

CSI

Career Styles Inventory™

A Comprehensive Measure of Workstyle Preferences

Executive Brief

For

Sample

Strictly Confidential. All measurements are inexact. Formally constructed, rigorously developed instruments are technically sophisticated measurement devices, and as such, are also subject to error. Although it represents a long tradition of research and development, the assessment upon which this report is based is no exception. Therefore, well-intentioned managers will use the results wisely -- as training and development hypotheses, and not as hard-and-fast impersonal conclusions to be imposed upon the lives and careers of other people.

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Assessments should never be used as a single source of information for making personnel decisions. The CSI is no exception. The measures on this report represent estimates of the degree of behavior you can expect the individual to exhibit in a work environment.

Moderate Range



Candidates Score

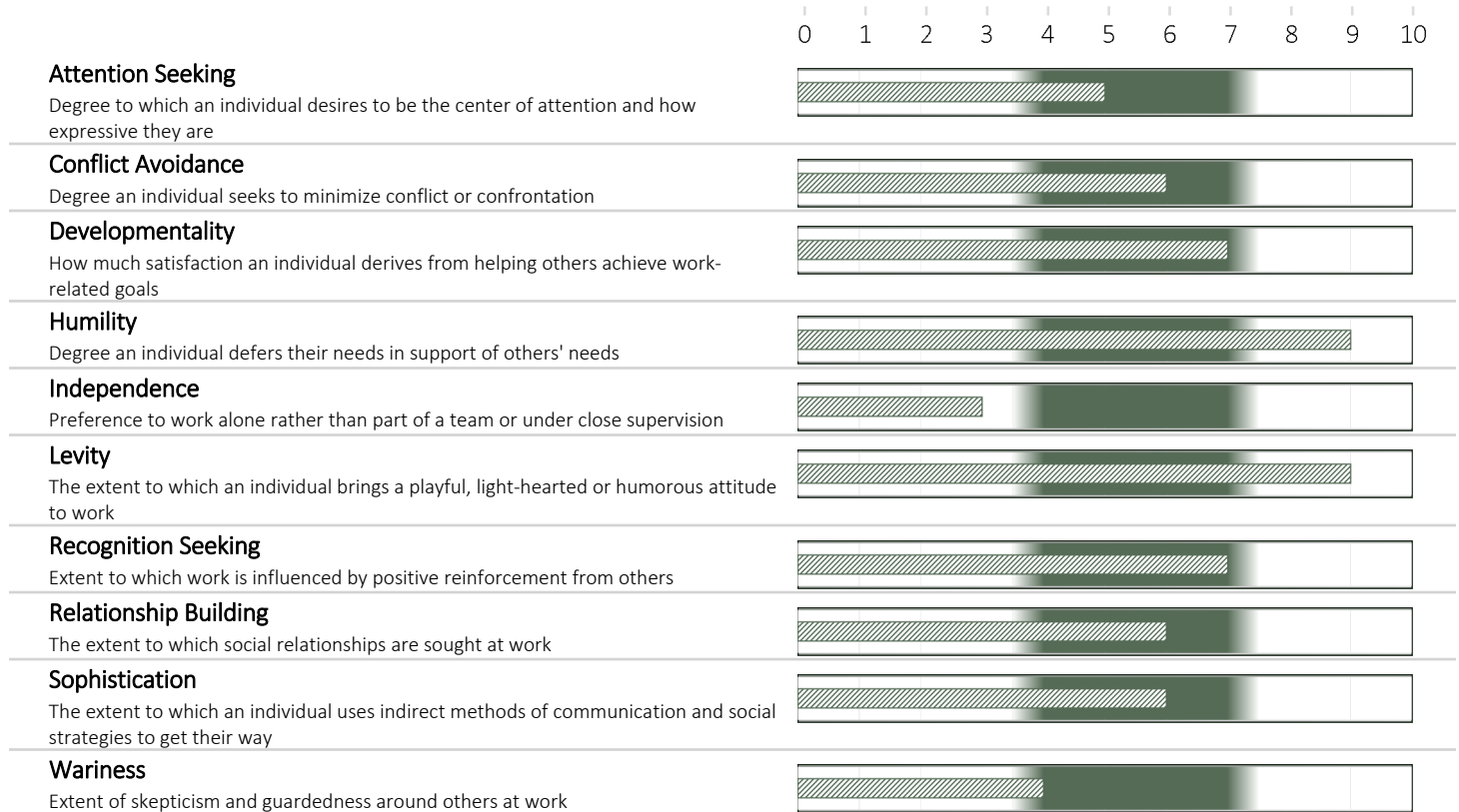


Interpersonal Style

The ease and comfort with which an individual works with others.

Responses suggest that Robert's Interpersonal Style may be somewhat rigid compared to most people. They are likely to display the behaviors listed below on a fairly regular basis.

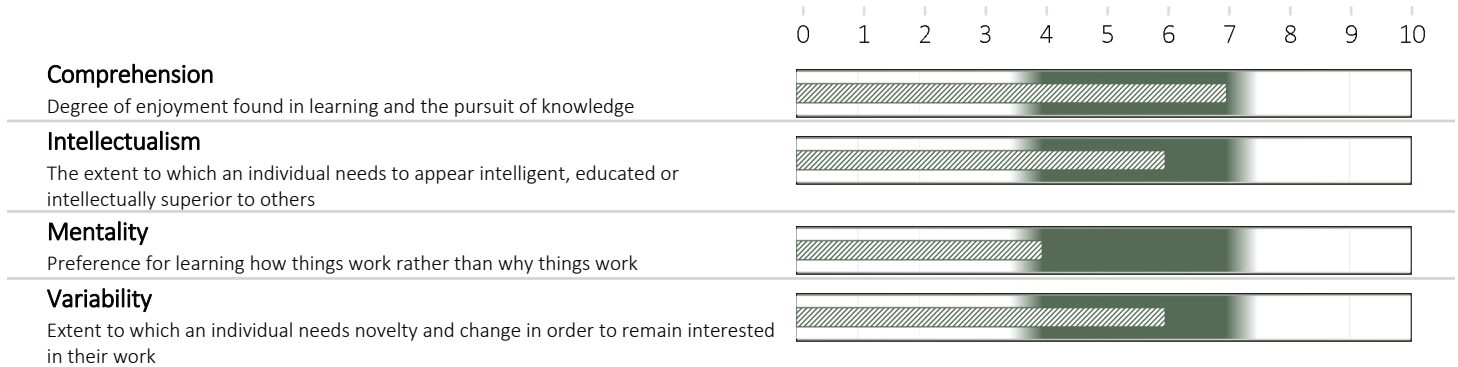
- Likely to defer their own immediate needs at work so that others' needs can be met first
- Tendency to thrive when working with others
- Likely to be playful and light-hearted at work



Learning Style

The speed and style with which an individual acquires new information.

Responses suggest that Robert has a flexible learning style and should be able to adapt well to the training and development resources supplied by management.

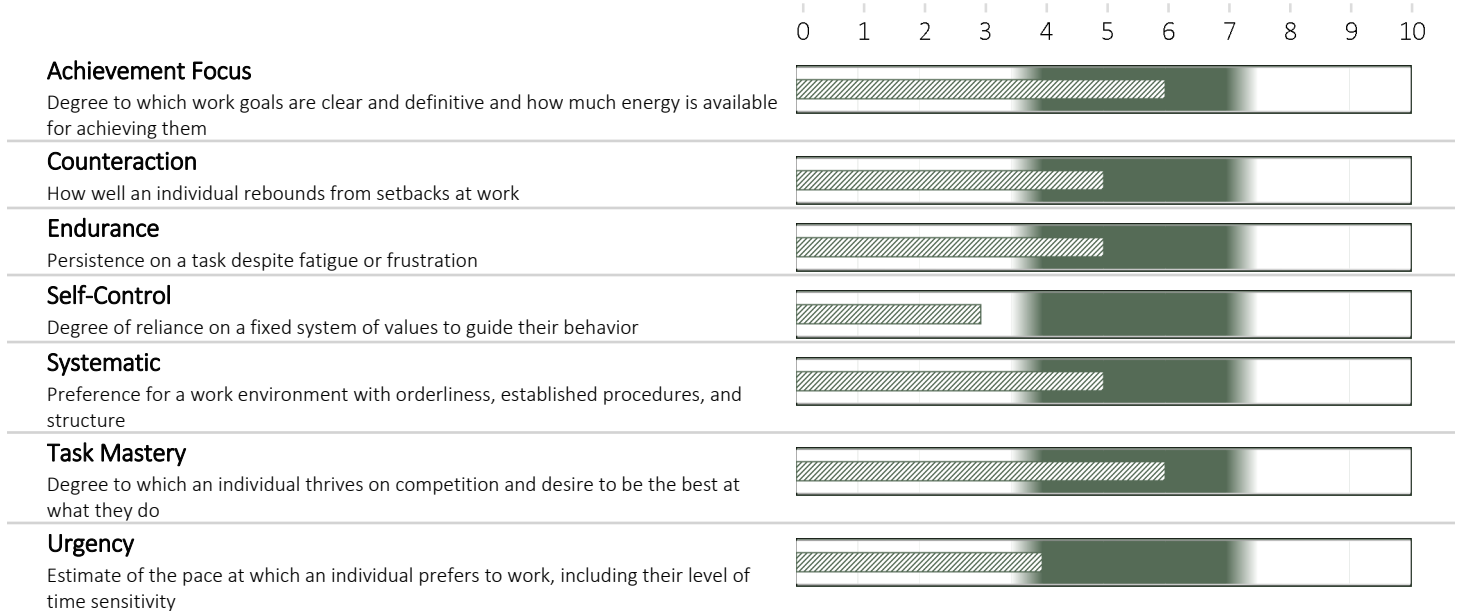


Work Orientation

Clarity of goals, willingness to persevere and style of working (detail-oriented vs creative, spontaneous).

Responses suggest that Robert's orientation to their work environment is somewhat flexible. See below for information regarding areas where their approach to work may be less flexible.

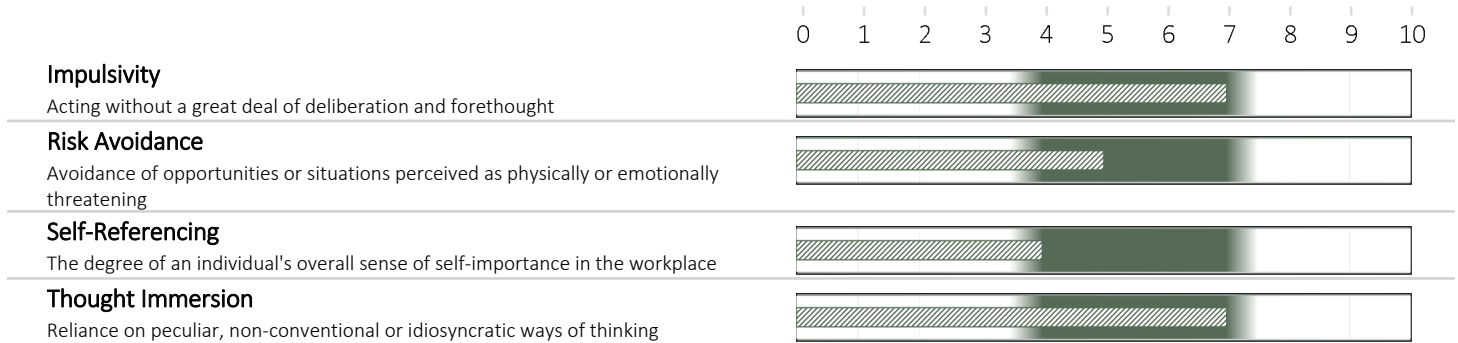
- May consider everything "relative" when making judgments about values at work due to a more flexible system of values



Decision Making Style

The thought, care and consideration with which an individual makes decisions.

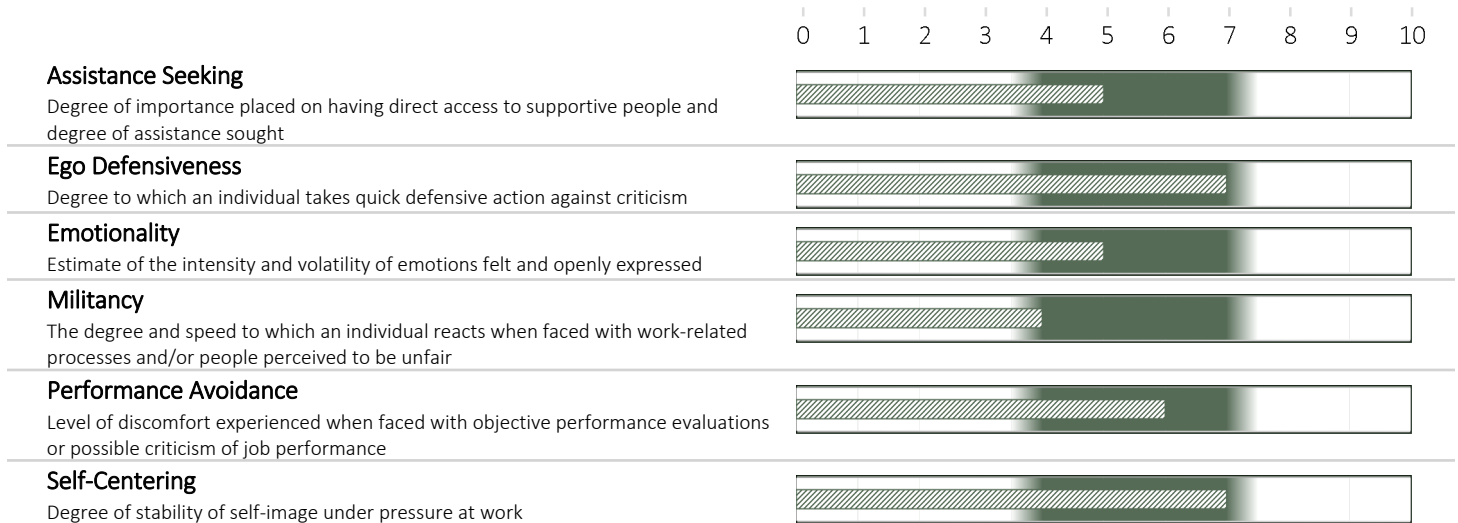
Robert's individual's decision-making style is likely to be quite flexible. Their responses suggest a high degree of adaptability depending on the work environment.



Stress/Frustration Management

Ability to manage frustration and respond to criticism calmly and appropriately.

This candidate's responses suggest that Robert's stress and frustration management strategies are flexible depending on what's appropriate in their specific work environment.



Orientation to Questionnaire

The Individual's approach to taking the questionnaire and their cooperation with the instructions.

- This candidate's responses suggest that they may have embellished their knowledge, skills, and abilities, but only to the same extent as most people.
- When responding to the questionnaire, this individual chose atypical responses about as much as most people.
- This individual appears to have chosen answers because they thought they were the most socially desirable with about the same frequency as most people.
- Responses suggest that this candidate's view of the questionnaire was about the same as most people.

