



Motivational Profile (MP)

Standard Report for Cognadev IT
STRICTLY CONFIDENTIAL

NAME:

Alex Sample

MP NUMBER:

MP-006909

ASSESSMENT DATE:

2025-11-18



Introduction

The MP

The Motivational Profile (MP) is a computerised assessment exercise that has been designed to measure aspects of motivation. Although some of the constructs measured are fairly stable, other aspects may be affected by situational factors and are likely to change under different circumstances.

The measurement technique involves a card game using the selection of archetypes, metaphors and / or roles. The following aspects are tracked:

- The roles the person reports on accepting and rejecting in life generally, in work and in interpersonal relationships
- The degree the person prioritises these roles, their degree of satisfaction and control over these roles
- The person's depth of awareness and understanding of their archetypes, metaphors or roles

The constructs reported on include:

- Life script
- Shadow index
- Motivation
- Dynamic personality patterns (Enneagram)
- Projected values (Spiral dynamics)
- Emotional intelligence (EQ)
- Energy themes
- Personality (comparing psychometric constructs)
- Self-report
- Life roles selected and rejected

The MP draws from a variety of theoretical contributions and bodies of knowledge including:

- Motivational research by B. Shalit and R.S. Lazarus
- Symbolic Interactionism by E. Goffman
- Research on Value orientations and Consciousness by K. Wilber, C. Graves, D. Beck, C. Cowan, Loevinger, and Kohlberg
- The Chakras by C. Myss and A. Wauters
- Views on Archetypes by C.G. Jung, J. Jacobi, C. Myss and A. Wauters
- Personality tests including the MBTI and Belbin
- Integrity testing: the Giotto by J. Rust
- Emotional Intelligence by Goleman, Cooper and Sawaf

Biographical information

Full name:	Alex Sample
Gender:	Female
Date assessed:	2025-11-18
Report date:	2025-11-18
Unique test number:	6909
Date of birth:	1988-11-23
Nationality:	Other
Ethnicity:	Other
Highest education:	Other
Discipline:	Other
Functional area:	Other

Life script

The various roles or metaphors that a person selects for their life, work and relationships can be grouped to reflect specific underlying themes or life scripts. These life scripts indicate general patterns of behaviour organised around identity-related goals and purposes. The positive energies associated with these life scripts are identified and described. Not everyone might have developed the full spectrum of behavioural tendencies associated with a particular life script. Certain subthemes may also derail the positive behaviour characteristic of each of the life scripts.

From the available life scripts, the following 15 themes have been identified qualitatively: Interdependence, Intuitive, Experiential and Experimental, Intentional, Accepting, Optimistic, Pragmatic-functional, Principled, Transcendent, Passionate, Creative, Freedom and Responsibility, Adaptable, Compassionate and Intellectual.

Although more than one of these themes may be evident from the roles a person adopts, only the most prominent theme(s) underlying a person's choice of roles / metaphors are reported.

The set of metaphors or roles Alex reflects the following general life script(s):

Intellectual



Alex may:

- pursue knowledge and understanding
- take on the role of reflective observer
- be passionately interested in particular subjects and perspectives
- be disciplined in obtaining knowledge and understanding
- be explorative
- show rigour in applying logical reasoning
- come up with ingenious solutions, perspectives and / or insights
- have a strong need to meaningfully interpret fragmented or chaotic information
- seem somewhat emotionally detached at times

Shadow index

A person's everyday functioning in the roles they selected encompasses both positive and negative (or "hidden") aspects. The Shadow index specifies a person's degree of awareness of these mental and emotional aspects.

A person's Shadow index is calculated by considering the following aspects:

- the degree that negative role behaviour is denied
- the extreme rejection of the negative implications of role behaviour
- relatively lower scores on attitude, satisfaction, involvement and control in relationships as opposed to life and work
- contradictions in responses, for example, describing a role as very important and reporting a high degree of control with regards to that particular role, yet indicating unhappiness about the role
- indications of gullibility, uncritical acceptance of issues and socialised responses

James Hollis, in "The Midlife Passage" (1993, p 78-79) describes the shadow in the following way: "...the Latin poet Terence said "nothing human is alien to me". This maxim hurts when we apply it to ourselves.

The shadow should not be equated with evil, only with life that has been suppressed. As such, the shadow is rich in potential. Becoming conscious of it, makes us more fully human, more interesting. ... A willingness to allow our darkest impulses, as well as our repressed creativity, to surface and be acknowledged is a step towards their integration. Negative shadow contents such as rage, lust, anger, etc., can be destructive when acted out unconsciously, but when consciously acknowledged and channelled they can provide new directions and new energy."

A score of 1 indicates a high degree of self-awareness, while a score of 5 may indicate a lack of introspection, self-insight and experience of the different aspects of one's identity.

Alex received the following score in terms of the Shadow index:



Score of 4:

While Alex may be aware of certain personal strengths and developmental areas, she seems to prefer not focusing on and addressing problematic behaviour patterns. This may serve as a protective mechanism. It may also indicate that Alex is currently dealing with inner conflict regarding her current and idealised self.

Motivation

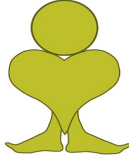
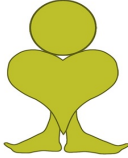
The work of Shalit and Lazarus provides useful guidelines for the assessment of various aspects of motivation, including a person's:

- Attitudes towards self (positive versus negative)
- Differentiation or cognitive inclination (a detailed, focused and structured versus a holistic and intuitive approach)
- Involvement (amount of emotional energy invested)
- Control or the reported effectiveness of the person's control, monitoring or implementation

The above constructs are referred to as "Attitude", "Head", "Heart" and "Feet" respectively. The interaction between these aspects of motivation in the different contexts of life, work and relationships, provides useful information on the person's motivational patterns and current situational adaptation.

A qualitative interpretation of the person's scores is given on the next page.

Alex's motivation in terms of Attitude, Head, Heart and Feet in Life, Work and Relationships:

	Life	Work	Relationships
			
Attitude (General)	3	3	2
Differentiation (Head)	2	3	3
Involvement (Heart)	3	2	2
Control (Feet)	3	2	1

Note: Scores range from 1 to 5

Summary	• Open-minded / intuitive / holistic • Composed and relaxed • Can either lead or follow • Can manage or implement • Mature and well-adapted	• Adaptable: structured and intuitive • Reserved or unemotional • Not action oriented • Tends to follow rather than lead • Dissatisfied with own control	• Adaptable: structured and intuitive • Reserved or unemotional • Not action oriented • Tends to follow rather than lead • Dissatisfied with own control
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Motivation

The tendency to accept or critically evaluate issues

Balanced, mature, careful

In her attitude towards life in general and work / career, Alex would appear to be balanced. This is usually indicative of a mature and composed individual who can adapt to most situations by adjusting her perceptions depending on the nature of such situations. However, in terms of her attitude towards others / interpersonal relationships, a somewhat critical, cautious or careful approach is detected. It may be that Alex is currently experiencing certain concerns pertaining to interpersonal relationships, impacting negatively on her ability to approach these areas in a relaxed and satisfied manner.

Differentiation (Head)

The ability / need to systematically differentiate between stimuli and to analyse / prioritise issues

Adaptable; flexible; even intuitive; involved decision-making at times

Alex displays a flexible, adaptable and receptive approach with regard to work and others / interpersonal relationships. These characteristics are usually associated with someone who is not overly concerned with the need for a structured environment, and who consequently often embraces change. Alex may enjoy working with new ideas and might get frustrated with tasks requiring detailed structuring and routine maintenance. Such individuals are usually able to adapt to different tasks and often find a balance between a holistic approach and practical detail. In terms of her approach to life in general, Alex would appear to be even more flexible: creativity, emotional involvement, inventiveness and intuition seem to play important roles in her life in general, and she displays the ability to function in an unstructured environment.

Involvement (Heart)

Emotional drive, ability or need to get involved. Inner driving force

Somewhat reserved, co-operative, composed, resilient

Towards work and others / interpersonal relationships, Alex displays an emotionally somewhat restrained or reserved approach. Her adjustment to work and others is that of a reserved, calm and co-operative individual. However, Alex's rather unemotional approach may be associated with a certain degree of insensitivity towards the feelings of others, and/or difficulties in motivating others. This restrained approach to life and work is somewhat tempered when Alex's approach to life in general is considered: where life is concerned, she displays an emotionally balanced approach and should be able to vary her emotional involvement depending on the situation. Such individuals are usually resilient and do not allow problems / stress to affect their inner energy and emotional drive. They appear to be composed, confident and relaxed.

Control (Feet)

Being able to affect influence and to take control of situations

Flexible in terms of need for / sense of control, but concerned at times

In terms of her approach to life, Alex is quite flexible and adaptable with regard to control and should be able either to lead or follow. The need for / sense of control is even less evident in her approach to work and others / interpersonal relationships. In fact, where work is concerned, Alex displays a relatively low need for / sense of control, and may refrain from taking charge. This sense of control is particularly lacking in her approach to others / interpersonal relationships. In terms of interpersonal relationships, Alex shows a need to be directed by others. She may harbour some self-doubt and may at times feel unable to influence circumstances. This could lead to passivity and impact negatively on her performance and sense of goal achievement. Situational problems currently experienced by Alex may explain these discrepancies with regard to the need for / sense of control.

Dynamic personality patterns (Enneagram)

The life roles selected, and the more in-depth responses to these roles, have been linked to the Enneagram. The Enneagram dates back to 2500 BC but has been developed since by authors such as C. Naranjo, A. H. Almaas, S. Maitri, D. Riso and R. Hudson. It identifies 9 behavioural orientations – presented here as “dynamic personality patterns”.

According to the Enneagram, love and acceptance are the core drivers of behaviour. Personality is a defensive structure shaped by three conditions of feeling unloved: (a) a lack of control, (b) insecurity, and (c) disapproval from others. Our defensive responses to these conditions become our personality over time. Personality therefore seldom reflects a person's true being, but response to feeling unloved. By identifying the pattern(s) reflected by a person's behaviour, the Enneagram also reveals the development needed for realising the true self, emotional essence or 'soul child' of the person to enhance psychological and spiritual growth.



Alex's enneagram profile

Alex's most prominent Enneagram pattern:

Type 5: The Investigator

(to know, leave me alone)

You:

- are a thinker, are knowledgeable and enjoy problem-solving
- often investigate issues
- do not want to be seen as ignorant or uninformed
- primarily respond to your inner models of the world
- do not necessarily enjoy sharing your insights, discussing your ideas or teaching others
- are quite idiosyncratic and tend to march to your own drumbeat
- are emotionally independent and require little from others
- generally are easy-going, but can be critical
- may experience emotionally charged social interactions as draining
- value privacy
- tend to avoid those who are intrusive or demand emotional intimacy
- may, however, have partnered with someone who is emotionally needy
- can be mean by withdrawing from others
- often suppress your own feelings
- are more sensitive than what you appear to be
- may, under prolonged traumatic circumstances, completely withdraw from others

Developmental Guidelines

Inside every withdrawn, private, observant thinker, who is reluctant to share their time and resources with others (which some regard as spiritual 'greed'), there is a hidden 'soul child' who needs to be powerful, competent and in control. This is related to an uncomfortable relationship with nurturing and protective figures during early childhood which results in withdrawal from emotional intrusion and a view of 'mastery' as the opposite of 'connection'.

As a prerequisite for healing, the need for power and mastery has to be understood, accepted and realised through personal competence and effectiveness. The 5 has to develop interpersonal skills in particular to optimally and assertively express and gratify personal needs. The sense of control that can be obtained from comfortably managing interpersonal relationships could enable the Type 5 to move towards emotional generosity and satisfaction. The Type 5 has to learn that withdrawal is not a prerequisite for understanding and for exercising power.

Developmental theme to be integrated

Type 5: Investigator



Type 8: Challenger

The 5 needs to overcome own emotional withdrawal by developing the 8's sense of personal empowerment, involvement, control and achievement

Alex's second most prominent Enneagram pattern:

Type 7: The Enthusiast

(to enjoy)

You:

- tend to be enthusiastic and fun seeking
- love stimulation, but fear being trapped in intensity
- generally keep things light
- may appear distractible, with low frustration levels
- show 'gluttony' or a need for experience and stimulation
- tend to diffuse situations with your charm
- probably are a generalist and project an image of 'knowing', but this may be superficial
- tend to move on as soon as things become mundane
- want to maintain manoeuvrability
- show a fear of being trapped
- often do not settle down and may prefer long distance relationships
- tend to form great friendships
- regard the world as a playground
- tend to be independent-minded
- are flexible, adaptable and strategically inclined
- often avoid facing your own loneliness and despair
- may become depressed in a strong, committed role, such as that of a parent
- may, under extreme circumstances, resort to superficiality in pursuit of immediate gratification

Developmental Guidelines

Inside every over-indulging, fun-loving, spontaneous, somewhat superficial enthusiast, there is a hidden 'soul child' that wants depth, emotional connection, commitment, knowledge and understanding. The 7s so-called 'gluttony' is related to a deep sense of inadequate connection with the nurturing figure and therefore a sense of emotional deprivation that has resulted in seeking pleasurable experiences for emotional gratification.

The 7s may need to withdraw from constant stimulation seeking to heal, develop personal depth and a more meaningful connection to the self and the world. The depth that 7s subconsciously long for does not develop through variety and stimulation. Inner depth and connection will liberate the 7 from the race for attention and gratification.

Developmental theme to be integrated

Type 7: Enthusiast



Type 5: Investigator

The 7 needs to address own hedonistic tendencies by integrating the 5's depth of understanding and objectivity.

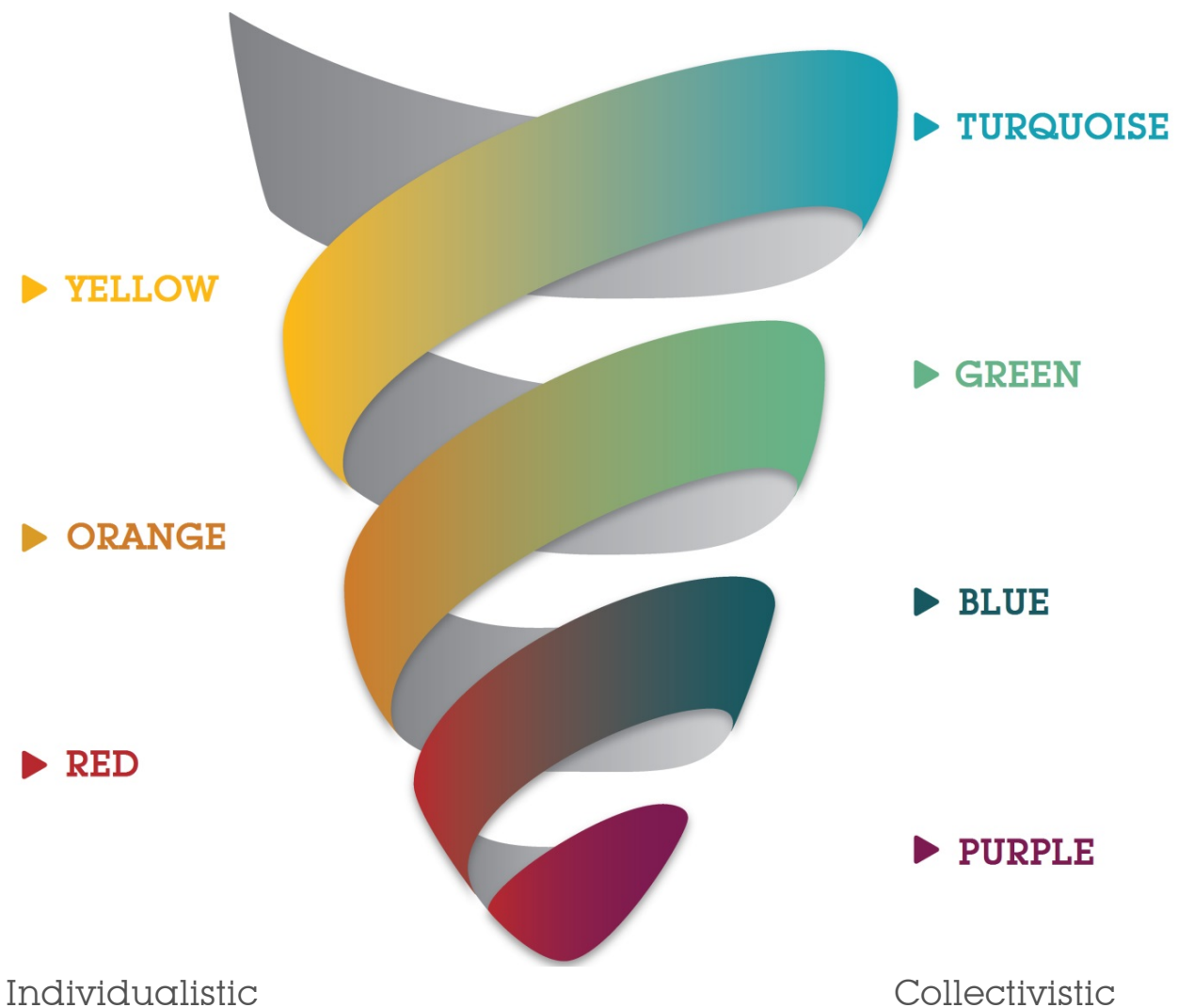
Projected values

Every individual has a particular value orientation that colours their perception of the world. Seven such broad valuing systems are described by the Spiral Dynamics (SD) model of Clare Graves. Each of these valuing systems, which can also be referred to as perceptual orientations, organising frameworks or worldviews, is associated with a colour (Purple, Red, Blue, Orange, Green, Yellow and Turquoise) as well as with particular behavioural tendencies.

These roles selected in the MP can be linked to the value orientations or colours of the Spiral Dynamics model. The roles do not necessarily reflect one's true valuing orientation, but can be seen as a person's behavioural adaptation to their particular context. If the values as indicated by the person's roles match the person's true value orientation, then the person is likely to feel 'in flow' in the particular context.

In "The Presentation of Self in Everyday Life", E. Goffman refers to "front stage" and "back stage" aspects of our functioning. The front stage is how we present ourselves to the world. This concept overlaps with that of "persona" of Jungian psychology which reflects social role playing. It may also refer to a mask.

The assessment has been devised so that the person accepts only the positive aspects of each orientation given as the front stage. The person only rejects the negative aspects of the value orientations given as the back stage.



Front stage (Only positive aspects accepted)	Back stage (Only negative aspects rejected)
The positive aspects of the SD value orientations that are reflected by Alex's role behaviour:	Negative aspects of the SD value orientations that Alex seems to avoid / hide / reject in herself and others:
• Red(17) • Orange(16) • Yellow(15)	• Red(14) • Blue(10) • Purple(9)
	

Alex's front stage indicates the acceptance of the following (only first two are given):

Red values: Energetic

The Red value orientation is associated with energetic behaviour aimed at exercising personal power, taking control and achieving practical results. From this viewpoint, the world is regarded as a place of limited resources where the fittest survive via effort and hard work. Important issues are: respect, strength, challenge, competition, achievement, recognition, excitement, adventure, pleasure / gratification and stimulation. The emphasis is on being assertive, proving oneself to the world, creating an identity to feel proud of and avoiding losing face.

Orange values: Performance

The Orange value orientation is aimed at creating value. This may manifest as the need to perform, achieve, be self-reliant, responsible and to rise to challenges. Behaviour is characterised by an individualistic, flexible, resilient, opportunistic and optimistic orientation. An internal locus of control allows the person to exercise freedom of choice. The world is seen as a place full of opportunities where one can create one's own destiny. Success can be achieved by working smarter rather than harder and via the manipulation of perceptions – such as thinking of win-win solutions or reframing situations. This orientation may support risk-taking behaviour and have an interest in progress, development, efficiencies, status, lifestyle and prosperity.

Emotional intelligence (EQ)

- Intrapersonal functioning: self-esteem, self-insight, self-management, energy and motivation, resilience
- Interpersonal functioning: empathy, influence, managing others

The following Intrapersonal and/or Interpersonal constructs are indicated as relative strengths and/or development areas. These scores reflect Alex's selection and evaluation of specific archetypes or roles and indicate how she and others may perceive her intra- and interpersonal functioning in general:

	Construct	Description
Intrapersonal	Energy and motivation	• Passionate involvement in work, life, relationships • Enthusiasm, excitement, interest, curiosity, exploration • Taking initiative, being pro-active, following through, perseverance, action orientation • Drive, stamina • Responsivity, willingness • Alertness
	Resilience	• Capacity to deal with adversity, uncertainty and ambiguity • Emotional fitness, balance • Creativity, flexibility, open-mindedness, effective daydreaming • Divergent generation of alternatives, explorative, opportunistic • Self-acceptance and trust rather than rigidity or defensiveness • Absence of excessive repression, suppression and preoccupation
	Self-esteem	• Self-confidence, self-trust, self-acceptance • A positive identity and self-image • A sense of personal purpose • Intentionality and the will to implement it • Optimism • A sense of empowerment
	Self-insight	• Self-awareness • In touch with their inner voice and feelings as they occur • Understanding own emotional strengths, weaknesses and behavioural patterns • Intrapsychic literacy • Intuitive awareness • Emotional honesty • Learning from mistakes
	Self-management	• Balancing feelings with objective and rational considerations • Postponing immediate gratification of needs • Willingness to make personal sacrifices • Goal-directed, focus, purposeful, commitment and persistence • Integration of long-term goals with immediate mundane activity • Controlled emotional expression • Will, self-discipline, internal locus of control • Conscientious, principled, integrity, emotional depth

	Construct	Description
Interpersonal	Empathy	• Interpersonal literacy and emotional honesty • Appropriate emotional expression and understanding (verbal and non-verbal cues) • Willingness to listen, compassionate and genuine concern • Intuitive awareness, interpersonal connection, resonance • Relatedness and trust • Humanistic value orientation • Realistic boundaries, control and ego needs
	Influence	• Persuasiveness in advocating issues • Energising and motivating others, generating excitement, infectious enthusiasm • Self-confidence and image management • Appropriateness • Congruence, leading via example, alignment of own promises and delivery • Trustworthiness • Manipulation skills, sensitivity to subtle social cues, social adaptability • Political savvy, assembling political coalition, manoeuvring
	Managing others	• Understanding others, showing interest and acknowledging their feelings • Challenging others positively and motivating them • Political awareness and skill in manipulating perceptions • Taking responsibility, comfortable with status and decision-making power • Goal-directed, clear vision, communication of goals and vision, being specific • Decisive, committed • Honesty about own feelings, sincerity, transparency, creating trust • Maintaining personal boundaries • Constructive disagreement, conflict management • Cooperative, creating a mature environment, consistency

Energy themes

Psychological and spiritual awareness are explained through alternative spiritual traditions by a variety of authors, including Caroline Myss who regards humans as energetic beings, the integrated functioning of which transcends scientific principles.

Humans are enveloped by energy, draw energy from the universe, process energy and put forth energy. According to Myss, this is supported by seven bio-energy centres. Each energy centre represents a different configuration of physical, emotional, psychological and spiritual factors.

The roles selected in the MP assessment are associated with psychological themes or 'energy patterns'. The broad issues that are focused on and the degree of discomfort with these issues are indicated below. It is often the case that one focuses energy on issues that cause a sense of discomfort or disequilibrium. The energy themes are associated with particular aspects of psychological and physical well-being.

Energy theme	Psychological themes	Relevance to psychological wellbeing
Groundedness	Energy related to how secure you feel in the world. This is the centre of abundance, survival issues and physical vitality	It is only from a strong foundation that a person can move in different directions. Feeling safe and secure in the world, one can realise/actualise your ideas
Performance	Energy related to issues of power and control in the material / external world, including money, sexuality and the control of other people. This is the centre of stability, creativity and physical energy	Trusting your inner self (or being "centred") is crucial for plotting the details of your relationships with your physical and social environment
Identity	Energy pertaining to your sense of selfhood and personal power. This is the centre of reactive emotions	Developing a sense of identity enables personal empowerment and facilitates interpersonal relationships. This energy centre is related to personal power, fear and self-esteem issues, as well as the experience of unrefined reactive emotions (fear, jealousy and hatred). It involves your feeling of self or "selfhood"
Compassion	Energy related to all issues involving love and compassion. This is the centre of empathy, affection, care, devotion and spiritual growth	The capacity to project love and acceptance towards others represents a transition from the personal to the more universal realms of the higher chakras. It involves seeking harmony and equilibrium
Self-expression	Energy involving issues of personal presentation. This is the centre of communication and self-expression	The sense that you have a say in creating your reality; the right to express your feelings and ideas as well as using your will-power to actualise yourself
Wisdom	Energy pertaining to insight and wisdom. This is the centre of intuition, telepathy and intellect	It is only through reflection / introspection that you find meaning and gain insight into your own life and life in general
Connection	Energy pertaining to the essence of "being" and the overall meaning of life. This is the centre of spiritual and collective connection	The capacity to move beyond rational comprehension to access an understanding of "being"

Alex's results in terms of the Energy Themes appear on the next page.

Relative to the aggregate of all Alex's FOCUSED as well as DISCOMFORT energy theme magnitudes, her energy focused on each of the themes below is indicated in terms of 4 ipsative score categories ranging from low (on the left) to high (on the right).

FOCUSED Energy The degree of energy Alex currently focuses on:	Current DISCOMFORT The degree of discomfort Alex currently experiences regarding:
Groundedness	
Energy related to the sense of safety, security and 'groundedness' in the physical world. This is the centre of abundance, survival issues and physical vitality	
It is about accepting your physical body; your family and ethnic group; showing commitment and consistency; feeling worthy and capable of supporting yourself	You may experience some fear, stress and insecurity; distrust others that are different from you, possibly have a dislike of your own body, experience a sense of not belonging, loneliness and a lack of support, desire greater social and material security, experience impaired concentration and de-motivation as well as perhaps a feeling of being victimised
Performance	
Energy related to issues of power and control in the external material world, including money and the control of other people. This is the centre of stability, creativity and sexual energy	
This relates to your physical and social functioning in the external world. It is about taking on responsibility and empowered participation in the material world	You may experience dissatisfaction regarding your performance and achievements, as well as with your environment that may lack quality, structure and predictability
Identity	
Energy pertaining to your sense of selfhood and personal power. This is the centre of reactive emotions	
This relates to your trust in own instincts, feeling empowered to make your own decisions, acting consciously and decisively and dealing effectively with emotions and emotional expressions	You may to some extent be defensive and lack self-esteem, feel that you need to prove yourself, possibly seek to establish a sense of identity, may avoid failure, risk, losing face, intimidation, rejection and may be very critical of yourself
Compassion	
Energy related to all issues involving love and compassion. This is the centre of love, affection, compassion, devotion and spiritual growth	
The capacity to project love and acceptance towards others in general, or humanity, represents a transition from the personal to the more universal realms of human consciousness. It involves seeking harmony and equilibrium. It is about being able to give love unconditionally, being compassionate and concerned about the well-being of others, the world and being generally spiritually aware	You may be experiencing disappointment in your personal or work relationships, experience difficulty in giving and / or receiving love, may not easily trust others, may feel lonely, frustrated and isolated, possibly experience emotional pain or anguish
Self-expression	
Energy involving issues of personal expression. This is the centre of personal purpose, willpower, communication and self-expression	
This is about being able to access a sense of personal purpose, the will-power to develop it, the capacity to express own needs and sense of purpose, the decision to exercise freedom of choice, the acceptance of accountability, trust in your own creativity and following your dreams	You may feel frustrated, blocked and unable to create your own reality and to actualise your personal purpose, find it difficult to express your individuality and to communicate your own feelings and ideas and may be unsure as to what you want in life
Wisdom	
Energy pertaining to insight and wisdom. This is the centre of intuition, telepathy and intellect	
It is about being able to explore and learn from life's experiences, opening yourself up to introspection, self-examination and intuition, resolving major life challenges, developing insight and creating meaning related to the significance of your own life and of life itself, developing insight, knowledge and reasoning skills, developing the capacity to extract order from chaos and taking a philosophical perspective	You may doubt your own intuitive insight and understanding, feel caught up by contradictory expectations and considerations regarding a major life decisions, question the limitations of your daily existence, feel caught up and preoccupied about a major existential issue and feel dissatisfied about the application of your intellectual capacity
Connection	
Energy pertaining to the essence of 'being' and the overall meaning of life. This is the centre of spiritual and collective connection	
This is about the capacity to move beyond rational comprehension to access an understanding of 'being'. It involves acceptance of your life, finding meaning, fulfilling the purpose in your life, experiencing peace, fulfilment and 'oneness' with the universe and accessing truth and a transpersonal connection	You may currently regard life as meaningless, experience a spiritual crisis, loss of faith, direction and purpose and a loss of connection to humanity, a higher being and the human experience

Personality

It is useful to compare assessment results across various psychometric instruments for research purposes and to create a holistic, informed picture of the complexities involved in integrated personality functioning.

In this section the selected roles are associated with personality constructs from:

- The Belbin, which indicates a person's team role preferences within an organisational context
- The Jungian MBTI, which assesses personality preferences
- The Giotto, which measures aspects of personality and / or integrity

Team Roles

The MP results have been linked qualitatively to the Belbin constructs. The Belbin assesses team role contributions related to: creativity, exploration, structuring, managing and coordinating others, implementation, follow through and critical evaluation.

Given the selected role preferences in Alex's life, work and relationships, it seems that she often takes on the roles of:

Monitor-evaluator	Tracks, assesses and judges performance against certain criteria / plans, contextualises issues, is evaluative
Coordinator	Organises and coordinates the team for effective and purposeful team work
Completer-finisher	Ensures that the detail of the task is accurate, formatted correctly and finalised in a precise manner

Jungian Type

The MP results have been linked qualitatively to the MBTI constructs. The MBTI assesses personality preferences regarding contexts, relationships and activities. It specifies energy sources, information forms, decision-making styles and the person's application in goal direction. Note that seemingly opposite poles on prominent personality dimensions may be indicated.

Given your selected role preferences in your life, work and relationships, it seems that you show the following personality preferences:

Information

Intuition (N)	Focuses on intangible issues, ideas, hypothetical possibilities
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Decision-making

Feeling (F)	Incorporating the complexity of people feelings and values in decision-making, interpersonal sensitivity
Thinking (T)	Decision-making based on analysis, logic and rational objective grounds

Giotto virtues

The MP does not directly measure the Giotto constructs, but has been linked qualitatively to the Giotto. Given your selected role preferences in your life, work and relationships, it seems that you may show the following tendencies:

Faith	Loyal and somewhat group-dependent
Charity	Tendency to share information and communicate in a straight and transparent manner
Prudence	Conscientiously focuses on detail – whether mundane or not

Self-report

This section reflects Alex's own comments on her life, work and interpersonal relationships:

Life	Work	Relationships
<i>The most important issues in my life are:</i> Happiness Growth Awareness	<i>The work that I do mostly involves:</i> Testing Admin Client Relations	<i>How other people see me:</i> Reliable and responsible Independent Thoughtful
<i>What I hope for in my life:</i> Success Peace Health	<i>I seem to enjoy these aspects of work most:</i> Analytics Stats Logical Reasoning challenges	<i>I mostly take the following roles in my life:</i> Confidante Mentor Problemsolver
<i>What I fear for in my life:</i> ing down the people who rely on me Missing out on meaningful opportunities Failure	<i>I seem to avoid these aspects of work:</i> Clients People Training	<i>I seem to be admired for:</i> My honesty My sense of humor My problem-solving skills

Life roles selected

Life	Work	Relationships
Guide - wise mentor and leader - well developed insight, intuition, wisdom - trusted by others	Engineer - designs and provides practical solutions - a technically creative problem solver	Detective - investigator of information - seeks evidence and clues - observant and intuitive
Seeker - on a journey to learn and gain understanding - an intellectual or spiritual wanderer and nomad	Detective - investigator of information - seeks evidence and clues - observant and intuitive	Clown - masks own feelings with mockery and exaggeration, yet deeply serious - humorously represents social absurdities
Clown - masks own feelings with mockery and exaggeration, yet deeply serious - humorously represents social absurdities	Hermit - a recluse / living in solitude - withdraws from society and others - disinterested in interpersonal relationships and material possessions	Guide - wise mentor and leader - well developed insight, intuition, wisdom - trusted by others
Detective - investigator of information - seeks evidence and clues - observant and intuitive	Clown - masks own feelings with mockery and exaggeration, yet deeply serious - humorously represents social absurdities	Confidante - dependable, trustworthy best friend - listens with care - emotionally supports another
Student - self development via learning - a curious, open and enquiring mind - seeks information and understanding	Guide - wise mentor and leader - well developed insight, intuition, wisdom - trusted by others	Engineer - designs and provides practical solutions - a technically creative problem solver
Engineer - designs and provides practical solutions - a technically creative problem solver	Pioneer - explores and discovers new territory (in any area) - innovates by continuously pursuing new conquests	Knight - protector of honourable causes - symbol of loyalty, virtue, honour, self - sacrifice - chivalry, romance - can be male/female

Life roles rejected

Life	Work	Relationships
Destroyer Trickster / (Manipulator) Saboteur Pirate / Thief Alien Exorcist	Trickster / (Manipulator) King/Queen Magician Monk / Nun Destroyer Alien	Pirate / Thief Trickster / (Manipulator) Saboteur Prince Bully Destroyer

Final comments

The MP is a psychological assessment technique distributed by Cognadev. For more information on the MP and other assessments offered by Cognadev, please visit the website:

<http://www.cognadev.com>

The MP is a complex instrument that requires comprehensive training. Feedback on this report should always be done by an accredited MP practitioner.

Disclaimer:

Cognadev's reports should only be used for the intended purpose of the assessment which may include selection, placement, succession, team compilation, individual and/or team development as well as organisational development.

Various product-related reports are available on the Skylab delivery platform, including in-depth standard reports, competency reports and brief summary reports.

Assessment results should ideally be integrated with additional sources of information such as interviews or performance appraisals and should be contextualised in terms of the competency requirements of the position /role.

This report was generated automatically by Cognadev. When interpreting the results, careful consideration should be given to factors that may have impacted the results.

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