

What your Profile will Tell You

Self-Perception

Using the answers given in your questionnaire, the Self-Perception Profile tells you how much you display different roles. Each role is given as a percentage. If you are close to 100%, then you gave points to almost all of the statements which apply to that role.

Preferred roles are the ones which you very much like to perform, and which you will be naturally the most comfortable in. Manageable roles are those which you can play, but which might eventually cause you difficulty over the long run. Least Preferred roles are the roles which you aren't strong on. These are areas you would do best to avoid working in, or finding someone else to fill for you.

Some people will find that their roles are very extreme. Others may come up with all of their roles as manageable ones. Whichever is the case, your behaviour will be useful. Once you have found out how you are happiest working, you can contribute to any team or job.

Observers

People tend to be more successful in life when they project themselves accurately because others know what to expect from them. If you look at your "Assessment Results in Rank Order" and "Pie Chart of Self versus Observers," you can compare your own view with your observers' views. If there isn't a very strong correlation, don't panic. This simply shows that your observers value things which you haven't seen in yourself.

Where to go from here

Once you have read your report, you should ask yourself whether you are happy with the picture of you which is presents. Do not get worried if some personal qualities are not seen at all. They will have their chance to be displayed. What is more important is how you are seen now. This is something which can be built on. Or you may feel that you want to change the image. In that case you may need to change your visible behaviour.

None of this is fixed for life. Particularly whilst in education, it is possible to change and move towards what you would like to be. Later on, this becomes more difficult. So work out a strategy for improving what you have, or for aiming at where you want to be, and discuss it with those who know you well.