WSQ-Discovery

Facilitator Report

This Report Prepared for

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Interpretation Requirements
WSQ-Discovery Facilitator Certification

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About WSQ-Discovery

The CareProfiler WSQ-Discovery is a personality inventory that measures all aspects of an individual's Personality System. System Psychology integrates principles from Trait, Self, and Psychodynamic Psychology to paint a rich and highly accurate picture of one's overall Personality System. There are three aspects of personality measured in this report:

Traits **Tr**	**Big Five Personality Traits** Openness to Experience, Conscientiousness, Agreeableness, Extraversion, and Emotionality, along with 21 corresponding Facets are measures in the WSQ-Discovery. The Big Five Model of personality is the most widely-used and empirically validated method for assessing personality.
Self-Others **So**	**Self-Concept & Relating Scales** Self-Others scales, as a whole, offer a deeper level of insight into how an individual makes meaning of their relationships, approaches conflict, and finds purpose in how they spend their time.
Values **Va**	**Psychological Values** Psychological Values are aspects of one's circumstance, relationships, and identity that one places some, little, or high value upon. The Values Scales help uncover what is important to the individual in relating and working with others.

The PsyPlex© is a proprietary graphical depiction of an individual's Personality System. The Personality System results from the unique interaction between Traits, Self-Concept, and Psychological Values. There are Four Vectors within the PsyPlex© :

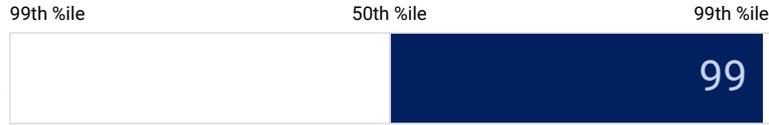| Your motivation and approach to life	**Enthusiasm Driven** Preference for flexibility, keeping options open, motivated by inspiration, displays sensation-seeking behaviors	**Expectation Driven** Preference for planning, sticks to routines, motivated to meet expectations, displays goal-driven behaviors
How you process and use information	**Conceptual Thinking** Makes broad, novel associations between ideas, big picture thinking, inferential, seeks underlying patterns and future possibilities	**Concrete Thinking** Uses deductive thinking, avoids making inferential leaps, seeks concrete evidence and attends to the here and now
Where you orient yourself to gain energy	**External Orientation** Gains energy being around others, seeks out groups, entertains and engages others	**Internal Orientation** Gains energy from solitude, seeks to reduce stimulation, turns inward, observes others
What you focus on when making decisions	**Outcome Focus** Considers outcomes, facts, analyzes data when making decisions, places value on achieving and asserting	**People Focus** Considers others' feeling and own sense of group agreement when making decisions, value connection and greater good

Big Five Personality Traits | Expanded Profile

Factor I

Conventional
Traditional, grounded, and practical; prefers to engage with the here and now; thinks concretely and narrowly; likely gravitates toward established, or already proven, methods

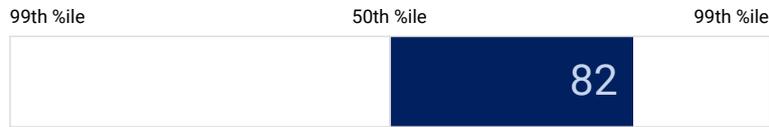99th %ile — 50th %ile — 99th %ile

99

Openness
Open to a variety of ideas, feelings, and experiences; is imaginative, aesthetically sensitive, conceptual conversations and has a wide range of interests

Factor II

Flexibility
Spontaneous, sensation-seeking and easy-going; is flexible and carefree; may struggle with follow-through or keeping commitments to plans

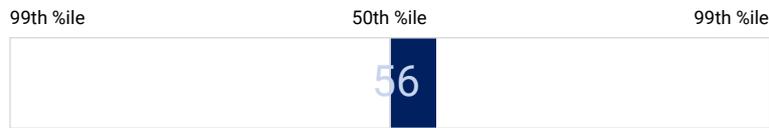99th %ile — 50th %ile — 99th %ile

82

Conscientiousness
Self-disciplined, dutiful, organized, and goal driven; is focused and diligent; may be stubborn or hard on others who change their commitments

Factor III

Introversion
Internally-oriented; gains energy by recharging in solitude; is quite, reserved, and contemplative; may struggle being center of attention or being around people for extended periods

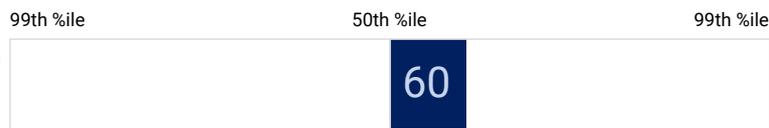99th %ile — 50th %ile — 99th %ile

56

Extraversion
Externally-oriented; gains energy by social stimulation; is talkative, outgoing, sociable, energetic, and domineering; may struggle letting others have the attention

Factor IV

Tough-Minded
Direct and uncompromising of own interests; skeptical of others' intentions; expecting of competition and challenge from others; seen as assertive and sometimes stubborn and tough-minded

99th %ile — 50th %ile — 99th %ile

60

Agreeableness
Trusting, accommodating, cooperative, sympathetic toward others, and willing to compromise own interests; may not readily express own point of view; may be overly trusting or unconcerned about others' motives

Factor V

Controlled
Emotionally controlled; may not express or share intense emotions or acknowledge the impact of stress, sadness, worry, or anger on own self; may be emotionally closed

99th %ile — 50th %ile — 99th %ile

59

Emotionality
Emotionally expressive; may freely express or share intense emotions or be overly attuned to the impact of stress, sadness, worry, or anger on own self; may be emotionally reactive

■ Person I: Sharon Kepler

99th %ile   50th %ile   99th %ile

Factor I Traits

Concrete
Thinks in a linear, straight-forward manner; seeks out proven or established methods
98
Imaginative
Has a vivid imagination; makes unusual connections; thinks about possibilities

Emotional Seclusion
Limits energy, focus, and attention on emotions of self or others; may describe emotional experiences in narrow terms
66
Emotional Absorption
Aware of, and focuses on, emotional states, interested in feelings; may use a wide range of terms to describe emotional experiences

Seeks Routine
Seeks routine; prefers stability and consistency of experiences; avoids change
95
Seeks Change
Seeks variety and novelty of experiences; views routine as monotony

Accepts Knowledge
Accepts current level of knowledge; will not question or challenge others
98
Open to Learning
Receptive to new forms of knowledge or theories; actively seeks new learning

Factor II Traits

Shifts Focus
Changes focus and attention; begins multiple tasks at once; sporadic work pattern; seen as disorganized or distractible
79
Keeps Focus
Maintains focus and attention on a single task; avoids or blocks out distractions; linear work pattern; prefers a certain degree of order; seen as organized

Independence
Makes decisions independent of others; resists taking direction; breaks the rules; not concerned with societal expectations or norms
56
Dutifulness
Readily accepts assignments; aware of social norms; follows the rules; works to follow through and complete tasks that are expected of them; aware of what should be done

Effort Conservation
Conserves energies; may avoid challenges; not overly ambitious; goal-setting comes from external sources
89
Achievement Drive
Expends great energy to achieve own goals; driven to overcome challenges; diligent and purposeful toward achieving; sacrificing in order to achieve

Hasty
Makes quick decisions; is okay making mistakes or unaware of mistakes; less attentive to details; more likely to take risks
57
Attention to Detail
Avoids making or is highly aware of own mistakes; careful about own actions; cautious and planful; often focuses on minutia

Factor III Traits

Solitudinous
Energized by solitude; seeks out activities that can be done alone; avoids social engagements or situations involving large groups
81
Gregariousness
Energized by being with large groups of people; seeks out social engagements; enjoys having others around; seen as affable and social

Formality
Takes a reserved, formal approach to others; often approaches relationships in a transactional manner; seen as measured; values own emotional privacy
67
Hospitality
Interested in interacting with others and developing close relationships; seeks emotional intimacy in relationships; seen as outgoing and easy to connect with

Yielding
Holds back own opinions or point of view; gives in or avoids direct confrontation; seen as passive in group decision making
71
Assertiveness
Makes self heard; expresses own point of view and stands up for self; confronts issues; seen as dominant and forceful

Matter-of-Fact
Does not tease others; seldom jokes around or try to lighten mood; generally maintains a serious or matter of fact approach
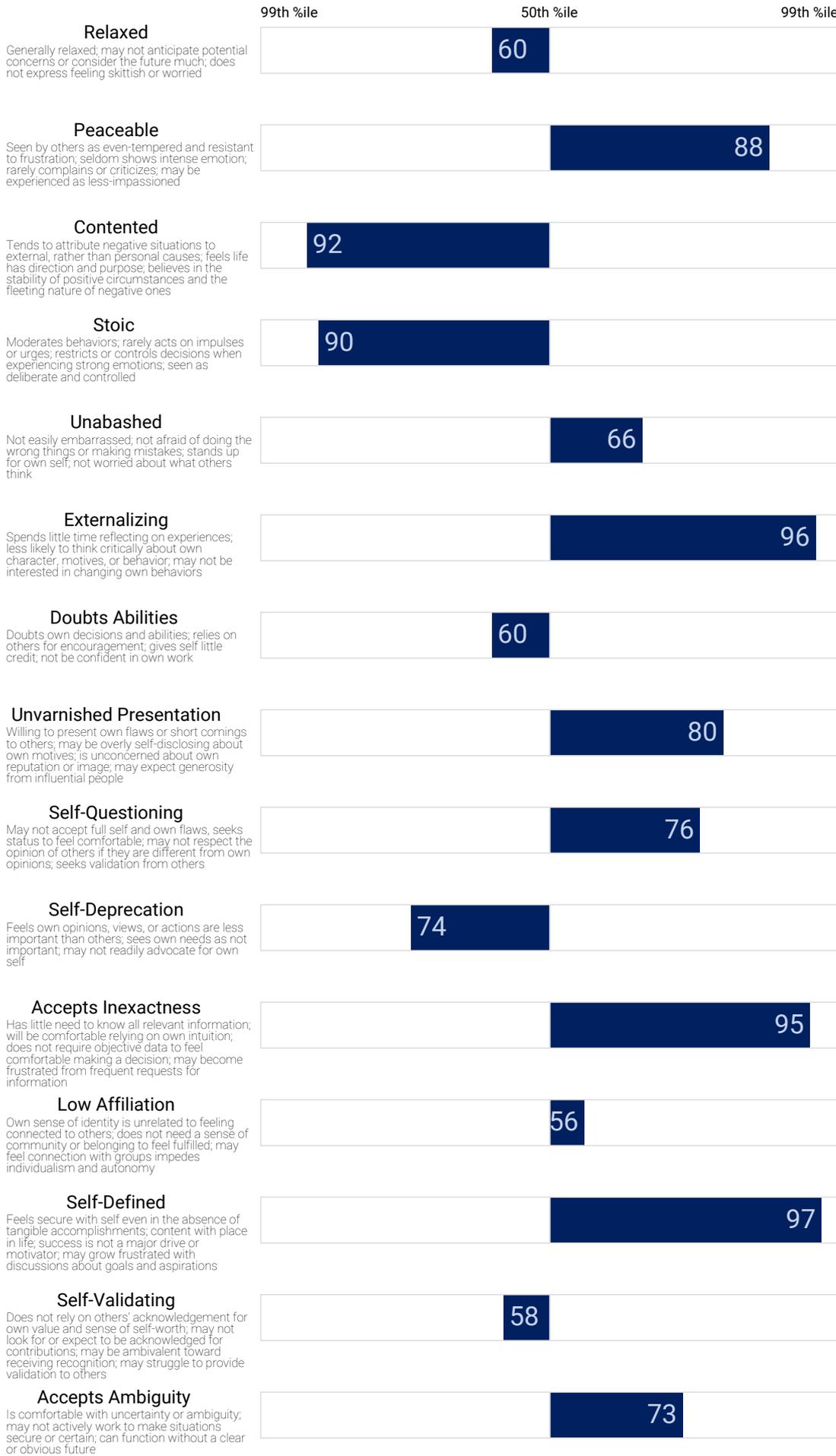**74**
Humor
Frequently jokes around; brings humor into situations; may tease others; tries to lighten the mood; uses humor to relate to others

Factor IV Traits

Skeptical
Wonders about others' motives and intentions; doubts others, questions why people do what they do; assumes hidden agendas and questions others' choices
70
Trust
Accepts others' choices; does not question motivations or suspect hidden agendas; believes that others are well-intentioned and trustworthy; readily assumes the best intentions

Concern for Self
Aware of own needs and interests; avoids anticipating others' needs; focuses on own well-being; comfortable saying no and avoids involvement in others' issues or problems
68
Concern for Others
Anticipates the needs and interests of others; tends to be generous and considerate to those around them; seen as helpful; uncomfortable saying no

Directness
Direct about own needs and interests; will not easily let go of conflicts or back down from own point of view; often seen as argumentative
66
Diplomacy
Aware of group conflict; will sacrifice own needs to keep group at ease; will forgive and forget; deferential to others to maintain cohesion

Displayful
Comfortable with attention and public displays; accepting of accomplishments and praise; will talk about multiple aspects of self; enjoys entertaining others
52
Modesty
Unassuming and avoidant of making displays or drawing attention to self; resists talking about self; rarely shows off; more comfortable giving compliments than receiving

■ Person I: Sharon Kepler

99th %ile	50th %ile	99th %ile

Factor V Traits

Relaxed
Generally relaxed; may not anticipate potential concerns or consider the future much; does not express feeling skittish or worried
— **60** —
Apprehension
Anticipates problems; may be apprehensive about their situations or the future; may express uneasy feelings in challenging situations

Peaceable
Seen by others as even-tempered and resistant to frustration; seldom shows intense emotion; rarely complains or criticizes; may be experienced as less-impassioned
— **88** —
Intensity
Has intense emotional energy; is seen by others as someone who will not readily let things go; outwardly expresses frustration; is experienced as passionate

Contented
Tends to attribute negative situations to external, rather than personal causes; feels life has direction and purpose; believes in the stability of positive circumstances and the fleeting nature of negative ones
— **92** —
Mood
Tends to attribute negative situations to personal, internal causes; criticizes self; feels life lacks direction or purpose; believes in the stability of negative circumstances and the fleeting nature of positive ones

Stoic
Moderates behaviors; rarely acts on impulses or urges; restricts or controls decisions when experiencing strong emotions; seen as deliberate and controlled
— **90** —
Impulsivity
Often acts on own impulses or drives; makes decisions quickly or based on current emotional state; experienced as someone who is expressive and acting on a whim

Unabashed
Not easily embarrassed; not afraid of doing the wrong things or making mistakes; stands up for own self; not worried about what others think
— **66** —
Self-Consciousness
May feel uncomfortable being evaluated; tends to self-criticize; worried about what others think of them, particularly in social situations; easily embarrassed

Self Concept Scales

Externalizing
Spends little time reflecting on experiences; less likely to think critically about own character, motives, or behavior; may not be interested in changing own behaviors
— **96** —
Self-Reflection
Highly introspective; reflects on one's own nature, character, and motives; may actively focus on own internal experiences and changing own behaviors

Doubts Abilities
Doubts own decisions and abilities; relies on others for encouragement; gives self little credit; not be confident in own work
— **60** —
Self-Confidence
Independent and self-sufficient; believes in own self and own abilities; comfortable making decisions; may over rely on own perspective or self

Unvarnished Presentation
Willing to present own flaws or short comings to others; may be overly self-disclosing about own motives; is unconcerned about own reputation or image; may expect generosity from influential people
— **80** —
Self-Presentation
Seeks to present a favorable image of self to others; is not transparent about own motives or flaws; is overly concerned about reputation or seeks to please influential people; possibly extremely moralistic

Self-Questioning
May not accept full self and own flaws, seeks status to feel comfortable; may not respect the opinion of others if they are different from own opinions; seeks validation from others
— **76** —
Self-Accepting
Accepts self and own flaws; copes well with struggles, challenges, or hardships; relates well to others who have different opinions from own; can validate self

Self-Deprecation
Feels own opinions, views, or actions are less important than others; sees own needs as not important; may not readily advocate for own self
— **74** —
Self-Importance
Believes own needs, accomplishments, and views are important to others; may expect others to recognize own importance and value; may overlook the importance of others' needs, views, and accomplishments

Psychological Values

Accepts Inexactness
Has little need to know all relevant information; will be comfortable relying on own intuition; does not require objective data to feel comfortable making a decision; may become frustrated from frequent requests for information
— **95** —
Values Information
Needs information to gain sense of security; may become distressed from a lack of detailed information; is uncomfortable making decisions without extensive, objective information; may not trust own intuition

Low Affiliation
Own sense of identity is unrelated to feeling connected to others; does not need a sense of community or belonging to feel fulfilled; may feel connection with groups impedes individualism and autonomy
— **56** —
Values Connection
Needs to feel connected to others to gain security or fulfillment; needs to be around others to feel a sense of belonging; seeks to affiliate with groups and larger purposes for identity

Self-Defined
Feels secure with self even in the absence of tangible accomplishments; content with place in life; success is not a major drive or motivator; may grow frustrated with discussions about goals and aspirations
— **97** —
Values Ambition
Does not feel fulfilled without having a sense of accomplishment; driven by own ambitions or sense of achievement; success is a large part of identity; may experience distress around not yet accomplishing enough

Self-Validating
Does not rely on others' acknowledgement for own value and sense of self-worth; may not look for or expect to be acknowledged for contributions; may be ambivalent toward receiving recognition; may struggle to provide validation to others
— **58** —
Values Acknowledgement
Values and expects recognition from others; may doubt own self when they does not receive acknowledgement from those they see as important; responds well to genuine encouragement and support; seeks to have an impact

Accepts Ambiguity
Is comfortable with uncertainty or ambiguity; may not actively work to make situations secure or certain; can function without a clear or obvious future
— **73** —
Values Certainty
Struggles to accept uncertainty; is uncomfortable when circumstances are ambiguous or unknown; feels distress when the future is unclear

Structural Scales

99th %ile   50th %ile   99th %ile

Relinquishes Authority

Uncomfortable being in authority over others; feels they do not make good decisions on behalf of a group; may shy away from being responsible for others' well-being

70

Comfort with Authority

Comfortable being in charge; prefers roles where they are responsible for others; believes they make good decisions for other people; will readily take charge when in a group

Emotional Disinclination

Not inclined to relate to the emotional experiences of others; may fail to connect with or acknowledge the emotions of others

87

Emotional Intelligence

Understand the emotional experience of self and others; can effectively connect the emotional experience to work objectives; may need to feel a strong purpose in order to maintain motivation

Resolution

Less likely to hold onto grudges; is forgiving, actively works through own resentment to bring resolution to interpersonal issues

75

Irritation

May not work through own frustrations toward others; may have grudges without admitting to them; may passively display irritation towards others

Intuition

May allow emotions/intuition to influence decision-making process; may quickly reach conclusions or spend less time on evaluating and analyzing an issue more than once

90

Contemplation

Will analyze an issue from multiple perspectives; will not allow intuition/emotion to influence evaluations and decisions; may spend considerable time on analysis and evaluation

Conflict Modes

Does Not Avoid

Less inclined to avoid challenging issues; may not know what issues to ignore

84

Avoids Conflict

Will ignore or not directly confront interpersonal conflicts; may not address important issues with others

Does Not Compete

Less likely to put own needs before others in conflict; less likely to push own agenda when dealing with others

63

Competes with Others

Will ensure own needs and perspectives are met during conflict; may have a 'win-lose' perspective with others; highly focused on self during conflict

Does Not Compromise

Puts energy into finding a compromise that all parties can live with; is less concerned with the optimal outcome will advocate for all parties to give up something to resolve an issue

84

Compromises with Others

Puts energy into finding a compromise that all parties can live with; is less concerned with the optimal outcome will advocate for all parties to give up something to resolve an issue

Does Not Accommodate

May focus little on others during conflict; will not put energy into understanding others needs or agenda

75

Accommodates Others

Will spend considerable effort into understanding and meeting the needs of others during a conflict; may 'give into' others more readily during conflict to move past the conflict

Does Not Collaborate

May not consider a 'win-win' outcome for an option when in conflict; is unlikely to put effort into understanding others needs and agendas during conflict

95

Collaborates with Others

Will put in considerable effort to both communicating own needs and understanding the needs of others during conflict

■ Good Days   ■ Stressful Days

Big Five Personality Traits | Good vs Stress

Factor I

Conventional
Traditional, grounded, and practical; prefers to engage with the here and now; thinks concretely and narrowly; likely gravitates toward established, or already proven, methods
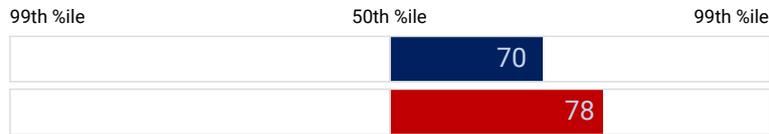
99th %ile   50th %ile   99th %ile

98

98

Openness
Open to a variety of ideas, feelings, and experiences; is imaginative, aesthetically sensitive, conceptual conversations and has a wide range of interests

Factor II

Flexibility
Spontaneous, sensation-seeking and easy-going; is flexible and carefree; may struggle with follow-through or keeping commitments to plans

99th %ile   50th %ile   99th %ile

70

78

Conscientiousness
Self-disciplined, dutiful, organized, and goal driven; is focused and diligent; may be stubborn or hard on others who change their commitments

Factor III

Introversion
Internally-oriented; gains energy by recharging in solitude; is quite, reserved, and contemplative; may struggle being center of attention or being around people for extended periods

99th %ile   50th %ile   99th %ile

61

56

Extraversion
Externally-oriented; gains energy by social stimulation; is talkative, outgoing, sociable, energetic, and domineering; may struggle letting others have the attention

Factor IV

Tough-Minded
Direct and uncompromising of own interests; skeptical of others' intentions; expecting of competition and challenge from others; seen as assertive and sometimes stubborn and tough-minded

99th %ile   50th %ile   99th %ile

59

76

Agreeableness
Trusting, accommodating, cooperative, sympathetic toward others, and willing to compromise own interests; may not readily express own point of view; may be overly trusting or unconcerned about others' motives

Factor V

Controlled
Emotionally controlled; may not express or share intense emotions or acknowledge the impact of stress, sadness, worry, or anger on own self; may be emotionally closed

99th %ile   50th %ile   99th %ile

53

66

Emotionality
Emotionally expressive; may freely express or share intense emotions or be overly attuned to the impact of stress, sadness, worry, or anger on own self; may be emotionally reactive

■ Good Days **■ Stressful Days**

	99th %ile	50th %ile	99th %ile

Factor I Traits

Concrete
Thinks in a linear, straight-forward manner; seeks out proven or established methods
- Good Days: 98
- Stressful Days: 94

Imaginative
Has a vivid imagination; makes unusual connections; thinks about possibilities

Emotional Seclusion
Limits energy, focus, and attention on emotions of self or others; may describe emotional experiences in narrow terms
- Good Days: 83
- Stressful Days: 61

Emotional Absorption
Aware of, and focuses on, emotional states, interested in feelings; may use a wide range of terms to describe emotional experiences

Seeks Routine
Seeks routine; prefers stability and consistency of experiences; avoids change
- Good Days: 80
- Stressful Days: 94

Seeks Change
Seeks variety and novelty of experiences; views routine as monotony

Accepts Knowledge
Accepts current level of knowledge; will not question or challenge others
- Good Days: 98
- Stressful Days: 92

Open to Learning
Receptive to new forms of knowledge or theories; actively seeks new learning

Factor II Traits

Shifts Focus
Changes focus and attention; begins multiple tasks at once; sporadic work pattern; seen as disorganized or distractible
- Good Days: 77
- Stressful Days: 78

Keeps Focus
Maintains focus and attention on a single task; avoids or blocks out distractions; linear work pattern; prefers a certain degree of order; seen as organized

Independence
Makes decisions independent of others; resists taking direction; breaks the rules; not concerned with societal expectations or norms
- Good Days: 69
- Stressful Days: 78

Dutifulness
Readily accepts assignments; aware of social norms; follows the rules; works to follow through and complete tasks that are expected of them; aware of what should be done

Effort Conservation
Conserves energies; may avoid challenges; not overly ambitious; goal-setting comes from external sources
- Good Days: 84
- Stressful Days: 86

Achievement Drive
Expends great energy to achieve own goals; driven to overcome challenges; diligent and purposeful toward achieving; sacrificing in order to achieve

Hasty
Makes quick decisions; is okay making mistakes or unaware of mistakes; less attentive to details; more likely to take risks
- Good Days: 71
- Stressful Days: 86

Attention to Detail
Avoids making or is highly aware of own mistakes; careful about own actions; cautious and planful; often focuses on minutia

Factor III Traits

Solitudinous
Energized by solitude; seeks out activities that can be done alone; avoids social engagements or situations involving large groups
- Good Days: 87
- Stressful Days: 70

Gregariousness
Energized by being with large groups of people; seeks out social engagements; enjoys having others around; seen as affable and social
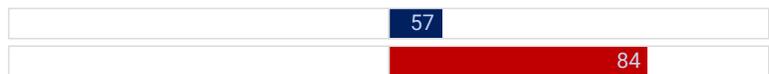
Formality
Takes a reserved, formal approach to others; often approaches relationships in a transactional manner; seen as measured; values own emotional privacy
- Good Days: 70
- Stressful Days: 59

Hospitality
Interested in interacting with others and developing close relationships; seeks emotional intimacy in relationships; seen as outgoing and easy to connect with

Yielding
Holds back own opinions or point of view; gives in or avoids direct confrontation; seen as passive in group decision making
- Good Days: 94
- Stressful Days: 77

Assertiveness
Makes self heard; expresses own point of view and stands up for self; confronts issues; seen as dominant and forceful

Matter-of-Fact
Does not tease others; seldom jokes around or try to lighten mood; generally maintains a serious or matter of fact approach
- Good Days: 57
- Stressful Days: 84

Humor
Frequently jokes around; brings humor into situations; may tease others; tries to lighten the mood; uses humor to relate to others

Factor IV Traits

Skeptical
Wonders about others' motives and intentions; doubts others, questions why people do what they do; assumes hidden agendas and questions others' choices
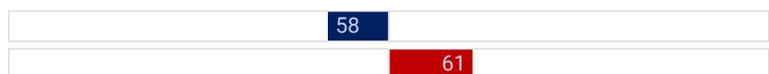- Good Days: 59
- Stressful Days: 73

Trust
Accepts others' choices; does not question motivations or suspect hidden agendas; believes that others are well-intentioned and trustworthy; readily assumes the best intentions

Concern for Self
Aware of own needs and interests; avoids anticipating others' needs; focuses on own well-being; comfortable saying no and avoids involvement in others' issues or problems
- Good Days: 64
- Stressful Days: 68

Concern for Others
Anticipates the needs and interests of others; tends to be generous and considerate to those around them; seen as helpful; uncomfortable saying no

Directness
Direct about own needs and interests; will not easily let go of conflicts or back down from own point of view; often seen as argumentative
- Good Days: 85
- Stressful Days: 69

Diplomacy
Aware of group conflict; will sacrifice own needs to keep group at ease; will forgive and forget; deferential to others to maintain cohesion

Displayful
Comfortable with attention and public displays; accepting of accomplishments and praise; will talk about multiple aspects of self; enjoys entertaining others
- Good Days: 58
- Stressful Days: 61

Modesty
Unassuming and avoidant of making displays or drawing attention to self; resists talking about self; rarely shows off; more comfortable giving compliments than receiving
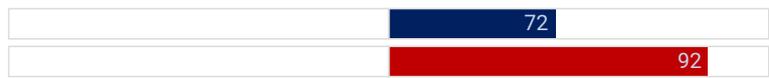
■ Good Days **■ Stressful Days**

99th %ile | 50th %ile | 99th %ile

Factor V Traits

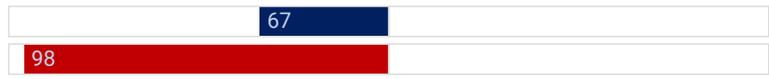**Relaxed**
Generally relaxed; may not anticipate potential concerns or consider the future much; does not express feeling skittish or worried
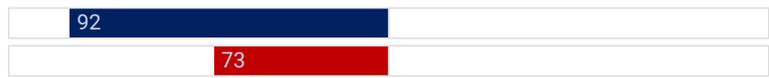- Good Days: 86
- Stressful Days: 88

Apprehension
Anticipates problems; may be apprehensive about their situations or the future; may express uneasy feelings in challenging situations

Peaceable
Seen by others as even-tempered and resistant to frustration; seldom shows intense emotion; rarely complains or criticizes; may be experienced as less-impassioned
- Good Days: 72
- Stressful Days: 92

Intensity
Has intense emotional energy; is seen by others as someone who will not readily let things go; outwardly expresses frustration; is experienced as passionate

Contented
Tends to attribute negative situations to external, rather than personal causes; feels life has direction and purpose; believes in the stability of positive circumstances and the fleeting nature of negative ones
- Good Days: 67
- Stressful Days: 98

Mood
Tends to attribute negative situations to personal, internal causes; criticizes self; feels life lacks direction or purpose; believes in the stability of negative circumstances and the fleeting nature of positive ones

Stoic
Moderates behaviors; rarely acts on impulses or urges; restricts or controls decisions when experiencing strong emotions; seen as deliberate and controlled
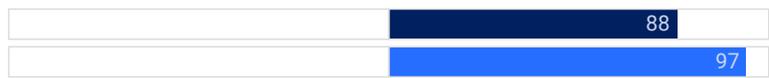- Good Days: 92
- Stressful Days: 73

Impulsivity
Often acts on own impulses or drives; makes decisions quickly or based on current emotional state; experienced as someone who is expressive and acting on a whim

Unabashed
Not easily embarrassed; not afraid of doing the wrong things or making mistakes; stands up for own self; not worried about what others think
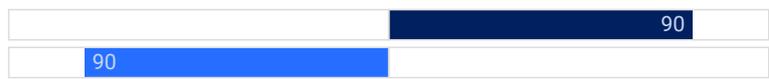- Good Days: 51
- Stressful Days: 78

Self-Consciousness
May feel uncomfortable being evaluated; tends to self-criticize; worried about what others think of them, particularly in social situations; easily embarrassed

■ Expressed **■ Underlying**

Self Concept Scales

Externalizing
Spends little time reflecting on experiences; less likely to think critically about own character, motives, or behavior; may not be interested in changing own behaviors
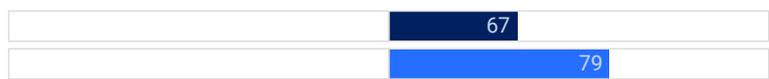- Expressed: 88
- Underlying: 97

Self-Reflection
Highly introspective; reflects on one's own nature, character, and motives; may actively focus on own internal experiences and changing own behaviors

Doubts Abilities
Doubts own decisions and abilities; relies on others for encouragement; gives self little credit; not be confident in own work
- Expressed: 90
- Underlying: 90

Self-Confidence
Independent and self-sufficient; believes in own self and own abilities; comfortable making decisions; may over rely on own perspective or self
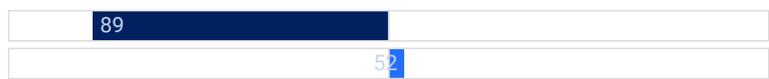
Unvarnished Presentation
Willing to present own flaws or short comings to others; may be overly self-disclosing about own motives; is unconcerned about own reputation or image; may expect generosity from influential people
- Expressed: 79
- Underlying: 76

Self-Presentation
Seeks to present a favorable image of self to others; is not transparent about own motives or flaws; is overly concerned about reputation or seeks to please influential people; possibly extremely moralistic

Self-Questioning
May not accept full self and own flaws, seeks status to feel comfortable; may not respect the opinion of others if they are different from own opinions; seeks validation from others
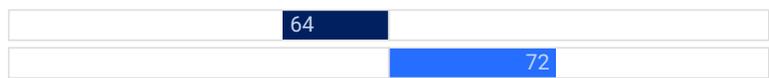- Expressed: 67
- Underlying: 79

Self-Accepting
Accepts self and own flaws; copes well with struggles, challenges, or hardships; relates well to others who have different opinions from own; can validate self

Self-Deprecation
Feels own opinions, views, or actions are less important than others; sees own needs as not important; may not readily advocate for own self
- Expressed: 89
- Underlying: 52

Self-Importance
Believes own needs, accomplishments, and views are important to others; may expect others to recognize own importance and value; may overlook the importance of others' needs, views, and accomplishments

Psychological Values

Accepts Inexactness
Has little need to know all relevant information; will be comfortable relying on own intuition; does not require objective data to feel comfortable making a decision; may become frustrated from frequent requests for information
- Expressed: 95
- Underlying: 83

Values Information
Needs information to gain sense of security; may become distressed from a lack of detailed information; is uncomfortable making decisions without extensive, objective information; may not trust own intuition

Low Affiliation
Own sense of identity is unrelated to feeling connected to others; does not need a sense of community or belonging to feel fulfilled; may feel connection with groups impedes individualism and autonomy
- Expressed: 64
- Underlying: 72

Values Connection
Needs to feel connected to others to gain security or fulfillment; needs to be around others to feel a sense of belonging; seeks to affiliate with groups and larger purposes for identity

Self-Defined
Feels secure with self even in the absence of tangible accomplishments; content with place in life; success is not a major drive or motivator; may grow frustrated with discussions about goals and aspirations
- Expressed: 95
- Underlying: 94

Values Ambition
Does not feel fulfilled without having a sense of accomplishment; driven by own ambitions or sense of achievement; success is a large part of identity; may experience distress around not yet accomplishing enough

Self-Validating
Does not rely on others' acknowledgement for own value and sense of self-worth; may not look for or expect to be acknowledged for contributions; may be ambivalent toward receiving recognition; may struggle to provide validation to others
- Expressed: 78
- Underlying: 65

Values Acknowledgement
Values and expects recognition from others; may doubt own self when they does not receive acknowledgement from those they see as important; responds well to genuine encouragement and support; seeks to have an impact

Accepts Ambiguity
Is comfortable with uncertainty or ambiguity; may not actively work to make situations secure or certain; can function without a clear or obvious future
- Expressed: 60
- Underlying: 77

Values Certainty
Struggles to accept uncertainty; is uncomfortable when circumstances are ambiguous or unknown; feels distress when the future is unclear
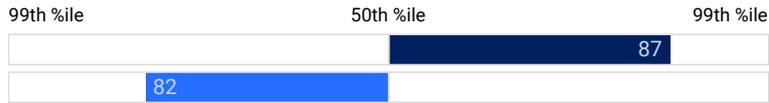
Expressed   **Underlying**

Structural Scales

99th %ile   50th %ile   99th %ile

Relinquishes Authority
Uncomfortable being in authority over others; feels they do not make good decisions on behalf of a group; may shy away from being responsible for others' well-being

87

82

Comfort with Authority
Comfortable being in charge; prefers roles where they are responsible for others; believes they make good decisions for other people; will readily take charge when in a group

Emotional Disinclination
Not inclined to relate to the emotional experiences of others; may fail to connect with or acknowledge the emotions of others

63

94

Emotional Intelligence
Understand the emotional experience of self and others; can effectively connect the emotional experience to work objectives; may need to feel a strong purpose in order to maintain motivation

Resolution
Less likely to hold onto grudges; is forgiving, actively works through own resentment to bring resolution to interpersonal issues
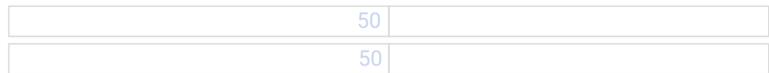
91

60

Irritation
May not work through own frustrations toward others; may have grudges without admitting to them; may passively display irritation towards others

Intuition
May allow emotions/intuition to influence decision-making process; may quickly reach conclusions or spend less time on evaluating and analyzing an issue more than once
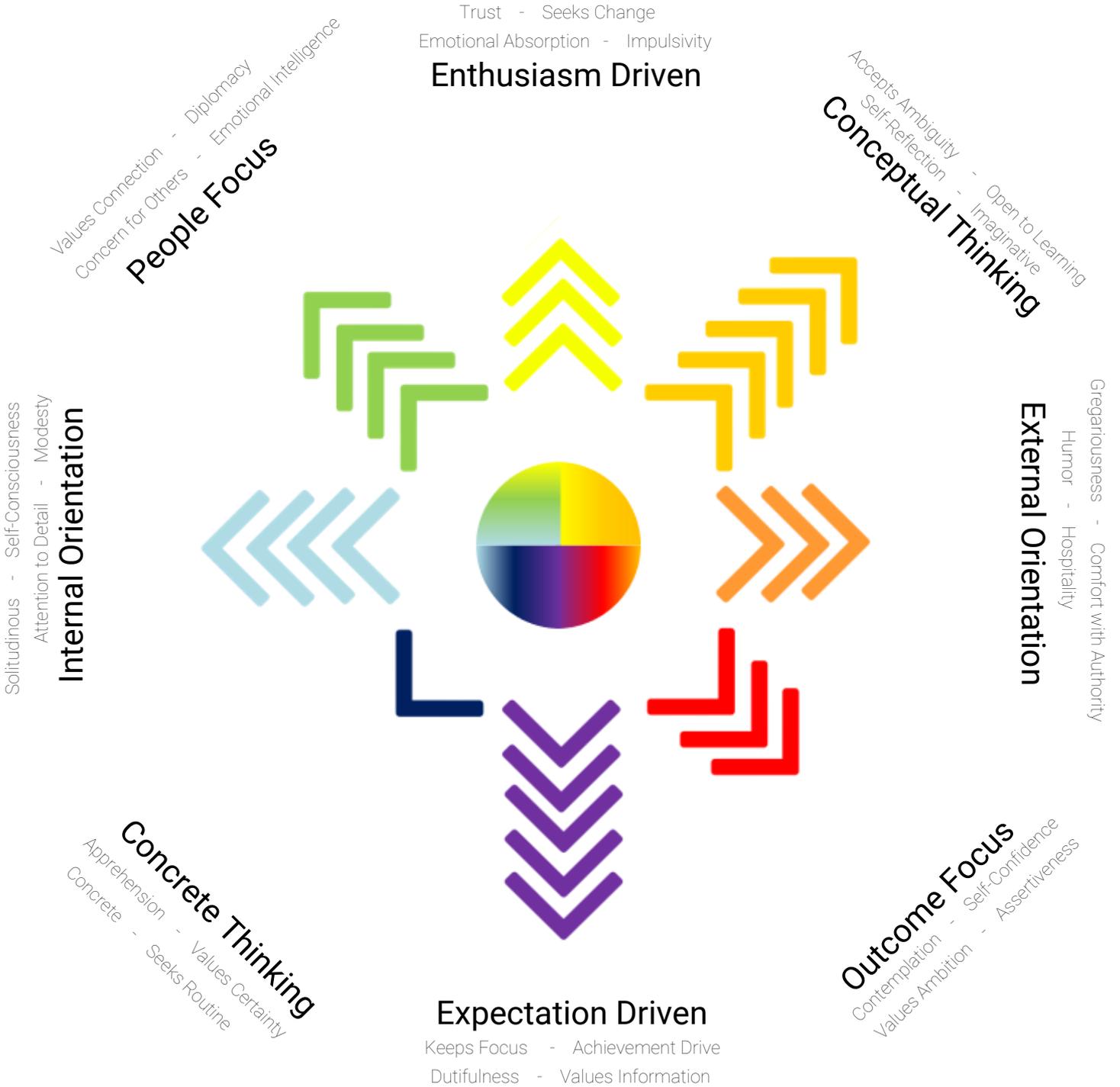
50

50

Contemplation
Will analyze an issue from multiple perspectives; will not allow intuition/emotion to influence evaluations and decisions; may spend considerable time on analysis and evaluation

Your PsyPlex System | Most Days

Trust - Seeks Change
Emotional Absorption - Impulsivity

Enthusiasm Driven

Conceptual Thinking
Accepts Ambiguity - Open to Learning
Self-Reflection - Imaginative

People Focus
Values Connection - Diplomacy
Concern for Others - Emotional Intelligence

Internal Orientation
Solitudinous - Self-Consciousness
Attention to Detail - Modesty

External Orientation
Gregariousness - Comfort with Authority
Humor - Hospitality

Concrete Thinking
Apprehension - Values Certainty
Concrete - Seeks Routine

Outcome Focus
Contemplation - Self-Confidence
Values Ambition - Assertiveness

Expectation Driven
Keeps Focus - Achievement Drive
Dutifulness - Values Information

Your WSQ-Discovery PsyPlex shows your unique Personality System. The PsyPlex is comprised of four Vectors: Motivation (Drive), Processing Style, Orientation to Your Environment, and Decision-Making Focus. Every individual has some aspect of each Vector, but may express these characteristics in unique ways.
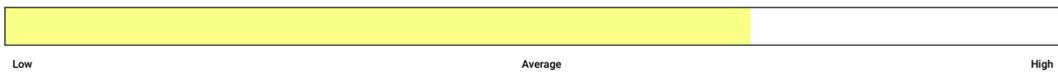
Enthusiasm Driven

Enthusiasm Driven individuals generally posess a laid-back approach to living; they derive their motivations from a variety of sources, prefer spontaneous activity, readily believe in others, and freely engage with others on an emotional level.
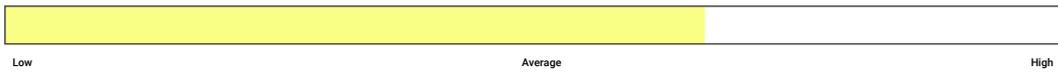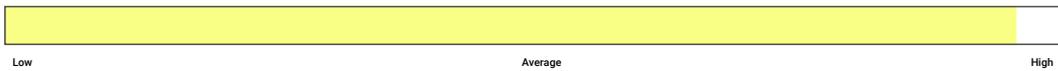
52 | Overall Enthusiasm Drive

Low   Average   High

Tr   ## 70 | Trust

Low   Average   High

Tr   ## 66 | Emotional Absorption

Low   Average   High

Tr   ## 10 | Impulsivity

Low   Average   High

Tr   ## 95 | Seeks Change

Low   Average   High

Understanding Your Enthusiasm Drive

You are somewhat driven by your own inspirations. You will likely trust and believe in the best intentions of others and usually does not need to have evidence of their trustworthiness before trusting. You will likely be open to and aware of the emotions and feelings of those around you. However, you will not feel energized by being able to make sudden decisions or act in the moment. You will gain tremendous motivation from trying new or varying activities.

Expectation Driven
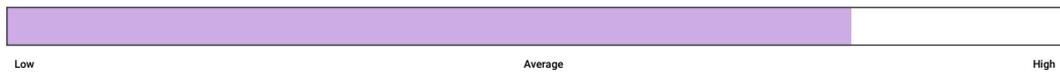
Expectation Driven individuals generally posess a desire to do tasks well, they take obligations to others seriously, are careful, systematic, and feel good when they know what is going on around them. They are deliberate and enjoy seeing their plans reach completion.
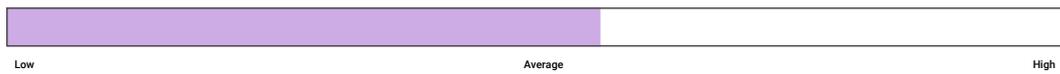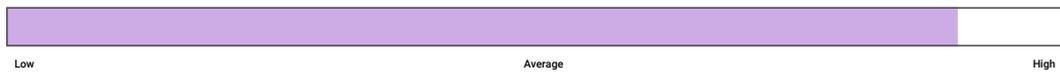
80 | Overall Expectation Drive

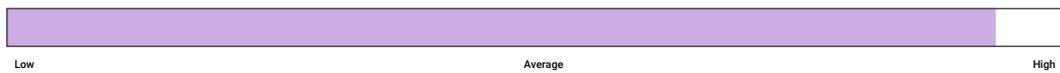Low   Average   High

Tr

79 | Keeps Focus

Low   Average   High

Tr

56 | Dutifulness

Low   Average   High

Tr

89 | Achievement Drive

Low   Average   High

Va

93 | Values Information

Low   Average   High

Understanding Your Expectation Drive

You are quite driven by seeing tangible progress toward your goals and ambitions. You will stay motivated to finish, even when you must stick with a task for a long period of time. You balance taking and sharing responsibility with others. You will insist on setting difficult and challenging goals for yourself. You will need to know as much information as possible and may grow frustrated if you feel you do not have it all.
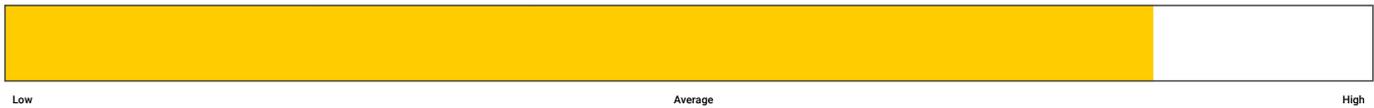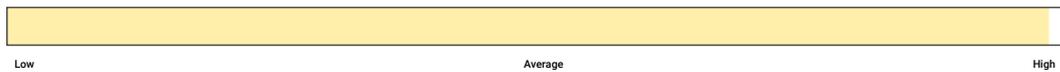
Conceptual Thinking

Conceptual Thinkers tend to seek new experiences as a means for gaining new insights or ideas; they think about the big picture, are open to new ideas, and readily engage in self-examination. They have a fluid style of consciousness that allows them to make novel associations between remotely connected ideas.

84 | Overall Conceptual Thinking

Low | Average | High

Tr
98 | Imaginative

Low | Average | High

Tr
98 | Open to Learning

Low | Average | High

So
96 | Self-Reflection

Low | Average | High

Va
27 | Accepts Ambiguity

Low | Average | High

Understanding Your Conceptual Thinking

You are very conceptual, broad and creative in your thinking. You connect ideas. You may insist on taking part in challenging routines and thinking outside of the box. You are very inclined toward learning new ideas and seeking out new information. You will actively reflect on your own thoughts, feelings, and perspectives. However, you may become distressed by ambiguity and are likely to seek more immediate clarity.

Concrete Thinking

Concrete Thinkers are more comfortable with familiar and traditional experiences, they are less focused on making random connections between ideas, may anticipate risks, and will take action only after feeling certain of the likely outcome.

24 | Overall Concrete Thinking

Low	Average	High

Tr

5 | Seeks Routine

Low	Average	High

Tr

2 | Concrete

Low	Average	High

Tr

40 | Apprehension

Low	Average	High

Va

73 | Values Certainty

Low	Average	High

Understanding Your Concrete Thinking

At times, you may prefer to think practically and you will focus on specifics and sequence. You will be open to straying from the status quo and trying new, untested ways. You are very drawn to innovative ideas. You will anticipate potential problems as much as the average person. However, you are likely uncomfortable with ambiguity and feel the need for certainty..
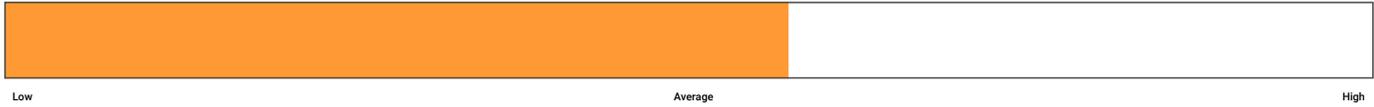
External Orientation

Externally Oriented individuals tend to be outgoing, talkative, and posessing energetic behavior; their psychological energies are focused on the outside world, they are interesed in

57 | Overall External Orientation

Low   Average   High

Tr

19 | Gregariousness

Low   Average   High

Tr

67 | Hospitality

Low   Average   High

Tr

74 | Humor

Low   Average   High
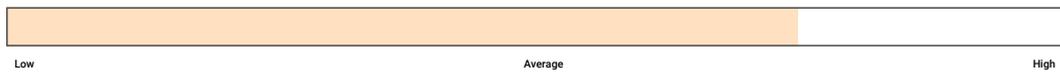
So

70 | Comfort with Authority

Low   Average   High

Understanding Your External Orientation

At times, you may find being around others stimulating and you gain some energy from the outside world. However, you will not likely seek out social attention and may find large groups of people to be de-energizing. You will likely be quick to warm up to others and are comfortable engaging with most anyone. You will likely use humor in many situations. You will likely enjoy being in charge over others.

Internal Orientation

Internally Oriented individuals are generally reserved, interested in their own mental realities, and less inclined to regularly act upon their environments; many Internally Oriented individuals are re-energized by solitude or reducing external stimulation.

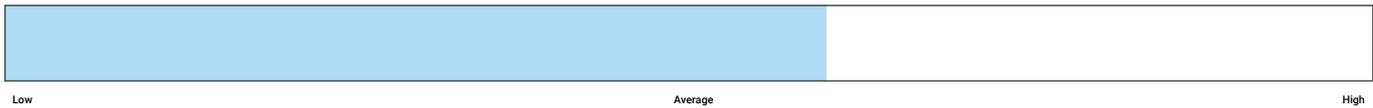## 60 | Overall Internal Orientation

Low | Average | High

57 | Attention to Detail
Tr

Low | Average | High

81 | Solitudinous
Tr

Low | Average | High

52 | Modesty
Tr

Low | Average | High

66 | Self-Consciousness
So

Low | Average | High
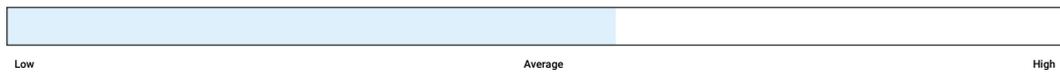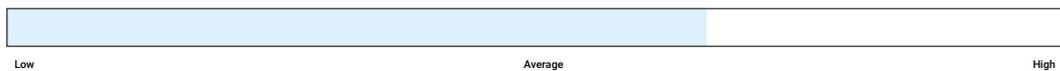
Understanding Your Internal Orientation

You seek ways to seclude yourself from others and you value your privacy in order to re-charge. You will be as careful as the average individual to avoid making mistakes. You are not likely to enjoy being the center of attention and therefore do not regularly seek out the spotlight. You are inclined to tell others about your own accomplishments on your own volition as much as the average person. You may turn your energies inward and focus on your own self-perceptions.

Outcome Focus

Outcome Focused individuals are typically tough minded, competetive, and willing to challenge others. The focus of their experiences tends to be on reaching outcomes, analyzing issues, and asserting their point of view.

52 | Overall Outcome Focus
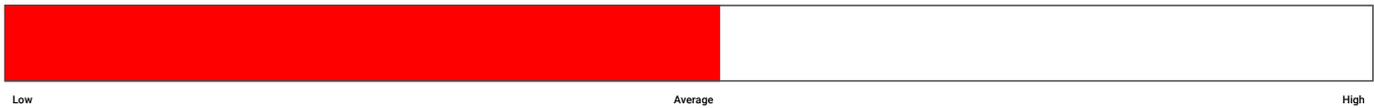
Low	Average	High

71 | Assertiveness

Tr

Low	Average	High

40 | Self-Confidence

So

Low	Average	High

10 | Contemplation

So

Low	Average	High

97 | Values Ambition

Va

Low	Average	High
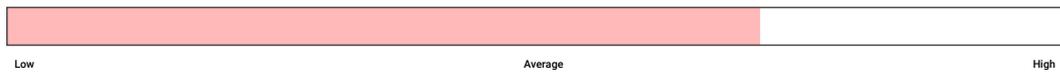
Understanding Your Outcome Focus

You are focused on accomplishing tasks and see the value of reaching desired objectives. You will likely communicate your point of view to others. You will have as much confidence in your own views as the typical person. However, you are not likely to spend much time analyzing an issue, rather, you may go with your initial gut instinct. You are extremely ambitious and have a strong need to feel personally successful.

People Focus

People Focused individuals generally get along with others, they are cooperative, compassionate, and strive for group harmony. The focus of their experiences tends to be on reaching consensus, staying connected, and maintaining the well-being of relationships.

61 | Overall People Focus

Low	Average	High

Tr
68 | Concern for Others

Low	Average	High

Tr
34 | Diplomacy

Low	Average	High

So
87 | Emotional Intelligence

Low	Average	High
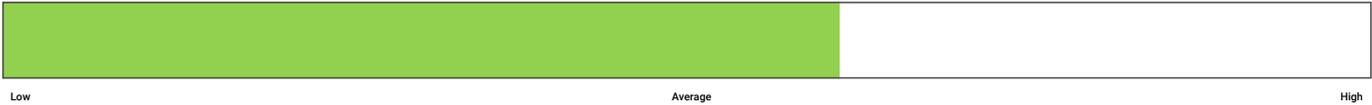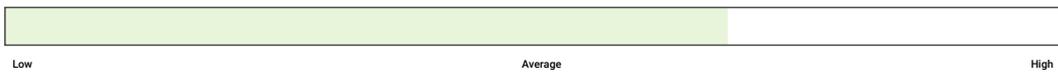
Va
56 | Values Connection

Low	Average	High
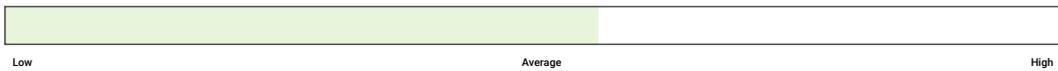
Understanding Your People Focus

You are focused on feelings of others and group harmony. You will likely be focused on helping others. However, you may not pay much attention to group dynamics or feel inclined to alleviate tension. You are highly focused on the emotional experience of others. You have a need for being affiliated with others as much as the average person.

Your Relating Pattern

Relating Patterns are determined by your Orientation to The World and Decision-Making $ScaleName_2_1 Vectors. There are Four Primary Relating Patterns, and your individual Relating Pattern may posess asecpts of all four Primary Patterns.

Relating Patterns

Supporter
61
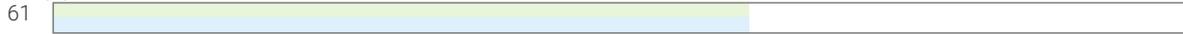
Auditor
56
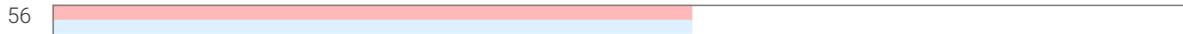
Influencer
59

Director
55

Your Primary Relating Pattern | **Supporter**

Your Primary Relating Pattern is most similar to the Supporter. Supporters tend to relate to others in a modest, unassuming manner. Supporters will be relatively quiet in their relationships. Supports may prefer to be alone, but they will easily go with the will of others in a group. They are often sympathetic and trusting; they will not likely assert themselves if their own needs are not being met.

Under stress, Supporters may not speak up in groups or feel comfortable sharing their ideas aloud. They may judge themselves harshly. At their best, Supporters are very good team players, will take direction, and will feel good about contributing to the group's success and well-being.

Based on your overall Personality System, you are similar to the Supporter Relating Pattern. This suggests you likely posess many, but not all, of the characteristics above. You may posess a number of characteristics of your second highest Relating Pattern as well.

Traits of A Supporter

People Focus

68 | Concern for Others

Low   Average   High

34 | Diplomacy

Low   Average   High

56 | Values Connection

Low   Average   High

87 | Emotional Intelligence

Low   Average   High
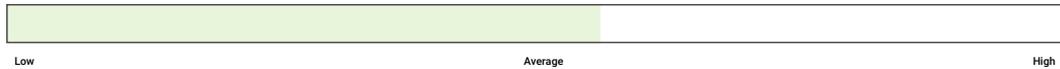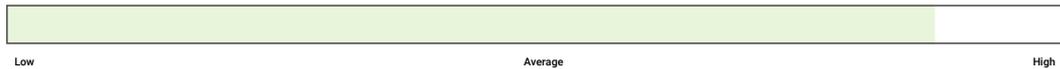
Internal Orientation

57 | Attention to Detail

Low   Average   High

81 | Solitudinous

Low   Average   High

52 | Modesty

Low   Average   High

66 | Self-Consciousness

Low   Average   High

Your Working Pattern

Working Patterns are determined by the Processing Style and Motivation (Drive) Vectors. There are Four Primary Working Patterns, and your individual Working Pattern may posess asecpts of all four Primary Patterns.
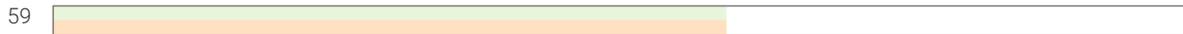
Working Patterns

Seeking
38

Executing
52

Imagining
68

Enterprising
82
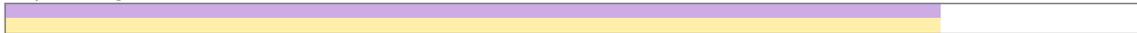
Your Primary Working Pattern | **Enterprising**

Your Primary Working Pattern is most similar to Enterprising. Enterprising Work Patterns are characterized by a genuine love for learning and a strong desire to be successful in their endeavors. They are highly achievement oriented, driven, and value critically scruitinizing many different perspectives of problems to generate creative solutions.

Under stress, they may over-analyze issues or engage in grand problem solving when more tried-and-true solutions would be more efficient. At their best, those with an Enterprising Work Pattern will devote considerable effort to projects and drive complex issues toward resolution.

Based on your overall Personality System, you are extremely similar to the Enterprising Work Pattern. This suggests you likely posess nearly all of the characteristics above. You may posess a few characteristics of your second highest Work Pattern as well.

Traits of An Enterprising Work Pattern

Expectation Driven

79 | Keeps Focus

Low   Average   High

56 | Dutifulness

Low   Average   High

89 | Achievement Drive

Low   Average   High

93 | Values Information

Low   Average   High
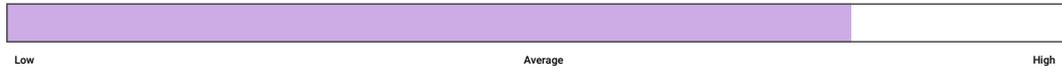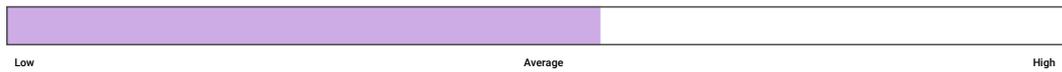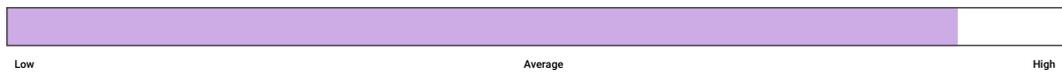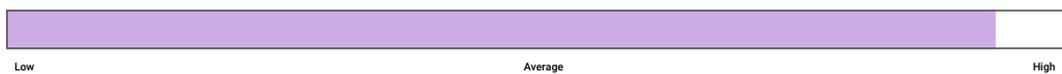
Conceptual Thinking

98 | Imaginative

Low   Average   High

27 | Accepts Ambiguity

Low   Average   High

98 | Open to Learning

Low   Average   High

96 | Self-Reflection

Low   Average   High

Top 5 Personality System Strengths

Personality Systems Strengths are aspects of your Personality System that you most naturally use. They are not abilities or intelligences, but they are considered strengths in that you have likely found ways to use these aspects effectively over your life experiences. Stress-Sensitive Strengths are those that you do not naturally use as much while under stress as you do on your good days.

⚠ **Stress-Sensitive Strength** | **Recommendation**

Imaginative

You are open to and energized by ideas. You readily connect seemingly unrelated concepts and find underlying connections and patterns.

| Schedule time to read. Seek opportunities that welcome and appreciate imagination and fresh perspectives. Look for jobs that pay you for your ideas. Make sure you surround yourself with people who enjoy listening to and discussing a wide range of topics with you.

Intellectualist

You are very adept at learning new information. You enjoy spending time deep in thought and often need the space to flex your intellectual muscles. You love solving problems or thinking about complexities.

| Build relationships with others who are big thinkers. Set aside time to write - it will help you focus your thoughts. Schedule time for free thinking, where you do not need to produce or be productive.

Specifics

You greatly value information and are good at getting into the specifics of an issue, group, or project. You enjoy managing all of the variables, aligning and realigning them until you are sure you have arranged them best.

| Learn the goals of people you work with. Develop strategies for getting things done and accomplishing goals. Push yourself to think of ways to improve routines.

Directness

⚠ You are very direct, clear minded, and know what you want. You communicate your perspective and others typically know what you are thinking. You 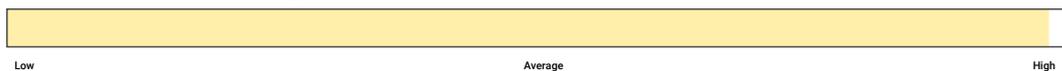strive to bring clarity to issues and want everyone on the same page. Under stress, you may stop advocating for yourself. You may be less inclined to state your opinions when you are feeling overwhelmed or unsure of yourself.

| Prioritize your agenda. Remain assertive about your top issues, but learn to listen and speak with equal passion on behalf of others, not just yourself. Practice summarizing what you hear from, instead of summarizing what you want. Apply your assertiveness to advocating for others or your team.

Stoic

⚠ Serene and pastoral in your presence, you work to maintain a sense of control of your emotions. You are unlikely to make rash or emotionally-driven decisions. You are composed, controlled, and measured in your responses. Stoics won't show emotional weakness. When you are under a fair amount of distress you tend to stop accessing your natural stoicism. Reach for it in these moments, it may be just what you need.

| Seek opportunities that require you to stay composed and calm, particularly in challenging situations. Your presence may be a source of comfort for others who are more emotionally expressive. Be careful not to appear disinterested or complete unaffected.

Your PsyPlex System | Three Modes

Your System | Most Days

This PsyPlex System graph depicts your Personality System as it is on most days. It is a combination of your self-reports on your traits when you are both feeling stress and when you are feeling at your best. Sometimes our Personality Systems change considerably when under stress and sometimes they don't change very much. This page is helpful to see how your overall system may look under each context.

Your System | Good Days

This is your Personality System as you reported your traits when you are feeling free from stress. Good days - or days when you aren't feeling under pressure or over-extended - can occur regularly or sporadically in your life.

Your System | Stressful Days

This is your Personality System as you reported your traits when you are experiencing stress or over-extension. Stressful days can also occur regularly or infrequently, depending upon your circumstances.

Your PsyPlex System | Traits Map

Your PsyPlex System Traits Map outlines each of your Vector Traits under each context: Good Days, Most Days, and Stressful Days. This Traits Map is useful for seeing how your Personality System may be expressed differently when your context changes.

Enthusiasm Driven Traits

Seeks Change
80	Good Days	
95	Most Days	
94	Stressful Days	

Trust
59	Good Days	
70	Most Days	
73	Stressful Days	

Impulsivity
8	Good Days	
10	Most Days	
27	Stressful Days	

Emotional Absorption
83	Good Days	
66	Most Days	
39	Stressful Days	

Expectation Driven Traits

Keeps Focus
Good Days	77	
Most Days	79	
Stressful Days	78	

Dutifulness
Good Days	31	
Most Days	56	
Stressful Days	78	

Achievement Drive
Good Days	84	
Most Days	89	
Stressful Days	86	

Values Information
Good Days	95	
Most Days	93	
Stressful Days	83	

Conceptual Thinking Traits

Innovation
98	Good Days	
98	Most Days	
94	Stressful Days	

Accepts Ambiguity
40	Good Days	
27	Most Days	
23	Stressful Days	

Open to Learning
98	Good Days	
98	Most Days	
92	Stressful Days	

Self-Reflection
88	Good Days	
96	Most Days	
97	Stressful Days	

Concrete Thinking Traits

Seeks Routine
Good Days	20	
Most Days	5	
Stressful Days	6	

Concrete
Good Days	2	
Most Days	2	
Stressful Days	6	

Values Certainty
Good Days	60	
Most Days	73	
Stressful Days	77	

Apprehension
Good Days	86	
Most Days	40	
Stressful Days	12	

Your PsyPlex System | Traits Map

Your PsyPlex System Traits Map can be an excellent tool for exploring what aspects of your Personality System are most stable across multiple contexts. The more similar the scores, the more stable the Trait is. The more scores differ across Good Days, Most Days, and Stressful Days, the more that Trait may be expressed only under certian conditions.

External Orientation Traits

Gregariousness
13	
19	
30	

Hospitality
70	
67	
59	

Humor
57	
74	
84	

Comfort with Authority
87	
70	
18	

Internal Orientation Traits

Attention to Detail
Good Days	29	
Most Days	57	
Stressful Days	86	

Solitudinous
Good Days	87	
Most Days	81	
Stressful Days	70	

Concern for Others
Good Days	42	
Most Days	52	
Stressful Days	61	

Self-Consciousness
Good Days	49	
Most Days	66	
Stressful Days	78	

People Focus Traits

Altruism
64	
68	
68	

Diplomacy
15	
34	
69	

Values Connection
36	
56	
72	

Emotional Intelligence
63	
87	
94	
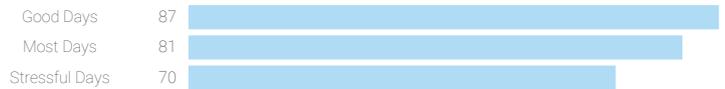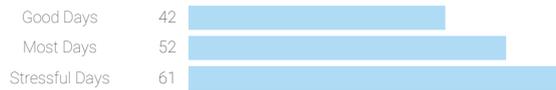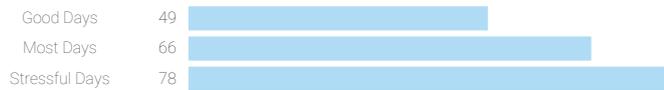
Outcome Focus Traits

Assertiveness
Good Days	94	
Most Days	71	
Stressful Days	23	

Values Ambition
Good Days	95	
Most Days	97	
Stressful Days	94	

Contemplation
Good Days	50	
Most Days	10	
Stressful Days	50	

Self-Confidence
Good Days	90	
Most Days	40	
Stressful Days	10	

Growth Opportunities

While leveraging your Strengths is the most important action to reach your full potential, it is also helpful to remember that no one uses all aspects of the Personality System equally. Exploring your under-utilized system aspects can help you identify opportunities to try new behaviors and operate outside of your comfort zone.

Spontaneity

Exploration

Those with the strength of Spontaneity can readily tap into their emotional knowledge of the moment. They may rely on their intuition and felt sense when making decisions. At their best, they can be motivating, exciting, and interesting. At times, they may under-utilize logic, planning, and reason when making decisions.

What areas of your life would improve with more Spontaneity? Where can you learn to use your emotional knowlege more effectively? What kinds of decisions are better made with intuition and impulse?

Contemplation

People with the strength of Contemplation analyze situations thoroughly, and do so without allowing their emotions to be the sole influence of their perceptions. They seek to gather relevant information and are objective in their analysis.

How can emotions get in your way of making effective decisions? How much information is enough information to make a sound decision? How can deciding too quickly be a problem? How has a past decision based mostly on your emotions turned out?

Peaceable

Those with the strength of Peaceable are slow to anger and unlikely to express negative emotions through anger or frustration. They do not readily display intensity or grow upset about past events that cannot be changed.

What events from the past might you need to let go of? What emotions might be underneath your initial frustrations? How do know the impact your intensity has on others?

Positation

Those with the gift of Positation are full of energy. They derive satisfaction from being in front of groups and highlighting the positives. They are naturally optimistic and love sharing this optimism with others.

When you are in front of large groups, how do you feel about yourself? What social settings lead you to feel uncomfortable? What aspects of social interactions might you be judging? Are these judgments unfair?

Tolerance

People who have the strength of Tolerance are respectful of differences and use their interpersonal skills to help groups find consensus and agreement. They are focused on harmony and reducing the impact of conflict. At times, they may lose sight that some conflicts can be productive.

How do you know the difference between productive and unproductive conflict? What situations could you learn to be more diplomatic? What impact have past conflicts had on your sense of who you are?

Your PsyPlex System | Potential Derailers

The Potential Derailers section helps you explore prominant aspects of your Personality System Traits expressed during times of stress. When under stress, these prominant aspects may be expressed in a less useful manner, potentially derailing your or those around you.
KEY ==> 'changes to'

Enthusiasm Driven Traits

Seeks Change ==> Makes Radical Choices
94
Potential Derailer for Sharon

Trust ==> Naivete
73
Potential Derailer for Sharon

Impulsivity ==> Reticent
27

Emotional Absorption ==> Emotionally Closed
39

Expectation Driven Traits

Keeps Focus ==> Stubborn
78
Potential Derailer for Sharon

Dutifulness ==> Refuses Help
78
Potential Derailer for Sharon

Achievement Drive ==> Goal Fixated
86
Potential Derailer for Sharon

Values Information ==> Seeks Excessive Detail
83
Potential Derailer for Sharon

Conceptual Thinking Traits

Innovation ==> Fantastical Thinking
94
Potential Derailer for Sharon

Values Certainty ==> Fixates on Others' Plans
23
Potential Derailer for Sharon

Learning ==> Loses Focus
92
Potential Derailer for Sharon

Self-Reflection ==> Rumination
97
Potential Derailer for Sharon

Concrete Thinking Traits

Prefers Familiarity ==> Recklessness
6
Potential Derailer for Sharon

Concrete ==> Impracticality
2
Potential Derailer for Sharon

Values Certainty ==> Demands Answers
77
Potential Derailer for Sharon

Anticipates Risks ==> Ignores Risks
12
Potential Derailer for Sharon

Your PsyPlex System | Potential Derailers

External Orientation Traits

Gregariousness ==> Avoids Groups
30

Hospitality ==> Approval Seeking
59

Humor ==> Offends Others
84
Potential Derailer for Sharon

Comfort with Authority ==> Neglects Power
18
Potential Derailer for Sharon

Internal Orientation Traits

Attention to Detail ==> Guarded
86
Potential Derailer for Sharon

Solitudinous ==> Retreating
70
Potential Derailer for Sharon

Diplomacy ==> Self-Depricating
61

Self-Consciousness ==> Intensifies Own Problems
78
Potential Derailer for Sharon

People Focus Traits

Concern for Others ==> Martyrdom
68

Diplomacy ==> Uses Flattery
69
Potential Derailer for Sharon

Values Connection ==> Needs Attention
72
Potential Derailer for Sharon

Emotional Intelligence ==> Manipulates Emotions
94
Potential Derailer for Sharon

Outcome Focus Traits

Seeks Change ==> Passive-Aggressive
23
Potential Derailer for Sharon

Values Ambition ==> Craves Success
94
Potential Derailer for Sharon

Contemplation ==> Excessive Analysis
50

Self-Confidence ==> Under-uses Self
10
Potential Derailer for Sharon

My Notes

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