

Psychograph
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PP Distortion: 7

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	LOW	MID	HIGH
Organization By degrees concerning work and personal level of concern for planning need.	1 2 • 4 Prefers to let life happen as it happens. Details and planning considered unnecessary. Unaware of time constraints.	5 6 7 8 Organizational habits well formed. Limited structure accepted and needed.	9 10 11 12 Plans all alternatives before embarking on new projects. Needs highly structured environment. May over plan.
Sensitivity In relation to others and effect on personal emotions.	1 2 3 4 Thinks objectively. Does not let emotions affect decision making. May seem cold and aloof without realizing it.	5 6 • 8 Empathic but not to a point of letting it interfere with emotions or feelings towards others.	9 10 11 12 Handling criticism or rejection difficult. May have emotional fluctuations often. Aware of how others feel at all times.
Imagination How information is received and relationship to external stimuli.	1 2 3 4 Sensor. Receives all information through the five senses. Understanding of abstract or non-tangible ideas or concepts difficult. Lives in the present.	5 6 7 8 Good balance between two extremes. But still may have difficulty understanding abstract concepts.	9 10 • 12 Intuitive. All information received through intuitive sense. Understands abstract concepts easily. May lose interest when follow through required. Lives in future.
Flexibility Attitude towards rules.	1 2 • 4 Rigid. Personal outlook based on preconceived opinions and ideas.	5 6 7 8 Acceptance of new ideas and others' opinions easy. Objectively balanced. Will stand behind decisions but also be open to others' suggestions.	9 10 11 12 Fluid thinker. Forms personal rules of conduct based on circumstances presented.
Recognition Needs regular salary and hours in stable work environment. Reluctant to take risks or change situations. Breaking of routine disturbing.	1 2 3 4 Needs regular salary and hours plus periodic bonus or incentive to augment base. Praise of achievements and efforts important to productivity.	5 6 • 8 Good balance between two extremes. But still may have difficulty understanding abstract concepts.	9 10 11 12 Needs recognition for efforts constantly. Will take risks and gamble to achieve. Status important part of success.
Tension Level of internal metabolism and effect on environment.	1 2 3 4 Prefers fixed position in protected environment. May seem slow to react but can handle extreme pressure when necessary.	• 6 7 8 Good balance between two extremes.	9 10 11 12 Prefers frequent movement in unrestricted atmosphere. Constant routines disliked.
Probing Level Level of trust displayed in what others say and do.	1 2 Accepts others for what they say they are. Probing behind decisions considered unnecessary.	3 4 • 6 7 8 Will question moderately when faced with new decisions and rules. Healthy outlook concerning actions of others.	9 10 11 12 Others' actions questioned and probed for hidden meanings. Doesn't accept new information at face value.
Social Need Need to interact with others.	1 2 3 4 Introvert. Prefers work which doesn't require interaction with others on a constant basis. May seem quiet and unresponsive.	5 6 7 8 Ambivert. Working alone or with others acceptable. May seem reserved or shy since communication is transmitted on a need to know basis.	9 • 11 12 Extrovert. Needs continued interaction and communication with others.
Assertive How an individual reacts when challenged.	1 2 3 4 Submissive. May allow others to dominate in most situations to avoid confrontations.	5 6 • Can hold their own when challenged but may back off when a more dominant individual confronts them.	8 9 10 Uses assertive skills properly. Will stand firm when need arises.
Competitive Whether a person values friendship above personal need to compete and excel.	1 • 3 4 Values friendship above individual need to win and excel. Will compete on a team for the good of the group.	5 6 7 8 Fairly competitive. Will solicit friends if they believe in product but will not always strive to win in all situations.	11 12 Will attempt to tell others what to do and try to control situations.
			9 10 11 12 Oriented to compete and win in all situations. Constantly filling need to meet challenges and overcome.