



# WSQ-Discovery

## Personal Effectiveness Report

This Report Prepared for  
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2019-01-15

**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:

<b>Traits</b> <b>Tr</b>	<b>Big Five Personality Traits</b> Openness to Experience, Conscientiousness, Agreeableness, Extraversion, and Emotionality, along with 20 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.
<b>Self-Others</b> <b>So</b>	<b>Self-Concept &amp; Relating Scales</b> 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.
<b>Values</b> <b>Va</b>	<b>Psychological Values</b> 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.

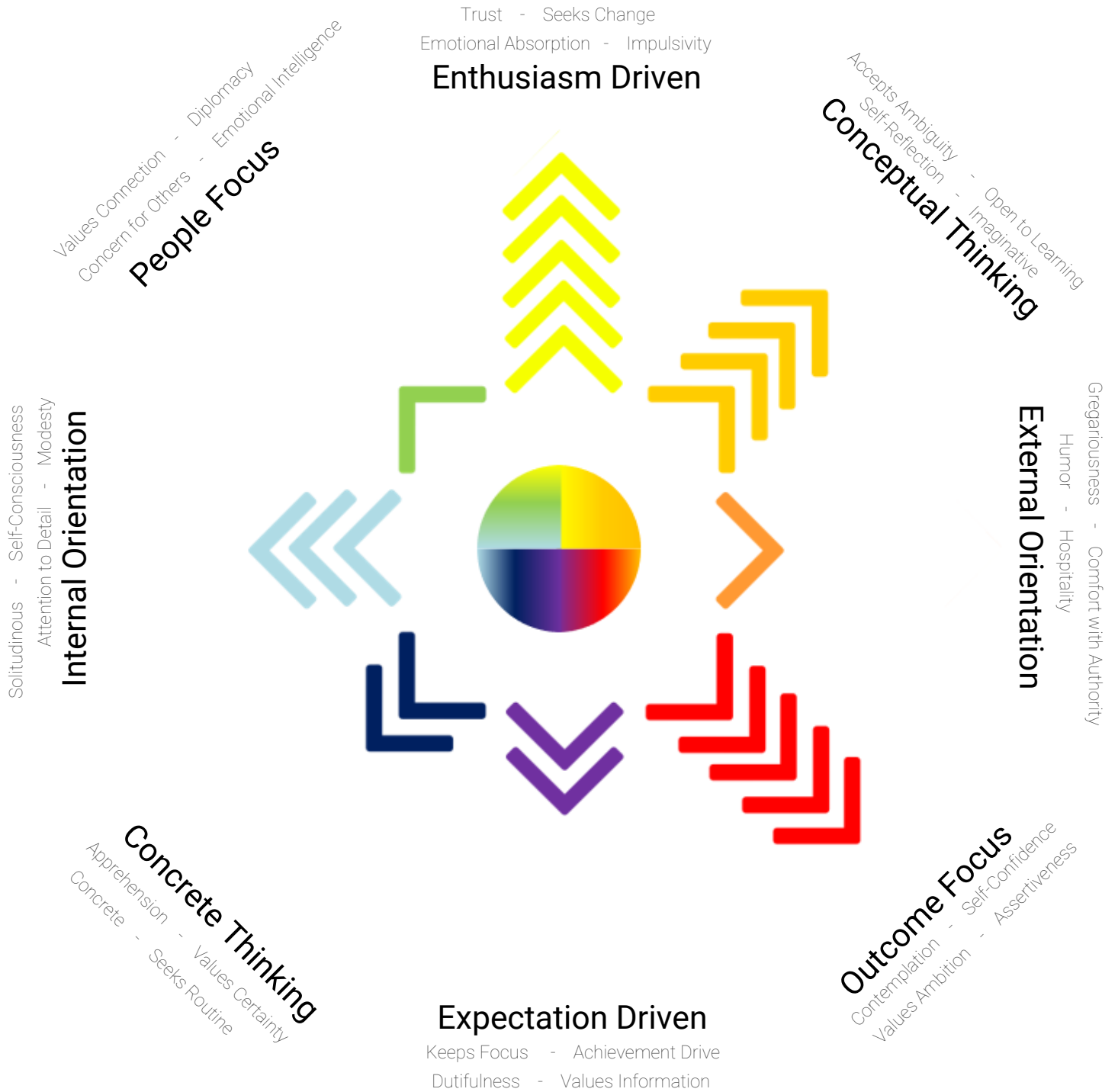


The PsyPlex<sup>®</sup> is a proprietary graphical depiction of an individual's Personality System. The Personality System results from the unique interaction between Traits, Self-Concept, and Psychological Values. There are Four Vectors within the PsyPlex<sup>®</sup> :

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



# Your PsyPlex<sup>®</sup> 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.

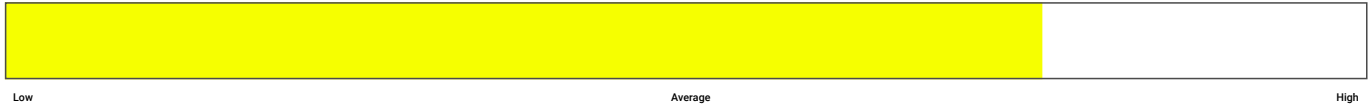


# Enthusiasm Driven



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.

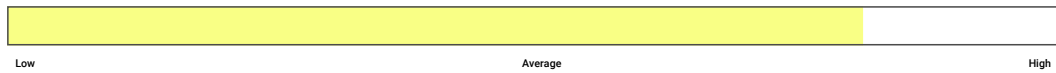
## 76 | Overall Enthusiasm Drive



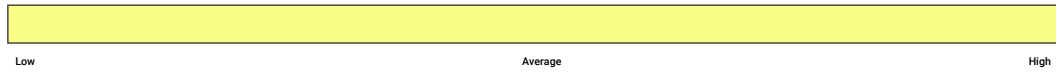
### 1 | Trust



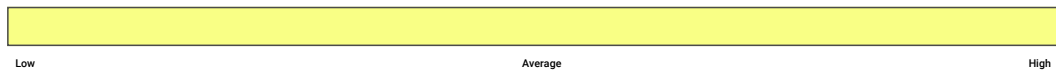
### 81 | Emotional Absorption



### 99 | Impulsivity



### 99 | Seeks Change



## Understanding Your Enthusiasm Drive

You are motivated by serendipity and spontaneity - you are driven by your perceptions. However, you will not likely trust or believe in the best intentions of others without first having evidence of their trustworthiness. You will likely be open to and aware of the emotions and feelings of those around you. You will 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



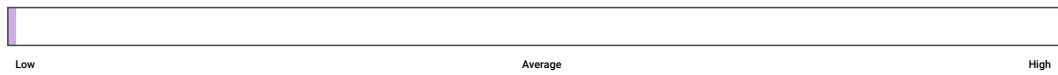
Expectation Driven individuals generally possess a desire to do tasks well, they take obligations to others seriously, are careful, systematic, and feel good when they know what is going on around them. They are deliberate and enjoy seeing their plans reach completion.

## 31 | Overall Expectation Drive



Tr

### 1 | Keeps Focus



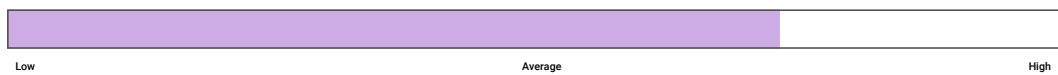
Tr

### 1 | Dutifulness



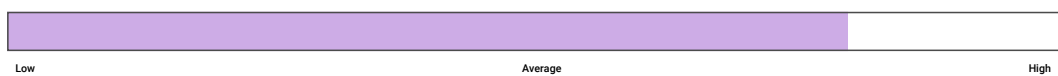
Tr

### 73 | Achievement Drive



Va

### 79 | Values Information



## Understanding Your Expectation Drive

At times, you may be somewhat motivated by seeing tangible progress toward your goals. You will not likely persist on tasks for very long without changing focus. You will let others take the responsibility. However, you will set stretch-goals for yourself. However, you will feel motivated when you have as much information about issues as you can.

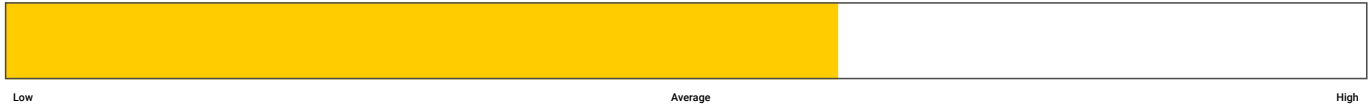


# Conceptual Thinking



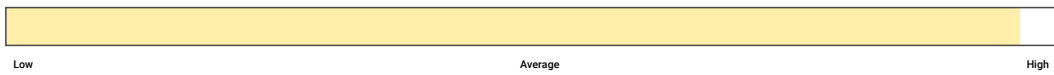
Conceptual Thinkers tend to seek new experiences as a means for gaining new insights or ideas; they think about the big picture, are open to new ideas, and readily engage in self-examination. They have a fluid style of consciousness that allows them to make novel associations between remotely connected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

## 61 | Overall Conceptual Thinking



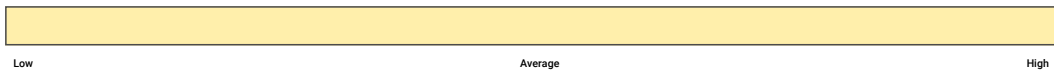
Tr

### 96 | Imaginative



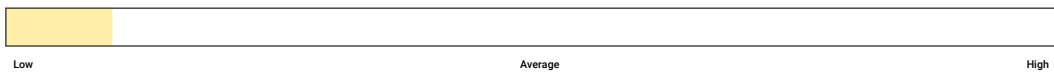
Tr

### 99 | Open to Learning



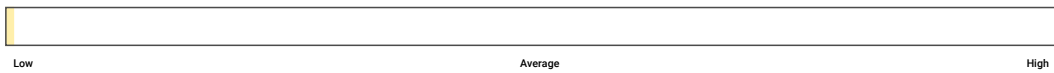
So

### 10 | Self-Reflection



Va

### 1 | Accepts Ambiguity



## Understanding Your Conceptual Thinking

You can think conceptually and creatively and may connect different 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. However, you will not likely reflect on your own thoughts, feelings, and perspectives. However, you are very likely to become distressed by ambiguity and therefore may seek more immediate clarity..



# Concrete Thinking



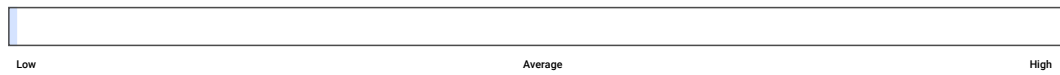
Concrete Thinkers are more comfortable with familiar and traditional experiences, they are less focused on making random connections between ideas, may anticipate risks, and will take action only after feeling certain of the likely outcome.

## 39 | Overall Concrete Thinking



Tr

### 1 | Seeks Routine



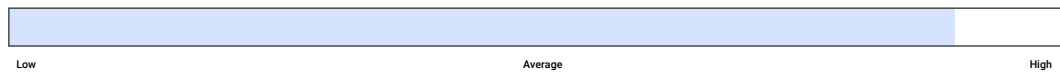
Tr

### 4 | Concrete



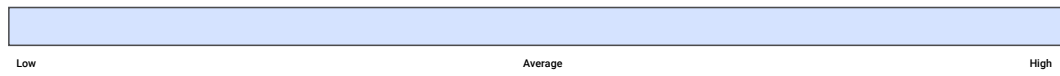
Tr

### 89 | Apprehension



Va

### 99 | 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. However, you are very inclined toward anticipating, and at times, worrying about potential problems. However, you are uncomfortable with ambiguity and feel the need for certainty.



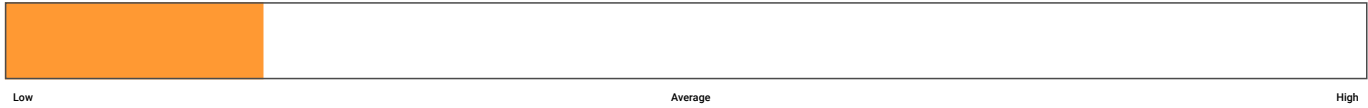


# External Orientation



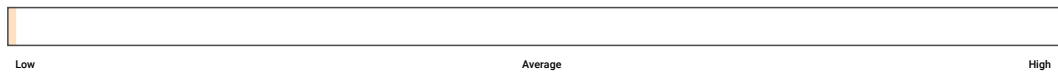
Externally Oriented individuals tend to be outgoing, talkative, and possessing energetic behavior; their psychological energies are focused on the outside world, they are interested in

## 19 | Overall External Orientation



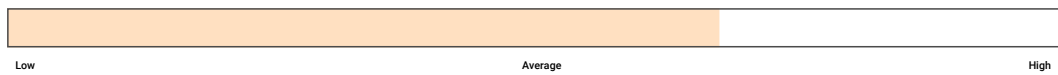
Tr

### 1 | Gregariousness



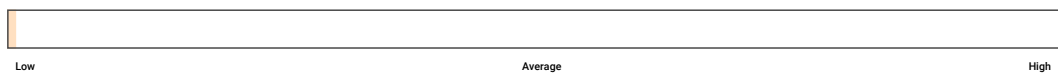
Tr

### 67 | Hospitality



Tr

### 1 | Humor



So

### 16 | Comfort with Authority



## Understanding Your External Orientation

In a few instances, you may find stimulation from interacting with others and the outside world. You will not seek out social attention and find large groups of people to be de-energizing. However, you will likely be quick to warm up to others and are comfortable engaging with most anyone. You are not likely to use humor. You will likely not enjoy being in charge over others.

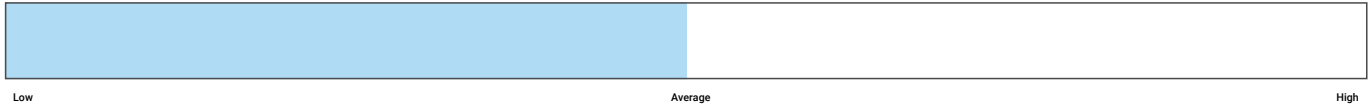


# Internal Orientation



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.

## 50 | Overall Internal Orientation



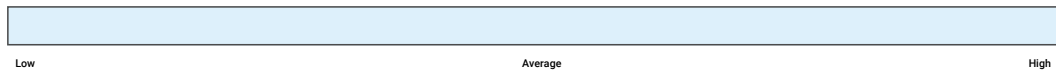
Tr

### 12 | Attention to Detail



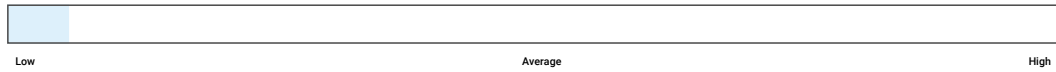
Tr

### 99 | Solitudinous



Tr

### 6 | Modesty



So

### 39 | Self-Consciousness



## Understanding Your Internal Orientation

You may prefer alone time and find being around others too much to be tiring. However, you will not likely worry if mistakes could happen. You do not enjoy being the center of attention and therefore are not likely to seek out the spotlight. However, you will be inclined to tell others about your own accomplishments on your own volition. You turn inward as much as the average person.

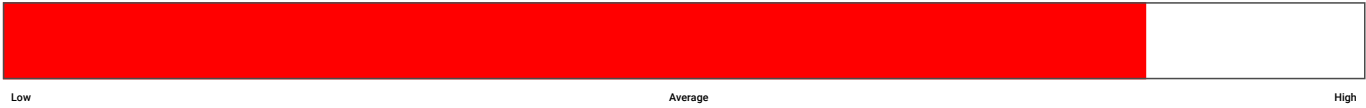


# Outcome Focus



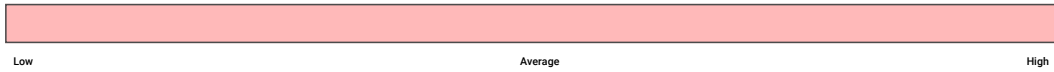
Outcome Focused individuals are typically tough minded, competetive, and willing to challenge others. The focus of their experiences tends to be on reaching outcomes, analyzing issues, and asserting their point of view.

## 84 | Overall Outcome Focus



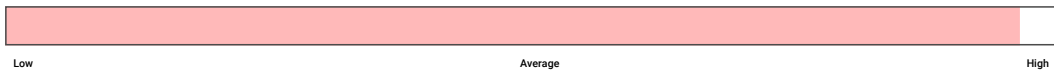
Tr

### 99 | Assertiveness



So

### 96 | Self-Confidence



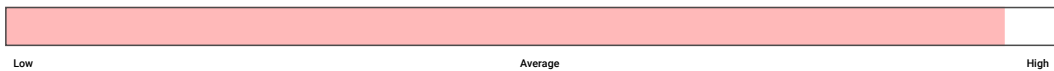
So

### 31 | Contemplation



Va

### 94 | Values Ambition



## Understanding Your Outcome Focus

You are quite focused on accomplishing tasks and put as much or more priority on reaching objectives. You will strongly communicate your point of view to others. You will feel very confident in your own decisions and conclusions. However, you may not spend too much time analyzing or evaluating 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.

## 2 | Overall People Focus



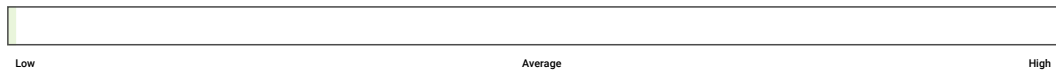
Tr

### 1 | Concern for Others



Tr

### 1 | Diplomacy



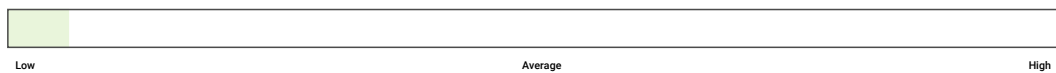
So

### 1 | Emotional Intelligence



Va

### 6 | Values Connection



## Understanding Your People Focus

You are unlikely to focus on the feelings of others or group harmony. You are not likely to focus too much on solely helping others. You are not likely to pay much attention to group dynamics or feel inclined to alleviate tension. You are not likely to focus on the emotional experience of others. You likely do not have a strong need for being connected or affiliated with others.



# Your Relating Pattern



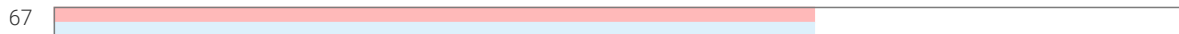
Relating Patterns are determined by your Orientation to The World and Decision-Making \$ScaleName\_2\_1 Vectors. There are Four Primary Relating Patterns, and your individual Relating Pattern may possess aspects of all four Primary Patterns.

## Relating Patterns

Supporter



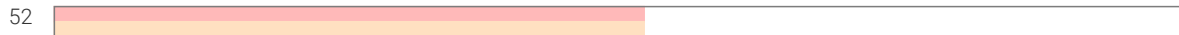
Auditor



Influencer



Director



## Your Primary Relating Pattern | **Auditor**

Your Primary Relating Pattern is most similar to the Auditor. Auditors tend to relate to others in an unassuming manner, but may view social interactions from a give-and-take perspective. Auditors will focus on keeping the social connections balanced, fair, and equitable. They will guard themselves and be wary of others taking advantage of them or others.

- 
- Under stress, Auditors will value their privacy closely, keeping their motives and intentions hidden from others, so as not to be mistreated. At their best, Auditors will help regulate and balance a groups' focus and help bring a sense of impartiality and equality to the group.

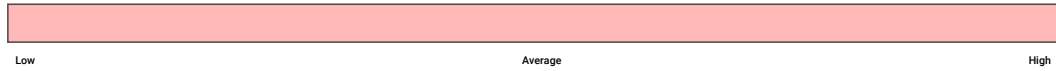
Based on your overall Personality System, you are similar to the Auditor Relating Pattern. This suggests you likely possess many, but not all, of the characteristics above. You may possess a number of characteristics of your second highest Relating Pattern as well.



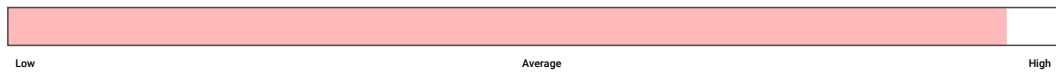
# Traits of An Auditor

## Outcome Focus

99 | Assertiveness



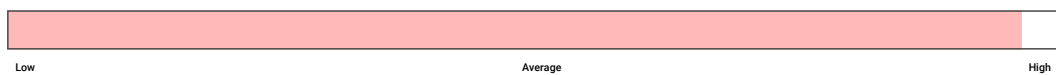
94 | Values Ambition



31 | Emotional Intelligence

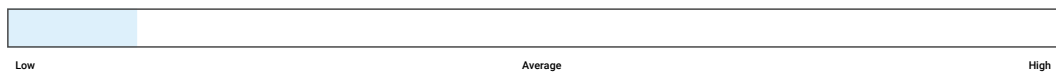


96 | Self-Confidence

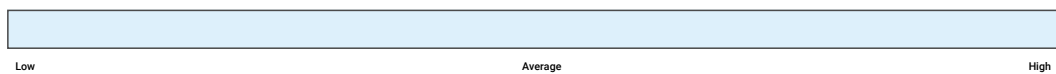


## Internal Orientation

12 | Attention to Detail



99 | Solitudinous



6 | Modesty



39 | Self-Consciousness





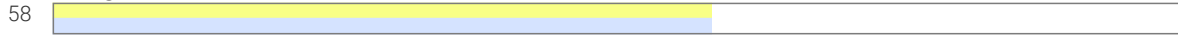
# Your Working Pattern



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 | **Imagining**

Your Primary Working Pattern is most similar to Imagining. Imagining Work Patterns are characterized by endeavoring to learn new ideas and undertake grand new projects. Those with an Imagining Work Pattern are often excellent at developing new ideas. They are highly comfortable with ambiguity, abstraction, and chaos.



Under stress or when immature, those with an Imagining Work Pattern may start many grand projects, but may fail to pick a path and execute. They are at their best when paired with somebody else who helps them focus to complete a project.

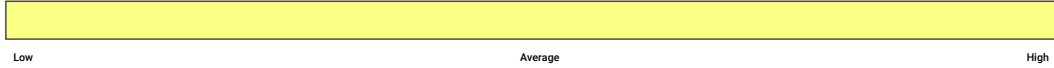
Based on your overall Personality System, you are similar to the Imagining Work Pattern. This suggests you likely possess many, but not all, of the characteristics above. You may possess a number of characteristics of your second highest Work Pattern as well.



# Traits of An Imagining Work Pattern

## Enthusiasm Driven

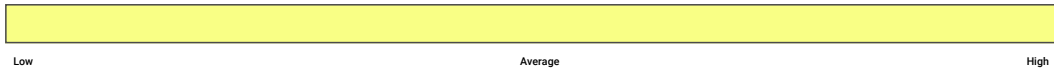
99 | Seeks Change



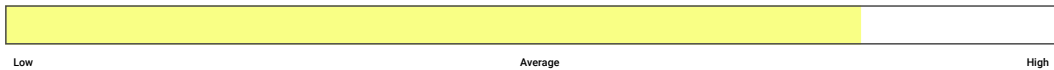
1 | Trust



99 | Impulsivity

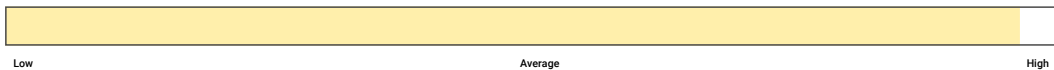


81 | Emotional Absorption



## Conceptual Thinking

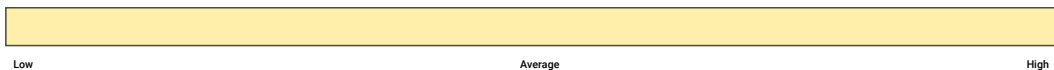
96 | Imaginative



1 | Accepts Ambiguity



99 | Open to Learning



10 | 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**


## Spontaneity

You are open to, and comfortable making, in-the-moment decisions. You often tap into your emotional knowledge of the moment for deciding and acting in the here and now.


 Leverage this strength when with others who may be stuck on making a decision. Use this emotional energy for motivation and action. Be careful to maintain intentionality in your decisions and know when a more thoughtful approach is necessary.


## Spontaneity

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 Leverage this strength when with others who may be stuck on making a decision. Use this emotional energy for motivation and action. Be careful to maintain intentionality in your decisions and know when a more thoughtful approach is necessary.


## Imaginative

 You are open to and energized by ideas. You readily connect seemingly unrelated concepts and find underlying connections and patterns. Under stress, you may lose your imagination or stop using this strength. When you do not use your creative thinking, this may be a clue that you are experiencing more stress than usual.


 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.

## Imaginative

 You are open to and energized by ideas. You readily connect seemingly unrelated concepts and find underlying connections and patterns. Under stress, you may lose your imagination or stop using this strength. When you do not use your creative thinking, this may be a clue that you are experiencing more stress than usual.

 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.



# Your PsyPlex<sup>®</sup> 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<sup>®</sup> 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

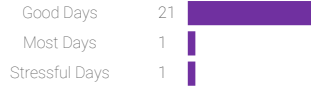


### Emotional Absorption

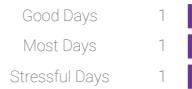


## Expectation Driven Traits

### Keeps Focus



### Dutifulness



### Achievement Drive



### Values Information



## Conceptual Thinking Traits

### Innovation



### Accepts Ambiguity



### Open to Learning

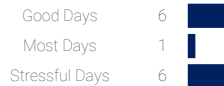


### Self-Reflection

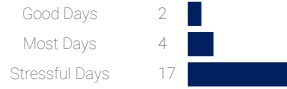


## Concrete Thinking Traits

### Seeks Routine



### Concrete



### Values Certainty



### Apprehension



# Your PsyPlex<sup>®</sup> 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

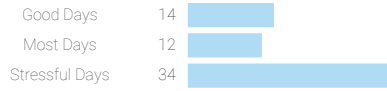


### Comfort with Authority

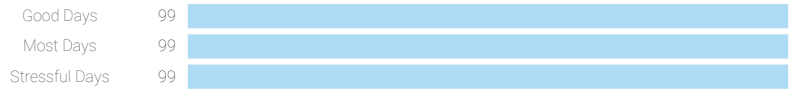


## Internal Orientation Traits

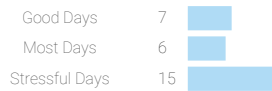
### Attention to Detail



### 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.

## Completor

**Exploration**

Those who have the Strength of Completor, naturally focus on the task-at-hand until it is completely finished. They harness the power of their persistent focus and readily ignore outside distractions. Completors are valuable members of teams and will bring resolution and a sense of finality to things. They persist until all elements of the job are done.

You may prefer to start many things at once and finish things as you see fit. You may benefit from prioritizing what projects needs immediate completion. Practice saying no to new things until you have completed your current priorities.

## Dutiful

Those who possess the strength of Dutiful strive to know what their assignments are. They will take personal ownership of their commitments and duties, taking pride in being appointed to positions of responsibility. They seek out and respond to acknowledgment from those in charge.

Who gives you assignments? How do you respond when those in authority give you important responsibilities? If you are in charge, do you readily acknowledge the contributions of others? How do you give assignments to others?

## Position

Those with the gift of Position 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?

## Diffusement

Those who have the strength of Diffusement naturally use humor to increase group cohesion. They bring levity to stressful situations and do not take themselves or others too seriously. They might, at times, risk offending others, especially if they do not have a prior history with them.

How have you felt when people have teased you? When you tease others, how are you feeling about them? When has someone used humor effectively? What happened? How could you use humor in a similar fashion?

## Acceptance

Those with the strength of Acceptance readily trust others. They accept what others say at face value and do not assume others have a hidden agenda or ulterior motives. They assume most people have positive intentions and rarely question others.

How do you know the difference between being trusting and being naive? Who in your life do you trust? What causes you to question or doubt what others are telling you?



# Your PsyPlex<sup>®</sup> 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 John

Trust ==> Suspicion

1

Potential Derailer for John

Impulsivity ==> Uninhibited

98

Potential Derailer for John

Emotional Absorption ==> Emotionally Sensitive

99

Potential Derailer for John

## Conceptual Thinking Traits

Innovation ==> Fantastical Thinking

83

Potential Derailer for John

Values Certainty ==> Fixates on Others' Plans

1

Potential Derailer for John

Learning ==> Loses Focus

98

Potential Derailer for John

Self-Reflection ==> Hard Headed

32

## Expectation Driven Traits

Keeps Focus ==> Changes Attention

1

Potential Derailer for John

Dutifulness ==> Irresponsible

1

Potential Derailer for John

Achievement Drive ==> Goal Fixated

54

Values Information ==> Seeks Excessive Detail

83

Potential Derailer for John

## Concrete Thinking Traits

Prefers Familiarity ==> Recklessness

6

Potential Derailer for John

Concrete ==> Impracticality

4

Potential Derailer for John

Values Certainty ==> Demands Answers

99

Potential Derailer for John

Anticipates Risks ==> Fixates on Risks

99

Potential Derailer for John



# Your PsyPlex<sup>®</sup> System | Potential Derailers

## External Orientation Traits

Gregariousness ==> Avoids Groups

1



Potential Derailer for John

Hospitality ==> Approval Seeking

98



Potential Derailer for John

Humor ==> Grows Sullen

1



Potential Derailer for John

Comfort with Authority ==> Neglects Power

18



Potential Derailer for John

## People Focus Traits

Concern for Others ==> Self-Seeking

1



Potential Derailer for John

Diplomacy ==> Fights Others

4



Potential Derailer for John

Values Connection ==> Self-Isolation

4



Potential Derailer for John

Emotional Intelligence ==> Emotionally Distant

1

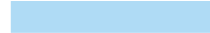


Potential Derailer for John

## Internal Orientation Traits

Attention to Detail ==> Takes Risks

34



Solitudinous ==> Retreating

99



Potential Derailer for John

Diplomacy ==> Grandiosity

15



Potential Derailer for John

Self-Consciousness ==> Intensifies Own Problems

91



Potential Derailer for John

## Outcome Focus Traits

Seeks Change ==> Aggressive

98



Potential Derailer for John

Values Ambition ==> Craves Success

84



Potential Derailer for John

Contemplation ==> Excessive Analysis

84



Potential Derailer for John

Self-Confidence ==> Over-uses Self

67



