

Jim, your strongest category is Entrepreneurial.



We broke out your strengths into Civic, Entrepreneurial, Personal, and Professional categories. Each category is made up of five Essential Attributes.

We provide a short explanation for each attribute that describes how it might look in your life as well as an area for potential growth. Take note of the areas you like and follow the tips to develop what you want to change. If you are curious to see definitions for the Essential attributes, you can find those on the back page.

About

In everything it does, PAIRIN seeks to make education more relevant for students and their future employers. As a social enterprise, people is our passion!

The PAIRIN Readiness Management System™ facilitates and tracks the development of skills that are essential for college and career readiness. Our Friendly Science™ guides educators, students and parents as well as employers, jobholders and coaches.

Let PAIRIN transform how you work, relate or educate!

What's Inside?

The Strengths Report is designed to give a very high level view (think 30,000ft fly-over) of your Essential Skills. Essential Skills are 20 Abilities, Motivations and Preferences (AMPs) that PAIRIN has identified and developed with input from education experts, industry leaders and public policymakers. They are grouped into four main categories—Civic, Entrepreneurial, Personal and Professional. When reading this report think to yourself, “What would change if I really did believe that these strengths about me were true?” Look for:

- An introductory page that indicates which category of the four is your strongest. Where are you the most amped up?
- A short explanation for each skill that describes how it might appear in your life.
- Definitions of all 20 “Essential Skills” categorized

Jim, here are your Entrepreneurial insights

Creating the next great company or product requires thinking differently and solving complex problems.

ENTREPRENEURIALISM

Easygoing and helpful, you do well in a supportive environment. You probably prefer predictability rather than launching out on the vast and endless sea.

CREATIVITY & IMAGINATION

You likely excel in tasks that require methods or precision, and welcome structured, orderly environments. "Tried and true" approaches provide confidence and a stable framework for your best work.

CRITICAL THINKING

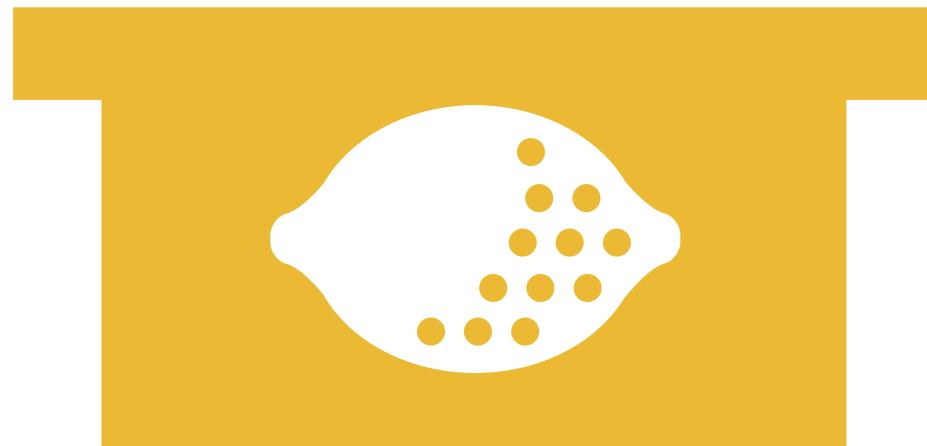
Fairly disciplined and self-directed in your thinking, you are good at solving common problems. You do not blindly accept information: someone's claim, belief or opinion without "checking it out."

PROBLEM SOLVING

You tend to resolve every day problems easily, but may feel the big hairy ones are overwhelming. As problems tend to surround us, it's best to try and see them as opportunities and not enemies!

CURIOSITY & INQUISITIVENESS

Your curiosity is balanced with carefree, unconcerned and accepting attitudes. Generally open and observant, you are likely to "check things out" when something clearly does not add up.



Jim, here are your Professional insights

Being professional isn't telling people what to do, it's being an example for others to follow.

LEADERSHIP

You may prefer remaining in the background or in supporting roles. Others probably value your cooperation and collaboration.

ACCOUNTABILITY

You tend to accept responsibility and do what is asked of you. Generally able to organize your time and resources, you can be serious without becoming overburdened.

PRODUCTIVITY

Once you get to your work, you're rather good at getting 'er done! You exhibit a good balance between ideating and formulating a "big picture" and taking steps to get there.

GRIT

Somewhat aware of your abilities and dreams, you've probably already made some long-term goals and have set off on your way. You benefit by balancing periods of effort with periods of refreshment.

INITIATIVE

More reactive than proactive you tend to hold back and let others take action. You may prefer a leisurely and informal lifestyle rather than one of concentration and productivity.



Jim, here are your Civic insights

Are you a lone wolf, or interested in partnering with others to solve the problems of the world?

INTERPERSONAL SKILLS

Reading emotional signals can be like playing darts with boiled spaghetti. Don't give up. Practice being thoughtful, tactful and diplomatic. Your people skills will hit the bull's eye in no time!

COLLABORATION & TEAMWORK

You work well in teams or independently, and can adjust your approach and agenda accordingly. Your intensity level lends itself well to guiding or supporting without overwhelming others.

CIVIC LITERACY & CITIZENSHIP

Fairly aware of society's concerns, you are open to responding to its needs. You resonate with a few "noble" causes and occasionally take action to bring about positive change.

SOCIAL RESPONSIBILITY & ACTION

You may be focused on your own concerns and feel you have little capacity for others. To become more involved: Start asking questions to learn about others' problems and what you might do in response.

SOCIAL AWARENESS

You tend to be less in tune with the concerns, feelings and needs of others. This may be an unintended byproduct of focusing on personal needs, which sometimes is unavoidable and appropriate.



Jim, here are your Personal insights

How you manage yourself and the attitude you have when things go wrong impacts everything!

FLEXIBILITY & ADAPTABILITY

You prefer a consistent work environment with plenty of predictability. Tested, tried and true methods provide you with the structures and guidelines that give you confidence and steady productivity.

SELF-CONTROL

With balanced self-control, you are neither overly insistent nor resistant in your ways and you can be appropriately serious or expressive. You have good awareness, willpower and self-discipline.

OPTIMISM

Less positive than the average person, you may see yourself as realistic and sensible. If so, you are likely a person who invests in sound precautionary measures and prepares well!

SELF-REGARD & BALANCE

You are fairly balanced in how you view and care for yourself. Learn to know yourself better, and keep close tabs on how you're really doing. You are the only YOU in existence!

SELF-AWARENESS

You may struggle at times to know what you're feeling or how you're coming across to other people. Practice paying close attention to yourself, and in time you will affect others more effectively.



Definitions

ENTREPRENEURIAL

ENTREPRENEURIALISM

To see and seize upon opportunities benefiting oneself, an enterprise or society at large while leveraging qualities such as assertiveness, innovation and tolerance for stress.

CREATIVITY & IMAGINATION

To generate new thoughts, interpretations, products, works or techniques. Outcomes positively contribute to individuals, or more broadly, society at large.

CRITICAL THINKING

To gather and objectively assess key information as a guide to belief or action. An intellectual process that uses analysis, conceptualization, synthesis and evaluation.

PROBLEM SOLVING

To discover, analyze, and solve a range of unfamiliar problems in both conventional and creative ways.

CURIOSITY & INQUISITIVENESS

To aspire to know. To carry the spark of interest that gives rise to inquiry and presses for illumination.

PROFESSIONAL

LEADERSHIP

To guide people or processes to their potential. Conveying a vision for the future and nimbly organizing others around it.

ACCOUNTABILITY

To be answerable. To take responsibility for outcomes through appropriate use of resources, personal integrity and self-monitoring.

PRODUCTIVITY

To set and meet goals, even in the face of obstacles and competing pressures. To prioritize, plan, and manage work to achieve the intended results.

GRIT

To work diligently toward distant goals, maintaining effort and interest over time—despite failure, adversity, and plateaus in progress.

INITIATIVE

To be proactive and self-starting. To set goals, plan for their achievement, independently manage time and effort, and assess the quality of one's work. (aka Initiator)

CIVIC

INTERPERSONAL SKILLS

To communicate and interact effectively with individuals and groups. To understand personal and social roles, conflict resolution, personal boundaries, and diversity.

COLLABORATION & TEAMWORK

To combine efforts and resources with others toward a common goal. To work effectively and respectfully with diverse teams.

CIVIC LITERACY & CITIZENSHIP

To engage in the civic structure, exercising and respecting the rights, privileges and obligations of citizenship.

SOCIAL RESPONSIBILITY & ACTION

To recognize and respond to the diverse needs of our broader community with sensitivity, respect and compassionate engagement.

SOCIAL AWARENESS

To relate and respond to the feelings, needs and concerns of individuals or broader societal groups. (Includes: Empathy, Organizational Awareness and Service Orientation)

PERSONAL

FLEXIBILITY & ADAPTABILITY

To adjust to situational needs. To meet the challenges of new roles, paradigms, and environments with a balance of core beliefs and appropriate reaction to change. (aka Bendy)

SELF-CONTROL

To recognize and regulate one's emotions, desires and behaviors under internal and external demands.

OPTIMISM

To maintain confident, positive outlooks toward future outcomes. To adopt an approach characterized by hopefulness and resilience while dealing with challenges.

SELF-REGARD & BALANCE

To enjoy true self-worth that upholds a balanced lifestyle—inclusive of both work and play.

SELF-AWARENESS

To realize one's internal states—feelings, intuitions, preferences, resources—and recognize their external effects. (Includes: Emotional Self-Awareness, Self-Assessment & Self-Confidence)