



PEOPLE
EXPERTS

General Personality Profile



PRISM@

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INTRODUCTION

This report comes as a result of the responses the person has given to PRISM@. It has been automatically generated by means of Psicólogos Empresariales Online Scoring Test- Station platform.

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The Basic Profile report is based on 32 original scales, and divided into 9 general factors which are grouped into 4 primary areas of an employee's personality in the work environment:

- ENERGY AND MOTIVATION.
- EMOTIONAL CONTROL AND STRESS TOLERANCE.
- RELATIONSHIP STYLES (Relations, people, influence, command orientation).
- RESOURCES AND MENTAL PROCESSING STYLE (Analysis, mental resources, flexibility, work style skills).

The other derived expert Skills and Profile reports are optional and described independently.

We strongly recommend that the results of the reports be interpreted in conjunction with the consistency scores.

CONSISTENCY SCALE INTERPRETATION

The Consistency Scale provides general markers of the person's style of response or attitude. It is a "compulsory answer" questionnaire, which limits the possibility of a "motivational distortion", or the tendency to provide the expected or convenient profile.

The score on the Consistency scale shows how much the person has attempted to maintain the coherence among his/ her answers to the questionnaire.



































9-10 Consistency: Such a high level of congruency may show the desire to manipulate or provide a certain type of image of him/ herself.

1-2 Consistency: Such a low congruency may show that the person has answered several questions at random, because he/ she has not understood the instructions properly, or that there is not enough implication or self- analysis.

3-4 and 7-8 Consistency: It slightly deviates from ideal scores, so it is possible to find some distortion to some degree, although it does not affect the general profile results.








5-6 Consistency: It usually shows the person has answered with motivation or interest, and has not had any difficulty in understanding or completing the questionnaire.

PROFESSIONAL PERSONALITY PROFILE				1-2	3-4	5-6	7-8	9-10
				Low	Low to Medium	Medium	Medium to High	High
ENERGIES AND MOTIVATIONS	4	Dynamism and activity	Likes activities that imply efforts and a lot of action. Always busy.					
	4	Constancy and perseverance	Strives to finish tasks on time. Finishes what started. Perseveres and meets deadlines.					
	4	Goals ambition	Demands too much from themselves. Looks for difficult goals. Has ambitions to overdo and get better.					
	3	Competitiveness	Enjoys competitive activities. Competes to be the best when compare themselves with others. Cannot stand losing.					
	4	Decision	Balances alternatives and makes decisions quickly. Willing to act.					
EMOTIONAL CONTROL AND TOLERANCE TO STRESS	5	Internal tension	Internally tense. Cannot get relaxed. Reacts with anxiety to difficult or demanding situations.					
	5	Self- control	Calm. Has control of themselves when faced with difficult situations. Not affected by external pressure or concern. Can regulate his/ her own anxiety.					
	6	Emotional resilience	Not concerned about others' opinions. Not react against or get offended when they are criticized. Rarely feel offended.					
	4	External control	Have control of emotions, and can conceal his/ her own feelings, whether enthused or discomfort.					
	6	Trust in others	Finds other people honest and reliable. Believes in people's word and goodness.					
	7	Positive attitude	Believes future is going to be propitious. Tends to find the positive aspect of every situation. Optimistic.					
				Low	Low to Medium	Medium	Medium to High	High
RELATIONSHIP ORIENTED	6	Extroversion	Enjoys entertaining groups or meetings. Talkative. Good conversationalists. Enjoys social protagonism.					
	3	Affiliation / Sociability	Needs to be with people. Enjoys being with others, even though they are not the protagonists. Dislikes loneliness. Cooperates and shows subservient with others.					
	5	Socially confident	Behaves confidently in meetings and in public. Knows how to behave with people and control situations. Creates impact.					
PEOPLE ORIENTED	4	Empathy	Interested and concerned about others. Tolerant, understanding and thoughtful. Wants to solve people's problems.					
	8	Modesty	Prefers not to show off his/ her own success and qualities. Looks prudent and mild. Does not like talking about themselves.					
	4	Consensuador	Asks for and listen to other people. Looks for support to make a decision. Prefers to have consensus.					
INFLUENCE, ASCENDANCE AND COMMAND	4	Persuasion	Influences others. Eloquent. Tries to convince other people to accept his/ her own points of view. Can be excellent salespeople or efficient negotiators.					
	5	Willingness to manage	Prefers to be in a leading position within groups. Likes managing, organizing and supervising people and/ or projects.					
	3	Autonomy / Self-determination	Acts and think by themselves. Does not follow most people's opinions. Prefers to act on his/ her own way. Self- sufficient.					
	2	Direct / Spontaneous	Tends to speak his/ her own thoughts clearly and directly. Straightforward and express critics confidently.					
				Low	Low to Medium	Medium	Medium to High	High
ANALYTIC COMPETENCES	8	Objective analysis	Bases decisions and proposals on objective data and facts. Values figures and quantitative data mostly.					
	7	Risks analysis	Analyzes information in a critical way, trying to look for risks, or potential problems in every situation.					
	7	People analysis	When analyzes situations or make decisions, is interested in people's behaviors reasons.					
MENTAL RESOURCES POTENTIAL	9	Conceptual depth	Likes working with models and theoretical basis. Documents own work. Has an in-depth analysis of issues. Curious mind.					
	8	Innovation and solutions	Provides new ideas and original solutions. Presents improvements or creative ideas. Enjoys creating rather than performing.					
	8	Foreward thinking and planning	Has a medium and long term vision. Has perspective. Future- oriented. Forecasts consequences and backgrounds.					
FLEXIBILITY	4	Adaptability / Flexibility	Adapts easily to different people or circumstances. Open to changes and innovation.					
	2	Change- oriented	Prefers to make regular changes. Looks for variety of tasks and activities. Likes trying on new things. Gets bored with routine.					
	7	Pragmatism	Focuses on what is operative and viable. Make point and works within a possible frame. Looks for and applies practical solutions.					
WORK STYLE	6	Order / Organization	Works thoroughly and pays attention to details. Organized and systematic. Cannot stand the lack of order.					
	9	Discipline	Respects the norms and follows established procedures. Very strict when it comes to complying with norms.					

GENERAL PROFESSIONAL PERSONALITY PROFILE

As a result of the candidate's responses to the questionnaire, we generate the 12- scale general profile, from the 32 scales within the questionnaire.

It provides therefore a summary of the expected trend of behaviour of the person who has completed the questionnaire, allowing a quick overview of his professional profile.

GENERAL LEVEL OF	Low	Low to Medium	Medium	Medium to High	High
Energy and motivation					
Extroversion and social protagonism					
Influence, leadership and command					
Empathy and people orientation					
Task and goal orientation					
Analytical and problem- solving skills					
Mental flexibility					
Discipline and order					
Accuracy and quality					
Speed and operativity					
Emotional control					
Stress tolerance					



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