tendency to become attached to your co-workers, which can affect making difficult decisions. Your excessive kindness may influence a higher degree of conciliation in relationships with other people. As a result, this may induce behaviours and beliefs conflicting with your feelings and thoughts in a given case.

**REMEMBER:** Be kind, build authentic relationships but remember about your own interests.



## WILLINGNESS TO SOCIALISE

Your result on the scale of the **Willingness to Socialise** subdimension means that you belong to a group of very outgoing people, who enjoy spending time with others. You are characterised by your passion for parties and being part of the crowd. You definitely aren't a loner. The more people that surround you, the better you feel. You may choose acquaintances and meetings over other areas of life. You belong to a group of people who are energetic and socially confident. You build relationships with a wide range of people. In company you speak rather loudly and very clearly. During meetings you allow yourself to be seen. You belong to a group of people who are friendly and available, who care about building relations with a wide range of people. Spending time with people is external stimulation which propels you to action. At work you have good networking skills and building many business relationships. During team meetings you are an active person, who speaks bravely and is able to create a sense of being a good leader. During interactions you speak rather than listen. In relationships you belong to a group of people who are very brave. You prefer group work to individual work. Sometimes your high level of energy can intimidate or even overwhelm other people.

**REMEMBER:** Listen, listen, listen!!! Speaking isn't always effective communication. Use your social skills at work to engage and develop other people, those who are less open and less confident.



## INTERPERSONAL CONTACTS

Your result on the scale of the **Interpersonal Contacts** subdimension means that you belong to a group of people who initiate and build interpersonal relations with others. In these relations you are a very active person, full of energy. You definitely care more about contacts and meeting with others than spending free time on other activities in solitude. By establishing contacts in the workplace, you belong to a group of people who are proactive and care about the quality of those relationships. You initiate many interactions. You care about good relations with others in interpersonal contacts, so you skilfully tend them and maintain them for a long time. You do not treat acquaintances in a brief manner. When spending time with people, you take care of providing a good atmosphere, you are a person who gives energy rather than deriving it from others. As you are highly open to the surrounding world, you easily establish interpersonal contacts both in private and professional life. You care about meeting new people, which is why you enjoy spending time in a group of many people. You do not stray away from crowds or social gatherings. Your business networking skills are highly developed, as well as building a network of clients and you have a strong ability to exert social influence.

**REMEMBER:** Use your interpersonal skills but pay attention to other people. Not everybody likes to build interpersonal contacts. There are people who need their own space. Your way of interaction, which bursts with energy and enthusiasm may bother others.



## ASSERTIVENESS

Your result on the scale of the **Assertiveness** subdimension means that you belong to a group



of people who can decisively express their opinion along with directly expressing their emotions and attitudes within boundaries that do not violate the rights and mental territory of other people as well as their own, without aggressive behaviours. Additionally you are able to defend your own rights in social situations. You are a person who eagerly expresses their beliefs in a confident and clear manner. The messages that you send when interacting with others are decisive and concrete. Your assertive attitude benefits you in creating the image of a decisive, confident person, who knows what to expect in a given situation. You definitely aren't a person who prefers to listen and who sits quiet. In interpersonal relations you are a dominant person who speaks often. You easily assume the role of a leader in a group and you are predisposed to climbing the career ladder. When taking action you can be a very effective person, in communication you don't beat around the bush and in a group you are a good leader.

**REMEMBER:** Watch out for the line between assertiveness and arrogance. Excessive assertiveness may be seen by others as aggressive behaviour or aggressive communication. Behave in a way that is simultaneously respectful to yourself and to others.



## THRILL SEEKING

Your result on the scale of the ***Thrill Seeking*** subdimension means that you belong to a group of people who, in both private and professional life, seek many sensations. You like bold colours and diversity. You are a person who prefers an intense lifestyle, social gatherings, parties. Being in company, in different surroundings causes you to gain energy which, in turn, motivates you to take action. You have a very fast-paced life. You constantly seek external stimulation and action in order to function at high speed. You find yourself wherever there is something happening. Everyday mundanity overwhelms you and you do everything you can to wind up the atmosphere or to incite a situation which induces an adrenaline rush. You are a very decisive person who does not withdraw in difficult situations. A calm, orderly and organised life bores you. You are always in search of strong thrills. Challenges propel you. You choose mainly noisy and crowded places, you avoid calm, quiet gatherings. You aren't afraid of taking risks. You are able to make risky decisions which influence your private and professional life.

**REMEMBER:** Slow down sometimes. An overly intense lifestyle may cause you to overlook what you are missing. Your body, besides adrenaline and emotions, also needs to rest and reset. Sometimes it is good to stop and calmly take a look at life from the side.



## MY RELATIONSHIPS - A

### DEVELOPMENTAL RECOMMENDATIONS



### KINDNESS

- In interpersonal relationships you should build healthy relations based on kindness, but remember about your own interests.
- You should realise that you show a high tendency towards becoming attached to people. Such attitude may be strongly taken advantage of by others.
- Excessive kindness may cause you to become an overly conciliatory person. This will prevent you from making rational decisions in accordance with your thought process. Such attitude may lead to doing more for others than for yourself. As a result you may sometimes have a feeling of loss. In interpersonal relationships you do not always have to agree to everything. You have a right to your own point of view and opinion.
- Remember, sometimes a confident decision must be made, even if it isn't beneficial for others. You do not always have to be a very kind person.
- In interpersonal relations you present an attitude of a person who is authentic and sincere, who builds warm and honest relations. Remember that not everyone is like you. Sometimes it's better to keep part of the information to yourself or to those very close to you. Say as much about yourself, as is required by the situation.
- There are situations in which you must fight for yourself and express your beliefs and thoughts, even if it isn't too kind. Always say what you think, but in a way that doesn't harm anyone. Learning some social engineering techniques may help you in doing so.



### WILLINGNESS TO SOCIALISE

- When speaking with people, make sure that you are also able to listen to them. Speaking isn't always effective communication. Try to also listen. Thanks to this you will be capable of finding out more. Your relationships with others will be more effective.
- Remember that your bursts of enthusiasm may bother others.
- Ask others for feedback in order to verify if they understood you well.
- You definitely derive energy from interactions. You need external stimulation which propels you to work. Try to spend a bit of time on individual work. This can sometimes enable you to calm down and analyse your own ideas.
- Use your social skills to engage those who are less open. Actively meet with them.
- Use your energy to motivate other people. Allow them to prove themselves as well.
- Develop your skills and communication tools even more. This will definitely be very easy for you.
- Thanks to your high interpersonal competence, it will definitely be easier for you to build up leadership traits and a large authority.



### INTERPERSONAL CONTACTS

- You are able to initiate and build many interpersonal contacts. This is your strong side. Take care of these relations. They will enable you to build a network of contacts, which you may apply both in professional and private life.
- In interpersonal contacts pay attention to other people. Motivate them to take action. You have so much energy that you can positively influence others.
- Use your high interpersonal competence in both private and professional life. Your

curiosity relating to people and the willingness to spend time with them allows for creating a very good atmosphere. Take care of these relations and others, this will enable you to develop your education and career.

- Become involved in social activities. You are capable of offering a lot, especially in contact with others.
- Develop your interpersonal skills even more. Build relations based on trust. You can motivate others with your high level of energy. It's one of the traits of leadership.
- You enjoy co-operating with people. This propels you. However sometimes allow yourself to spend time in solitude. This will allow you to calm down and analyse your thoughts. Maybe you will come up with some intriguing ideas.



## ASSERTIVENESS

- You have a high level of assertiveness. Be careful not to cross the line between assertiveness and aggressive behaviour.
- Respect yourself and other people. When providing feedback, be an honest person. However be careful as to how you formulate the message. Take care not to hurt anyone. Sometimes it's better to express your opinion by paying attention to which words you use.
- You are able to defend your beliefs. However sometimes you should listen to what your interlocutor has to say. A change of your beliefs and viewing something from a different perspective can bring about many benefits. From time to time do not stick to your guns so much.
- You are largely predisposed towards being a leader. Develop your leadership skills in the field of planning, organisation and control.
- Take caution not to dominate people. On the other side you may have less assertive people who will be submissive towards you, which won't be comfortable for them. This attitude may negatively influence the way of building up your relations.
- You are able to construct an image of a decisive and confident person, so you should build up large authority in your surroundings and this will allow you to lead the group.
- Be an assertive person but take care of building warm relations based on co-operation.



## THRILL SEEKING

- Try to calm down sometimes. Living in a constant rush with high energy can turn out to be overly exploitative for you. Slow down sometimes and allow yourself to have a moment of reflection.
- Your life is most likely very fast-paced. You seek a lot of thrills, which propel you. Try to stop from time to time and see how many things around you are unnoticed by you.
- Remember that besides from adrenaline and emotions, your body also needs to rest and reset. Learn relaxation techniques. Try out activities which will allow you to calm down slightly.
- Your high energy level can overwhelm and intimidate other people. In order to keep good relations, try to build a so-called rapport with other people, in the sense of mirroring the behaviours, way of speech and attitudes of your interlocutors.
- You can take large risks, which doesn't always bring about positive results. Remember that there are situations in which it is better to stop and think over your decision again, as well as your next move.
- Work on your ability to spend some time alone. This will allow you to take a closer look at your emotions and needs.
- Seek not only external stimulation.
- Use your energy to motivate other people. This will allow you to build the role of a leader in your surroundings.

## DIMENSION

### MY CO-OPERATION - A



### SUBDIMENSIONS:



**SUSPICION**



**SINCERITY**



**EGOISM**



**RIVALRY**



**HUMILITY**

**MY CO-OPERATION - A****GENERAL DESCRIPTION****VERY HIGH RESULT**

**Below you will find overall result for the MY CO-OPERATION dimension  
being the average of your subdimensions**

Your result on the scale of the **My Co-Operation** dimension is very high in comparison with other people. It means that you belong to a group of people with an amicable approach towards co-operation and build warm relations based on trust. Thanks to this it is easier for you to build new friendships, as well as maintaining current ones. Through your high level of amicability, you have more compassion towards other people. You are characterised by your high level of altruism. You frequently have compassion for others and eagerly come to their aid, often forgetting about your own needs. Your sincerity, lack of suspicion and high degree of humility cause people to like you very much and gladly spend time with you. You have a tendency to accept or reject certain thoughts, depending on the opinion of other people. This may cause you to be less willing to attempt to safeguard your own interests. You are able to own up to your own weaknesses without belittling yourself or exaggerating. This attitude characterises people who are free of arrogance, vanity, self-righteousness and false humility. You belong to a group of people who are humble towards their own achievements and accomplishments. You believe that humility is a very important quality in life, while self-importance and arrogance lead to bad co-operation with others. In contact with others you are characterised by a high degree of self-restraint which sometimes doesn't allow for spontaneity or behaviour that is not suitable for a modest person. You definitely do not like competing with others. You prefer warm relations, built on mutually establishing co-operation. You rarely portray anger or aggression. You avoid conflict, leaving matters to others. Your co-operation based on extreme submission may lead to conformism and complete dependence on others.

**Now take a close look at the detailed results to find out which of the subdimensions  
have the greatest impact on your overall result.**

**DETAILED DESCRIPTION****SUSPICION**

Your result on the scale of the **Suspicion** subdimension means that you are one of those people who are convinced that others are honest and have good intentions. In co-operation you build relationships based on very high trust. You adhere to the principle that people are good and honest by nature. You believe in selfless help. In general, you are a sensitive person expressing positive thinking. You are unfamiliar with sceptical and cynical behaviour. You see positive aspects in co-operation and you build relationships based on them. Working in a team, you believe in people and their sincere intentions - this helps you generate positive solutions. In difficult situations you see positives and construct solutions based on them. When you get to

know new people you take a liking to them and give them the benefit of the doubt. Your score may indicate that in numerous situations you are too permissive. In co-operation you are an agreeable person who doesn't look for conflict and is oriented towards co-operation. You believe that there are more honest than dishonest people.

**REMEMBER:** Not all people are like you. There are people who use others in co-operation in order to reap benefits. Be careful. Strengthen your defensive mechanisms. Don't be too permissive. Apart from positive solutions consider the negative ones as well. This will save you from disappointment. Trust people but look after your own interests.



## SINCERITY

Your result on the scale of the **Sincerity** subdimension means that you are one of those people who are extremely truthful and sincere in their actions. In co-operation you don't use manipulative tools which consist of using flattery and cunning to obtain a result. Your relationships are based on sincere communication. You praise others when they deserve it but not in order to achieve something. If there is something you don't like, you speak about it openly. You try to live honestly in relation to others. You don't accept lies. Even if you have to lose something, you always remain honest and sincere in your actions. You don't belong to a group of cunning people who can alter the truth. In co-operation you are a very open person, always speaking your mind and not what is acceptable to say. You don't think that the knowledge and the use of social engineering are very important social skills. You definitely prefer to live honestly in relation to others. Sincerity is an important value in your life.

**REMEMBER:** Not all people are as sincere and straightforward as yourself. A lot of people use manipulative techniques, due to which you may feel cheated or exploited. The knowledge of these techniques will let you develop defense mechanisms which will protect you from difficult situations. Use more of your wits but remain a sincere and honest person. Remember, sometimes it's better to leave something unsaid.



## EGOISM

Your result on the scale of the **Egoism** subdimension means that you are one of those people who are actively interested in other people's affairs. You are a person who is committed to doing good to others, which manifests itself in generosity, thinking of others and readiness to help those in need. You are a thoughtful and caring person in your actions, paying attention to those in need. Co-operation with others is important to you. You care about relationships by co-operating in everybody's interest. Unlike the people who are focused on their own needs, for you it is more important to co-operate with others and strive towards achieving the goals together. Your attitude is based on voluntarily bearing the costs for the benefit of other people. You are not an egoistic person. In teamwork you pay attention to the team and working together. You care about the welfare of other people. If help is needed, you are ready to become involved. You like to do charity and social work.

**REMEMBER:** Help, sincerity and caring for others is very important but don't forget about yourself. Sometimes you have to fight for yourself. You can have an egoistic person on the other side who will strive to take advantage of you. Collaborate and co-operate in such a way so that you also take care of your own interests.



## RIVALRY

Your result on the scale of the **Rivalry** subdimension means that you are one of those people

who rather don't like competition, prefer a warm relationship based on building up co-operation together. In situations of interpersonal conflicts you belong to a group of people who are reserved. You rarely show anger or negative emotions. You often know how to inhibit aggression. In cooperation you can forgive and forget bad situations. In interpersonal contacts you are a calm and gentle person. Situations where a lot of competition is required can overwhelm you. You do not feel comfortable in this role. You often take a step back. You are a non-conflicting person. You'd rather do things calmly than argue and fight. You get nervous when somebody presses on you. You prefer cooperation to rivalry. Compared to people with the opposite results, you prefer to step down rather than lead to a difficult situation. Because you don't like conflicts, you often give ground to people who are stubborn and have to win at all costs. This makes you give up your own needs. Sometimes you may not achieve your goals.

**REMEMBER:** Take care of your own business. Sometimes you have to stand up for yourself. You don't always have to be polite or restrained. There are situations where you have to defend your own opinion. This will allow you to achieve much more.



## HUMILITY

Your result on the scale of the ***Humility*** subdimension means that you belong to a group of people who are modest and do not need publicity. This does not mean that you lack confidence. In cooperation you don't need to dominate. You can give the ground to your interlocutor. You don't care about publicity. You always do everything at your own pace, without concerning yourself with whether anyone is noticing it. In interpersonal communication you are a modest person, showing great humility. Your way of speaking is unpretentious. You are always a tactful person. You won't say anything that would negatively affect your interlocutor. You don't need to be in the spotlight. You avoid bragging about your achievements. You rarely talk out loud about your successes. You prefer to keep them to yourself or to a very close circle. You think that humility is a very important feature in life, and snootiness and arrogance lead to bad cooperation with others. Compared to people who are convinced of their extraordinary qualities, you are a very humble person, sometimes even too modest. You are certainly in no danger of narcissistic behavior. You are annoyed by people who exalt themselves.

**REMEMBER:** Sometimes showing your strengths is very good. It will allow you to sell yourself better. You don't always have to be so modest and humble. To achieve more, show what you can do so others can see your strengths.





## MY CO-OPERATION - A

### DEVELOPMENTAL RECOMMENDATIONS



### SUSPICION

- Your conviction that all people are honest and reliable may cause you to fail to perceive the negative intentions of others. Take off your rose-coloured glasses from time to time and evaluate the situation on the basis of facts. Remember that not everybody is exactly like you.
- In co-operation don't be too permissive. Trust people but look after your own interests.
- Use your positive attitude towards people to build effective co-operation.
- Your trust in people is very high. In co-operation you are a very agreeable person, not looking for conflict. That's why you should instill positive attitude into others.
- In teamwork motivate people to work and to greater engagement. You can do that very well.
- You believe in selfless help. However, be careful not to be used by others.
- You have a positive attitude towards people, use this in your work. Build teams and co-operate on multiple projects.



### SINCERITY

- In co-operation sincerity is a great value. Build your relationships based on authentic and direct co-operation.
- Remember that not all people are sincere and straightforward in their actions. They use various forms of social engineering in order to achieve profits. Learning those techniques will let you develop defense mechanisms. You will be able to recognise as well as to prevent manipulation used by others.
- Be a smarter person. You don't always have to say everything. There is some information which you can leave to yourself and for your close relations. It doesn't mean that you are lying.
- Work on the communication techniques and tools.
- When giving your feedback, try to do it in such a way as not to hurt your interlocutor. Sometimes a very sincere statement may demotivate others. Learn to express your satisfaction or dissatisfaction. There are methods to express negative statements which don't hurt others but which motivate them instead.
- Before you say something, think first how to say it. Sometimes overly sincere communication may not bring positive effects.
- Co-operate with others through building an authentic relationship based on trust. Adjust your communication to your interlocutor.



### EGOISM

- Your high sensitivity towards the surrounding world allows you to get involved in other people's affairs. Help others but remember to take care of your interests.
- It will be difficult for you to build relationships and co-operation with more egoistic people. Remember that these people are mainly concentrated on their own needs. Don't take their distance as rejection and resentment toward yourself.
- You can co-operate with others. That's why at work you should create project-based teams. You will definitely be a good team member, caring for others and co-operating.
- Don't forget about yourself in co-operation. Don't concentrate only on others. Sometimes it's worthwhile to take care of your own needs. It will help you to achieve the goals you set



much faster.

- Don't step back in difficult and stressful situations. Fight for your beliefs and opinions.
- You may be a soft negotiator. You like solutions which are good for all. However, such a scenario is not always possible. Work on greater assertiveness and courage in fighting for your own needs. Don't give away what you can have so easily.
- Master the techniques of influencing people. It will help you to achieve better effects in co-operation



## RIVALRY

- Remember, not everyone is as conciliatory as you. Some people don't compromise. Learn to compete, it will allow you to achieve more.
- The process of rivalry can be more demotivating to you. Don't be afraid to bet on yourself sometimes. It may pay off.
- Engage in relational co-operation, but when it's necessary take care of your needs
- Make sure that the competition does not overwhelm you. Try to draw energy from it for further action and for more ambitious goals for yourself.
- In teamwork, the element of rivalry propels people to work. Control it so that it motivates them instead of leading to conflicts.
- Do not take a step back in difficult situations. Learn to stand up for yourself. You don't always have to compromise.
- Don't get nervous; when someone is pressing you. Work out your own defense mechanisms that will protect you from manipulation.
- You don't always have to be reserved and very polite. Try to express your emotions and what you feel.
- Learn the techniques of influencing people and negotiating. It will allow you to compete better.



## HUMILITY

- In relations with strongly dominant people, you do not feel comfortable. Learn to be impervious to other people's pressure on your decisions.
- Sometimes try to take control during conversations.
- Talk about your successes and achievements. This will help you to build authority and greater self-confidence.
- Humility in life is very important, but sometimes you have to get your way. Just because you believe in yourself and your skills does not mean that you are an exalted person.
- Learn to stand up for your beliefs and opinions. Speak out loud what you think. People will definitely want to listen to you.
- Work on greater self-confidence in co-operation. Don't agree to everything other people want from you. To be humble does not mean to be submissive.
- Keep your distance from people who exalt themselves.
- Develop your speaking skills and public speaking.
- Don't be afraid to judge others. The most important thing is what you think of yourself.
- Remember, you don't always have to be so humble and restrained. Learn to express your emotions, both positive and negative.

# DIMENSION

## MY ACTIONS - A



### SUBDIMENSIONS:



**ORGANISATION**



**ORDER**



**CONSCIENTIOUSNESS**



**CAUTION**



**ENDURANCE**



**INNER-DIRECTEDNESS**

**MY ACTIONS - A****GENERAL DESCRIPTION****LOW RESULT**

**Below you will find overall result for the *MY ACTIONS* dimension  
being the average of your subdimensions**

Your result on the scale of the ***My Actions*** dimension is low in comparison with other people. It means that in your life you are rather dependent on others. You base your decisions on the advice of those surrounding you, putting your fate in their hands. You are subordinated to authority figures and people who lead you. You do not set priorities independently and usually you do not plan your actions. You accept proposals without thinking if they are worth it, without the analysis of risks, threats and consequences. In case of failure you prefer to shift the responsibility to the people around you. You feel more comfortable when somebody else makes a decision and provides you with the instructions. When you follow orders your actions are often characterised by chaos and lack of logic. You jump from one subject to another, you forget about certain things. If something requires an increased and longer-lasting focus, you prefer to engage in something lighter, easier and not requiring diligence and accuracy. You usually act at the last possible moment so, unfortunately, your work must always be subject to scrutiny. You are far from giving attention to detail and closing cases properly. You can provide colours to the story in order to cover up your mistakes. There is usually a mess around you, your things do not have their proper place. Both in your workplace and in your very actions there is disorder and chaos with which you disorganise other people's work. Usually you can't be relied on as you prefer relaxation and fun over systematic work and in your activities you don't concentrate on the result which would be satisfactory to you and others. Your low result is, unfortunately, accompanied by rigid views and the difficulty to convince you to change your thinking and actions.

**Now take a close look at the detailed results to find out which of the subdimensions  
have the greatest impact on your overall result.**

**DETAILED DESCRIPTION****ORGANISATION**

Your result on the scale of the ***Organisation*** subdimension means that both in private and professional life, when you feel the need, you are able to set priorities, however, when there is no such need, you act quite chaotically. You plan your work when it is required by the situation and when you know that you can be fully in control, you function without a schedule. There are most likely such areas in your life where your organisation is on a high level and also such where it is on a lower level. It's possible that depending on the importance of the matter, your preparations may be more or less meticulous and depending on the importance of the meeting you can fully prepare yourself and be punctual or the exact opposite. You appreciate the

importance of a diary or a notepad but you don't always use these convenient tools. Sometimes you become a supporter of acting on impulse but you are also able to set important goals in your life, plan the milestones on the road to achieving them as well as to determine the necessary resources and set a schedule.

**REMEMBER:** Organisation in everyday life helps to save time and energy. By prioritising and acting according to a well-thought-out plan, you have less of a chance of being used by your surroundings in order to achieve other goals. Thanks to your organisation you are in control of the situation, and without acting in chaos you have greater control over your life and your future.



## ORDER

Your result on the scale of the **Order** subdimension means that in your daily life, both privately and professionally, order and tidiness around you are not crucial and you can carry out your daily tasks calmly when there is a mess or "artistic disorder" around. You don't care about tidiness, and cleaning is alien to you. Quite often you look for different things, including important documents. Most likely, in your closets and drawers, things are rather scattered and not necessarily where they should be. Lack of order affects your work organisation, because searching for documents and important information stored somewhere in an unspecified place results in a waste of time or recalling important information multiple times.

**REMEMBER:** The way you look, what you surround yourself with, and the order you generate around you, has a strong influence on the first impression you make on new people, as well as on the image you build every day. Remember the so called "devil's effect" in psychology, which manifests itself in the tendency to automatically attribute negative personality traits based only on the first impression. This means that it is highly probable that a stranger who sees you for the first time in your unclean car or with your documents in disarray and general disorder around you will automatically add some negative traits. They will describe you as untrustworthy, unreliable or negligent, which does not have to be true, but for that person it will be obvious.



## CONSCIENTIOUSNESS

Your result on the scale of the **Conscientiousness** subdimension means that you are most likely one of those people who don't put too much effort into their work, unless it is their passion. Both in your private and professional life, you could sometimes be required to be more committed and reliable. It is likely that sometimes you don't finish your tasks, although if you care about it, you are able to focus on the action and do it diligently. There are times when you can work hard to achieve your important goals, and there are times when you choose to rest or relax instead of working systematically.

**REMEMBER:** People with a high degree of diligence are valued in the labour market, because when taking up a certain job they do not just focus on completing what is required and returning to their private lives, but work with full commitment so that their tasks are performed in the best way possible. Therefore, make sure that you approach your work, especially your professional life, with great reliability and that you carry out your tasks accurately and fully.



## CAUTION

Your result on the scale of the **Caution** subdimension means that you belong to a group of people who approach decisions in a variety of ways. Sometimes you make a decision quite

spontaneously, on the spur of the moment, on impulse and based on strong emotions. Sometimes you need to think for a while, analyse the possible pros and cons and only then make a cold decision. Both in your private and professional life you can agree to a proposal without thinking, engage in activities without analysing the consequences or make a decision without thinking whether it is worth it. At the same time, when making very important decisions, you examine opportunities and threats, analyse possible scenarios. You are no stranger to taking risks and sometimes you win and sometimes you lose.

**REMEMBER:** You know that your deeper analyses protect you from possible losses. Remember about this when emotions reach their peak, when you impulsively want to get involved in something only because of the magic of the moment or being under someone's spell. You can cool down your emotions, so use this skill in such moments. You can be a stone cold judge in your own life. Remember that each situation is different when you distance yourself from it and without emotional involvement you will logically compare how much you can gain or lose. Don't be afraid that you'll delve too deep into the analysis of possible options - that's not likely to happen. You have as much aptitude for deep reflection in decision-making moments as you do for spontaneous movements.



## ENDURANCE

Your score on the scale of the **Endurance** subdimension means that you belong to a group of people who are unable to work many hours or days and sometimes even weeks on one task. You are a person who definitely prefers to choose to do several shorter or easier tasks rather than one bigger task. You prefer variety and more frequent changes rather than monotony. It may be connected with your difficulties in focusing on one task, which results in you getting distracted, then becoming tired of the subject and finally in giving up on it. It is very likely that you are characterised by so-called "short-lived energy". This means that you take action in one direction, but unfortunately you often change your mind and discontinue one task in favour of another. It is rather tiresome for you to do one thing for a long time, and finishing a task is not so important that you would fight with yourself to reach the end of it.

**REMEMBER:** High endurance allows to achieve success in many cases. It is mainly the people with such an approach who celebrate achieving their goals. Short-lived energy for tasks makes you waste a lot of energy and time on activities, the outcome of which you will never see due to the interruption of a task. However, the completion of the tasks is still something to be developed. It is a matter of work and self-training. Eventually, you can practice the habit of completing the activities regardless of the level of nuisance.



## INNER-DIRECTEDNESS

Your result on the scale of the **Inner-directedness** subdimension means that you make decisions in private and professional life in a diversified way. Sometimes you are convinced that you can rely on yourself, your thoughts and intuition. You don't need then any advisors around you to know what to do in your life. On other occasions, however, you need to discuss the subject with someone who can help you in order to make a decision. On the whole, you feel good when a lot is up to you, when you are in control of a situation, when you plan your work and life in your own way. However, sometimes you prefer to give over your life's management to others and not to be responsible for decisions. There are people in your life who you regard as authority figures and you can consult with them. You rather don't need flattery or support from others. You know your own value and other people's assessment doesn't significantly influence your self-esteem. However, there are moments of hesitation in your life and then a lot changes. In such cases, the opinion of other people can affect you greatly by strengthening or weakening you.

**REMEMBER:** It is up to you how you react to what other people say. Remember that through taking life in your own hands, deciding about its important aspects, you have more influence over your own future. By making your own decisions you strengthen the sense of your own effectiveness and, consequently, your self-confidence.



## MY ACTIONS - A

### DEVELOPMENTAL RECOMMENDATIONS



### ORGANISATION

- Develop your goal-setting and action planning skills. Remember that planning saves time.
- Learn new ways to plan your working day and test them on yourself to choose the ways that best suit you.
- When you need it, you're an organised person, so transfer these skills to most areas of your life. The more organisation you introduce into your daily life, the more effective your actions will be.
- Always be on time - regardless of the importance of the matter.
- Always be prepared for meetings - no matter who you meet and what the subject matter is.
- Tend to your flexibility in responding to changes in your most recent plan of action.



### ORDER

- Maintain order in your surroundings - remember that what you are surrounded by gives others a lot of information about you.
- Remember that orderliness saves time when looking for things and information. So keep a habit of putting documents back to their right place.
- Schedule time to clean up your documents, both those related to your work and the private ones. Many of them are probably out of date and you can get rid of them successfully by gaining more space in cabinets and drawers.
- If your computer is your work tool, schedule time to organise files in folders and clean your desktop from unnecessary sheets and documents.
- Make a list of places at home and at work that need cleaning, and then systematically remove the tidy places from the list. You'll feel better and more comfortable with every step. In a tidy space you will have more energy to act.
- Take care of the first impression you make on people, the way you look and the state of the place you stay at.



### CONSCIENTIOUSNESS

- Pay more attention to the integrity of your work. The result of your work speaks of you and creates either a good or bad opinion about you.
- Remember, work first and then relax. This order will give you more effective resting time, with a clear conscience that nothing has been neglected.
- Pay more attention to always completing tasks that belong to you. People around you are watching you over a long period of time. Make sure that you can always be told that you can be relied on.
- Introduce a habit of controlling yourself after the task has been completed. This will help you identify any mistakes and correct them before the job goes to someone else.
- Practice the habit of punctuality and working to meet deadlines. Always try to be five minutes ahead of the scheduled meeting to get in at exactly the right time for your appointment.
- When doing activities both at home and at work, take care of the final result. Most frequently it is by the results that people's work becomes evaluated.
- Remember that the way you work, how you act every day, how you approach the tasks ordered by others, how you carry out orders and how you meet someone else's requests,



all this affects the image you are building. So every day make sure that you do the tasks conscientiously.



## CAUTION

- Make sure that the decisions that you make are more frequently preceded by thinking them through. Don't let them be the result of an impulse, a moment or an emotion.
- Pay more attention to possible threats and think about how to avoid them. They don't have to happen, but if they do, they won't surprise you.
- Think a little longer before you take action. Sometimes this moment will protect you from unnecessary loss.
- The risks you take in life probably bring positive results sometimes. But try to analyse more before you decide to take a challenge. Consider whether it is really worth it.
- Include more prudence in your life at times when you let your emotions rule - impulsive decisions or decisions made under emotional pressure rarely turn out to be appropriate.
- When you feel that you're already overwhelmed by the stone cold analyses of a situation, incorporate more spontaneity into your life.
- Before agreeing to something, consider the possible consequences.
- Also, try to look ahead, to arrange a sequence of events in the future. This will allow you to see the dangers ahead, but also further opportunities.



## ENDURANCE

- You feel much better doing easier and less demanding jobs than those that fully engage your energy for a long time. So look for activities where a lack of perseverance in a long-term task will not be the main measure of your work.
- Divide your tasks into smaller ones, set up milestones with a deadline or a final hour. This will allow your mind to focus more strongly on the task at hand.
- Beware of your "short-lived energy". Don't let your work, lasting many hours or weeks, suddenly cease to interest you because of something new or more interesting.
- Prioritise among your tasks and determine when exactly you are doing only the set task without having to worry about other novelties.
- Learn how to manage yourself effectively in time and about the negative power of distracting activities.
- If a task is important to you in your life, try to get support from people who are friendly and helpful. In those moments, when you start to ease off, let them remind you of the importance of your goal.



## INNER-DIRECTEDNESS

- Believe in yourself more and in your ability to make the right decisions. In most cases you know best what is right for you. The people around you speak from their own perspective which includes their needs and limitations. Their advice is not always good for you.
- If you feel that you know how to decide or act, you don't have to listen to what other people advise you.
- Accept more responsibility for your own life and decisions.
- Your loyalty to some people who have influence over you may be sometimes good and sometimes not. Everything depends on the other party. Be careful that someone does not use your loyalty against you by getting you involved in matters which are incompatible with your values.
- Use your ability to make decisions in difficult situations. Let it be your habit. Introduce it in your life as your form of reaction to new situations. Make your decisions independently



and decide on the actions without waiting for others.

- Listen to others, take their hints into consideration but make your decisions on the basis of what you think.
- Don't give in to conformism. Don't give in entirely to authority figures. Make your own analysis of advice and life ideas that you receive from other people.

# DIMENSION

## MY WORK - A



### SUBDIMENSIONS:



**EFFECTIVENESS**



**LEADERSHIP**



**SELF-CONTROL**



**GOAL PURSUIT**



**FAME**

**MY WORK - A****GENERAL DESCRIPTION****HIGH RESULT**

**Below you will find overall result for the MY WORK dimension  
being the average of your subdimensions**

Your result on the scale of the **My Work** dimension is high in comparison with other people. It means that you belong to a group of people, who are very self-aware of their expertise and work skills. You know your strengths and weaknesses. You are a proactive person when undertaking action. You are able to set very ambitious goals, which you achieve step by step. In difficult scenarios you intentionally control your emotions. It is difficult to discompose you. You have strong leadership and management skills. In a group you are easily able to take control and assume the position of a leader. Organising and managing projects is your strength. You are an independent and confident person. You can establish authority among others. People pay attention to what you say and how you behave. Within a group you are able to speak with confidence. Public speaking is not an issue for you. You are highly aware of your approval among the people that surround you. You enjoy being in the centre of attention. People's lack of interest in you may influence your frame of mind and behaviour – it may cause a drop in your energy level. At work you dislike stagnation. You are always looking for strong sensations. It propels you towards action. You have a task-oriented and non-emotional approach to an issue, you do not avoid it. You are a very determined person, always aiming towards achieving your set goals. You mainly focus on your professional career which is why sometimes you may lose sight of the boundary between private and professional life. You are prone to workaholism.

**Now take a close look at the detailed results to find out which of the subdimensions  
have the greatest impact on your overall result.**

**DETAILED DESCRIPTION****EFFECTIVENESS**

Your result on the scale of the **Effectiveness** subdimension means that you belong to a group of people who are very aware of their own competences and skills at work. You are highly aware of your abilities and level of intelligence which enables you to achieve high results and climb the career ladder. You belong to a group of people who are very skilled, who easily absorb knowledge, which allows you to gain greater work-related competences and new skills. You manage difficult and demanding situations perfectly, they do not evoke panic and fear in you. In your actions you belong to a group of people who are very effective. You have a large amount of faith in yourself and your skills, thanks to which people view you as a competent person. You are a person who is greatly predisposed towards assuming the role of a leader at work. Your level of effectiveness may build a figure of authority among your co-workers. Your

self-confidence and faith in your own abilities allows you to face difficult tasks. At work you are seen as a very good and effective worker.

**REMEMBER:** Humility is always necessary. An excessively positive self-assessment of your skills and competences may stop you in your career development or lead to wallowing in your own perfection. Your level of effectiveness may overwhelm weaker people, that is why as a leader or co-worker you should support them in their actions, in order to give them more motivation to work.



## LEADERSHIP

Your result on the scale of the **Leadership** subdimension means that you belong to a group of people who are characterised by their highly developed leadership skills. You are a person who builds up authority and respect among others, which allows you to lead the group. You are highly skilled at leading people at work. Your views and opinions in professional, as well as public relations have a large influence on the surroundings. People pay attention to what you say and how you behave. Through your behaviour and attitude you evoke respect, which allows you to build up the role of a leader at work as well as admiration among co-workers. You do not belong to a group of people who enjoy being directed by others. You are the one who directs and manages the tasks. You cope well in difficult and conflict situations, you are able to effectively resolve disputes. You are an independent and confident person, who always knows what they want. Organising and directing enterprises are your strong sides. In teamwork you do not allow others to walk all over you. You are a very assertive person

**REMEMBER:** With the role of a leader at work comes great responsibility. Through building up your authority you have a big influence over people. As a leader pay attention not only to the tasks, but also to the human factor. Your high self-confidence may overwhelm people with a low sense of self-worth. Remember, use your leadership competences to motivate and appreciate co-workers, this will allow you to make use of even greater potential within the team.



## SELF-CONTROL

Your result on the scale of the **Self-Control** subdimension means that you belong to a group of people who control themselves and their emotions according to the situation and the required task. The more difficult the situation or the overload of responsibilities, the bigger problem you may have with controlling your emotions, as well as the tasks carried out. In difficult situations you may start to panic, which causes even larger stress. Sometimes you may have trouble with self-discipline, especially when you get quite a lot of tasks to do. An excessive amount of set goals may cause chaos in your actions, which influences your successes at work. Your result doesn't mean that you cannot be persistent and disciplined in your actions. There are situations in which you control your emotions. You are able to focus and control yourself during tasks which are important to you. Even if you do not feel like working but you know that you must do something - you take action, even though it requires your concentration and self-discipline.

**REMEMBER:** In difficult situations, keep calm. Believe in your skills and competences and this will allow you to be a more persistent person. When achieving your goals, concentrate on the tasks and fulfill them to the end. Do not panic in difficult situations. Search for methods of coping with emotions that are best for you. Applying them will allow you to concentrate more on tasks and achieve greater results at work.



## GOAL PURSUIT

Your result on the scale of the **Goal Pursuit** subdimension means that you belong to a group of people who have a high level of aspiration. You are a proactive person at work. You can set ambitious goals which you then consistently accomplish. The higher the goal, the more motivated you are to take action. You are able to work hard to reach your pursuits. You are an ambitious person, meticulous and persistent in striving towards your goal. You aren't afraid of work and tough challenges. Difficult situations are rather unlikely to stop you from acting. Step by step you pursue your plan. The mere vision of your goal motivates you to work. Your result shows that you often focus on the task and striving towards the goal, which may cause you to overlook the human factor. It means that sometimes you ignore the emotions and feelings of others. You are a person who strongly focuses on their career, to the point where you may lose sight of the line between private and professional life. You have workaholic tendencies.

**REMEMBER:** Work is very important but take care of maintaining a balance between private and professional life. In a team pay attention to people and not just the tasks. It's the people who help you in accomplishing tasks and reaching select goals. Be careful so that your career doesn't dominate in your life, as this may lead to workaholism.



## FAME

Your score on the **Fame** subdimension scale means that you consider yourself a person who is liked by your colleagues. You feel accepted by those around you. Your confidence depends on the situation and your self-esteem. Other people tend to like being in your company, but this does not affect your sense of appreciation. At work you sometimes like to be the centre of attention and sometimes not. This depends on the situation and the company. Lack of interest in you does not seem to affect your behaviour and sense of humour. You are predisposed to assume the role of a leader.

**Remember:** Being popular is not the most important thing in life. It is important to be aware of your competences and skills. In some situations, believe in yourself even more, and you will see greater approval from those around you. The way you think about yourself is how people see you. In difficult situations, do not be afraid of being rejected. You are predisposed to be a team leader. The more confident you are, the more your self-esteem will increase.

**EFFECTIVENESS**

- You have a sense of high effectiveness, skills and competences. That is why you should develop in different areas and it will be possible for you to achieve more than others.
- Your high level of self-esteem allows you to construct the image of a very self-confident person. Use this in your professional career.
- Remember, humility is always necessary. An excessively positive self-assessment may lead to failing to notice the weaker aspects. Sometimes stop and try to verify your competences.
- You can build up strong authority, that is why you should use this in managing people. Co-operate with people and motivate them to take action. Provide strength for the weaker ones.
- In difficult situations use your skills and high effectiveness. Do not be worried about making risky decisions. A reasonably thought out decision, which may even be risky, may be your path to winning.
- Your strength allows you to take on difficult tasks, more so than others. Set yourself even greater challenges with more responsibility and you will surely be able to face up to them.

**LEADERSHIP**

- You have highly developed leadership skills. Develop them even further and you will achieve perfection.
- Pay attention not only to the tasks, but also to the people. Your high self-confidence may cause some of the others to feel overwhelmed and less self-confident and sometimes even withdrawn from certain tasks. Use your authority to strengthen them. Remember, you have a large influence over people and their development. Motivate them to work, support and direct them.
- Support new ideas, get your team excited about taking action.
- Learn to delegate tasks. Being a leader doesn't mean that everything has to be done by you.
- Appreciate the people that surround you. Skilful feedback can only motivate, even if it is negative. If you have an issue with this, learn a few techniques and you will see that it isn't so difficult.
- As a leader remember not only about planning, organising and managing. There is also controlling. Always check if the delegated tasks are completed. This will allow you to finalise matters.
- In difficult situations do not be worried about making difficult decisions. Always seek the best solutions for you and your team. That's what a leader is for.

**SELF-CONTROL**

- Work on controlling your own emotions in some situations. Being an explosive and very emotional person can ruin many of your relationships in your professional and private life.
- In difficult situations try not to start panicking. Approach the problem in a task-oriented manner and not in an emotional way. This will allow for a better solution to difficult tasks.
- Work on self-discipline. Create a task scheduler and abide by it. This will allow you to accomplish your goals step by step and complete tasks on time.
- Believe in your skills and competences.

- Set clear and concrete goals in a realistic timeframe. Work on consistently accomplishing them. Try not to postpone tasks. Such a strategy may lead to the failure of your intended result.
- By introducing new habits, work on being consistent in your actions. Strengthen your habits through eg. rewarding yourself. Mastering your self-control is a useful skill. It will allow you to effectively manage your life and shape your surroundings. Self-control can be trained and learned from the best - people with a high emotional intelligence.



## GOAL PURSUIT

- You are able to stubbornly strive towards your goal. This focuses your attention and your energy. Remember that besides from a career-based goal there are also other important areas of your life. Take care of maintaining a balance between professional and private life.
- Set clear and concrete goals in a realistic timeframe.
- At work pay attention to people and not only to the tasks. Take care of interpersonal relations and ensuring a good atmosphere.
- Find time for your own enjoyment and relaxation as well.
- You have large aspirations. Set yourself goals step by step, which can then lead you to the top of your career.
- In teamwork you belong to a group of people who are very strong. That is why in difficult situations you can take a lot of responsibility on your shoulders. You will surely deal with this better than others.
- You are able to work hard in order to achieve your pursuits. You have a lot of internal motivation. That is why you should support your team. Motivate them to take action and accomplish set goals. You can be the strong link in the team and a good leader.
- You have highly developed leadership skills and competences. Develop them even further.
- Be careful, you have high workaholic tendencies



## FAME

- Build more interpersonal contacts. Do not withdraw. In newly met company do not worry about rejection.
- Change some beliefs about yourself and you will notice how your surroundings accept you.
- Being in the centre of attention can be very pleasant and will strengthen your feeling of self-worth. Remember, how you see yourself is the way that others see you.
- Learn to accept praise. Don't deny positive feedback, especially coming from close friends and family. Instead of denial, accept it and thank them. Maybe you don't notice it, but others can see your strong sides.
- Work on public speaking. It's not that difficult. Everybody can learn how to do it.
- Don't allow the lack of interest in your person to influence your frame of mind and mood.
- Apply your skills and competences in developing your leadership skills.

# DIMENSION

## MY SELF-ESTEEM - A



### SUBDIMENSIONS:



**AUTHENTICITY**



**GENERAL SELF-PERCEPTION**



**IDENTITY**



**SENSE OF INTIMACY**



**ATTRACTIVENESS**



**MY SELF-ESTEEM - A****GENERAL DESCRIPTION****HIGH RESULT**

**Below you will find overall result for the MY SELF-ESTEEM dimension  
being the average of your subdimensions**

Your result on the scale of the **My Self-Esteem** dimension is high in comparison with other people. It means that you are a self-aware person. You know who you are and what you expect from life because you have clearly defined values and priorities. You set clear-cut principles which you follow in life. This gives you strength in making decisions and setting goals. You are an internally coherent person and through your actions it is visible that you head in the direction that you set out for yourself. When you look at yourself, you see a person full of value, skilled and competent. You think positively of your future. You are aware that thanks to your skills you will always be able to handle life. You are a self-confident person, you recognize your strengths, you know what allows you to stand out among others. You notice your physical attractiveness and use it to achieve your personal goals. You take care of your appearance and your image evokes admiration among others. Your attractiveness draws people to you which further influences your high level of self-assessment. You feel fully accepted and loved by close friends and family. You know you are supported by them and you are aware that you always have someone to count on. You are able to reciprocate love too. In your relations you offer a lot of acceptance, friendship and closeness. You are a very empathetic person. Living close to others gives you strength, which is why you care about your closest friends and family.

**Now take a close look at the detailed results to find out which of the subdimensions  
have the greatest impact on your overall result.**

**DETAILED DESCRIPTION****AUTHENTICITY**

Your result on the scale of the **Authenticity** subdimension means that you judge yourself to be a very decent person. You have an extremely rigid moral backbone and you don't break the rules and principles of correct procedure. In both private and professional life you always try to behave as is expected in order to avoid feeling internally disappointed in yourself later on. In bigger company you pay more attention to behaving correctly, rather than having fun. You control your reactions and behaviours all the time to avoid making any mistakes - especially among other people. People who obtain similar results to you on the examined scale are very strict towards themselves and feel remorse when they do not behave in accordance with the rules. It stays with them for long, that is why they think over it for a long time. It's highly possible that you react in the same way in moments that escape your control. Generally you are a person who is very satisfied with the way in which you live and act from a moral

perspective. You accept your behaviours and you think that they are within the boundaries of decency.

**REMEMBER:** An assessment of your behaviour very strongly influences the entirety of your thoughts about yourself. It's important to follow the rules of moral behaviour. However, do not be too strict with yourself. One who is not mistaken is one who does nothing. Sometimes you can breach the rules which you firmly establish, this does not mean, however, that you automatically become a bad person. It's important not to make the same mistakes.



## GENERAL SELF-PERCEPTION

Your result on the scale of the **General Self-Perception** subdimension means that in your judgement you are a valuable person, you are aware that you have many abilities and competences, thanks to which you know that you will be able to cope in life. You are generally proud of yourself and you most likely have many successes behind you. When comparing yourself to others you usually notice that you do more than them and you notice how much you matter. People with similar results to you on the scale of the General Self-Perception subdimension are generally proud of themselves, of what they do, how they act and how many successes they achieve. They claim that they have significantly more successes than failures behind them. You most likely think similarly of yourself. You are also a self-confident person, aware of your worth among others and positively thinking about your future. Focusing on your weaknesses is foreign to you. You see your strong side instead, your expertise, talents, qualifications and possibilities.

**REMEMBER:** Self-confidence in private and professional life really helps to achieve goals. Positively perceiving your achievements additionally strengthens the feeling of your own effectiveness, which, at a later stage, helps to reach higher and further as well as set and achieve even more ambitious goals. Be careful so that your self-confidence does not turn into arrogance, which is negatively perceived by the surroundings. Arrogant people ultimately lose a lot in terms of interpersonal relations and on many other levels because of this.



## IDENTITY

Your result on the scale of the **Identity** subdimension means that you are a rather internally coherent person with high self-awareness. You know who you are and what you expect from life. You are generally familiar with what you must do, as you set goals for the near and distant future. In your actions you are usually a decisive person. Both in private as well as in professional life you make decisions independently, as you have quite clearly specified what is useful for you in life and what isn't. You base your decisions on clearly defined inner guide posts, which are your values. You feel that you usually live in harmony with yourself. You have a sense of internal coherence and a continuity of actions, which propels you, additionally strengthening your self-confidence in following decisions and actions. You perceive yourself as an integrated and coherent individual. Your result on the scale of the Identity subdimension also influences your effectiveness. Self-awareness and the awareness of the directions of future development supports your choice, organisation and assimilation of new experiences needed in your life. Your result is also proof of the high effectiveness of your self-esteem, which has a regulatory influence over the procedures of processing information about yourself, preventing internal instability.

**REMEMBER:** Self-awareness and life in accordance with set values and a course of action determined by them strengthens positive self-esteem, so that with every new experience you become an even stronger person.



## SENSE OF INTIMACY

Your result on the scale of the ***Sense of Intimacy*** subdimension means that you feel accepted and loved by close friends and family. You often experience the support given to you by the people who surround you and you are able to benefit from this. In private life you fully express your feelings. You give a lot of love and acceptance. In professional life you are able to supply warmth and friendship. You always know that, when in need, you have somebody to count on. You feel that others accept you for who you are. Having such a result on the scale of the Sense of Intimacy subdimension, you are aware of the fact that being accepted and loved positively influences people, hence that's exactly how you behave in relation to others. You are generally a person full of empathy, you are able to sympathise with others and supply others with warmth. You are able to form close relations, in which you become involved, giving good to others. You enjoy supplying other people with warmth, your friendship and showing them that you care about them. Awareness of the fact that somebody loves you, that you remain friends with someone or that you have close relations with someone boosts your mood. Pushing aside your love, rejecting your friendship or breaking off a close connection is rather painful and incomprehensible for you.

**REMEMBER:** Close relations with people, love and external support propel you towards action. However, not everybody feels the same. Sometimes people break off connections due to different reasons, sometimes only known to them. They're not necessarily linked directly to you. Try to talk these situations through and don't take them personally by treating them as a rejection of your person.



## ATTRACTIVENESS

Your result on the scale of the ***Attractiveness*** subdimension means that you rather do not consider yourself attractive and you are usually not satisfied with how you look. It's very likely that you don't always accept yourself in this aspect. Sometimes you prefer to simply avoid looking in the mirror. However, when you take care of yourself, spend some time, energy and pay attention to your physicality, you immediately feel a rise in your attractiveness. This in turn positively influences your self-confidence and feeling of self-worth. There are moments in life, where you take care of yourself more and less. It's possible that in everyday life you do not pay so much attention to your looks or you temporarily let go of caring about such things and then your satisfaction in this area decreases. You know that your attractiveness influences your life both in the private and professional aspect. You are aware of the fact that you can use your appearance to have influence over others and it's likely that you benefit from this sometimes.

**REMEMBER:** Appearance influences how people perceive you. People who are considered attractive are chosen for different initiatives more often, they have a chance to participate in different projects more often, as it is known that attractive people bring others together around them. You are able to take care of your own attractiveness, it's important that it becomes a habit. It's a matter of defining a goal and determination. Sometimes it's worth consulting a style specialist, who will draw attention to how to make your attractiveness visible. Remember that every person is attractive, but this should be taken care of.



## MY SELF-ESTEEM - A

### DEVELOPMENTAL RECOMMENDATIONS



### AUTHENTICITY

- As a person who is authentic you have clearly defined values and rules of procedure. Observe which of them are lasting and constant in life and which ones can be subject to certain modifications alongside your development.
- Abiding by moral rules is a very strong side of yours. Guard them, as they determine the level you maintain and your class.
- However, be less of a strict judge towards yourself. If you do not fully behave in accordance with set rules, this will not cause your elimination.
- If you make a mistake, learn a lesson from it and devise desirable behaviour for the future, without blaming yourself and never-ending remorse.
- It's good that you care about your rules, however be careful to not be so hard on yourself.
- Remember that as we mature, grow up and grow old, the rules of procedure may change. Have this in mind when creating and correcting your list of rules of good behaviour.



### GENERAL SELF-PERCEPTION

- Take care of preventing any changes in how you view yourself.
- You perceive yourself as valuable, competent and resourceful - this supports you in the achievement of successes. Enjoy them, celebrate their finalisation.
- Being a cohesive person with inner strength, set bold goals. Your positive view of yourself strengthens you and will allow you to achieve even more.
- Focusing on your strong sides will allow you to develop them even more. Be careful, so that at one point they don't become your enemies. You are a self-confident person - keep this under control, to avoid becoming an arrogant person, who doesn't notice their own weaknesses. When you notice them, consider whether it's worth working on them.
- Be careful so that the focus on your positive sides doesn't overshadow noticing other people, their strengths and contributions.
- Take care of interpersonal relationships. Despite your strong character, positive self-perception and having many positive sides, relationships with others are one of the most valuable areas of life, worth taking care of.



### IDENTITY

- Keep up the care for your self-awareness and the awareness of your own goals.
- You are a very self-aware person so set yourself even bolder and more ambitious goals.
- Your inner strength and coherence enable you to make decisions quickly and independently. It's a strong side which you can further apply in your life.
- Maintain clarity in your pursuits. It shows your strong character. You can apply this attitude when managing people
- Try to use your decisiveness to be the most effective that you can be in every action.
- Read a lot, especially books and magazines, which correspond to your interests. It will strengthen your knowledge even further, broaden your horizons and positively influence setting and achieving further life goals.



### SENSE OF INTIMACY

- Tend the belief that you are supported and loved by close friends and family. These type of thoughts are a huge reinforcement in everyday life, as well as in setting and achieving life goals.
- If need be, benefit from the support granted by close friends and family. This will help you to survive through tough times, additionally strengthening the bonds between close friends and family.
- In private life supply love and acceptance around you and in professional life supply a lot of friendship and warmth. Such an attitude will be returned to you on multiple occasions.
- Develop your empathy. Be a sensitive person to what others around you say and feel. If need be, offer your support and help.
- Continue to develop your skills in terms of entering close relations with other people, through large engagement and doing good to others.
- Remember that there are people who will always love you, irrespective of the situation, state of health, views or your behaviour.
- If someone breaks off the connection with you or temporarily restricts it, do not take it personally. People do this out of different reasons, often involving only themselves.



## ATTRACTIVENESS

- Remember that your appearance strongly influences how others perceive you, so take care of this area of your life.
- Devote time, energy and your attention to learning of the strong and weak sides of your appearance.
- If it's difficult for you to take care of your attractiveness by yourself, turn to a style specialist. This type of person will help you to take care of yourself from the top. They will show you what to put on display and what to cover up, what needs to be worked on and what can be changed right away.
- Consider what needs to change in your appearance for you to like the person in the mirror even more. Make a list of changes.
- Consider who can additionally support you. If need be, pay a visit to other specialists: a dietician, hairdresser, make-up artist.
- When you finally look at yourself with contentment, remember to keep up this state. Physical attractiveness means taking care of your appearance on a daily basis as well as working on it every day.
- Since you know how to take care of yourself and your appearance, share this with others. Teach others and support them in taking care of their attractiveness. Such behaviour will positively influence your surroundings and, in addition, will surely positively influence the relationships that you build around yourself.

# DIMENSION

## MY EMOTIONS - A



### SUBDIMENSIONS:



**ANXIETY**



**HELPLESSNESS**



**DEPRESSIVENESS**



**HOSTILE BEHAVIOUR**



**SENSE OF INFERIORITY**



**MY EMOTIONS - A****GENERAL DESCRIPTION****VERY LOW RESULT**

**Below you will find overall result for the *MY EMOTIONS* dimension  
being the average of your subdimensions**

Your result on the scale of the ***My Emotions*** dimension is very low in comparison with other people. This means that in daily life you approach your life in a positive manner. You mainly focus on the good things, evoking a positive state within yourself. In difficult situations, the emotions which can disrupt your inner calm are kept under perfect control by you. This means that even in critical moments it is you who can assess the situation with a cool mind, make a decision and plan particular steps. You have a strong inner motivation to take action, which in turn causes you to rise up in difficult moments, without waiting for external support. You have a strong sense of efficacy and effectiveness, so you know that regardless of the situation, your action will lead you out of oppression. Regardless of the situation, hopelessness is foreign to you. Your mood does not drop to gloom, sadness or nostalgia. You don't give up, you don't let it go but instead you fight for what's yours. Emotions such as resentment or guilt do not exist in your life. If something isn't going your way, instead of withdrawing and returning to blissful memories of the past, you ponder how to escape the situation with calmness and even hope for success. You always perceive the good sides of the situation and enjoy even the little things. Your behaviour is far from hostility and anger in relation to others. You do not hold grudges or remember wrongdoings. You focus on what was good in the relation and keep that in memory. It is difficult to discompose you or infuriate you. Around you there is always peace and a good atmosphere which furthers building good relations with others.

**Now take a close look at the detailed results to find out which of the subdimensions  
have the greatest impact on your overall result.**

**DETAILED DESCRIPTION****ANXIETY**

Your result on the scale of the ***Anxiety*** subdimension means that it is highly possible that you are able to approach the situations you encounter in your life with calmness and distance. If you want, you can control your emotions. However, there are times when you behave in a completely different way, because the feeling of fear and anxiety make you anxious and take away rational thinking. Usually you are a person who is rather confident about their existence and future, but there are situations when you give in to negative assumptions and you are too concerned about them. In such situations your anxiety is also noticed by the people around you and it has a negative impact on them. On the basis of your results, it can be said that you are a balanced person, you can stay calm, control your emotions and, in critical situations, you are able to free your mind, setting it towards solving a difficult situation. Sometimes, on the

contrary, you tend to avoid risky situations and challenges. Anxiety about current issues and the upcoming future takes away the joy of experiencing everyday situations. In moments of greater anxiety, you are also more prone to subordinate yourself to other people or to the rules that contradict your beliefs and values.

**REMEMBER:** Your peace of mind can be a driving force for you. Especially in a difficult situation, when controlling your emotions is the first step to collecting data on how critical the situation is and then to find a solution. You are able to enter this state, so use it more often. Most people panic in tough situations. In difficult moments, you can be a great support and inspiration for others to find a solution and to act. Calmness and distancing yourself from emotions always gives you the opportunity to see a wider perspective.



## HELPLESSNESS

Your result on the scale of the **Helplessness** subdimension means that difficult situations don't evoke negative emotions in you. In a difficult situation you can manage perfectly well. Even in critical moments you can reliably assess the situation, make a decision, plan actions, as well as move on and implement the plan step by step. In difficult moments you are cold-blooded and tactical. In difficult situations you do not need external support. You are able to motivate yourself. In both your personal and professional life you treat difficult situations as challenges appearing on your way and not as problems. This conviction gives you strength and strengthens your self-efficacy and self-esteem. This approach to life presents you as a strong individual in society. Many people throw up their hands during critical moments and become completely helpless and in need of support to move on. You are certainly able to give such support. In difficult moments, you are up to the task and tactically work out the case, regardless of the scale of difficulty.

**REMEMBER:** Even though you manage perfectly well in difficult situations, do not turn your back completely on external support. Although you do not need help in critical moments, remember, that a crisis always affects, to varying degrees, creative thinking needed to find the optimal solution. People who are not directly involved in the problem can sometimes suggest a good solution.



## DEPRESSIVENESS

Your result on the scale of the **Depressiveness** subdimension means that you rarely ever experience a gloomy mood. You don't usually become sad or nostalgic and you never feel guilty in difficult situations, where other people happen to be involved. You also do not know what giving up and surrendering mean. When you see the need for it, you can stand up for yourself. You don't need to isolate yourself from people, which doesn't mean you like to live and work in a larger group. You may equally well want to work and be rather alone on a daily basis and this is not related to inner sadness, regret or guilt. Even if you stay away from others, you don't feel lonely because you know that if you would only wish for interaction, there are people around. Your result on the scale of the Depressiveness subdimension also shows that you are no stranger to experiencing joy and happiness on a daily basis. You can see the good sides of a situation. You can see the goodness around you and you can enjoy the ordinary moments.

**REMEMBER:** A good mood and positive thinking are the basis for healthy functioning. Hence, cultivate your attitude towards people and tasks. Internal joy propels you towards action. Don't ever let it be taken away from you.





## HOSTILE BEHAVIOUR

Your result on the scale of the **Hostile Behaviour** subdimension means that your behaviour has never, or hardly ever, been characterised by anger attacks and difficulty in controlling anger. You are a balanced person and you control your emotions in relation to others. People with similar results on the scale of the Hostile Behaviour subdimension forgive someone's faults, forget the harms and do not cultivate anger towards others. In interpersonal situations they are forgiving and try to accept or at least understand another person's perspective. They also do not deny someone else's point of view. Your result on the examined scale offers the conviction that such behaviour and reactions are commonplace in your case. You can be an individual perceived as self-controlled and predictable. It's difficult to throw you off balance and enrage you. You often feel inner peace towards other people. Such behaviour also builds a calm atmosphere in your surroundings, which supports co-operation and development on different levels and in various areas of functioning.

**REMEMBER:** Your behaviour in relation to your surroundings makes others respect you for your balance, composure and emotional stability. You don't cause hostile resistance within people, you don't close them off, you don't despise or negate them. The environment sees your openness to relationships, so you are able to build co-operation and effective communication with others.



## SENSE OF INFERIORITY

Your result on the scale of the **Sense of Inferiority** subdimension means that you are able to fairly objectively judge yourself against others and your achievements against the achievements of others. You see your strengths which toughen you up. You also see your weaknesses, but they don't seem to suppress your self-expression in public. You are able to speak up during a meeting and present your idea, you are also able to share your view of the situation with others without worrying about who will think about you and what will be thought of you or whether the idea will be appreciated or disapproved of. In your private life you usually speak freely, you give yourself the right to behave or say something a bit out of place. You are not stressed that you will be criticised. In the same way, in professional life, you are able to present ideas that come to your mind. If you have to make a public appearance, you will rather speak up without any major issues, and even if something goes wrong during the speech, you usually move on without unnecessarily dwelling on the situation.

**REMEMBER:** Expressing yourself and presenting your ideas freely gives you a chance to start co-operating with someone who will notice or appreciate your idea. Comparing yourself with other people only makes sense if it motivates you to develop further, but it is never the case when it becomes a point of self-denial.



## MY EMOTIONS - A

### DEVELOPMENTAL RECOMMENDATIONS



#### ANXIETY

- Strengthen your inner peace that accompanies you in your life.
- Strengthen your ability to control your emotions, especially in difficult moments. If necessary, attend a course on how to control your emotions.
- Don't worry about things that are beyond your control. If something is bothering you, think about whether the solution is in your power. If so, think calmly about what you can do, make an action plan and start acting. If it is beyond your control, stop worrying. Return the issue to those who can actually have influence over it.
- Read articles about different styles of responding to difficult situations. Find out what an action-oriented style is and implement it in your life, whenever possible, especially in critical situations.
- Remember that your fears and concerns affect your environment. Learn to control your emotions, which have a negative impact on you and your loved ones.
- Develop your emotional intelligence. Controlling your emotions is one of its elements. Highly developed emotional intelligence gives you an advantage in managing yourself and others.



#### HELPLESSNESS

- Keep up your energy in approaching difficult situations. Strengthen your proactive attitude, meaning supportive action.
- Take care of your self-motivation. You can motivate yourself in difficult moments - this is your strong point.
- Develop your ability to solve difficult situations. Also learn about how to approach a problem. This will help you learn about other people's possible reactions and make it easier to understand and even manage them.
- Approach difficult situations like you would approach challenges appearing on your path. The attitude of your mind is very important. Just calling a situation a challenge strengthens an action-oriented attitude.
- Strengthen your self-efficacy by summing up the difficult moments, which thanks to your attitude and action are now solved.
- Remember about the people around you. Even if you don't need their full involvement in the difficult situation you are solving - at least listen to others. It's always an extra perspective, often completely free of emotions, therefore broader and different from yours.



#### DEPRESSIVENESS

- Take care of your psychophysical condition. Your attitude to the world and to people is strengthening, so take care of it.
- Do sports. Every type of physical effort has a positive effect on the production of hormones responsible for the sense of happiness. Therefore, exercise every day regardless of your mood.
- Read books and articles about positive thinking, limiting beliefs and those that support human actions and methods of taking care of your mental condition.



## HOSTILE BEHAVIOUR

- Cultivate your ability to forgive and forget. This is the healthiest approach both for yourself and for interpersonal relationships.
- Tend to your ability to be forgiving towards other people, as well as your ability to look at things from someone else's point of view without triggering the anger that is connected with the failure to understand the other party. This approach supports constructive conflict resolution.
- Your calmness and balance are supportive for others. Take care of such reactions as they build up good relations and strengthen co-operation.
- Strengthen your control over your emotions. Your emotional stability and the ability to not give into negative emotions that bring about the destruction of relationships may translate into constructing your authority based on respect and admiration.



## SENSE OF INFERIORITY

- Keep up your way of thinking about yourself. You are able to judge yourself objectively against others. Keep it that way. Don't underestimate or overstate someone's successes. Maintain your objective view of yourself and of others in such categories as "I'm fine and the others around me are fine too."
- Notice your strengths and work on your weaknesses. There are no perfect people. Everyone has something to work on. Everyone has areas in their lives that they are not fully satisfied with and should pay special attention to them. Sometimes they need to reinforce them and sometimes they need to weaken them.
- Cultivate the ability to speak well about yourself, to share ideas on the forum or to present your perspective on a topic without thinking how others will judge you or what you have to say.
- Strengthen the ability to express yourself freely in public without imposing full control on yourself and without criticising yourself.
- Cultivate your assertiveness and the ability to say no if the proposal does not suit you.

# INTRODUCTION

## BEHAVIOURAL STYLES AND PERSONAL ATTITUDES

Behavioural styles and personal attitudes result from the analysis of mutual interactions of selected dimensions of the Profi Competence Test tool. They show the patterns of human behaviour and adopting different attitudes depending on the intensity of the features present in the person. They describe permanent tendencies to think, feel and behave in social situations. The Profi Competence Test gives a possibility to distinguish fifteen different styles:

Emotional style	Self-control of anger style	Success achieving style	Control of distractors style	Stability of self-assessment style
Co-operation style	Functioning at work style	Action style	Confidence in a relationship style	Co-operation at work style
Interaction in action style	Self-confidence in co-operation style	Action at work style	Evaluating your work style	Evaluating your actions style

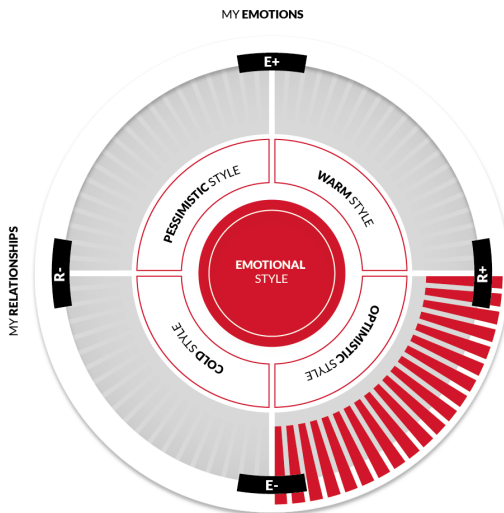
Some of your results not only allow to interpret individual dimensions but also to observe your style of functioning in different spheres by combining dimensions into pairs. In this way, it is possible to investigate spheres related to your emotionality, social interactions, anger control, how you achieve success or your attitude towards yourself and others, among others.

The styles and attitudes presented below reflect your regular ways of responding to different social situations.

In order to distinguish a permanent style, it is necessary to achieve predominantly high or low results in those dimensions which affect the determination of a given style. If the dimension necessary to determine it has reached a moderate level, it is not possible to establish a permanent style of functioning in the examined area.

## EMOTIONAL STYLE

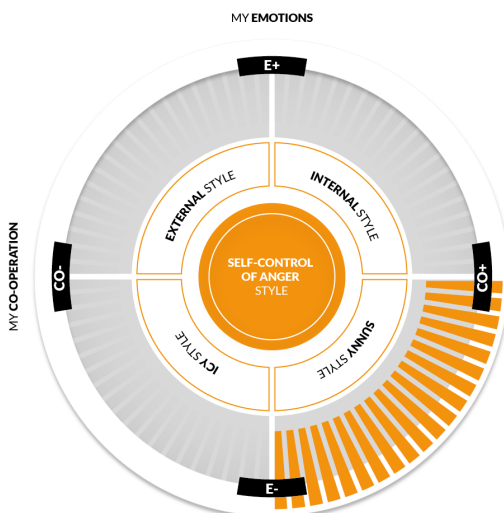
### OPTIMISTIC TYPE



People with the **optimistic style** are positive and confident about the future. They are able to see the good around them and appreciate life as it is. They enjoy contact with people and solve difficult situations they encounter in life without too much concern. They feel sadness or regret, but these emotions pass quickly because it is more important for them to enjoy life and to focus on what is good and possible in the future.

## SELF-CONTROL OF ANGER STYLE

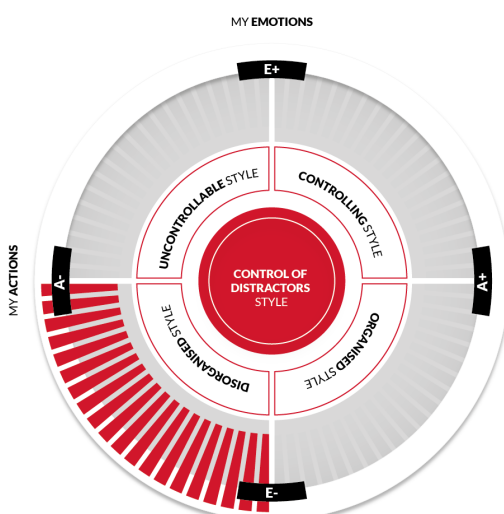
### SUNNY TYPE



People with the **sunny style** are steady and calm. They control anger, wrath and hostile attitudes towards others and prevent them from growing. In cooperation, they are focused on joint problem-solving and they are able to put themselves in someone else's shoes. They notice when someone attacks, insults or hurts them, but they prefer to forgive and forget rather than to nurse a grudge. They create a friendly atmosphere based on honesty and trust.

## CONTROL OF DISTRACTORS STYLE

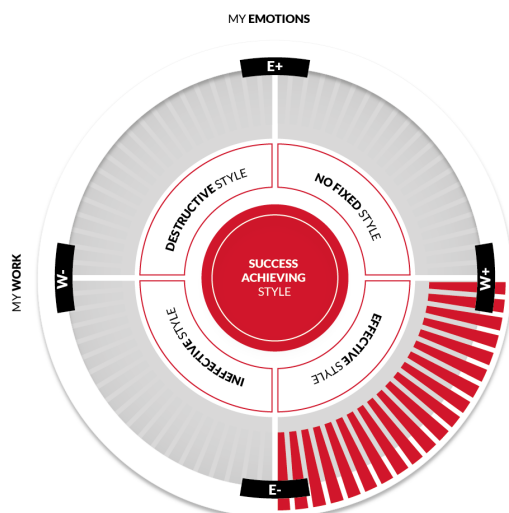
### DISORGANISED TYPE



People with the **disorganised style** do not feel the need to act in an orderly and systematic way. In difficult situations they remain calm. However, they do not have a strong internal motivation to act towards a goal or according to recommendations if this requires effort. They control their inner fears or needs, in difficult situations adopting a philosophical attitude rather than action-oriented.

## SUCCESS ACHIEVING STYLE

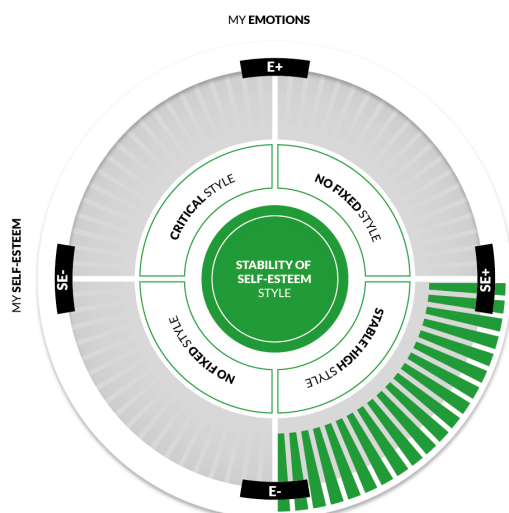
### EFFECTIVE TYPE



People with the **effective style** are calm, strong and proactive in action. They are success-oriented. With their inner motivation, strength of character and charisma, they encourage others to participate on the path to success. They build authority with their composure and effectiveness in action.

## STABILITY OF ASSESSMENT STYLE

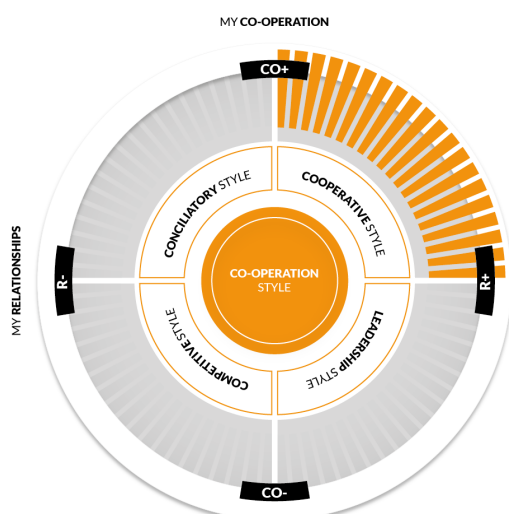
### STABLE HIGH TYPE



People with the **stable high** style are confident about the future, strong and self-assured. Their self-image is consistent, positive and strengthening for themselves and their environment. They can be an example for others as to controlling emotions, regulating the symptoms of stress in one's own body, as well as developing beliefs about themselves which are strongly supportive in life.

## CO-OPERATION STYLE

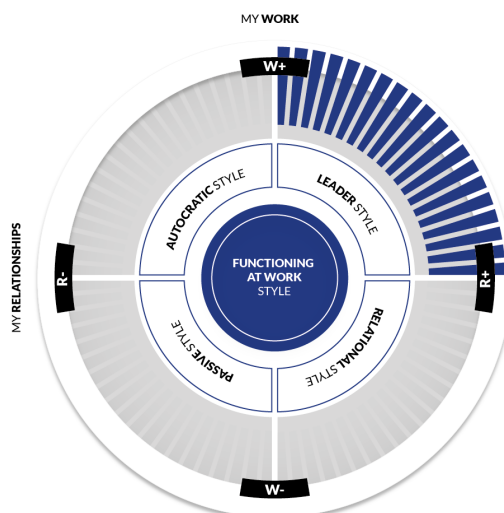
### COOPERATIVE TYPE



People with the **cooperative style** are friendly, energetic and sociable. They create a good atmosphere around them, are willing to listen and share their knowledge. They make new contacts easily but they also take care of old friendships. They are friendly towards people and in difficult moments they look for compromise.

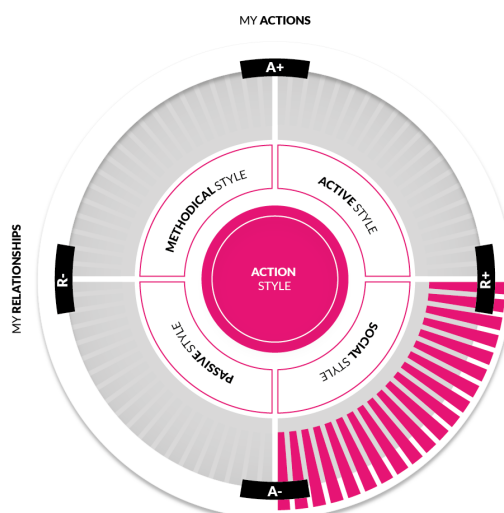


## FUNCTIONING AT WORK STYLE LEADERSHIP TYPE



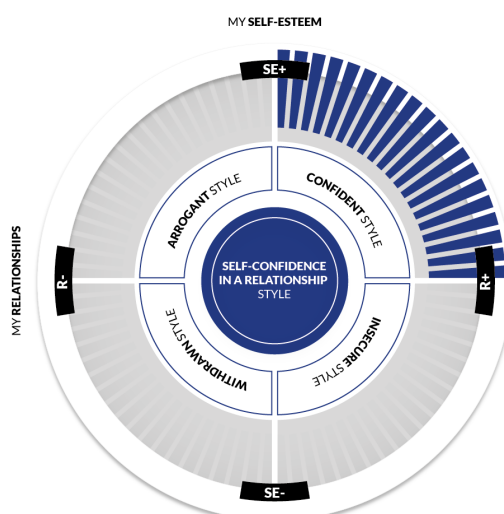
People with the **leadership style** are marked by high extravagance. They are cheerful, active, sociable and warm-hearted, and are strongly focused on achieving success. By creating a good atmosphere around them and relying on their network of interpersonal contacts, they are perfect leaders. They are liked and often take on the role of natural leaders for the teams they are in.

## ACTION STYLE SOCIAL TYPE



People with the **social style** are optimistic, active and spontaneous, but are unable to redirect their energy towards constructive action. They prefer to play, to live an emotional and sensational life, rather than to pursue their goals effectively.

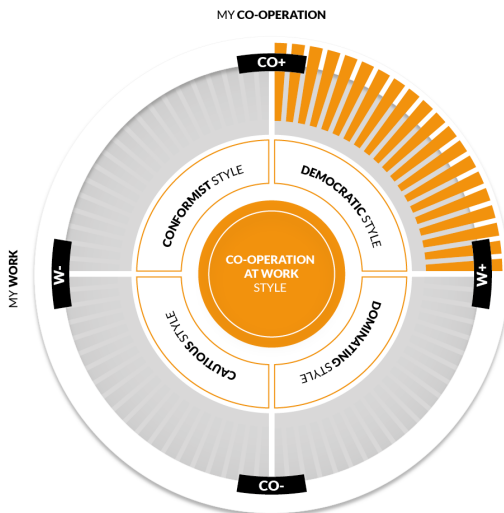
## SELF - CONFIDENCE IN A RELATIONSHIP STYLE CONFIDENT TYPE



People with the **confident style** are cheerful, active and sociable with high self-awareness and self-esteem. Thanks to this, they build healthy relationships around them, enjoy life but also know what they are aiming for and what they need. They take what they need from relationships with others but they also share what they have. Being self-aware and conscious of their attractiveness, they arouse admiration in company.

## CO-OPERATION AT WORK STYLE

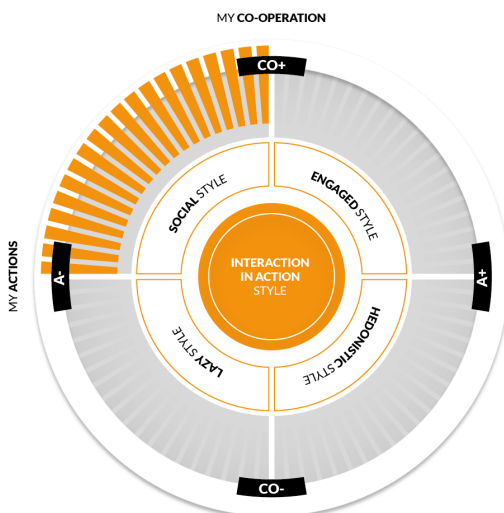
### DEMOCRATIC TYPE



People with the **democratic style** have a high need for working together to achieve common goals. Their high level of trust in their co-workers, their cooperative, consensual and goal-oriented approach means that they can succeed in many areas of their private and professional lives.

## INTERACTION IN ACTION STYLE

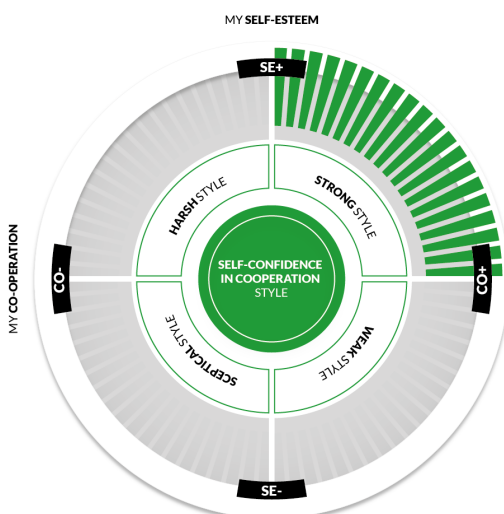
### SOCIAL TYPE



People with the social style are sincere, conciliatory and devoted to others. They are generous, however, their lack of organisation and effectiveness in action means that they can only inspire with goodness. They have many good intentions, but without setting goals they have no chance to achieve them.

## SELF-CONFIDENCE IN COOPERATION STYLE

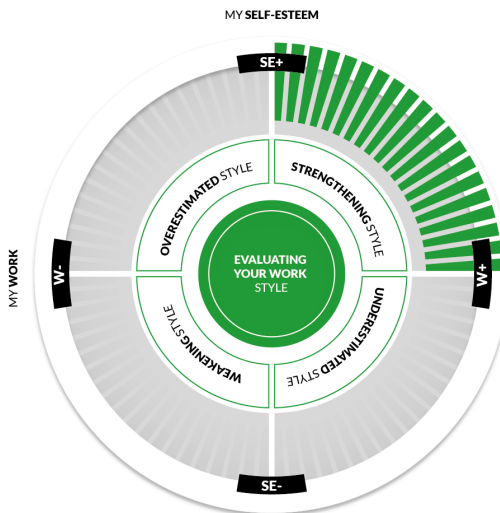
### STRONG TYPE



People with the **strong style** are amicable, trusting and cooperative. They have high self-esteem and self-efficacy. They build up an aura of strong but friendly and co-operative people. You can rely on them. They willingly use their authority and knowledge to help others.

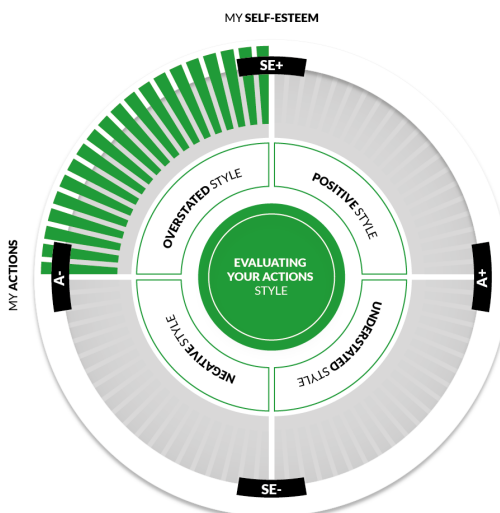


## EVALUATING YOUR WORK STYLE STRENGTHENING TYPE



People with the ***strengthening style*** have an adequate and positive perception of their functioning at work. They are task-focused, effective and efficient. They have an image of themselves as self-confident, competent people who know their strengths and this additionally strengthens them at work. As individuals satisfied with themselves and with their successes, they build even greater authority among employees.

## EVALUATING YOUR ACTIONS STYLE OVERSTATED TYPE



People with the ***overstated style*** have a strongly overestimated picture of their actions. Self-confident, focused mainly on emphasizing their strengths, satisfied with their behavior, attitude, image. In reality, however, their actions are full of chaos and mistakes. They are reactive, careless and unpunctual.

## **IF YOU WANT TO:**

**DISCUSS YOUR REPORT INDIVIDUALLY**

**OBTAIN A DIAGNOSIS FROM A SPECIALIST**

**GET ADDITIONAL GUIDELINES AND RECOMMENDATIONS**

**DETERMINE PRIORITIES AND INDIVIDUAL DEVELOPMENTAL GOALS**

**GET TO KNOW WIDER PSYCHOLOGICAL ASPECTS OF YOUR RESULTS**



## **CONTACT**

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