

Person Information

Test Administration and Reporting

Name: Tom Watson
 Email: tomwatson@gmail.com
 Client Order: Yes and Consultation
 Date of Birth: 02/07/1975
 Sex: Male

U.S. Resident: Yes
 Education: Masters
 ID Number:

Tests Administered:
 Edwards Personal Preference Schedule
 (EPPS)-Coping Strategies
 Guilford Zimmerman Temperament
 Survey (GZTS)-Temperament
 Strengths
 Allport Vernon Lindzey (AVL) Values

PERSONALITY STRENGTHS ASSESSMENT (PSA)©

Dr. Mary Anne Knolle, LPC

PERSONALITY STRENGTHS ASSESSMENT (PSA)©: COMPOSITE OF ALL TEST SCORES

At the bottom of this list: See how Tom uses each of his 32 strengths to exceed the goal he set.

Personality Strength	Percentile Rank in the Us Population	How do I use these at work? In relationships? What do I want to be different? Just start writing. Anything you write is OK.
Theoretical Value	98%	
Achievement	98%	
Restraint/Seriousness	96%	
Tendency to Read Feelings	95%	
Dominance	93%	
Affiliation	87%	
Aesthetic Value	86%	
Exhibition	82%	
Ability to Ask for Help	77%	
Nurturance	70%	
Political Value	65%	
Autonomy	62%	
General Activity Energy Level	60%	

Thoughtfulness/Reflectiveness	60%
Sexuality	54%
Social Boldness	50%
Optimism	40%
Objectivity	40%
Change	38%
Deference	32%
Social Value	31%
Friendliness/Agreeableness	30%
Economic Value	20%
Aggression	11%
Social Interest/Sociability	9%
Religious Value	7%
Cooperativeness	5%
Feelings of Guilt	4%
Feelings of Inferiority	4%
Order	3%
Endurance	3%
Traditional Male/Female View	3%

SAMPLE PERSONALITY STRENGTHS ASSESSMENT (PSA)©
Dr. Mary Anne Knolle, LPC

Person Information

Name: Tom Watson
 Email: tomwatson@gmail.com
 Client Order: Yes and Consultation
 Date of Birth: 02/07/1975
 Sex: Male

U.S. Resident: Yes
 Education: 18
 ID Number: 500

Test Administration and Reporting

Tests Administered:
 Edwards Personal Preference Schedule
 (EPPS)-Coping Strategies
 Guilford Zimmerman Temperament
 Survey (GZTS)–Temperament
 Strengths
 Allport Vernon Lindzey
 (AVL) - Values

PERSONALITY STRENGTHS ASSESSMENT (PSA)©:
COMPOSITE OF ALL TEST SCORES

Personality Strength	Percentile Rank in the US Population	How do I use these at work? In relationships? What do I want to be different? Just start writing. Anything you write is OK.

Tom's goal: Cut company costs and then ask for a raise and promotion. See RESULTS at the bottom of this list.

Theoretical Value	98%	I want a promotion at work. We have one problem at work that I have thought a lot about: Cutting costs. I do think a lot – Looking at this makes me realize that I think about things much more than most people do.
Achievement	98%	It is true that when I want something I work hard at getting it. So, I'll put together a Proposal about how to cut costs. I'll get my Proposal accepted. Then think about how to use that success to get a promotion.
Restraint/Seriousness	96%	I am glad to see this. It reminds me to be sure that what I suggest will be safe for everyone. No one likes risk. So I will do a risk-benefit analysis. Make sure the benefits way outweigh the risks. Build in ways to cut the risk.
Tendency to Read Feelings	95%	So, here's how I will test what I would need to change to get it accepted. Walt and Helen have a 6th sense about what people will go for. I learn a lot from them. Together we can pretty much figure out

		how people will feel. Then make more changes to improve its chances for getting it approved.
Dominance	93%	When I have something good I can sell it.
Affiliation	87%	I do have friends here. And I have been loyal and helped a lot of people here put together their proposals. Together we have made a lot of positive changes at work.
Aesthetic Value	86%	This reminds me of the quote, "The essence of art is selection." There is art to planning how to structure and sell a proposal.
Exhibition	82%	I am good at making a presentation. And I rehearse my presentation a lot, too. That helps. My Achievement strength will kick in here.
Ability to Ask for Help	77%	This reminds me to ask others to listen to my presentation and critique it. They will see things I miss that I need to improve.
Nurturance	70%	I will use this to be sure that everyone gets something in my proposal.
Political Value	65%	To get this passed it needs to pass the Political Correctness Test. Who else do I need to run my proposal by?
Autonomy	62%	This shows that I can do a project by myself. As I look across my life I remember projects I either thought of or was given. I am pretty good at figuring out the processes and steps required to put something together and make it work.
General Activity/Energy Level	60%	I think I can raise this. By eating right and getting more exercise. And sleep.
Thoughtfulness/ Reflectiveness	60%	Ok, here is my tendency to test what I put together. I am good at getting the bugs worked out.
Sexuality	54%	I do tend to make sure that women get a fair consideration as well as men.
Social Boldness	50%	I am glad to see this. I see that my Social Interest is at 9%. Ok. Anytime that it becomes important to meet new people to solve this problem (which doesn't seem to be the case right now) I will be as likely to take the initiative to meet people as anyone else.
Optimism	40%	Hm. I would like to raise this. I notice that when I actually start taking action on a project, my optimism goes up. Then I see what is possible. I am going to start a project right away – as soon as I select one.

Objectivity	40%	Ok. Seems that I give more power to feelings than to facts. Now that I know that I can decide to give more weight to facts.
Change	38%	Let's look at my Top 5 Traits: Theoretical Value (98%) Achievement (98%), Restraint/Seriousness (96%) , Tendency to Read Feelings (95%), and Dominance (93%). Plus I like the results that I get most of the time. So – why would I want to have a lot of changes? I am still more likely that 1/3 of us to consider changing. For now this % works for me.
Deference	32%	Looking back to my comment in Change reminds me that I do read feelings before I make a decision. The question is: How much weight do I give to what someone else suggests? Who do I tend to listen more to? Who do I tend to listen less to? How do people that I listen to less tend to respond to me? I can think about this and watch for results. Write them down here later.
Social Value	31%	This is about altruism and philanthropy. I am working hard to make a living. Later in life I may concentrate on this.
Friendliness/ Agreeableness	30%	The opposite traits here are Hostility and Belligerence. Hm. So I have a tendency toward these that is higher than 70% of us. When am I Hostile and Belligerent? Does this create disadvantages for me? I am going to watch for this. Who could I ask to help me see when I do this? And what kind of results I get.
Economic Value	20%	When I look at my Top 5 Traits I see that I work hard to achieve a high quality result. I do get promotions. But I feel like I am not getting promoted as quickly as my achievements should be earning me. And I am not making money that I should have. I have got kids to send to college. Am I at the right company? I need some help here. I am not going to solve this today. But I can start thinking about it.
Aggression	11%	Overpowering people is not my first choice of ways to accomplishing a goal.
Social Interest/ Sociability	9%	I have about as many friends as I need. However, do I want to consider whether or not my proposal would have a better chance for getting accepted if I knew more of the people who I need to support it? Who could help me consider this?
Religious Value	7%	In my proposal: Does this cause me to ask if there are some people that I am not taking care of?

Cooperativeness	5%	The opposite traits here are Criticalness and Intolerance. Am I really this high here? Who can help me learn to be less critical and more tolerant? How could this be hurting me in ways that I do not see?
Feelings of Guilt	4%	I think that I cut down on the amount of time that I could otherwise do something wrong by my Tendency to Read Feelings (95%) and my Affiliation (87%). And then I think about what I learn (Use Theoretical Value (98%)). Change what action I take.
Feelings of Inferiority	4%	I work pretty hard (Achievement at 98%). So what I may lack in talent I make up for in just working longer and harder.
Order	3%	Yes, this is low. I am so much more interested in creating and testing solutions until they work than in having things neat and orderly. So, I may always need people to help me keep things neat and orderly.
Endurance	3%	I view, "Simply enduring" as a really passive, non-productive choice. My style is to think through a problem, come up with a solution, and act. Do I miss out on a good result when just waiting something out is required? Who is good at this and can advise me when being successful might mean "Just waiting it out?" This is one of my blind spots.
Traditional Male/Female View	3%	It is true that I don't need to be the one to carry the ball all of the time. I get it when I see a woman doing a really good job. And I support her.

RESULTS: What happened to Tom? He used his Theoretical Value (98%) to research where he could save the company the most money. Before he got his PSA© he had no way to know that he was at 98% in Theoretical Value – or how high his percents were for any of his other 31 personality strengths.

He does a Pilot Study on how to save money. He tells them that he can cut \$50,000. He cut \$100,000.

He got his promotion and raise. If he had not: He already knows how to cut \$100,000 in costs. Some other company will let him do that. After he saves enough money and builds his reputation: Would he like to start a consulting business and set his own fees?

You may be ready to write on your PSA©. Have you already started working on how to use your personality strengths to exceed a goal you set? And you get a Workbook, too. Just Start Writing.

Won't you have fun?