

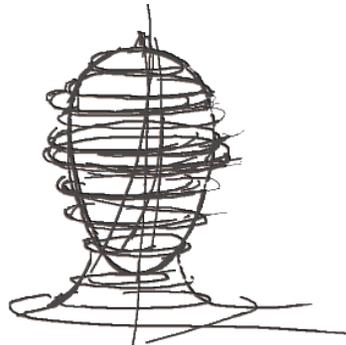


# John Optimax

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## Quantified Identification of Character

### *MANAGEMENT STYLE REPORT*



PERSONAL AND CONFIDENTIAL

January 1, 2016

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# INTRODUCTION

## Assessment Administration

The following is the result of the Standard Character Assessment concerning **Mr. John Optimax**, based on the Optimax method of *Identification of Character*<sup>™</sup>. Optimax Human Performance Inc. administered the Optimax complete online Assessment on January 1, 2016.

## Purpose of the Report

The purpose of this analysis is to provide a general overview of character, to indicate strengths and weaknesses and to identify Management Style with Career Potentials.

## Extendibility of Assessment Results

The Optimax method of assessment allows the report to be extended to cover other areas of interest based on the existing assessment results (no further assessment may be necessary). This particular analysis covers only a selection of personal characteristics.

## Protection of Privacy

This report may contain sensitive personal information and is designated as "PERSONAL AND CONFIDENTIAL". It has been prepared strictly for personal use. Optimax Human Performance Inc. is committed to maintaining the highest standards of professional conduct. It therefore will not disclose the contents of the report, in whole or in part, to any other party, unless specifically authorized by the subject. Optimax reserves the right to use this report for promotional purposes, research, and any other activities deemed appropriate, but only in such a manner as to conceal the subject's identity.



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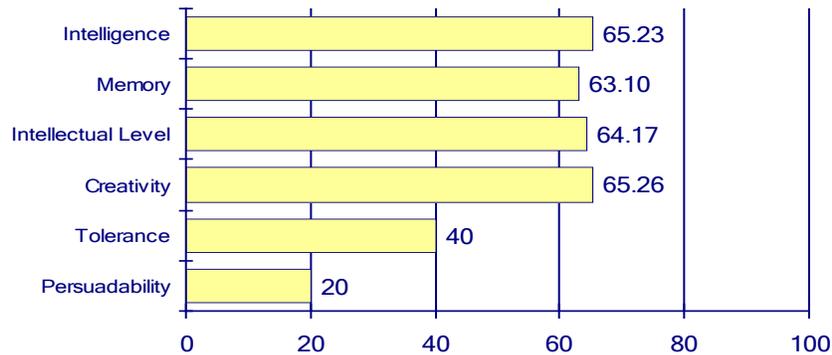
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# SUMMARY

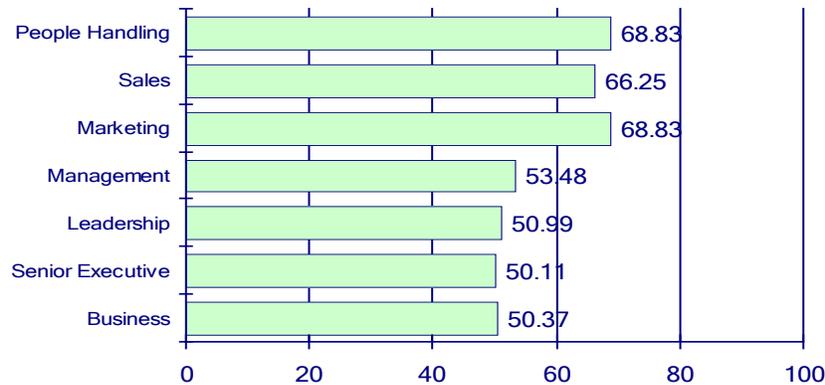
Gaining an overall view is an important step in understanding the underpinnings of character. The major parameters of character are presented in a summary format before any description of character type appears. The explanation of the details of the report that follows is more clear once an understanding of psychocybernetical principles has been established.

## General

Biological Age            43  
 Emotional Age            29  
 Dynamism                34.71      Exostatism



## Potential Index



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# ASSESSMENT RESULTS

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## General

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### Major Strengths

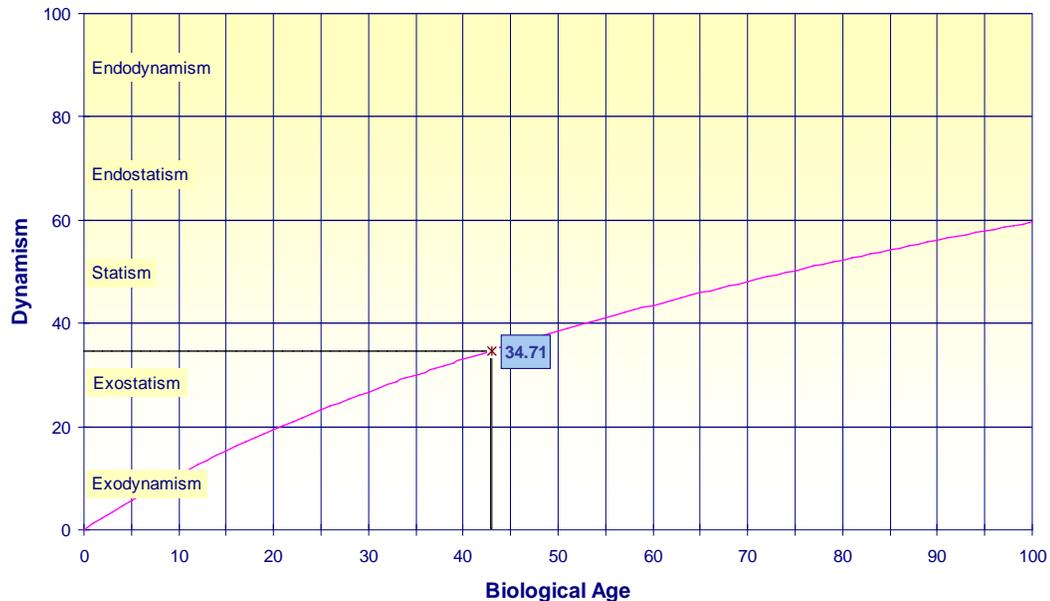
Very high intelligence.  
Very strong memory.  
Very high intellectual level.  
Very high creativity.  
Extremely strong talents in social sciences, ethnography, people handling, didactic, teaching, botany, geography, music listening, singing, competitive sports, recreational sports, active acting, passive acting, storytelling, creative writing, passive literature, languages, Very strong talents in management, organizing, leadership, history, business, commerce, nature, caring, psychology, zoology, handicraft, sculpturing, designing, photography, playing instruments, creating music, dancing, politics, law.  
Easy-going.  
Good people handling skills.  
Strong deal opener.  
Optimistic and possesses a good sense of humor.  
Comfortable in assuming risks.

### Major Weaknesses

Very high stress level.  
Low persuadability.  
Disorganized, yet organizational ability is increasing.  
Relatively weak at closing deals.  
Struggles with time commitments.  
Inclined to disorder and chaos.  
Displays a tendency to improvise.  
Struggles with being torn among many possibilities and options, and lacks direction at times.

## Emotional

Dynamism 34.71 Currently within exostatic realm.



### Dynamism Development Curve

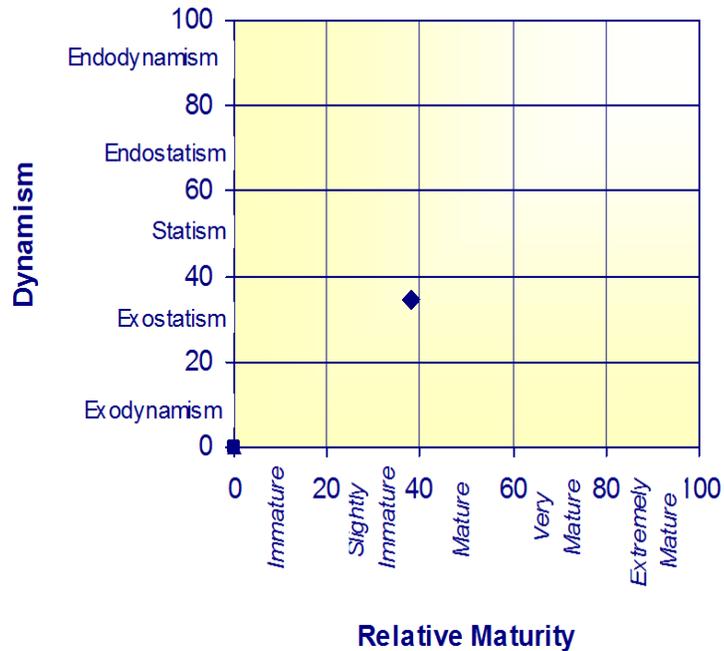
*The diagram above represents Dynamism Development Curve. This three-dimensional analysis pertains to emotional age and relative psychological maturity.*

*The usefulness of this graph lies in its ability to foster a better understanding of character. Dynamism describes the dynamic nature of character and alludes to the individual's natural behaviors.*

*The transition time from one dynamism class to the next is often difficult and stressful. The individual experiences the dramatic changes in their values, relationships and professional directions, which are associated with a temporary double-sided character. In consulting this graph it is possible to predict approximately when these transitions are likely to occur. In so doing the individuals may take steps to eliminate, minimize or otherwise protect themselves from stress.*

*Furthermore, knowledge of Dynamism Development Curve enables an individual to set realistic, attainable, timely life goals and to optimize professional progress.*

### Dynamism Profile



Emotional Age                      29                      **Slightly immature.**  
 Emotional development considerably decelerated (-14).

Emotional Stability                      Emotionally unstable throughout most of life, currently entering an age of increased emotional drive to action.

*Emotions are defined as the reciprocal relationship between basic physiological and/or psychological processes and external stimuli. A display is defined as the expression of emotions by means of speech, body language and action.*

Emotional Display

**Aggrandizing.**

Emotions are exaggerated. Emotional displays depict more than what is actually felt.

Self-Awareness

**Moderate level of self-awareness.**

Has struggled with lower self-awareness throughout life. Generally uncomfortable with self. Lacks belief and trust in own actions. Tends to be self-critical. Frequently seeking opportunities to ameliorate current knowledge, education and skills.

*Individuals possessing higher levels of self-awareness struggle with self-evaluation, as do those with low levels of self-awareness. However, their self-destructive behavior arises from an inability to assign realistic value to their strengths and weaknesses. Frequently, the value assigned to their weaknesses is increased to the point where they are presented as strengths. When comparing their strengths and weaknesses to those of others, these individuals tend overrate themselves.*

*With reference to a mathematical model; an individual possessing two weaknesses in one area and two weaknesses in another area should be assigned a score of minus four. Instead, individuals with high levels of self-awareness would rate themselves as plus forty! Practically speaking, if someone were to possess strength in management but weakness in interior design, and if a second person were to be strong in interior designing but weak in management, the most desirable result could only be obtained through acting on the given strengths and not the weaknesses.*

*In this example, it is obvious that for their own benefit, and for that of society, the first person should assume a position as a senior executive and the second should be an interior designer, and not the other way around. Having access to reliable knowledge of their strengths and weaknesses enables individuals with high levels of self-awareness to formulate realistic self-images.*

*The quantified results found in this report provide them with an objective view of their characters; information which helps in preventing them from overestimating the true value of their weaknesses and erroneously viewing them as strengths. The most effective way of modifying an errant concept of self is through gaining an understanding of the true value of one's personal array of strengths and weaknesses. By employing this strategy, an individual may temper their level of self-awareness and succeed in designing fulfilling personal and professional lives for themselves. In general, high scoring self-awareness levels do not necessarily carry entirely positive connotations. Rather, it merely serves as an example of the structure of the parameters of characters, whose overall effect may be, manipulated (i.e. raised or lowered) by employing the appropriate techniques.*

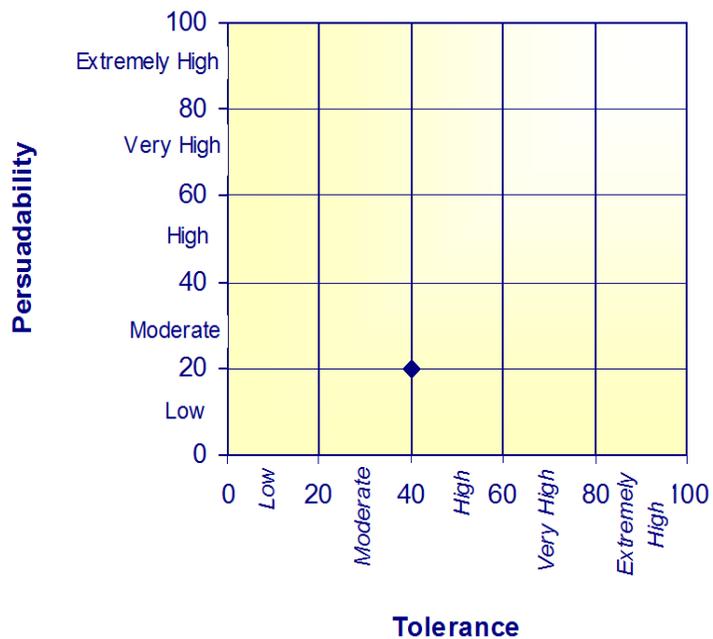
#### Sense of Time

#### **Impatient.**

Often complains of boredom and the slow passage of time. Prefers to blindly proceed instead of waiting and often duplicates efforts because of haste. Truly enjoys spending time in pleasurable ways only after duties have been performed. Can only remain interested in the initial stages when a task requires greater amounts of time. Excited by new beginnings but quickly loses interest in anything after that.

Tolerance	40	<p><b>Moderate.</b> Likely not to accept most of what is encountered, at least at first glance. Unlikely to say 'yes' at first impression unless strong negative expectations are present.</p>
Persuadability	20	<p><b>Low.</b> Prolonged by tolerance and acceptance of external suggestions or ideas. Rarely changes first opinion from external suggestions and ideas. Very difficult to win over if initially negatively inclined. If initially had an opinion, almost impossible to be persuaded otherwise.</p>

**Tolerance versus Persuadability**

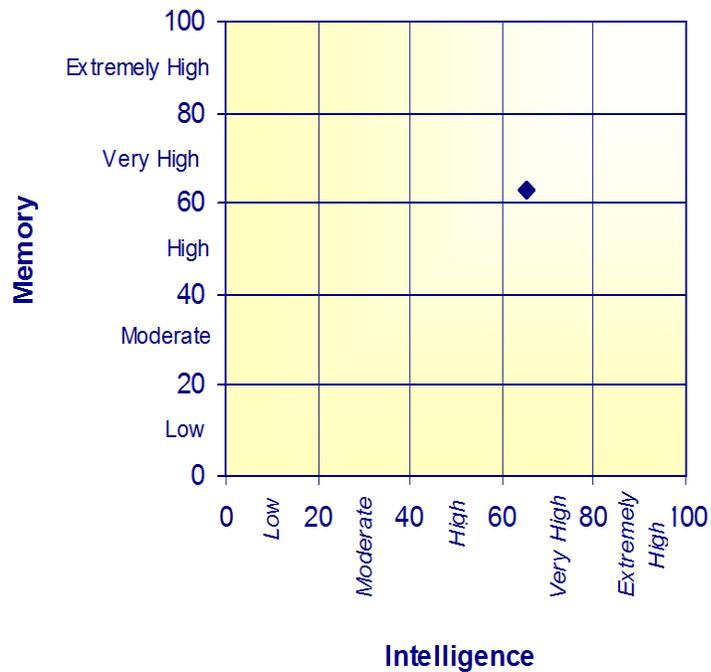


## Intellectual

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Intelligence	65.23	<b>Very high.</b> Capable of understanding complex and abstract ideas.
Memorization Ability	63.10	<b>Very strong.</b> Able to handle complex situations. Very good with many details requiring attention.

### Intellectual Profile Chart



Intellectual Level	64.17	<b>Very high.</b> Very high intellectual capabilities. Can learn very complex tasks and comprehend very intricate ideas.
--------------------	-------	---

Intellectual Type		<b>Exceptional.</b> Exceptional intellectual capacity in all dimensions. Learns fast, has broad horizons of interest, yet can concentrate on the areas of especially high accomplishment.
Receiving Information		<b>Selective.</b> Integrates only information, which supports personal views.
Conveyance of Information		<b>Aberrant.</b> Combines veritable truth with invention. Stories are exaggerated and colored by the imagination.
Abundance of Information		<b>Inventive.</b> Divulges more than they know for fact and colors information with personal perspective.
Creativity	65.26	<b>Very high.</b>
Creativity Type		<b>Interpretive.</b> Integrates pre-existing works with personal expression. Presents transformed work as novel as speech, play, acting, written work, explanations, instructions, etc. Recombines elements to yield a completely new and improved structure. Search and selection abilities are essential to creativity.
Application of Creative Energy		<b>Interpretive.</b> Creation is the result of another person's inspiration and influence. Enjoy interpretation and adding personal perspective to pre-existing works of art.

## Training

---

Learning Pattern

**High.**

Learns at a stable, high pace.  
Able to handle details and  
comprehend theories.

Best Strategies for Training

Enjoys vivid, interesting  
presentations and fast paced training  
sessions.

Enjoys intense activity fast paced.  
Intense courses are best if  
supplemented with refresher  
sessions and ability to immediately  
practice what has been learned.

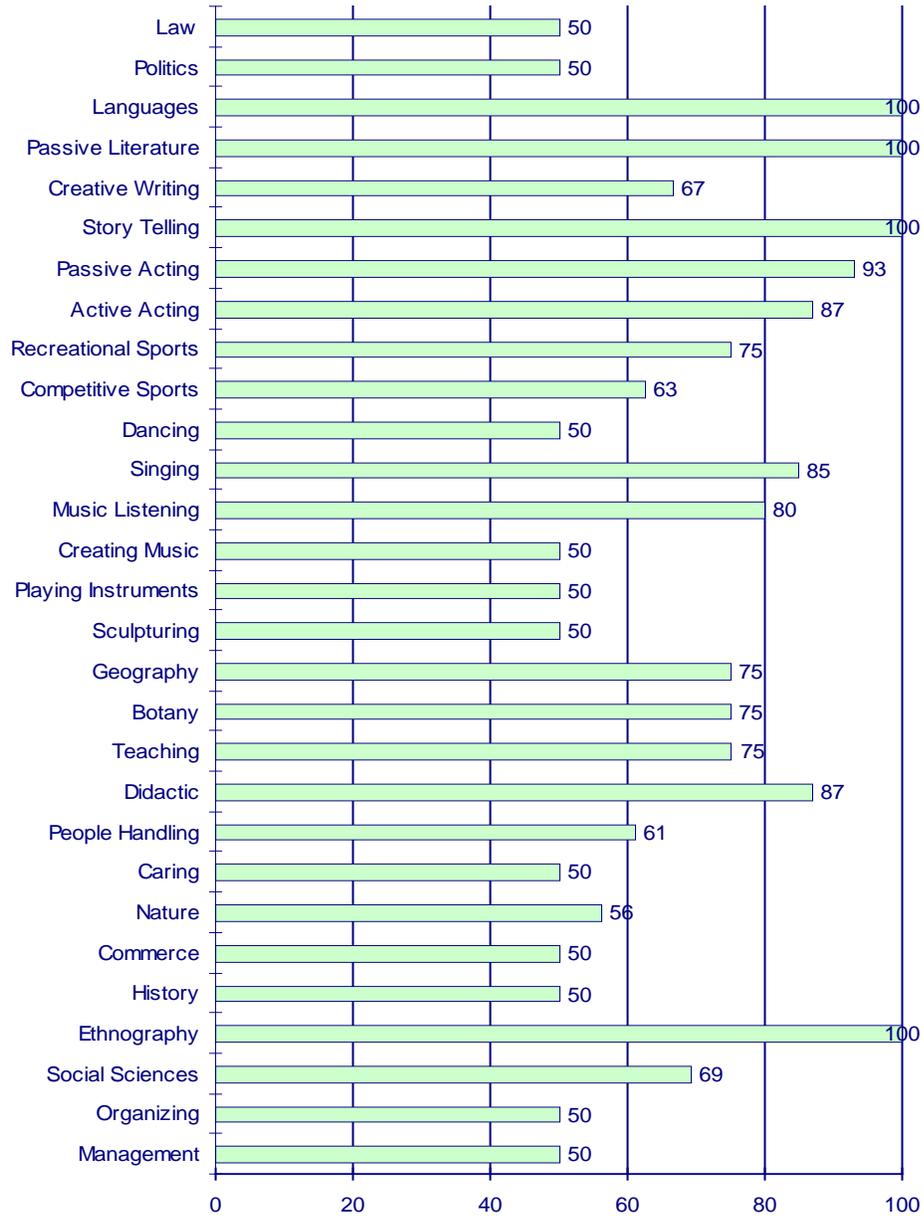
Best Techniques for  
Training

Absorbs well and creatively. Good  
supply of comparative material and  
practice drill have long lasting effect.

Prefers small groups. Group activity  
and visual aids must be  
supplemented by well-prepared  
reading material. Organization of the  
reading materials is of extreme  
importance.

Logical organization of data is  
equally important as the appropriate  
contents. Must not be overloaded  
with too much detail.

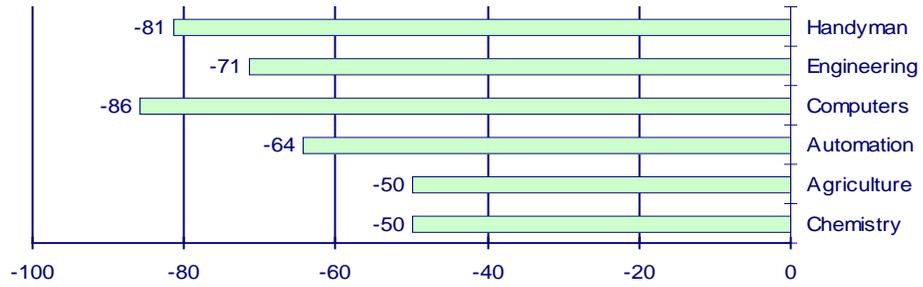
## Major Interests



0 .. +20 *Low Interest*  
 +21 .. +40 *Moderate Interest*  
 +41 .. +60 *Strong Interest*  
 +61 .. +80 *Very Strong Interest*  
 +81 .. +100 *Extremely Strong Interest*

## Major Disinterests

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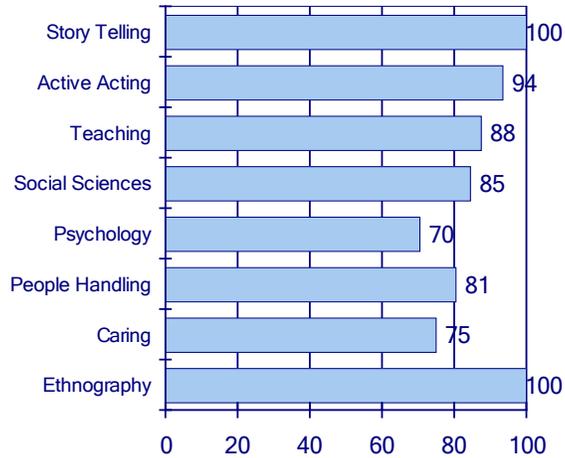


-100 ... -81 *Extremely Strong Disinterest*  
 -80 ... -61 *Very Strong Dislike*  
 -60 ... -41 *Strong Dislike*  
 -40 ... -21 *Moderate Dislike*  
 -20 ... 0 *Low Dislike*

## People-Related Skills

---

### People-Handling Talents



0 .. 20 *Low*  
 21 .. 40 *Moderate*  
 41 .. 60 *Strong*  
 61 .. 80 *Very Strong*  
 81 .. 100 *Extremely Strong*

Discussion

Tends to refer more than known facts and principles.

Relationships

Has a good ability to establish new contacts.

Making Contacts

**Enterprising.**

Open and easy-going with strangers. Finds social situations non-threatening. The search for new contacts is often confined to a group in which others are readily identified as being similar or as possessing some type of elevated status.

Making Friends

**Charming.**

Attracts others with charm. Proficient at carrying conversation. Eloquent speaker and excellent storyteller. Manner of dress, speech and behavior display an affinity for the dramatic.

Home and Family

Family is not the main point of interest but is increasing in importance. Demonstrates dynamic caring behavior but reaches a state of boredom quickly.

Sociability, People Handling

**Open and friendly.**

Elegant and always concerned about looks; seeks reassurance of attractiveness and seeks others' approval of ideas and actions. Believes all contributions are of importance and value and desires to be noticed and appreciated for personal ideas and vision. Focused more on self than others.

## Motivation

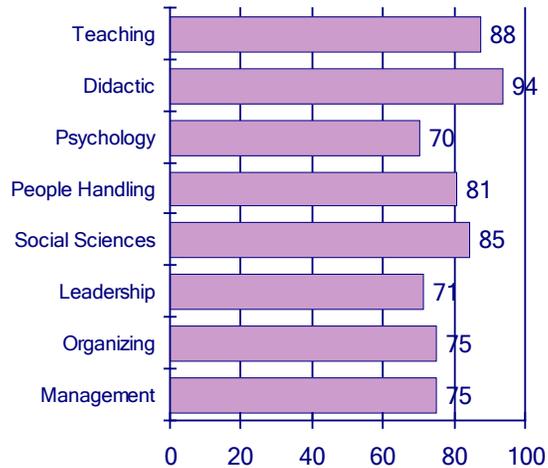
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Motivational Profile	Provided that there is a positive reinforcement of actions versus results.
Motivational Factors	<ul style="list-style-type: none"><li>* Intellectual challenge.</li><li>* Having to improvise.</li><li>* Freedom and independence.</li><li>* Ability to have fun and excitement.</li><li>* The expectations of others.</li><li>* Competition and challenge.</li><li>* Opportunity to shine and draw attention.</li><li>* Compliments reassurance and positive feedback.</li><li>* Optimism and sense of humor.</li></ul>
Anti-Motivators	<ul style="list-style-type: none"><li>* Organizational structure.</li><li>* Oppression and physical influence over people.</li><li>* Money.</li><li>* Longevity and seriousness of task at hand.</li><li>* Opportunity to rule, exercise power.</li><li>* Dull repetition.</li><li>* Other people and external influences may be a demotivator.</li></ul>

## Leadership

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### Management & Leadership Talents



0 .. 20 *Low*  
 21 .. 40 *Moderate*  
 41 .. 60 *Strong*  
 61 .. 80 *Very Strong*  
 81 .. 100 *Extremely Strong*

### Decision-Making Type

#### **Improvisational.**

Decisions made by default, as the result of choices which were previously made. Foresees only the very near future, optimistically assumes that the events of the distant future will unfold so as to meet expectations.

Organizational Type

**Critical.**

Feels compelled to organize matters themselves only in instances where personal freedom may be infringed upon. Readily identifies weaknesses in existing organizational structure and is quick to comment.

Attitude Towards Authority

**Contrary.**

Opposes only those rules, which restrict and/or prevent expression of personal freedom. Protests against any such restrictions and contravenes them. Opposed to coercion and violence.

Time Management

58.44

High time management. Strives to organize time but improvisation reigns.

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# CAREER ORIENTATION

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## Primary Career Potentials

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'  
SOCIAL SCIENCES (84.15)

\* Strengths - social sciences, leadership, ethnography, history, caring, people handling, psychology, didactic, teaching, active acting, story telling, languages,  
\* Weaknesses - There are not identified significant weaknesses.

'  
ETHNOGRAPHY (97.65)

\* Strengths - ethnography, social sciences, history, archeology, geography, passive literature, languages,  
\* Weaknesses -

'  
PEOPLE HANDLING (81.45)

\* Strengths - people handling, psychology, story telling, caring, social sciences, ethnography, teaching, active acting, languages,  
\* Weaknesses - There are not identified significant weaknesses.

'  
DIDACTIC (92.93)

\* Strengths - didactic, teaching, story telling, passive acting, creative writing, history, people handling,  
\* Weaknesses - There are not identified significant weaknesses.

'  
TEACHING (87.54)

\* Strengths - teaching, people handling, didactic, story telling, management, organizing, leadership, social sciences, ethnography, history, caring, psychology, creative writing, passive literature, languages,  
\* Weaknesses - There are not identified significant weaknesses.

'  
BOTANY (86.22)

\* Strengths - botany, biology,  
\* Weaknesses - There are not identified significant weaknesses.

'  
GEOGRAPHY (84.40)



\* Strengths - geography, geology, nature, botany, zoology, archeology,

\* Weaknesses - agriculture,

,

#### SINGING (92.05)

\* Strengths - singing, playing instruments, creating music, music listening,

\* Weaknesses - There are not identified significant weaknesses.

,

#### ACTING (89.75)

\* Strengths - active acting, passive acting, social sciences, ethnography, history, people handling, psychology, photography, playing instruments, creating music, music listening, singing, dancing, recreational sports, story telling, languages,

\* Weaknesses - There are not identified significant weaknesses.

,

#### CREATIVE WRITING (84.84)

\* Strengths - creative writing, passive literature, languages,

\* Weaknesses - There are not identified significant weaknesses.

,

#### PASSIVE LITERATURE (99.84)

\* Strengths - passive literature, creative writing, languages,

\* Weaknesses - There are not identified significant weaknesses.

,

#### LANGUAGES (99.60)

\* Strengths - languages, story telling, passive literature, people handling, ethnography, history,

\* Weaknesses - There are not identified significant weaknesses.

## Secondary Career Potentials

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### MANAGEMENT (74.81)

\* Strengths - management, organizing, leadership, social sciences, ethnography, history, economy, business, commerce, caring, people handling, teaching, story telling, languages, politics, law,

\* Weaknesses - There are not identified significant weaknesses.

### HISTORY (75.58)

\* Strengths - history, social sciences, ethnography, archeology, economy, geography, passive literature, languages,

\* Weaknesses -

### COMMERCE (76.10)

\* Strengths - commerce, management, organizing, leadership, social sciences, ethnography, history, economy, business, caring, people handling, psychology, didactic, teaching, active acting, story telling, languages, politics,

\* Weaknesses - There are not identified significant weaknesses.

### NATURE (76.99)

\* Strengths - nature, biology, botany, zoology, veterinary, geography, geology,

\* Weaknesses -

### SCULPTURING (73.67)

\* Strengths - sculpturing, drawing, painting, designing,

\* Weaknesses - There are not identified significant weaknesses.

### PLAYING INSTRUMENTS (75.83)

\* Strengths - playing instruments, creating music, music listening, singing,

\* Weaknesses - There are not identified significant weaknesses.

### CREATING MUSIC (75.83)

\* Strengths - creating music, playing instruments, music listening, singing,

\* Weaknesses - There are not identified significant weaknesses.

### DANCING (75.85)

\* Strengths - dancing, playing instruments, creating music, music listening, singing,



\* Weaknesses - There are not identified significant weaknesses.

,

#### COMPETITIVE SPORTS (79.55)

\* Strengths - competitive sports, recreational sports, coaching sports, passive sports,

\* Weaknesses -

,

#### POLITICS (75.97)

\* Strengths - politics, management, organizing, leadership, social sciences, ethnography, history, economy, business, people handling, psychology, didactic, teaching, story telling, languages, law,

\* Weaknesses - There are not identified significant weaknesses.

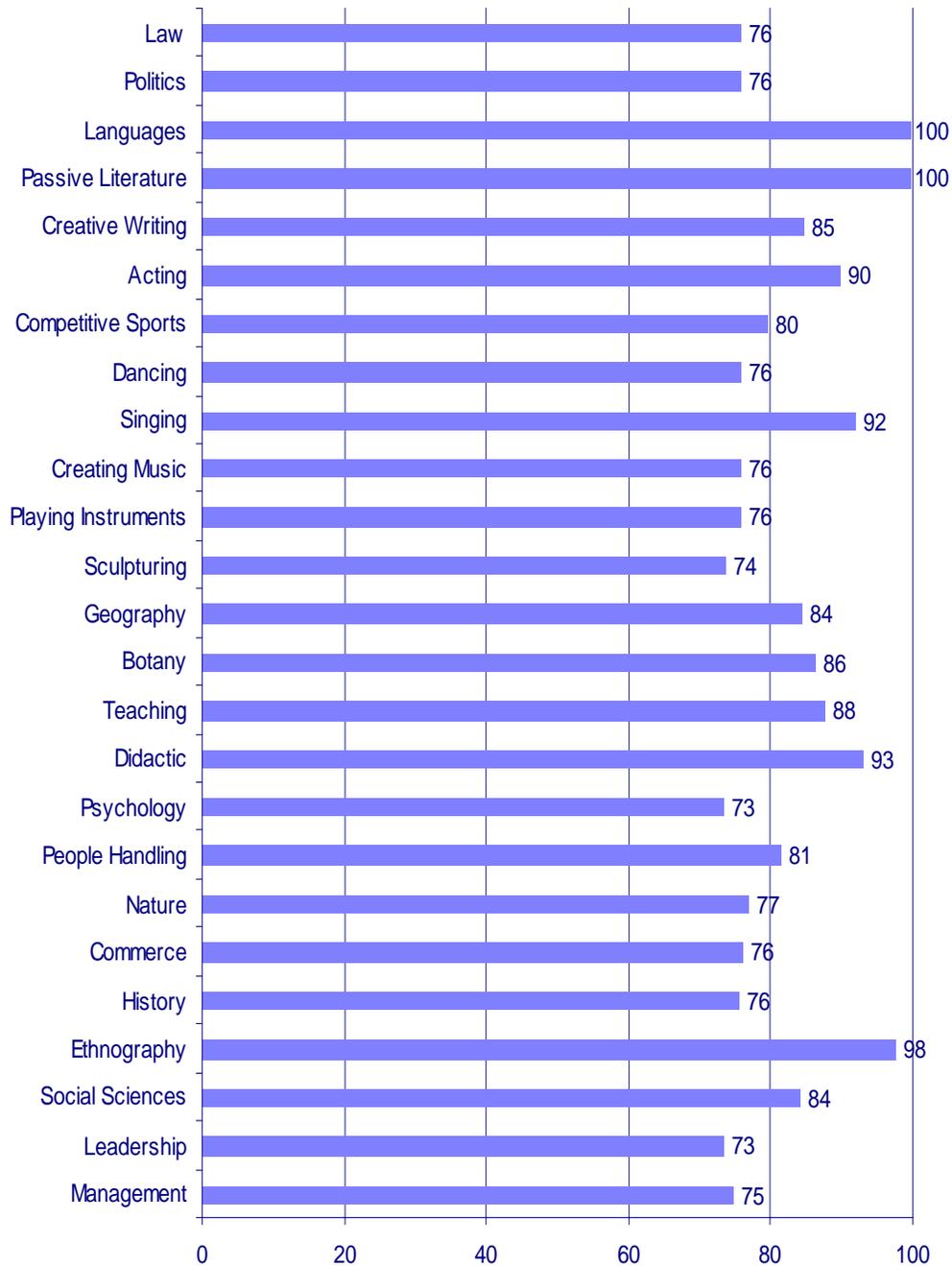
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#### LAW (75.94)

\* Strengths - law, history, management, organizing, leadership, teaching, active acting, story telling, creative writing, passive literature, languages, politics,

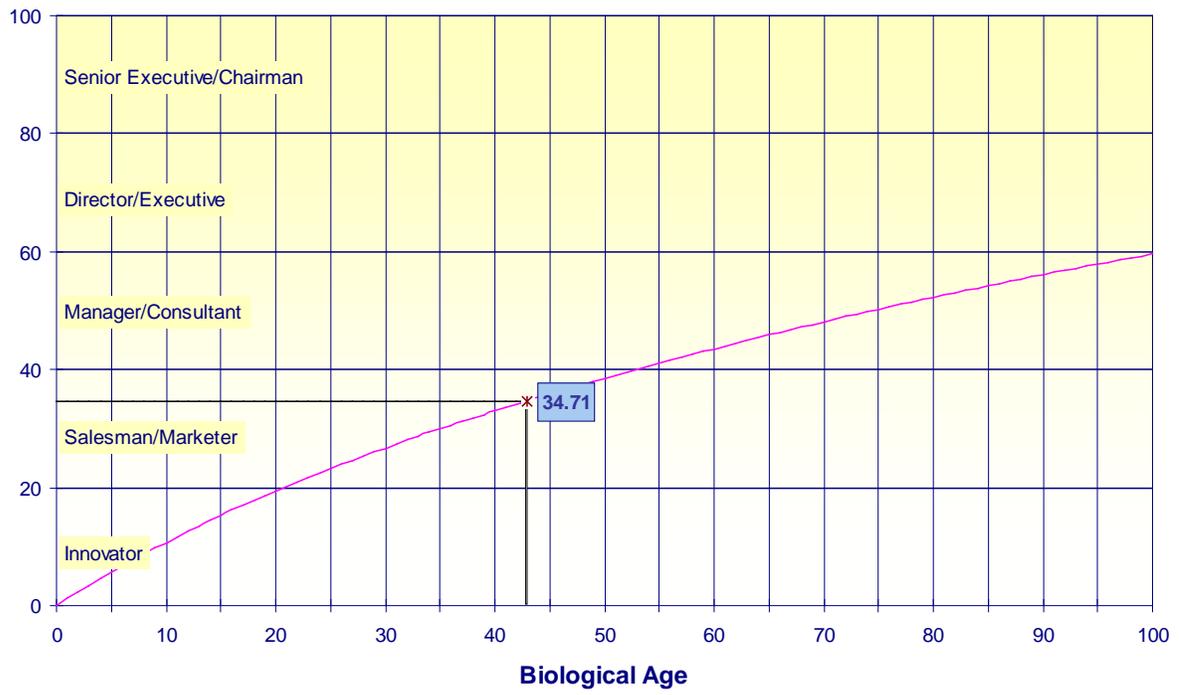
\* Weaknesses - There are not identified significant weaknesses.

## Top Career Potentials



0 .. +20 *Not Recommended*  
 +21 .. +40 *Low Recommendation*  
 +41 .. +60 *Conditional Recommendation*  
 +61 .. +80 *High Recommendation*  
 +81 .. +100 *Very High Recommendation*

# CAREER POSITION DEVELOPMENT



**Career Position Development Curve**

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# MANAGEMENT STYLE

## EVOLUTIONARY

He enthusiastically involves himself with new projects, especially those which are in some way connected to his own personal likes and interests. Second to this, he will then give his attention to the other remaining challenges.

He easily delegates some of his tasks to subordinates, and is genuinely concerned with their development and growth. He does not see his subordinates as a threat, neither to himself or to his future career. He is not tied to convention or process, and only follows formalities if and when absolutely necessary.

In conversation, he is elegant, sympathetic and candid. He pays particular attention to his image and is conscious of the appearance of others around him. In this respect he is an aesthetist. Also, he has a tendency to act in ways which have an "effect", rather than being effective.

In his planning for the future he cannot be said to only focus on the present, but then again, seldom do these plans consider a future much beyond "tomorrow". In business, he will do well to be close to decision makers who can influence the strategic direction and consider the future needs of the business in their plans.

His inherent character traits, and their resulting style of management guarantee him success when the work team is united, can work independently and is accountable for its own results. In a position of authority, this individual will seek the endorsement of ambitious supporters, who in turn will be rewarded with opportunities for personal development and advancement under his supervision.

Irrespective of his chronological age, he is "young at heart". He believes in himself and takes little notice of competitors. He is not one to scheme, preferring to succeed directly and fairly. When faced with opposition, he will not simply eliminate them quietly, nor "do them in". Instead, he would rather know what his opponents object to, and will seek to gain a mutual understanding on these issues.



He is not an egalitarian. He appreciates elitism, believing whomever is more capable, and works harder should naturally have more rewards. He does not subscribe to the notion that we are "all equal". He is not stingy, and respects as well as rewards the contribution of his most valuable subordinates. However, he also has a need to be valued and recognized for his accomplishments.

This is an individualist who walks to the beat of 'his own drummer". He will not follow, and is always seeking something new. He is an innovator and appreciates this quality in others. He will not wait for events to unfold, preferring to take the initiative and set his own direction.