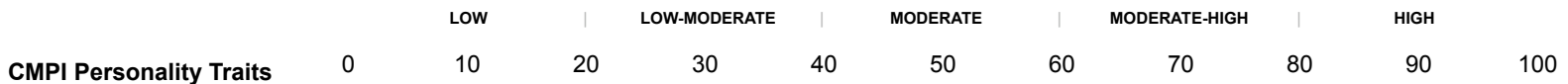


## CMPI Personality Traits

COACHING REPORT (NON-SALES POSITION)

PROFILE FOR  
DATE  
SECTION

SIGMUND SAMPLE  
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This trait describes the employee's intensity/drive to achieve immediate results. *High Scorers* (60% or above) are like "Racehorses" with an unquenchable "fire in the belly" that is focused on well-defined, achievement-related goals. *Low Scorers* (39% or below) are more "plow horses" and have an easy-going, even-paced temperament that relies on established systems and routines to lead to goals.



This scale measures the employee's entrepreneurial spirit to work independently. *High Scorers* prefer working alone without supervision and enjoy situations where they are in control of the outcome. *Low Scorers* are team players who enjoy working with others and sharing the results of their efforts. They are typically more compliant and have very little need to control others.



This scale measures the employee's desire to dwell on the facts, figures, and details when making decisions. Rather than focusing on the overall vision, *High Scorers* can have "analysis paralysis" and spend too much time collecting and analyzing information. *Low Scorers*, on the other hand, can rely too much on their intuition and experience, without spending their time preparing, analyzing or organizing information.



This scale measures the employee's compassion and concern for others. As a result, *High Scorers* thoroughly enjoy job duties that involve helping/serving. They are more open when it comes to sharing their feelings and emotions. *Low Scorers* are better able to prioritize their time because they can stay "on task" without being distracted by the needs of others. They are more controlled when it comes to expressing emotions.



This scale measures the employee's perceived self-confidence as it relates to asserting oneself or maintaining emotional control. *High Scorers* report that they can easily assert themselves when necessary and are seldom intimidated by others. *Low Scorers* report that they yield control to others, are too accommodating, and find it difficult to confront others, even when they are justified.



This scale measures the employee's tendency to exaggerate strengths and downplay weaknesses in order to leave a most favorable impression. *High Scorers* are more resilient to criticism and find it difficult to recognize their weaknesses. They typically deny their fears, faults, and failures. *Low Scorers* take criticism most personally, but are open to recognizing their weaknesses and working on self-improvement.



This scale measures the employee's need for status, prestige, and recognition. *High Scorers* are socially outgoing and thoroughly enjoy being the center of attention. They are motivated more by popularity (than respect) and by external factors (awards, etc.) *Low Scorers* prefer one-on-one relationships and are motivated more by respect (than popularity). They are typically not concerned about the approval of others.



This scale measures the employee's belief in others. *High Scorers* initially give everyone the benefit of the doubt, including management and coworkers. They are typically informal in the way they present themselves (as opposed to formal/professional). *Low Scorers* scrutinize the intentions of everyone until the trust is earned over time. They can be rigid, formal, and professional in the way they present themselves.



This trait describes the employee's belief that they are masters of their destiny. *High Scorers* believe they are victors, not victims, and that they are solely responsible for their success or failure. They expect to achieve solutions to any problems they face. *Low Scorers* see themselves as realists who acknowledge their limited control of circumstances. They are at risk of becoming discouraged or disempowered if they don't receive enough positive reinforcement.