Simmons Personal Survey EQ Profile V3 (c) 1990, Simmons Management Systems

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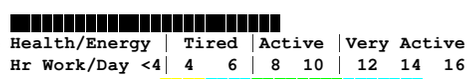
COMPANY: Internet Client NAME: A Thief ACCT# 6041-01840/1 08/31/24

Validity: !!! OTHERS (O) IS MUCH LOWER THAN SELF (S). OTHERS MAY BE RIGHT. THEY MAY HAVE HAD A SETBACK. THEY FEEL AND WILL SAY THEY ARE HIGHER. THE END OF THE BAR IS LIKELY HOW THEY ARE NOW.

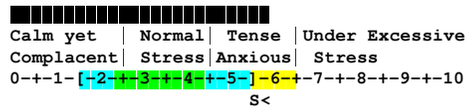
S=Sees Self O=Others See Bar=Tendency

Energy 6 Enough energy to work in an active, yet normal setting. Energetic. Handles high stress rather well & recovers quickly. Bored with a slow pace. NEEDS: an above average pace & level of activity; to think/move rather fast; few delays; less than normal rest/sleep.



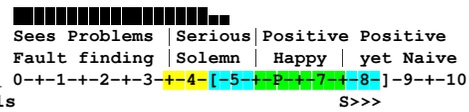
> Raise low scores below by following goals. Check your health for what may cause low energy. Solve any depressing circumstances.
< Work for a leader with equal/more energy. Stay within job limits. Find a way to use your extra energy outside the job.

Stress 5.7 Involved in life & facing rather harsh circumstances. Above moderate tension/stress. Enough to interfere with concentration, coordination, & physical performance. NEEDS: to apply mental, physical, or medical methods of relaxation; less stress in/outside job.



> Raise low scores below by following goals. Become more involved. Reward "high" behaviors like work, attention to detail, etc.
< Follow goals below that move the scores toward a 5 or a 6. Work out solutions to environmental situations causing stress.

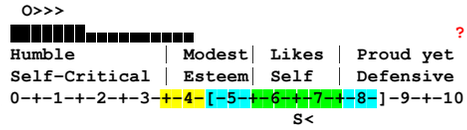
Optimism 4.8 Able to see what is wrong with things/people. Moderately cheerful, positive, or encouraging. Somewhat faultfinding, distrustful, pessimistic, fearful, unhappy. WANTS: to be free to point out & correct problems; to not be highly critical or negative.



> Look for less faults, more good. Solve upsetting situations. Smile more. Give praise/thanks to others. Reward positive statements.
< Look for problems, faults, & danger. Face point out & correct more problems. Don't trust that all is well when it is not.

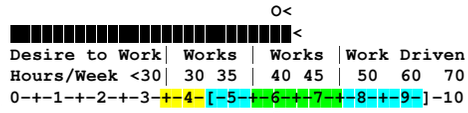
Self-Esteem 7.7 Thinks highly of self. Feels superior. May be able to admit faults/errors & the need to improve. NEEDS respect, status, a high position, money, posessions.

Others (O) do not appear to like/esteem them.



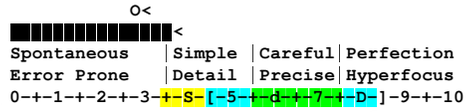
> Less self criticism. More self-praise. Dispute what made them feel inadequate. Do what raises self image. Others should be positive.
< Admit needs/faults. Apologize when wrong. Show respect for others. Consider the advantages of a needed change. Reward humility.

Work 6.3 Stays on task & doesn't waste time. Takes on much responsibility. Works hard, long, often. Strives to complete work. WANTS: to spend an above moderate number of hours working on important tasks & a below moderate number of hours resting or having fun.



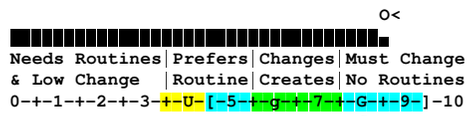
> Limit rest/play. Set life goals that motivate achievement. Start work on time. Stay on task. Complete work. Work the expected hours.
< Get others to do more. Take time for breaks rest, fun, people & to maintain health. Solve situations that seem to require excess work.

Detail 3.6 Acts on their feelings & on a basic understanding. Rather: careless; disorganized; impulsive; illogical; messy; forgetful; nonstudious; error/accident prone. NEEDS: simple tasks; protection from distraction & accidents; others to check plans/work & do details



> Think before acting. Study. Pay attention & focus on what you are doing. Be careful & precise. Avoid risks & errors. Organize time.
< Don't spend excess time on tasks & neglect other tasks. Leave well-enough alone. Share/delegate tasks. Reward faster decision/action

Change 8.6 Able to read well, learn fast, problem solve, create, & express thoughts well. WANTS: new projects; new ideas; change; to have /do new things; variety; others to do routine/repetitive work. May work on a change when other less interesting things go undone.



> Break out of ruts. Try new things. Consider what is good about changes & the disadvantage of keeping things the same. Reward change.
< Think of what is good about how things are & what may be bad about a change. Don't make impractical changes. Follow useful routines.

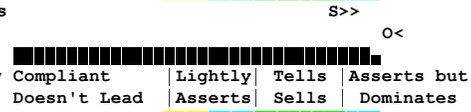
Courage 8.2 Thinks/works much harder & better under pressure. Faces great loss, injury, hardship, competition & physical discomfort to reach goals. May overestimate ability. NEEDS: challenge; to prove their ability; pay based on achievement. Check their plans for risk.

> Do daily exercise, physical work, sports, or self-defense. Face discomfort or danger. Focus on what you have to do. Think positive.
< Calculate ability to succeed & danger before acting. Avoid taking excessive risk for fun or to prove self. Plan for safety.

Direction 8 Very strongly forms opinions, decides, solves problems, sets goals/priorities. Can decide fast. NEEDS much: control over decisions; respect for their ideas; freedom from procedures. In a power struggle, let them decide, but point out the consequences.

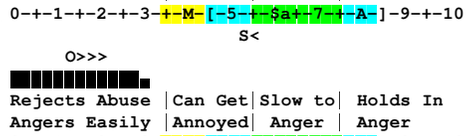
> Face problems. Make decisions. Plan steps. Make long range plans. Set daily goals. Decide more quickly and trust your judgement.
< Respect other's opinions, decisions, & procedures. Share decisions with others & follow decisions made by others.

Assertive 8.2 Very strongly directs, asserts opinions, demands & disciplines. Is forceful, controlling, pushy, unsubmissive, nonconforming, argumentative. NEEDS power/authority. Show respect & that you understand what they want. Share your needs. Seek a win-win solution.



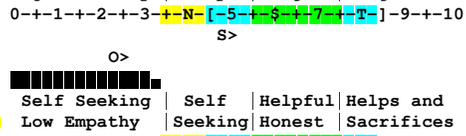
> Say what you like, dislike, want, need, & believe. Convince, demand, direct, say no, disagree, face conflict, confront, discipline
< Listen, cooperate, & follow more. Assert, demand, & control less. Allow others more freedom to think/do as they wish.

Tolerance 3.2 Won't accept abuse/neglect. Anger may motivate positive action. Very angry when their NEEDS aren't met. Then may be very: uncooperative; vindictive; critical. Holds grudges. NEEDS: space/time to cool off. Identify & avoid things that trigger their anger.



> When upset breathe slow & deep, speak slow in a low voice. Focus on what is good in the event & on a solution. Forgive. Be kind/fair.
< Do not tolerate inappropriate behavior. Admit, accept & express irritation. Learn to protect self physically, legally, verbally.

Considerate 3.4 Takes care of own needs. Very low concern for others. Very unhelpful. May neglect/offend others. Seldom listens to others' needs. May give to get.something. NEEDS: their way; to see how they'll benefit by doing what you want. Be wary of their motives.



> Strive for win-win outcomes. Listen & be aware of others feelings, needs, & rights. Be honest, loyal, helpful, & giving.
< Value/protect own wants/needs more. Get/do more for self. Let others grow by doing more for themselves. Achieve win-win outcomes.

Sociable 5 Can meet/greet people & make small talk. Moderately articulate, talkative & entertaining. Somewhat private/distant with new people. Makes a moderate number of contacts/friends. Also likes things/data. WANTS some: privacy; recognition; company & conversation.

> Spend time talking with & doing things with others. Introduce self. Small talk. Ask questions. Listen. Share feelings & opinions.
< Don't let conversation take priority over getting the job done. Concentrate on the task to be done. Be practical with small talk.

General Performance [] 65 FAIR

■ = 4 0+=Low■ 55+=Moderate■ 65+=Fair■ 75+=Good■ 85+=Ideal■

Job Table:	Low-Mod Precision/Detail Following Procedures		High Precision/Detail Procedure. Few Decisions		High Precision/Detail Makes Logical Decisions		High Precision/Detail Makes Creative Decisions	
Comfort=F	1 BASIC OFFICE-fax	51	2 TYPE/BOOKS/HANDWORK	35	3 CPA/PROG/IT/CHEM.	56	4 WRITE/PROG/LAW/ART	77
Physical+Spatial=r	5 BASIC LABOR-mow	53	6 BUILD/FIX/DRIVE/RUN	50	7 ENGINEER/FIELD SCI	57	8 DESIGNER/ARCHITECT	71
Rugged+Spatial=R	9 BASIC RUGGED-log	66	10 BRICK/FIRE/SWAT/MMA	60	11 RUGGED SCI-shark	72	12 Custom Build/Sport	80
Social=$ Comfort=F	13 BASIC SOFT SALES	51	14 SELL/CSR/TEACH/SECR	50	15 CPA/IT/PROG/HR/TCH	55	16 PSYCH/HR/LAW/TEACH	63
Social=$ Physical=r	17 BASIC AIDE-LPN	50	18 RN/EMT/TAXI/SKILLED	54	19 SOCIAL CONTRACTOR	59	20 MD/NP/DENTIST/VET	76
Direct=A Brave=r	21 BASIC MANAGER	66	22 DETAILED MANAGER	57	23 VP OPERATION/JUDGE	56	24 VP MKTG-AD/LAWYER	290
Direct=A Rugged=R	25 BASIC FOREMAN	77	26 SKILLED FOREMAN	68	27 LT/CONTRACTOR/FBI/PI	77	28 LT/CONTRACTOR/QB/COACH	83
Extrovert Jobs AO	29 BASIC HARD SALES	389	30 PERFORMER-band dGrO	71	31 ACTOR/SALES dGiAO	75	32 CEO/GOV/LAW GRIAO	195

To succeed at a job requires a 75+ on General Performance, few red blocks, AND a 75+ on a job category from 1-32 above. Higher is better. 1-12 are done alone or around a few people. 13-20 manage/sell/teach/relate as friendly & assertive. 21-28 are direct, outspoken & demanding leaders. A green block before a job title means they CAN DO the job, BUT the job score must be 75+ for them to enjoy it long term. In hiring, pick a column (1-4) that matches the job, based on detail/decisions. Use the traits on the left (e.g. Social Comfort) to select the row.