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	
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#### 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

	0	1	2	3	4	5	6	7	8	9	10
Attention Seeking  Degree to which an individual desires to be the center of attention and how expressive they are											
<b>Conflict Avoidance</b> Degree an individual seeks to minimize conflict or confrontation											
<b>Developmentality</b> How much satisfaction an individual derives from helping others achieve work-related goals								IIII.			
<b>Humility</b> Degree an individual defers their needs in support of others' needs											
Independence Preference to work alone rather than part of a team or under close supervision											
<b>Levity</b> The extent to which an individual brings a playful, light-hearted or humorous attitude to work											
Recognition Seeking  Extent to which work is influenced by positive reinforcement from others											
Relationship Building The extent to which social relationships are sought at work											
Sophistication  The extent to which an individual uses indirect methods of communication and social strategies to get their way							VIII.				
Wariness Extent of skepticism and guardedness around others at work											



Learning Style

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

	0	1	2	3	4	5	6	7	8	9	
Comprehension  Degree of enjoyment found in learning and the pursuit of knowledge											
Intellectualism  The extent to which an individual needs to appear intelligent, educated or intellectually superior to others											
Mentality Preference for learning how things work rather than why things work					W.						
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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	ıt value	es at	work	due t	o a m	ore fle	exible	syster	m of v	alues			
	0	1	2	3	4	5	6	7	8	9	10		
Achievement Focus  Degree to which work goals are clear and definitive and how much energy is available for achieving them													
Counteraction  How well an individual rebounds from setbacks at work													
<b>Endurance</b> Persistence on a task despite fatigue or frustration													
<b>Self-Control</b> Degree of reliance on a fixed system of values to guide their behavior													
<b>Systematic</b> Preference for a work environment with orderliness, established procedures, and structure													
<b>Task Mastery</b> Degree to which an individual thrives on competition and desire to be the best at what they do													
<b>Urgency</b> Estimate of the pace at which an individual prefers to work, including their level of time sensitivity													



**Decision Making Style** 

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Ihρ	thouant	care a	nd i	considera	tion	with	which	an i	ndıvıdılal	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. 3 0 8 9 10 Impulsivity Acting without a great deal of deliberation and forethought Risk Avoidance Avoidance of opportunities or situations perceived as physically or emotionally threatening Self-Referencing The degree of an individual's overall sense of self-importance in the workplace Thought Immersion Reliance on peculiar, non-conventional or idiosyncratic ways of thinking

#### 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.

	0	1	2	3	4	5	6	7	8	9	10
Assistance Seeking  Degree of importance placed on having direct access to supportive people and degree of assistance sought											
Ego Defensiveness  Degree to which an individual takes quick defensive action against criticism											
<b>Emotionality</b> Estimate of the intensity and volatility of emotions felt and openly expressed						WM.					
Militancy  The degree and speed to which an individual reacts when faced with work-related processes and/or people perceived to be unfair											
Performance Avoidance  Level of discomfort experienced when faced with objective performance evaluations or possible criticism of job performance											
Self-Centering  Degree of stability of self-image under pressure at work											



### 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.

	0	10	20	30	40	50	60	70	80	90	100
Embellishment Degree of overstating knowledge to impress others				be							
Enigmatic Responses  Use of unusual, non-conventional or highly personal reasoning when describing oneself				ы							
Positive Impression Making  Degree to which an individual was overly positive in describing their behavior in order to gain approval of others											
Reaction to Questionnaire  The extent to which the individual responded positively to the questionnaire											