



Personality Match (Lite)

Report for: Donald Mcpherson

Compared against: Lucy Sugden

Molly Dawkins

David Johnson

Suzanne Clifford

In coaching, its useful to be able to classify individuals into clusters that are likely to behave in a similar or particular manner. The Personality Match Report enables you to achieve this with any individual who has taken the coaching success personality profile test via your website. This profile provides an objective measure of one person against the attributes or person with a specific behaviour by ranking the list of people you have selected based on their similarity to the target person or attributes you have selected.

On page two you will find the listing of people you have selected ranked from most like the target match - in this instance Donald Mcpherson who scores (100%) - to least like the target match (0%). The closer the match to the target the more likely it is that the the match will have a similar personality to Donald. Included is a brief personality profile of each of the records, highlighting their own specific behavioural attributes.



David Johnson has a match of 50.5%

Tending to be insightful indicates a strong preference for abstract ideas over detail, so he will be open to new ideas and would prefer to work in a relaxed environment.

Sociable and enthusiastic he will place great store on the opinion of others often seeking their view before making a decision.

A high score for being Caring suggests someone who is highly empathetic and will solve a problem by taking into account the needs and feelings of those involved.

Dependable and resilient - he may be resistant to, and wish to avoid sudden change. Preferring instead consistency and order in his life.

Lucy Sugden has a match of 45%

Being curious she would have a preference for dealing with ideas or abstract concepts and is likely to thrive in a relaxed and open ended environment.

Friendly and fun-loving she will often listen to other points of view before making up her own mind.

A high score for being Resourceful suggests someone who will solve problems in a matter of fact way, and take into account the feelings of others.

Dependable and resilient - she may be resistant to, and wish to avoid sudden change. Preferring instead consistency and order in her life.

Suzanne Clifford has a match of 36%

Tending to be insightful indicates a strong preference for abstract ideas over detail, so she will be open to new ideas and would prefer to work in a relaxed environment.

Sociable and enthusiastic she will place great store on the opinion of others often seeking their view before making a decision.

A high score for being Caring suggests someone who is highly empathetic and will solve a problem by taking into account the needs and feelings of those involved.

Imaginative - being impulsive she'll tend to avoid predictability and would prefer a degree of spontaneity in her life. With a high need to keep her options open she may on occasion avoid decision making.

Molly Dawkins has a match of 36%

Analytical - she will have a down to earth outlook on life. It's likely she would prefer a structured and orderly environment.

Sociable and enthusiastic she will place great store on the opinion of others often seeking their view before making a decision.

A high Decisive score suggests a highly rational thinker, or problem solver. she will have a logical and matter of fact approach to life.

Imaginative - being impulsive she'll tend to avoid predictability and would prefer a degree of spontaneity in her life. With a high need to keep her options open she may on occasion avoid decision making.



Coaching Success and the Personality Match

For people decisions to evaluate levels of competence, potential or personality fit coaches rely on the three primary sources of information.

Direct observation, which might include, interviews, assessments or professional experience. Factual documentation, typically based on previous history which might include detailed personal history, application forms, references or suitable qualifications. Independent Assessments, which is the category into which this Personality Match Report falls. This category also includes psychometric profiles, competency tests and contextual tests.

Its important to realise that these three evaluation methods compliment each other and no single method should be used, or relied on as the sole basis of an evaluation. Typically the best decisions are arrived at by the coach blending the most suitable elements from each source.

What does the profile measure?

The Coaching Success profile measures five factors key elements of an individual's personality which can then be used to predict behaviour. Personality then interprets the relationship between these factors. These factors combine to provide 1280 distinctly different profiles.

Using these profiles, Coaching Success can be used to predict the candidates likes, dislikes, motivations, strengths, weaknesses and how they will interact with others. The resulting reports will also provide guidance as to the suitability of the candidate.

The interrelationships between the 1280 different personality profiles and how they impact on relationships, work and family is fully explored in many of the other contextually based reports available via Touch Coaching from the Coaching Success database.

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