



**\*TM PAW**



# MAIN PAW (PERSONALITY AT WORK): SUMMARIZED REPORT

NAME: A EXAMPLE

ID: 123456789

ORGANIZATION: PHIA HENNING & AMP: ASSOCIATES

INTEGRATED NORM

**6**

1. DOING & WORK ORIENTATION	6	2. SELF & PERCEPTION ORIENTATION	7	3. THINKING & STYLES ORIENTATION	6	4. PEOPLE & RELATIONS ORIENTATION	6	5. EMOTIONS & FEELINGS ORIENTATION	7	
<b>1.1 PRIMACY OF WORK</b>	<b>7</b>	<b>2.1 RELIABILITY AND STABILITY</b>	<b>6</b>	<b>3.1 THINKING STYLES</b>	<b>7</b>	<b>4.1 INTERPERSONAL RELATIONS</b>	<b>7</b>	<b>5.1 WARMTH AND SUPPORTIVENESS</b>	<b>8</b>	
1.1.1 Work focused/centred	8	2.1.1 Effective image	7	3.1.1 Analytical and logical vs. intuitive	9	4.1.1 Introverted vs. extroverted	8	5.1.1 Empathetic and sympathetic	7	
1.1.2 Continuous self-and career development	6	2.1.2 Reliability and dependability	6	3.1.2 Conceptual vs. detailed approach	6	4.1.2 Promoting good human relations	8	5.1.2 Concern and care for people	10	
1.1.3 Pride and loyalty to work/employer and career	7	2.1.3 Stability	5	3.1.3 Creative and original vs. conventional approach	4	4.1.3 Effective communication	5	5.1.3 Facilitation and supportiveness	7	
<b>1.2 TIME</b>	<b>7</b>	<b>2.2 RESPONSIBILITY</b>	<b>6</b>	<b>3.2 FLEXIBILITY AND ADAPTABILITY</b>	<b>7</b>	<b>4.2 COOPERATION vs. COMPETITIVENESS</b>	<b>6</b>	<b>5.2 TOUGH MINDEDNESS</b>	<b>6</b>	
1.2.1 Time Perception	6	2.2.1 Sense of duty	5	3.2.1 Variety-seeking vs. response-orientation	6	4.2.1 Individualistic vs. conformist	5	5.2.1 Shrewdness vs. openness	5	
1.2.2 Timekeeping	7	2.2.2 Taking responsibility	9	3.2.2 Conservative vs. risk-taking	5	4.2.2 Cooperative vs. obstructive	6	5.2.2 Confrontational vs. amenable	5	
1.2.3 Time utilization	6	2.2.3 Accountability and trustworthiness	4	3.2.3 Opportunity capitalization vs. closed-mindedness	8	4.2.3 Democratic vs. autocratic	7	5.2.3 Phlegmatic/apathetic vs. emotive	7	
<b>1.3 EFFECTIVE PERFORMANCE</b>	<b>7</b>	<b>2.3 INDEPENDENCE</b>	<b>6</b>	<b>3.3 PRACTICAL vs. THEORETICAL APPROACH</b>	<b>3</b>	<b>4.3 INFLUENCING OTHERS</b>	<b>5</b>	<b>5.3 POSITIVENESS</b>	<b>5</b>	
1.3.1 Detail and quality orientation	8	2.3.1 Self-confidence and assuredness	6	3.3.1 Concrete facts vs. theoretical and principle postulation	5	4.3.1 Persuasiveness	4	5.3.1 Optimistic vs. pessimistic	5	
1.3.2 Team and co-responsibility orientation	6	2.3.2 Self-sufficiency and reliance	2	3.3.2 Rule-bounded vs. investigative orientation	1	4.3.2 Manipulativeness	5	5.3.2 Worrying vs. relaxed/calm	3	
1.3.3 Goal/results and conclusion orientation	7	2.3.3 Autonomy and self-centredness vs. alliance-seeking	8	3.3.3 Proven principles vs. open-minded orientation	3	4.3.3 Outspokenness	4	5.3.3 Depression proneness	5	
<b>1.4 ROLE-ORIENTATION</b>	<b>3</b>	<b>2.4 DRIVE</b>	<b>8</b>	<b>3.4 DECISION-MAKING</b>	<b>6</b>	<b>4.4 SOCIALIZATION</b>	<b>6</b>	<b>5.4 EMOTIONAL CONTROL</b>	<b>7</b>	
1.4.1 Follower	3	2.4.1 Perseverance, commitment, tenacity and endurance	8	3.4.1 Willingness vs. reluctance to making decisions	7	4.4.1 Socialization vs. asocial	8	5.4.1 Tolerance of feelings and emotions	4	
1.4.2 Independent	2	2.4.2 Need for achievement	8	3.4.2 Proactive vs. responsive approach	4	4.4.2 Susceptibility to social and group pressure	3	5.4.2 Control of feelings and emotions	10	
1.4.3 Leader	4	2.4.3 Energy, vigour, impact and drive	6	3.4.3 Effective implementation - decisiveness	5	4.4.3 Sensitivity to social needs and satisfaction	5	5.4.3 Suspiciousness vs. trusting	6	
A STEN-Scale is used in these assessment			<b>6. MONITOR:</b>	<b>9</b>	<b>6.1 Lie Detector</b>	<b>10</b>	<b>6.2 Consistency</b>	<b>8</b>	<b>6.3 Unnatural Exaggeration</b>	<b>10</b>

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