

REPORT FOR
Andrew Jones

DATE OF COMPLETION
20/04/2019

RELIABILITY - 99.2%
Answers were very likely
accurate and truthful

ORGANIZATION
LSF Global



About This Report

This report compares your preferred behaviors and tendencies with the preferred behaviors and tendencies of successful people in the Advertising Salesperson position. This information can provide valuable insights into how you could become more successful. Your results are an indication of your similarity to successful people. The scores are not an evaluation of your current performance and they do not take into consideration your education, experience or other qualifications.

These behavioral success factors have been determined through 30 years of extensive performance research. Although they may vary somewhat in different organizations, it should provide some learning that can advance your career.

How to Read the Graph

The Overall Percentage of Similarity indicates how similar your scores are to typical successful people in your position.

Traits are on the left along with the definition of the trait, your score on a scale of 10, and a description of your likely behavior. The definition is what is being measured, not the name of the trait which can be misinterpreted.

The graph represents the probable impact of your score on job satisfaction and success. The colored ball reflects the likely impact of your trait score. The box surrounding the ball is the range of impact for that trait. Positive impacts are green. Moderate negative impacts are yellow. Substantial negative impacts are red.

Categories of Factors in this Report

Success Traits can have a positive or negative impact on success for this job and successful people tend to have higher scores.

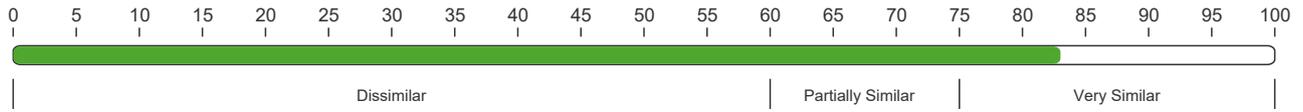
Traits that Can Hinder if Low can only have a negative impact if the person's score is less than five. High scores don't have a positive impact.

Negative Traits that Can Hinder are inherently negative traits. The ideal score is zero which indicates you don't have that trait. Higher scores have a greater negative impact on success.

How to Get the Most from This Report

Consider how the Success Factors with positive impact (green) have helped you in this position. These are strengths that can maximize your success. Then consider how yellow or red factors might be hindering your success and reflect on possible adjustments. Focus on the traits with the largest gaps between the ball and the right side of the bar because they have the greatest potential for improvement.

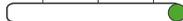
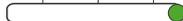
Overall Percentage of Similarity

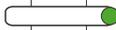
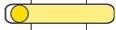


The Overall Percentage of Similarity is a summary of the impact of all your scores related to the typical success factors for this job. Your score is 83 which means your scores are similar to successful people in the Advertising Salesperson position. However, you could make adjustments that would help you to be even more successful.

Success Traits	Likely Negative Impact < > Likely Positive Impact											
	Andrew's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong
Selling: <i>The interest in convincing or influencing others to purchase a product or service</i> Narrative: Andrew is only moderately interested in any aspect of selling. Andrew's level of interest in some aspects of selling will probably have a somewhat negative impact on job satisfaction and/or performance.	5.0				●							
Takes Initiative: <i>The tendency to perceive what is necessary to be accomplished and to proceed on one's own</i> Narrative: Andrew very often tends to take initiative. This initiative will help him to achieve objectives. It is very important that the employer provides opportunities for initiative and guidelines regarding the type of initiative that can be taken. Otherwise, the initiative could be contrary to expectations. Andrew's degree of initiative will probably have a somewhat positive impact on job satisfaction and/or performance.	8.7						●					
Optimistic: <i>The tendency to believe the future will be positive</i> Narrative: Andrew tends to be extremely optimistic and cheerful. Andrew's positive attitude will be very beneficial when dealing with staff and co-workers. Andrew's degree of optimism will probably have a somewhat positive impact on job satisfaction and/or performance.	9.5							●				
Persistent: <i>The tendency to be tenacious despite encountering significant obstacles</i> Narrative: Andrew is very determined and perseveres with a task despite many obstacles. Andrew's tendency to be persistent will probably have a slightly positive impact on job satisfaction and/or performance.	8.6							●				

Success Traits <i>Can have a positive or negative impact on success. Higher scores are better.</i>		Likely Negative Impact < > Likely Positive Impact											
		Andrew's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong
Influencing: <i>The tendency to try to persuade others</i> Narrative: Andrew very often engages in persuading and influencing others. Assuming he has the right balance of other interpersonal traits, Andrew is likely to be skillful in expressing his ideas to staff, co-workers and/or clients. Andrew's degree of enjoyment of influencing will probably have a slightly positive impact on job satisfaction and/or performance.	8.1												
Wants Challenge: <i>The willingness to attempt difficult tasks or goals</i> Narrative: Andrew is very motivated by challenging tasks or projects and needs challenging work. Andrew strongly prefers an employer who is able to offer challenging work. His strong drive for achievement will probably be a good example for others. Andrew's degree of drive to achieve challenging objectives will probably have a somewhat positive impact on job satisfaction and/or performance.	9.4												
Analytical: <i>The tendency to logically examine facts and situations (not necessarily analytical ability)</i> Narrative: Andrew tends to analyze problems and decisions and enjoys it. Andrew's degree of enjoyment of analyzing problems is sufficient for this job.	7.5												
Enthusiastic: <i>The tendency to be eager and excited toward one's own goals</i> Narrative: Andrew tends to be quite enthusiastic about his goals. If Andrew's goals are in alignment with the organization's objectives, he will probably have a drive to achieve those objectives. Andrew's degree of enthusiasm for his goals will probably have a slightly positive impact on job satisfaction and/or performance.	8.2												
Finance / business: <i>The interest in commerce or fiscal management</i> Narrative: Andrew is fairly interested in business or finance. Andrew's level of interest in business or finance is sufficient for this job.	7.0												
Outgoing: <i>The tendency to be socially extroverted and the enjoyment of meeting new people</i> Narrative: Andrew enjoys meeting new people and is probably very outgoing. Andrew's enjoyment of new people will probably have a slightly positive impact on job satisfaction and/or performance.	9.2												
Psychology: <i>The interest in human mental functions including mannerisms, actions, attitudes, and abilities</i> Narrative: Andrew is extremely interested in psychology. Andrew's level of interest in some aspects of psychology will probably have a somewhat positive impact on job satisfaction and/or performance.	10.0												

Traits that Can Hinder if Low	Likely Negative Impact <						
<i>Can only have a negative impact if the person's score is less than five. High scores don't have a positive impact.</i>	Andrew's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact
Diplomatic: <i>The tendency to state things in a tactful manner</i> Narrative: Andrew is very capable of being tactful and tends to state things in a very diplomatic manner. Andrew's degree of diplomacy is sufficient for this job.	8.6						
Pressure Tolerance: <i>The level of comfort related to working under deadlines and busy schedules</i> Narrative: Andrew is extremely likely to work well under the pressure of deadlines and tight schedules. Andrew's degree of tolerance of pressure is sufficient for this job.	9.7						
Self-acceptance: <i>The tendency to like oneself ("I'm O.K. the way I am")</i> Narrative: Andrew is fairly self-accepting. This positive self-regard will probably translate to better interactions with subordinates, co-workers, and clients. Andrew's degree of self-acceptance is sufficient for this job.	7.0						
Self-improvement: <i>The tendency to attempt to develop or better oneself</i> Narrative: Andrew has an intention to improve himself. Andrew's level of interest in self-improvement is sufficient for this job.	6.6						
Analyzes Pitfalls: <i>The tendency to scrutinize potential difficulties related to a plan or strategy</i> Narrative: Andrew usually does not enjoy analyzing the potential difficulties of plans and strategies and may sometimes neglect to do so. Therefore, it would be best if he were to receive other input before making important strategic decisions Andrew's degree of enjoyment of analyzing potential difficulties is sufficient.	3.8						
Collaborative: <i>The tendency to collaborate with others when making decisions</i> Narrative: Andrew only moderately enjoys collaboration and probably only gives moderate importance to collaborating with others in the decision-making process. If Andrew is making important decisions that could benefit from collaboration, it might be wise to require collaboration before the final decision can be made. Andrew's degree of enjoyment from collaborating is sufficient for this job.	4.7						
Computers: <i>The enjoyment of working with electronic machines that calculate, store, or analyze information</i> Narrative: Andrew generally enjoys working with computers. Andrew's degree of enjoyment of working with computers is sufficient for this job.	6.6						

Traits that Can Hinder if Low <i>Can only have a negative impact if the person's score is less than five. High scores don't have a positive impact.</i>	Andrew's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact
Organized: <i>The tendency to place and maintain order in an environment or situation</i> Narrative: Andrew probably prefers not to do much organizing. He may do the minimum amount of organizing necessary and may occasionally lose efficiency. Andrew's degree of being organized is sufficient for this job.	3.9						
Research / learning: <i>The enjoyment of gathering and comprehending new information</i> Narrative: Andrew does not enjoy having to research or learn new information as part of his work. Andrew's degree of enjoyment of researching and learning new information will probably have a slightly negative impact on job satisfaction and/or performance.	3.4						
Planning: <i>The tendency to formulate ideas related to the steps and process of accomplishing an objective</i> Narrative: Andrew only moderately enjoys planning but probably tends to do it when it is necessary Andrew's degree of enjoyment of planning is sufficient for this job.	4.7						
Writing / language: <i>The interest in work that involves formulating words to convey meaning (i.e., journalism or translator)</i> Narrative: Andrew has very little or no interest in writing or language. Andrew's level of interest in writing or language will probably have a somewhat negative impact on job satisfaction and/or performance.	2.0						
Artistic: <i>The enjoyment of making things look beautiful or attractive</i> Narrative: Andrew only moderately enjoys doing artistic tasks. Andrew's degree of enjoyment of artistic tasks is sufficient for this job.	5.4						
Driving: <i>The enjoyment of operating a motor vehicle</i> Narrative: Andrew usually prefers not to have to drive a vehicle while working. Andrew's degree of enjoyment of driving a vehicle is sufficient for this job.	4.0						
Manages Stress Well: <i>The tendency to deal effectively with strain and difficulty when it occurs</i> Narrative: Andrew is moderately able to manage stress. Andrew's level of ability to manage stress is sufficient.	4.5						
Teaching: <i>The enjoyment of instructing, training, or educating others</i> Narrative: Andrew is moderately interested in teaching or instructing others. Andrew's level of interest in teaching or instructing others is sufficient for this job.	5.8						

Traits that Can Hinder <i>Are inherently negative traits. The ideal score is 0 which indicates you don't have that trait. Higher scores have a greater negative impact on success.</i>	Andrew's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	Likely Negative Impact <
Defensive: <i>The tendency to be self-accepting without sufficiently intending to improve</i> Narrative: Andrew probably does not have a significant degree of defensiveness. Andrew's degree of defensiveness will NOT hinder performance.	0.3							
Blunt: <i>The tendency to be frank or direct without being sufficiently tactful or diplomatic</i> Narrative: Andrew probably does not have a significant degree of being blunt. Andrew's degree of being blunt will NOT hinder performance.	0.0							
Dogmatic: <i>The tendency to be certain of opinions without sufficiently being open to different ideas</i> Narrative: Andrew probably does not have a significant degree of being dogmatic. Andrew's degree of being dogmatic will NOT hinder performance.	0.0							