Personal report

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Zetic 4S Questionnaire

Introduction

Based on decades of academic research Zetic has developed a tool for scientific personality measurement for business. The tool can be used for a variety of recruitment and development purposes. The approach was tested on a large sample of executives over several years. Our study of resilience and stress behavior has become the largest in Russia over the past 15 years. Zetic 4S questionnaire consists of:

• The section K measures the basic personality traits and its influence of business behavior and performance.
• The section C describes the basic reactions on stress, actions taken by a person to cope with the new worries, to adapt to tension and to find a way out of a traumatic situation.
• The section B reflects the psychological factors that lead to burnout, the burnout indicator and intensity.
• The section V describes the universal well-established needs and life priorities of the individual that influence decisions and choices.

How to read the report

These studies describe an individual resistance profile. The report helps to identify the features of response to uncertainty and stress and to release personality traits that affect behavior within though working conditions. In this report, the results are compared with a normative group of Russian-speaking leaders of the same age and gender comparing to the participant. The information contained in this document is confidential. The report need to be stored in accordance with the personal data protection principles. The report validity period – 2 years.

The scales

The results in the report are presented with sten scores (an abbreviation for 'Standard Ten'). The lowest 10 percent of the participants who completed the questionnaire in their category are assigned 1 sten, and the top 90 percent receive 9 stens. The higher score makes the stronger behavior. Each trait is bipolar, there is no 'bad' and 'good' behavior. Each pole indicates a trait that has its own strengths and limitations.
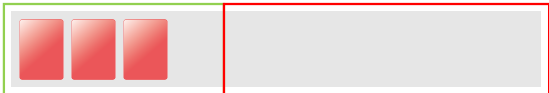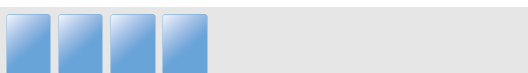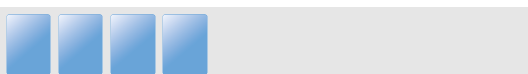
Validity   3   The values within the red frame (are too high) correspond to insincerity, demonstrative behavior and need for social approval.

Section K

The scores reflect the fundamental personality traits that determine business performance and relationship attitude. By discovering these traits, you can consciously strengthen or weaken them, increasing your effectiveness.

Emotional stability

Scale C — Emotional stability — 10
Affection by feelings, Fatigue, Irritableness / Stability, Maturity, Workability
Emotional maturity, stability of behavior; the ability to control one's feelings, high performance.

Scale O — Apprehension — 5
Self-assurENCE, free of guilt, Untroubleness, Energy / Self-blaming, Anxiety, Impressionability
Calmness, self-confidence, sensitivity to one's state.

Scale Q4 — Tension — 6
Relaxation, Tranquility, Low drive, Composure / Tension, Overthought, High drive, Irritability
Satisfaction with oneself and the situation, equanimity, energy.

Team resilience

Scale F — Impulsiveness — 9
Taciturnity, Prudence, Temperance / Carelessness, Enthusiasm, Expressiveness
Talkativeness, energy, impulsiveness, enthusiasm; inattention, negligence.
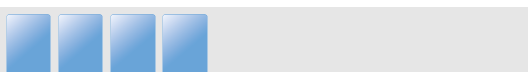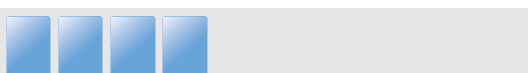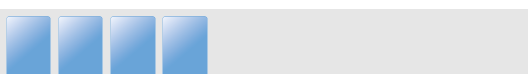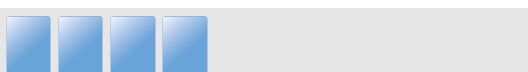
Scale N — Diplomacy — 9
Straightforwardness, Tactlessness, Genuiness / Social awareness, Influence, Cunning
Insight, sophistication, the ability to influence and emotionally affect the interlocutor.

Scale I — Sensitivity — 10
Cynicism, Tough-mind, Self-reliance / Tender-mind, Empathy, Intuitiveness
Need for attention and support; empathy, sensitivity, intuition. Impracticality, attention to detail.

Scale A — Warmth — 6
Reserveness, Coldness, Indifference, Severity / Sociability, Warmth, Kindness, Openness
Sufficient sociability, restraint. Ability to work alone and willingness to cooperate.

Stability of the results

Scale M — Abstractedness — 5
Practicality, Integrity, Realism, Grounding / Abstracteness, Imagination, Idea-oriention
Idealism, developed imagination, creativity. Situational integrity.

Scale Q2 — Self-reliance — 7
Group-dependence, Division of responsibility / Independence, Resourcefulness
Independent search for solutions, the ability to bring the work to the end, entrepreneurial spirit.

Scale G — Rule-consciousness — 4
Volatility, Insecurity, Expediency / Perseverance, Conformity, Discipline, Obligation
Avoidance of rules, optionality, disorganization, careless.

Scale Q3 — Self-control — 4
Self-conflict, Disorder Tolerance, Inattention / Self control, Strong will, Accuracy
Indiscipline, inattention, situational negligence, following one's own impulses. Inattention to others.

Resilience to change

Scale Q1 — Critical thinking — 4
Judgement-orientation, Change intolerance, Conservatism / Information analysis, Criticality, Work optimization
Conservatism, low criticality to new information.

Scale L — Vigilance — 4
Confidence, Tolerance, Frankness / Suspicion, Caution
Tolerance, accommodating, benevolence; well-coordinated team work, low motivation to competitiveness

Scale H — Social boldness — 4
Timidity, Delicacy / Courage, Boldness, Adventurism
Shyness, self-doubt; risk sensitivity.

Scale E — Dominance — 4
Softness, Tact, Compliance / Assertiveness, Dominance, Self-confidence
Compliance, dependence on other people's opinions. Feelings of guilt, the desire for strict adherence to the rules.

Section C

The following scores reflect the most typical reactions and actions under stressful situations or uncertainty. Having studied your behavioral strategies, you can change them, consciously act differently, increasing your personal effectiveness.

Strategies to actively find a way out and overcome difficulties

Weakly expressed   Strongly expressed

Response control	7	Local control of one's own reactions, the desire to hide one's feelings from others, maintaining self-control.
Situation control	7	Local thinking of the situation, analysis of alternatives. Problem solving control.
Positive self-affirmation	7	The strategy is clearly manifested: cheering yourself up; looking for advantages in the current situation.
Stress minimization	10	The strategy is clearly manifested: reducing the meaning or severity of tension (rationalization, humor, devaluation, lowering the level of claims).
Self-assertion	5	Periodic desire to stabilize oneself, seeking recognition from others, self-affirmation in another area.

Strategies for ignoring problems and avoiding solutions research

Distraction	7	The strategy is clearly manifested: immersion in other interests / affairs (including non-work), distraction from stressful situations.
Escape	5	Periodic refusal to overcome the situation; denial / ignoring the problem, evading responsibility, impatience.
Avoidance	5	Periodic desire to "play it safe" and avoid similar situations / experiences in the future.
Substitution	5	Periodic desire to create a comfortable environment for yourself and the team; search for pleasant sensations (food, entertainment, shopping, travel).
Need for Social Support	4	Periodic search for cooperation with significant people to overcome difficulties, the desire to share experiences with someone.

Strategies leading to further stress and strengthening worries

Self-pity	7	The strategy is clearly manifested: staying in self-pity, envy of others; underestimation of one's own strengths and capabilities.
Social withdrawal	3	The strategy manifests in individual cases: isolation from the situation, the need to being alone with oneself.
Self-blame	5	The strategy manifests situationally: self-blaming for what happened, searching for reasons in oneself; experience of shame and guilt.
Rumination	4	Periodic desire to doomscroll through aspects of the situation in the head; reasoning is often pessimistic.
Denial of guilt	6	Periodic desire to share responsibility with others, to relieve oneself of responsibility for the situation.
Aggression	4	Periodic feeling of irritation, anger at oneself and the situation.

Section B

The following scores describe the mechanisms of emotional burnout – a consistent decrease in emotional response to work situations. You can explore behavioral markers shaping burnout phase.

Weakly expressed   Strongly expressed

Phase 1. Tension

Concern	5	Medium intensity. Periodic feeling of discomfort at work, irritation when solving work tasks.
Self dissatisfaction	4	Medium intensity. Dissatisfaction with oneself and the situation, resistance to the accepted format of work.
Feeling trapped	2	Low intensity. Rare feeling of impotence, emptiness inside.
Anxiety	7	High intensity. Emotional tension, anxiety, desire to stop.

Phase 2. Resistance

Selective emotional response	5	High intensity. Dependence of communication on mood ("want or don't want"), indifference in response to work situations.
Emotional defense	1	Low intensity. Rare emotional protection.
Emotional saving	7	High intensity. Protection from emotions even outside of work (relatives, family), the need for isolation from other people.
Empathic fatigue	8	High intensity. Attempts to lighten or reduce responsibilities that require emotional involvement.

Phase 3. Exhaustion

Emotional emptiness	2	Low intensity. A rare desire to get away from empathy with others.
Emotional detachment	2	Low intensity. Situational unwillingness to actively communicate with others.
Personal detachment	9	High intensity. Depreciation of work tasks, aggression ("I can't stand", "I don't want to").
Physical discomfort	8	High intensity. Feeling unwell (headache, pressure surges), lack of strength.

Section V

The following scores reflect life values - fundamental human needs that determine personal choices life strategies.

Weakly expressed   Strongly expressed

Creating harmony

| Affiliation | 10 | A significant need for a sense of belonging to a group, having shared values and worldviews. |

| Conventionality | 7 | A significant need for respect and adherence to the norms accepted in the culture / social group. |

| Sensation seeking | 6 | A significant need for variety and deep experiences; a desire to immerse yourself in adventure, to gain new experience. |

| Aesthetic | 9 | Significant need for creative self-expression, enjoyment of beauty, harmony and quality of visual content |

| Hedonism | 9 | A significant need for enjoyment or sensual pleasure, a sense of fullness of life. |

Overcoming resistance

| Recognition | 10 | Significant need to achieve social status or prestige, control and dominance over resources and people. |

| Achievement | 6 | Significant need to achieve personal success through competition and overcoming difficulties / "challenges". |

| Commercial attitude | 5 | Insignificant need to increase their income, unexpressed interest in launching business projects; unwillingness to take financial risks. |

| Safety | 7 | Significant need for predictability, structure, and order. |

| Curiosity | 4 | Insignificance in interests in extending expertise and creating complex/deep intelligence solutions. |