



WSQ-Discovery

Personal Effectiveness 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.

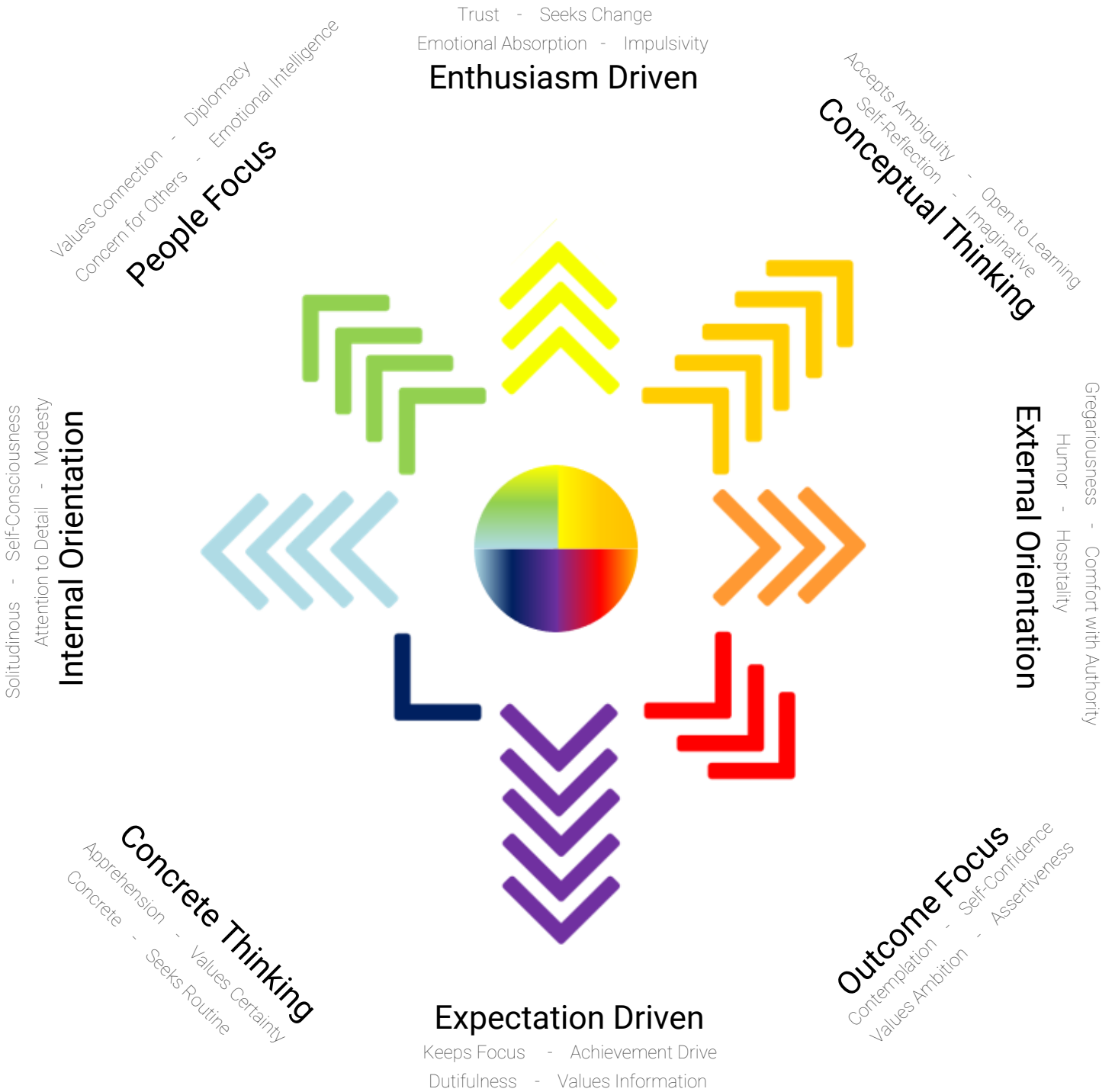


The PsyPlex[®] is a proprietary graphical depiction of an individual's Personality System. The Personality System results from the unique interaction between Traits, Self-Concept, and Psychological Values. There are Four Vectors within the PsyPlex[®] :

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



Your PsyPlex System | Most Days



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.

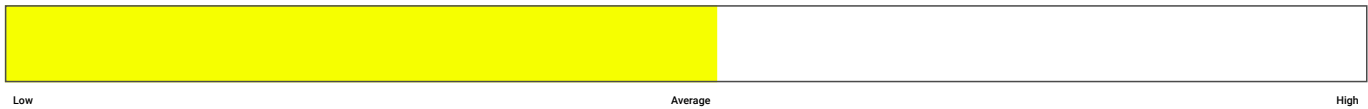


Enthusiasm Driven

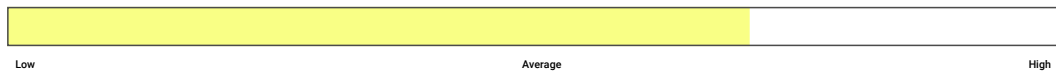


Enthusiasm Driven individuals generally possess a laid-back approach to living; they derive their motivations from a variety of sources, prefer spontaneous activity, readily believe in others, and freely engage with others on an emotional level.

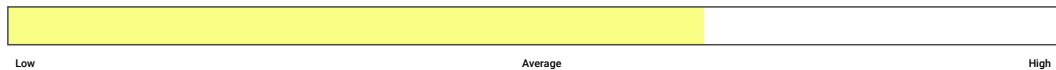
52 | Overall Enthusiasm Drive



70 | Trust



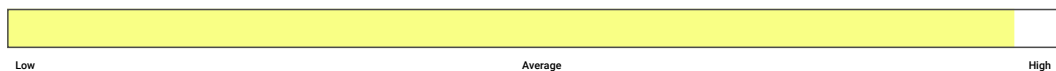
66 | Emotional Absorption



10 | Impulsivity



95 | Seeks Change



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.

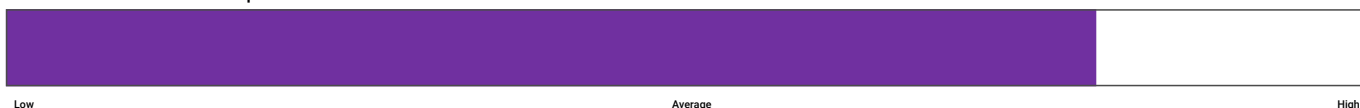


Expectation Driven



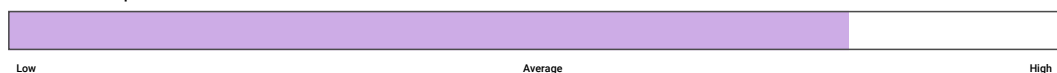
Expectation Driven individuals generally possess a desire to do tasks well, they take obligations to others seriously, are careful, systematic, and feel good when they know what is going on around them. They are deliberate and enjoy seeing their plans reach completion.

80 | Overall Expectation Drive



Tr

79 | Keeps Focus



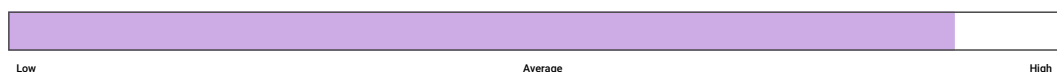
Tr

56 | Dutifulness



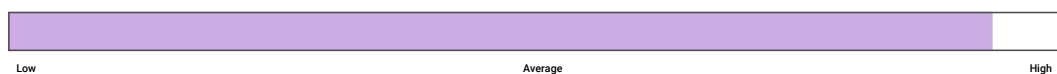
Tr

89 | Achievement Drive



Va

93 | Values Information



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.

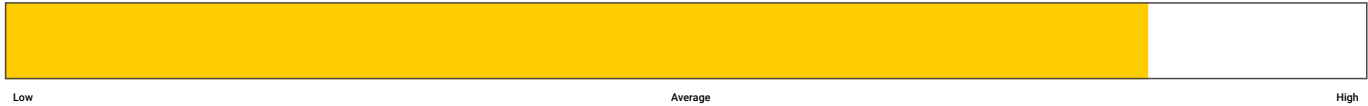


Conceptual Thinking



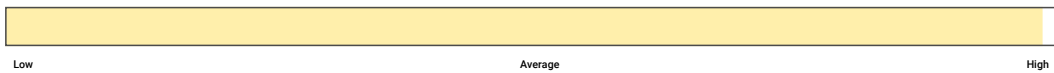
Conceptual Thinkers tend to seek new experiences as a means for gaining new insights or ideas; they think about the big picture, are open to new ideas, and readily engage in self-examination. They have a fluid style of consciousness that allows them to make novel associations between remotely connected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

84 | Overall Conceptual Thinking



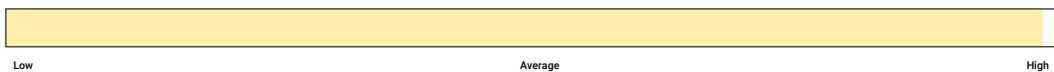
Tr

98 | Imaginative



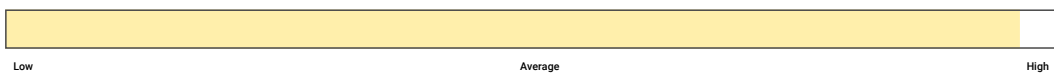
Tr

98 | Open to Learning



So

96 | Self-Reflection



Va

27 | Accepts Ambiguity



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



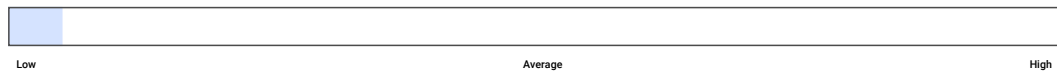
Concrete Thinkers are more comfortable with familiar and traditional experiences, they are less focused on making random connections between ideas, may anticipate risks, and will take action only after feeling certain of the likely outcome.

24 | Overall Concrete Thinking



Tr

5 | Seeks Routine



Tr

2 | Concrete



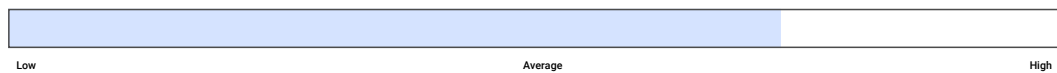
Tr

40 | Apprehension



Va

73 | Values Certainty



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..

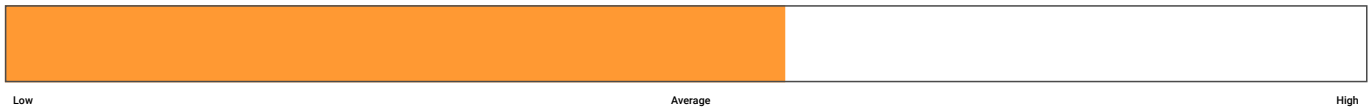


External Orientation



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

57 | Overall External Orientation



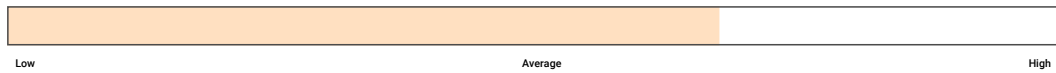
Tr

19 | Gregariousness



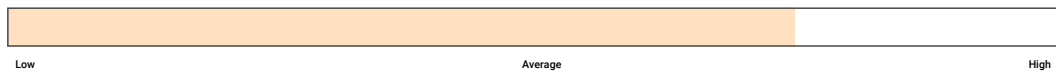
Tr

67 | Hospitality



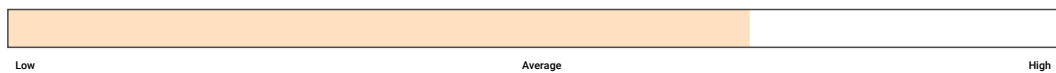
Tr

74 | Humor



So

70 | Comfort with Authority



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.

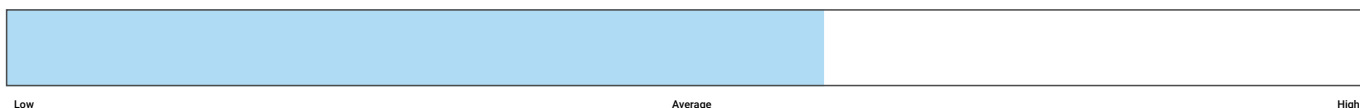


Internal Orientation



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



Tr

57 | Attention to Detail



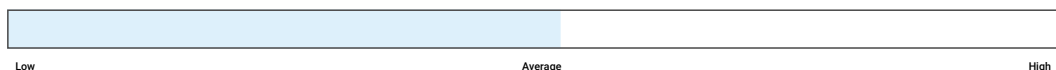
Tr

81 | Solitudinous



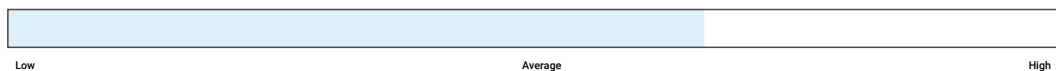
Tr

52 | Modesty



So

66 | Self-Consciousness



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.

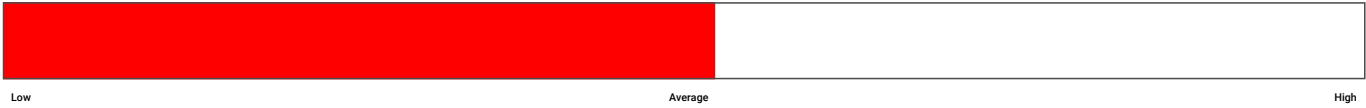


Outcome Focus



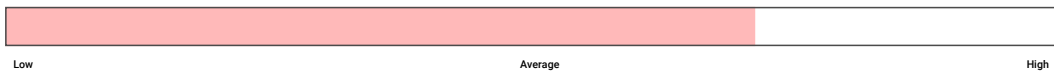
Outcome Focused individuals are typically tough minded, competetive, and willing to challenge others. The focus of their experiences tends to be on reaching outcomes, analyzing issues, and asserting their point of view.

52 | Overall Outcome Focus



Tr

71 | Assertiveness



So

40 | Self-Confidence



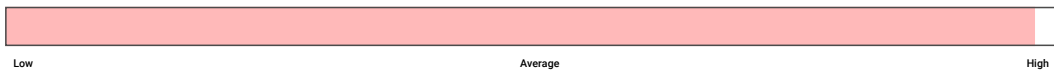
So

10 | Contemplation



Va

97 | Values Ambition



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.

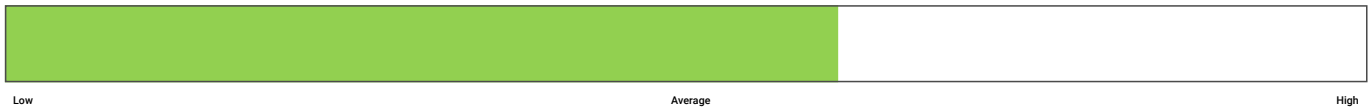


People Focus



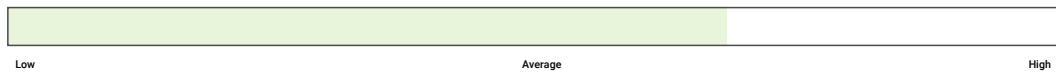
People Focused individuals generally get along with others, they are cooperative, compassionate, and strive for group harmony. The focus of their experiences tends to be on reaching consensus, staying connected, and maintaining the well-being of relationships.

61 | Overall People Focus



Tr

68 | Concern for Others



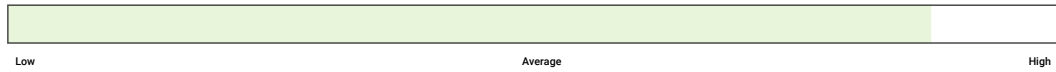
Tr

34 | Diplomacy



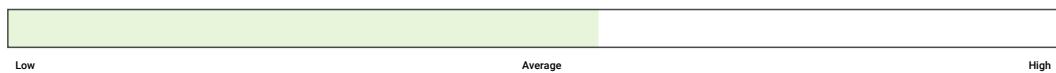
So

87 | Emotional Intelligence



Va

56 | Values Connection



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.



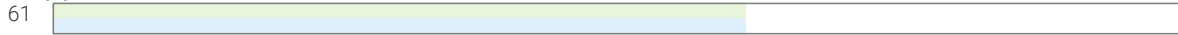
Your Relating Pattern



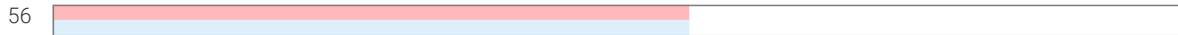
Relating Patterns are determined by your Orientation to The World and Decision-Making \$ScaleName_2_1 Vectors. There are Four Primary Relating Patterns, and your individual Relating Pattern may possess aspects of all four Primary Patterns.

Relating Patterns

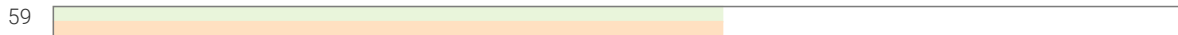
Supporter



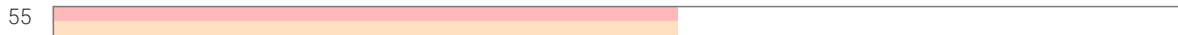
Auditor



Influencer



Director



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.

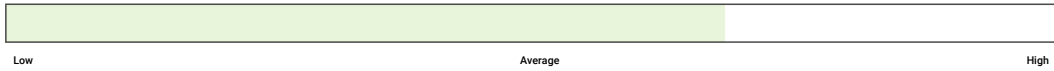
Based on your overall Personality System, you are similar to the Supporter Relating Pattern. This suggests you likely possess many, but not all, of the characteristics above. You may possess a number of characteristics of your second highest Relating Pattern as well.



Traits of A Supporter

People Focus

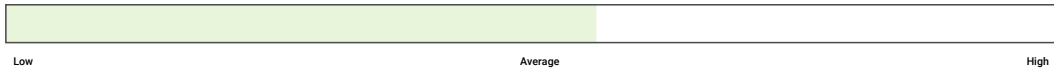
68 | Concern for Others



34 | Diplomacy



56 | Values Connection

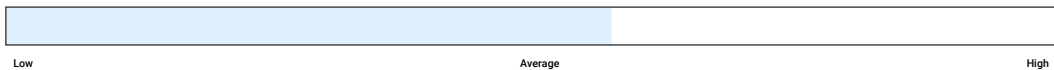


87 | Emotional Intelligence

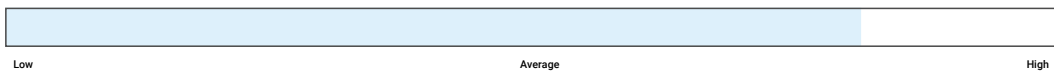


Internal Orientation

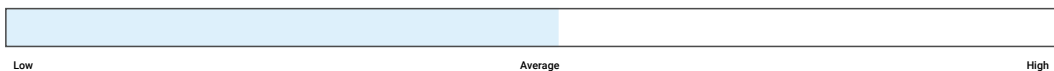
57 | Attention to Detail



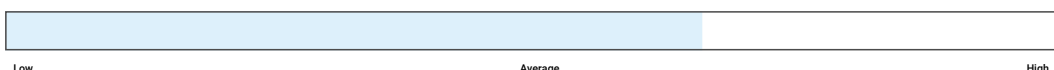
81 | Solitudinous



52 | Modesty



66 | Self-Consciousness





Your Working Pattern



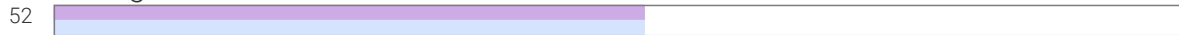
Working Patterns are determined by the Processing Style and Motivation (Drive) Vectors. There are Four Primary Working Patterns, and your individual Working Pattern may possess aspects of all four Primary Patterns.

Working Patterns

Seeking



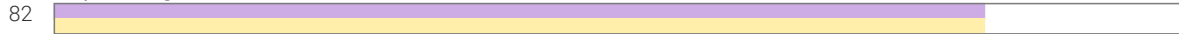
Executing



Imagining



Enterprising



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 scrutinizing 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.

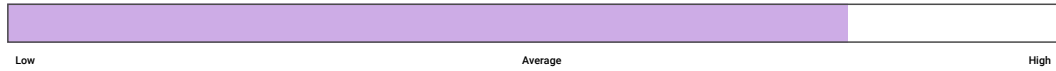
Based on your overall Personality System, you are extremely similar to the Enterprising Work Pattern. This suggests you likely possess nearly all of the characteristics above. You may possess a few characteristics of your second highest Work Pattern as well.



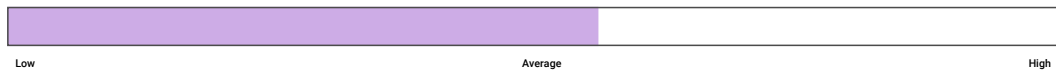
Traits of An Enterprising Work Pattern

Expectation Driven

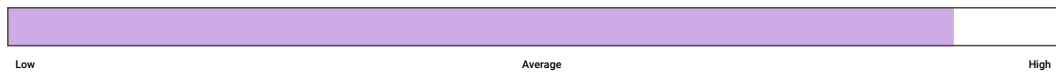
79 | Keeps Focus



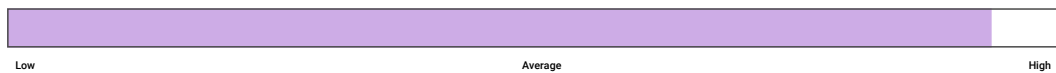
56 | Dutifulness



89 | Achievement Drive

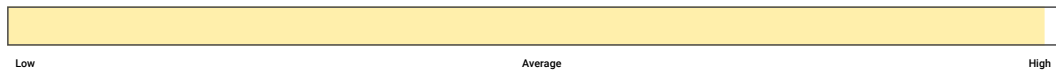


93 | Values Information



Conceptual Thinking

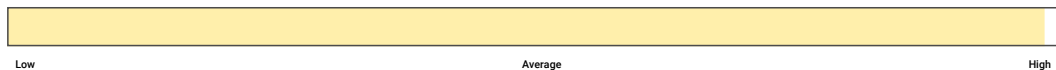
98 | Imaginative



27 | Accepts Ambiguity



98 | Open to Learning



96 | Self-Reflection





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 completely 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



Trust



Impulsivity



Emotional Absorption



Expectation Driven Traits

Keeps Focus



Dutifulness



Achievement Drive



Values Information



Conceptual Thinking Traits

Innovation



Accepts Ambiguity



Open to Learning



Self-Reflection

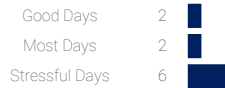


Concrete Thinking Traits

Seeks Routine



Concrete



Values Certainty



Apprehension





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 certain conditions.

External Orientation Traits

Gregariousness



Hospitality



Humor



Comfort with Authority

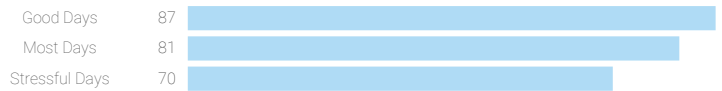


Internal Orientation Traits

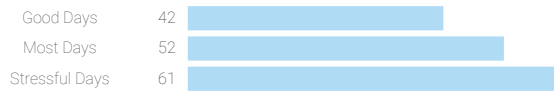
Attention to Detail



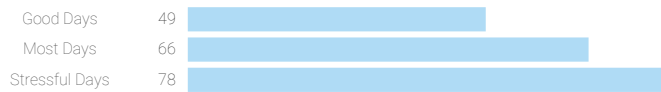
Solitudinous



Concern for Others



Self-Consciousness



People Focus Traits

Altruism



Diplomacy



Values Connection



Emotional Intelligence



Outcome Focus Traits

Assertiveness



Values Ambition



Contemplation



Self-Confidence





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 knowledge 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 you 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 prominent aspects of your Personality System Traits expressed during times of stress. When under stress, these prominent aspects may be expressed in a less useful manner, potentially derailing you 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
 Potential Derailer for Sharon

Emotional Absorption ==> Emotionally Closed
 39
 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

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

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



Hospitality ==> Approval Seeking



Humor ==> Offends Others



Potential Derailer for Sharon

Comfort with Authority ==> Neglects Power



Potential Derailer for Sharon

People Focus Traits

Concern for Others ==> Martyrdom



Diplomacy ==> Uses Flattery



Potential Derailer for Sharon

Values Connection ==> Needs Attention



Potential Derailer for Sharon

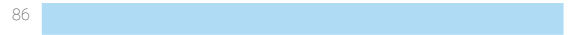
Emotional Intelligence ==> Manipulates Emotions



Potential Derailer for Sharon

Internal Orientation Traits

Attention to Detail ==> Guarded



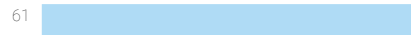
Potential Derailer for Sharon

Solitudinous ==> Retreating

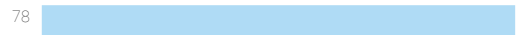


Potential Derailer for Sharon

Diplomacy ==> Self-Deprecating



Self-Consciousness ==> Intensifies Own Problems



Potential Derailer for Sharon

Outcome Focus Traits

Seeks Change ==> Passive-Aggressive



Potential Derailer for Sharon

Values Ambition ==> Craves Success



Potential Derailer for Sharon

Contemplation ==> Excessive Analysis



Self-Confidence ==> Under-uses Self



Potential Derailer for Sharon

