

Chally Assessment™

Personal Assessment Results Report Joe Sample

Prepared for:
Chally Assessment, LLC



Personal Assessment Results

Name	Report
Joe Sample	PAR

Part 1: THE MOTIVATIONAL ANALYSIS PROFILE (MAP)

The MAP is a profile of the motivations most likely to influence your behavior in a work setting. It measures three broad categories as follows:

1. Task Motivations: How you are motivated to approach or accomplish everyday tasks
2. Relationship Motivations: How you most frequently prefer to relate to others
3. Influence Motivations: How you most often prefer to motivate other people to approach tasks that you cannot or prefer not to accomplish by yourself

The MAP is able to measure both conscious motives (of which you are quite aware) and suppressed motives (which you tend to control or repress but can still influence your behavior). Scores on the right side of the scale represent conscious needs. Scores to the left on the MAP represent needs one has been taught to avoid and are sometimes difficult for people to identify with. Check with others who know you well. If a score on the left doesn't seem to fit, this could be a motivation you tend to suppress.

It is important to realize that motivation is not the same as behavior. For example, a soccer player may practice for a lot of different reasons. One player may strive for the fame and recognition of the fans, another may have personal goals to beat his own record, and still another may work to negotiate a higher salary or bonus. So an individual's motive for a specific behavior cannot be known without asking what they want as a result.

How you choose to satisfy a motive is particularly dependent on the opportunities available. If you have a need for status, you may choose to pursue a highly visible career in show business or the media . . . or you could choose to acquire wealth to purchase the homes, cars, and other perks that signify success. Both are reasonable ways to gain status, and the choice will usually depend upon which opportunity is most available.

Since the MAP measures intensity of needs, the score represents the extent of opportunity required to feel satisfied at the time. In general, scores closest to the center of the profile are most "average." That is, you are closer to the midpoint in our society. The scores that are closest to either end--right or left--are the most distinctive. It is important to recognize that the strength of these characteristics increases or decreases by degree; the further a score moves away from the 50th percentile, the more likely it is to demonstrate the described behavior to gain the required satisfaction. Most people are recognized or thought of in terms of the characteristics that are most distinctive or different from average.

Most people in our society will have between three and seven distinctive motivational (MAP) scores that are above the 70th percentile (on the right of the profile) or below the 30th percentile (on the left of the profile). Individuals with three or fewer high or low scores are likely to be perceived as content, laid-back, or satisfied. Individuals with seven or more high or low scores are likely to be seen as driven, never satisfied, or strongly motivated.

Scores in the mid-range are not strong drivers or sources of satisfaction for the associated results. When an individual who scores in the mid-range is observed behaving like those who are strongly motivated for the typical result, it is most likely that they are attempting to satisfy one of their strong needs in an oblique manner. For instance, while you are not strongly motivated to lead a group, you still may take charge to help a foundering group move more quickly toward the short-term results that you are so motivated to accomplish.

There is no "right way" to be. Success, happiness, or other measures that might be applied are not strongly influenced by the number of motivational drives that influence behavior. More motivational drives do affect your activity level, pace, and intensity of satisfaction when things go well, as well as the intensity of your frustration when things do not go as well.

However, strong motivational drives do require a continuous source of satisfaction, so situations suited to satisfying the opposite approach will produce frustration and stress if no outlets or alternatives are found.

Part 2: THE SELF-DESCRIPTIVE INDEX (SDI)

The SDI is a self-report measure of 12 different "habits" or typical approaches to life that are most frequently applicable to a work situation. They measure your most frequent, or preferred approach to situations. Like motivational drives, they can change but most frequently stay the same over a long period of time.

Since the SDI measures habits, the score represents the frequency or degree with which you practice the habit in question. Your preferred approach can be to practice the habit often, which will result in a score on the right. If your preferred approach is to avoid that habit or practice the opposite type of behaviors, your score will be on the left. If your score is in the mid-range (30% to 70%), you are likely to let the situation dictate how strongly you practice the behavior at any given time. Again, **there is no "right way" to be**. You will be most comfortable and productive in situations that support or require your preferred approach. Extreme scores on the right will make you uncomfortable or less effective in situations that call for the opposite approach because you must stifle a natural tendency that works well for you most of the time, and instead use unfamiliar and difficult tactics. Likewise, extreme scores on the left will make you feel uncomfortable when the situation calls for the opposite because you must leave your comfort zone and force yourself to practice a foreign, or even unpleasant, approach.

SUMMARY

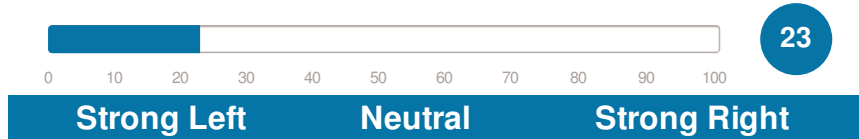
These profiles are useful to evaluate the kinds of activities that would be satisfying and even motivating. They say little about your ability to learn to perform the skills required by those activities. The fact that you enjoy working with people, are results oriented, have a high energy level, and like to control decisions means only that you could enjoy certain sales positions. It does not mean you have spent the time to understand a customer's business, establish an effective account management plan, learn products and applications, or develop sales skills. It does suggest, however, that learning the sales job could be a productive and satisfying opportunity.

MAP: TASK MOTIVATIONS

TASK MOTIVATION 1/3

PRODUCE EXCELLENT RESULTS

The drive to reach new levels of achievement in building systems that produce tangible outputs; thrive on challenge to improve results



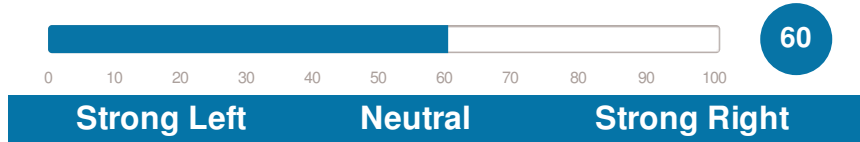
STRONG LEFT: NEED TO CONTROL RISK

STRONG RIGHT: PROMOTE GROWTH THROUGH INNOVATION

Focus on incremental improvements to output or profitability	Like unique, new and different solutions, especially if seen as a breakthrough
Prefer to anticipate and remove obstacles before starting	Justify a growth-oriented approach in terms of future potential
Resourceful within the confines of existing methods or procedures	Embrace innovation and creativity in exploring new business functions or capacities
Uncomfortable risking what is 'good enough' to pursue a new idea that could fail	Adopt the role of visionary and see the opportunities to be gained rather than the potential for loss
Minimize and control risk in order to optimize efficiency	Welcome the challenge of trying or creating a new or different approach to your objectives
Refine and maintain established systems at an effective level	Eager to field-test a new solution or method by trial and error, making adjustments as necessary, and getting momentum started while the idea or technology is still fresh and exciting
Strive for stability and focused on results	-

DEVELOP EXPERTISE

The drive to develop personal competence and effectiveness and increase personal skill levels; committed to producing quality results



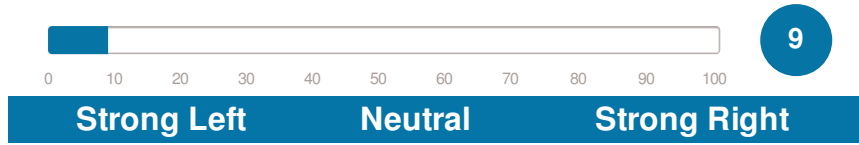
STRONG LEFT: ATTENTION TO RELEVANT DETAIL

STRONG RIGHT: ATTENTION TO DETAIL

Delegate but retain control and check outputs	Concentrate on making details accurate and complete
More likely to develop yourself as a generalist than a specialist and adopt a broadbrush approach to tasks in terms of qualitative standards	Focus on quality and precision in your work because it is important to be accurate for its own sake
Prefer to develop breadth rather than depth of expertise	Take pride in the depth of expertise acquired for your job
Reliable and accurate in task completion when directed to do so	Consistent in your detail orientation and will not permit sloppy or careless effort regardless of how a task is ranked in importance
Keep organized so details fall into place	Unwilling to sacrifice quality for efficiency, productivity, or creativity
Tend to focus on what is critical and ignore irrelevant details	-
Monitor and correct those details judged key to the success of the project or task at hand	-

PRODUCE SHORT-TERM RESULTS

The drive to accomplish an increased volume of useful outputs; strive for quantifiable results



STRONG LEFT: NEED TO KEEP BUSY BUT STAY FLEXIBLE

STRONG RIGHT: FOCUSED ON CONSISTENT SHORT-TERM RESULTS

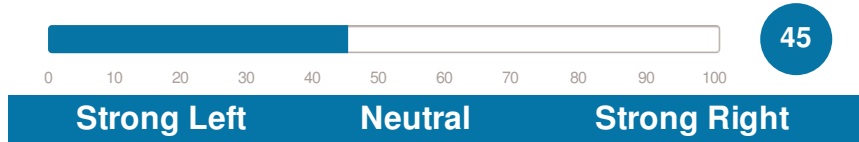
Set a busy schedule with opportunity to see progress on multiple projects	Tend to set personal goals in quantifiable units
Need for variety requires frequent changes of the topic, scene, or situation	Feel guilty about taking a respite from results achievement unless it is earned by high output
Seek or create situations that allow you to spread your focus rather than narrow your concentration to a single task or result	Accomplish consistent results within a given time frame by maintaining a single focus
Choose to engage in an array of activities over repetition or replication of limited tasks in order to feel engaged and stimulated	Establish concrete dimensions and steps that can become quantifiable measures of progress
Bored by rigid routine or repetition	Routinize an approach to results achievement to increase the probability of success

MAP: RELATIONSHIP MOTIVATIONS

RELATIONSHIP MOTIVATION 1/3

MEET INTERESTING PEOPLE

The drive to meet, interact with, and understand successful, unique, or accomplished people



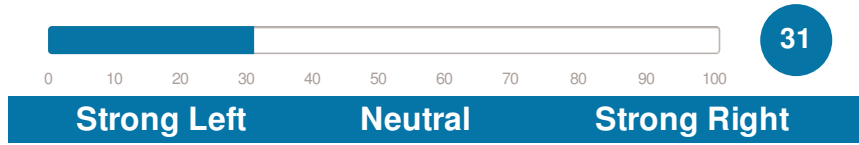
STRONG LEFT: NEED TO FIND A PRACTICAL USE FOR SOCIAL INTERACTION

STRONG RIGHT: NEED TO SEEK NEW INTERPERSONAL OPPORTUNITIES

Restrict casual socialization to those with common interests	Enjoy meeting accomplished or interesting people
Prioritize social contact selectively to fulfill commitments to those individuals important to you	Genuinely find accomplished people interesting regardless of shared experiences or backgrounds
Broad socialization is engaged in primarily to further a goal or obligation, e.g., skill building or business contacts	Continually seek to broaden your circle of acquaintances
Consciously weigh the effort invested in social contact against the benefits	Typically skilled at conversation and social skills
Unwilling to sacrifice time or resources on casual conversations or interactions that will not provide any value or gain	Find opportunities to learn from people who have different opinions or perspectives to share

AVOID PERSONAL REJECTION

The drive to acquire long-term, fully trustworthy, 'loyal' relationships



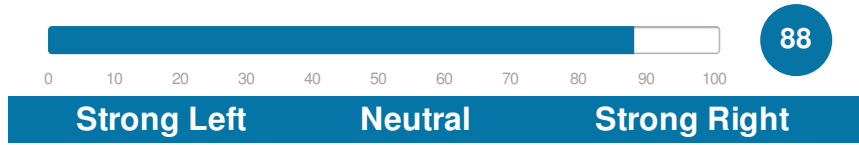
STRONG LEFT: NEED TO CONTROL EMOTIONAL INVOLVEMENT

STRONG RIGHT: DEMONSTRATE LOYALTY AND COMMITMENT

Committed to being fair and objective when dealing with others	Admire and reward loyalty, tending to favor allegiance when it conflicts with competence
Seek acceptance by the work group but may show restraint in your participation in informal activities with them at the onset	Seek to foster loyalty and mutual support among the group and minimize internal politics
Prefer more formal or reserved working relationships	Gain significant satisfaction from the opportunity to work with a congenial and cooperative group
Favor a reactive approach to relationship building and want to ensure your commitment will be reciprocated before it is offered to others	Willing to take the first step to establish trust and build strong working relationships

AVOID OFFENDING OTHERS

The drive to minimize painful relationship outcomes by respecting the value of all people



STRONG LEFT: NEED TO SOFTEN TOUGH ISSUES

STRONG RIGHT: AWARENESS OF IMPACT ON OTHERS

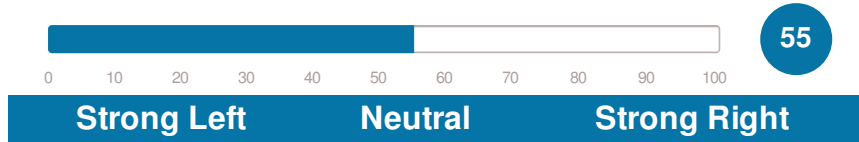
Keep all contact socially polite and friendly at a surface level	Introspective and spend private time thinking through difficult conversations
Likely to divert a conflict or ease tension when addressing sensitive issues	Concerned with offending others and plan how to present delicate or tricky issues
Make an effort to understand people by staying in constant contact and making adjustments as their feelings and motives become evident	Through thoughtful consideration, attempt to understand what is behind others' actions and remain sensitive to their feelings and motives
Need a good excuse to be alone and free of social obligation, so you tend to have hobbies that provide solitude and time to reflect	Treat people with the same consideration that would be expected from them

MAP: INFLUENCE MOTIVATIONS

INFLUENCE MOTIVATION 1/4

INFLUENCE OTHERS

The drive for influence and the power to accomplish greater outcomes than one could do personally



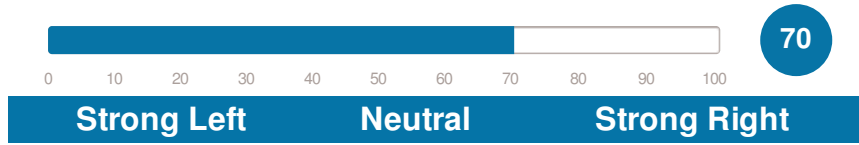
STRONG LEFT: NEED TO ASSERT OWN DECISIONS

STRONG RIGHT: CONSENSUS BUILDING APPROACH TO INFLUENCING OTHERS

Have a directive style when influencing a group, which works best when others are less experienced or expert	Believe you can have the greatest impact on your surroundings by embracing a democratic approach that encourages cooperation and collaboration
Prefer to control decisions and will not compromise authority just to support what is most popular or comfortable	Draw ideas and suggestions from all sides to be sure of buy-in to the final approach
Stand by your decision or solution rather than give in for the sake of group consensus	Willing to concede your preferred method or solution, if needed, to arrive at a consensus that works best for the group
Willing to work around dissenters	Have a participative style when influencing a group, which works best when all are competent
Usually seen as pragmatic and practical and will exercise authority to achieve an efficient or effective outcome	Work to maximize team effectiveness

ADVISE OTHERS

The drive to enhance one's profession, field of endeavor, or beliefs, including the development of others to sponsor them



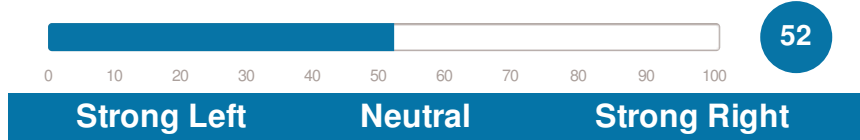
STRONG LEFT: SELECTIVELY ADVISE OTHERS

STRONG RIGHT: PROVIDE PROACTIVE ASSISTANCE/SUPPORT

Believe in promoting your profession/technology and have strong values based on personal expertise	Seek opportunities to volunteer information, knowledge, and expertise
Avoid appearing invasive by giving advice or assistance only upon request	Find gratification in the success of those who benefit from your assistance
Minimize time and resources spent directing advice or assistance toward unwilling or disinterested recipients	Serve as a mentor and personal coach to those needing individual guidance
Willing to provide relevant information directed toward others' real needs	Derive satisfaction from giving encouragement and support to others
Enjoy helping individuals who demonstrate a need and appreciation for the information or assistance	Adjust your coaching style to accommodate novices as well as more experienced individuals
-	Take pride in being a role model

GET RECOGNITION

The drive to earn and receive the perks of success; the need to be seen as successful as a consequence of producing significant results



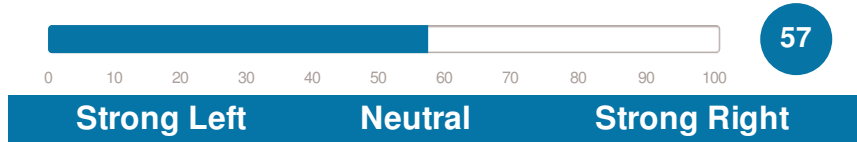
STRONG LEFT: NEED TO AVOID SELF-PROMOTION

STRONG RIGHT: SEEK RECOGNITION AS A PROFESSIONAL

Expect one’s accomplishments to speak for themselves, and find it difficult to establish credibility with or make an impression on individuals unfamiliar with your professional credentials	Seek the rewards and public recognition that define your success and elevate your status in the eyes of those individuals you want to influence or impress
Prefer to quietly have an impact or be an influential force behind-the-scenes	Use your credentials as a means to establish credibility
Respect a politically correct approach and choose to maintain a low personal profile	Use public acknowledgement of one’s professional status and accomplishment as a tool to make a positive impact on others
Tend to favor more prestigious symbols of success and avoid appearing too flashy or self-serving	Get people to take notice and give their attention by promoting your accomplishments
Value recognition but believe it loses its significance if you must publicly seek it	Enjoy public recognition and feel comfortable in a high-profile role
Believe that self-promotion is inappropriate and can appear to be an automatic critique of others	Actively seek recognition and enjoy prominently displaying the rewards of success such as title, awards, etc.

BE VISIBLE

The drive to be included and involved and not excluded from key activity, including the need to be close to the center of ultimate decision making



STRONG LEFT: NEED TO MINIMIZE CONFRONTATION

STRONG RIGHT: NEED TO MAINTAIN A HIGH PROFILE

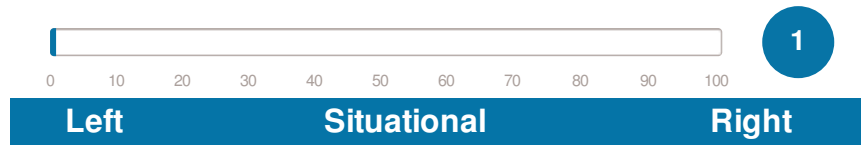
Make an effort to smooth over conflict situations rather than choose a side and risk alienation or dismissal from the group that holds the power	Seek to be included in what is happening and do not want to be left out of crucial actions or decisions
Solidify your place in the information loop by keeping negative feedback or controversial opinions to a minimum	Want to be able to provide input and be seen as part of the advisory group supporting the decision makers
Need to objectify the differences of opinion to permit yourself to look for mutually acceptable solutions	Comfortable assuming a highly visible role in the power structure of a group or organization
Prefer to downplay the importance of your position and refrain from actively defending your views or providing input that could result in an escalation of negative situations	Constructively and proactively approach confrontation and negotiation to address obstacles when the desired outcome is threatened

Self-Descriptive Index

BEHAVIORS/CHARACTERISTICS 1/12

EXTROVERSION

The habit of expressing oneself actively in an outgoing and enthusiastic manner



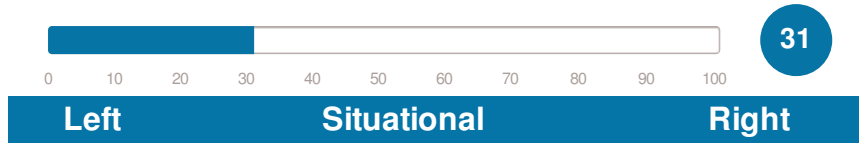
LEFT: QUIET AND UNASSUMING

RIGHT: EFFECTIVE NETWORKING

May appear shy or quiet	Prefer to take the lead in social interactions and quite comfortable 'working a room' as you meet people and put them at ease
Tend to hold back in social situations until others demonstrate interest	Move easily between people or groups both familiar and unfamiliar to you in order to identify opportunities for potential dealings in the future
Prefer to interact with established and familiar acquaintances while you scope out opportunities to develop new contacts from a comfortable distance	Enjoy socialization, sharing information about yourself, and asking questions about others to 'break the ice' and initiate a conversation
Likely to assume the role of observer in social interactions	-
May be uncomfortable making social small talk without first rehearsing or scripting what to say	-

ASSERTIVENESS

The habit of actively promoting one's own point of view or direction



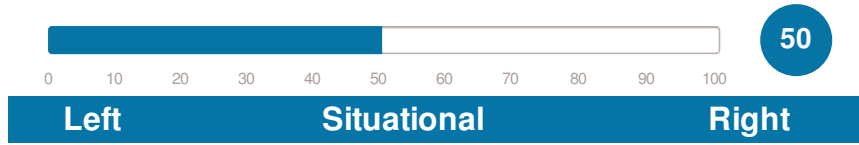
LEFT: COMPLIANCE

RIGHT: ASSERTIVENESS

Concerned about being seen as too pushy or forceful	Willing to speak up and defend your point of view
May allow frustration to build when backing down from repetitive, negative issues, setting the stage for overreaction to a specific occurrence of the issue	Comfortable using the force of personality to achieve objectives
Avoid emotional argument just to make a point	Capable of disagreeing without intimidation
Prefer to acquiesce to others' wishes rather than promote your opinions or desires	Debate without turning conflicting views into a personal attack
-	Confront adverse situations without serious concern about how this appears to others

ACCEPTANCE

The habit of tolerating different and conflicting needs or habits of others



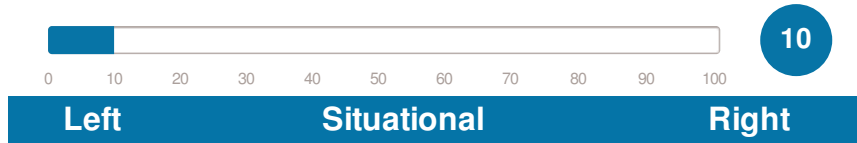
LEFT: COMFORTABLE IN TAKING A FIRM STAND

RIGHT: ABILITY TO WEAR WELL WITH PEOPLE

Can be critical of others whose values are too different	Tolerant of individual views, opinions, and attitudes
Comfortable with being firm and consistent in a role that critiques or evaluates others	Tend to accept people at face value without filtering their words or actions through personal biases
Tough-minded and demonstrate strength in your own convictions	Can embrace your own personal values without imposing them on others
Willing to make and act upon unpopular decisions	Try to find common ground with others rather than focus on dissimilarities
Steadfast in supporting your viewpoint and will not surprise or confuse others with sudden swings in opinion or beliefs	Can be too easygoing and lenient to effectively hold others to critical performance standards

RESERVE

The habit of evaluating the content and impact of any communication or action before it is committed



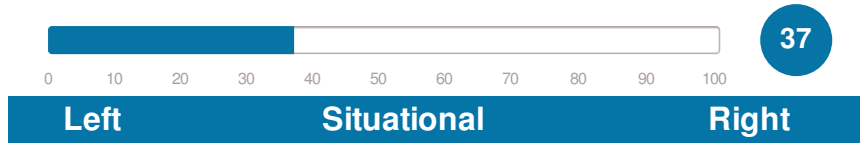
LEFT: OPPORTUNISTIC

RIGHT: CONTROLLED WORK APPROACH

Spontaneously seize opportunities presented and take full advantage of them	Gather considerable evidence of likely success prior to adopting new methods and procedures
Capitalize on unexpected events or circumstances and turn them into an advantage	Minimize the risk of mistakes or failure by thinking through the process to the expected outcome and anticipating the consequences
Have the propensity to immediately exploit unexpected, timely opportunities and circumstances as they occur	Thoroughly question and evaluate new ideas or methodologies in an effort to ensure that the desired results are achieved
Value what has proven successful in the past but willing to stretch past comfortable or known methods to meet objectives in spite of extra pressure or risk	Resistant to move more quickly toward producing results if you perceive that quality could be jeopardized
Comfortable speaking your mind and suggesting innovative or creative ideas	Exhibit a strong need for control and a reticence to implement new methods until they have been proven
Build immediate trust and rapport by presenting a visible and candid agenda	-

STRESS TOLERANCE

The habit of accommodating pressure or stress without excessive or visible impact on behavior or decisions



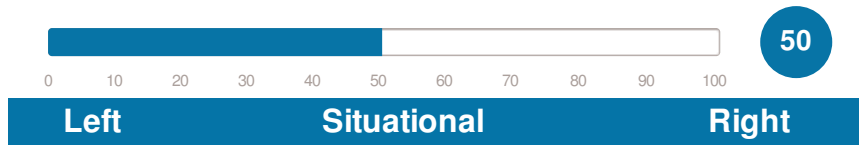
LEFT: THRIVE ON STRESS AND CHANGE

RIGHT: DEAL EFFECTIVELY WITH STRESS

Can get rattled if pressure lasts too long	Set realistic goals and deadlines; anticipate barriers
Try to do too much in a given time frame and do not anticipate delays	Head off the negative impact of a potentially stressful situation by being prepared to deal with the cause of the stress
Rise to the pressure to get things done	Remain calm and focused on the goal; almost never allow anxiety to inhibit your behavior
Fill your plate without becoming distracted by multiple tasks or directions	Resilient and do not take problems as personal affronts
Respond favorably to a sense of urgency	Keep a sense of perspective in the face of adversity

ENERGY

The rate or pace of activity, both physical and mental



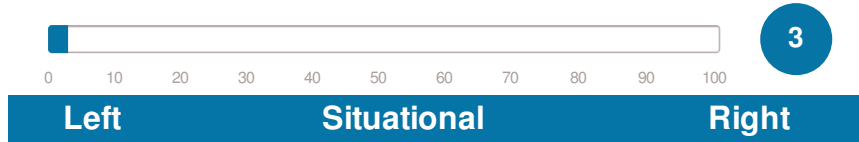
LEFT: WORK AT A DELIBERATE PACE

RIGHT: MAINTAIN AN ENERGETIC PACE

Move deliberately; may tire in intense or fast-paced situations	Possess a high level of stamina
Keep a steady physical pace that contributes favorably to more sedentary or tedious tasks	Maintain a consistently fast and purposeful pace
Gear up to meet increased workload demands, but will not continue with an unnecessarily inflated pace once that demand is met	Sustain your energy level and pace with only average amounts of rest and fuel
Reduce the chance for error by accomplishing results at a slower pace	Resist being restrained by sedentary tasks or a deliberate pace

POSITIVE MENTAL ATTITUDE

The habit of defining needs and problems as opportunities and challenges and freely expressing frustration as it is experienced



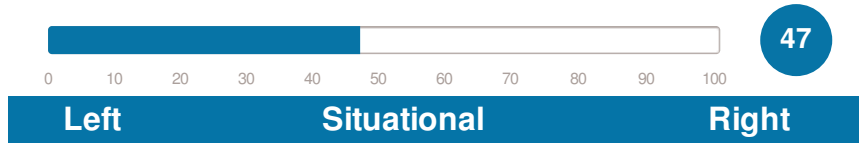
LEFT: EMOTIONALLY CONTROLLED

RIGHT: EFFECTIVELY MANAGE FRUSTRATION

Try to manage frustration by internalizing it	Tend to focus more on the solution than the problem
May find yourself going over negative events with excessive frequency or self-doubt	Comfortable expressing concerns
Keep a tight rein on your emotions	Won't allow frustrations to build
Can become discouraged if problems are persistent or solutions just don't materialize	Don't allow negative events to ruin a positive attitude

COMPETITIVENESS

The habit of trying to win, specifically in competition against others



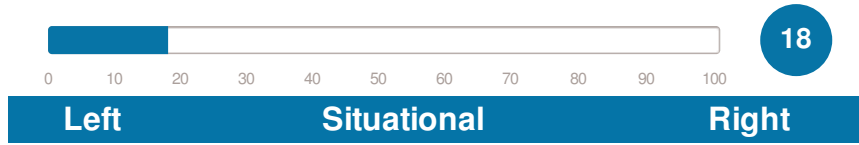
LEFT: SUPPORTIVE AND COOPERATIVE

RIGHT: COMPETITIVENESS

Prefer a cooperative effort with others to a competitive environment that creates rivals or opponents	Enjoy the challenge of competition and comfortable with situations that produce a winner and a loser
Embrace a philosophy of 'all for one and one for all' in working toward common objectives	Seek and gather the resources needed to position yourself to win
Avoid situations that promote winners and losers, and the associated feelings of disappointment and failure	Unwilling to give up or accept failure if not immediately rewarded with success
Promote compromise and 'give and take' efforts in order to achieve a partial level of success rather than abandon a goal because compromise was unacceptable	Refrain from turning competition into a personal attack

SELF-SATISFACTION

The habit of being satisfied or content with one's current level of accomplishment



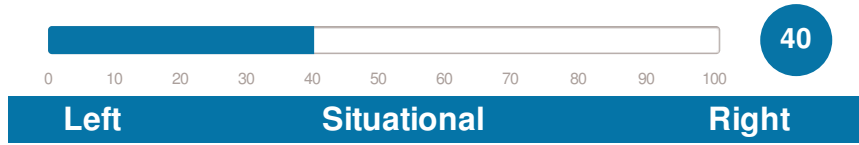
LEFT: DRIVEN TOWARD CONTINUOUS SELF-IMPROVEMENT

RIGHT: SELF-ASSURED/SELF-SATISFACTION

Rarely content with own accomplishments and goals reached	Project sureness in yourself and your accomplishments
Can be sensitive to external criticism	Self-confident and comfortable with your ability to do the job
Concerned with how you are judged by others and by the standards they apply	Refuse to measure your own self-worth against others' standards
Tough in self-evaluation and continually work to improve upon past accomplishments	Take on challenges and stay focused on the process without being self-conscious
-	Unconcerned with how you are evaluated by others

OPTIMISTIC FUTURE PERSPECTIVE

The habit of continually looking for opportunities for further gains and expecting the desired outcome to happen



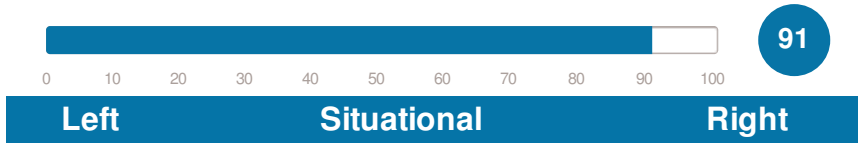
LEFT: PRAGMATIC

RIGHT: OPTIMISTIC PERSPECTIVE

To keep from being disappointed, you keep positive expectations in check	See opportunities versus threats
Remain in control by expecting the worst, and therefore, will not be unprepared or caught off guard	Focus on positive goal attainment and keep obstacles in perspective, refusing to give them power over your abilities and vision of the goal
Anticipate that things will go wrong and believe too much optimism is naïve	Feel that you are in control of both daily activities and your ultimate destination and will not be ruled or placed at a disadvantage by external factors
-	Can be surprised by obstacles and barriers that could have been anticipated and prevented

VALIDITY

The habit of being willing to admit personal limitations



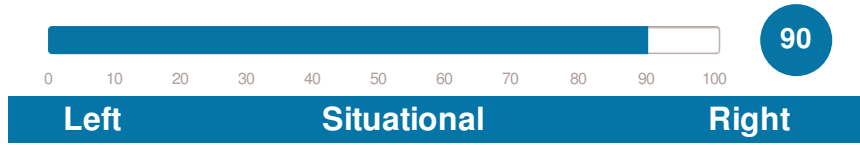
LEFT: ON GUARD

RIGHT: FORTHRIGHT

Package yourself to give the best impression	Try to be very scrupulous in exposing flaws
Try to look 'right' for the job or situation	May get distracted under pressure and focus on the problem rather than the desired results
Have difficulty asking for help or exposing possible flaws	May tend to challenge your own worth or value

UNINTENTIONAL GUARDEDNESS

The habit of introspective awareness of one's own controls or inhibitions; a willingness to accept personal limitations



LEFT: SELF-CONSTRAINT

RIGHT: SELF-CENSURE

Emotionally controlled	Tend to be concerned with your own feelings and emotions
Tend to overly control feelings and focus externally	Tend to be overly self-critical



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