



Personal Profile

Name:

Date:

Alexandre Crispi Siqueira

5/20/2016

Organization:

Group:

SOAR Global Institute

Certificação Orlando - Maio/2016

Company:

www.soargi.com

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TRAIT INTENSITY GRAPH

The trait intensity graph give you a visual representation of the traits of your basic temperament. Your primary profile is plotted on the graph in green and your role adjustments are plotted in blue bars. The graph gives a detailed description of your temperament, how you communicate, your leadership style, what motivates and demotivates you, your energy level, role adjustments and level of stress.

Dominant		Extrovert		Patient		Conformist	
54		54		54		54	
53	Commanding	53	Eloquent	53	Tolerant	53	Self-Sacrificing
52	Fearless	52	Overflowing	52	Detached	52	Cautious
51	Daring	51	Vivacious	51	Unconcerned	51	Perfectionist
50	Cynical	50	Zealous	50	Passive	50	Avoids Change
49	Superior	49	APromoter	49	Unhurried	49	Judgmental
48		48		48		48	
47		47		47		47	
46		46		46		46	
45	Courageous	45	Persuasive	45	Persistent	45	Detailed
44	Authoritative	44	Eager	44	Artistic	44	Disciplined
43	Bold	43	Exciting	43	Peaceful	43	Dedicated
42	Forceful	42	Light-Hearted	42	Warm	42	Sensitive
41	Keen	41	Fluent	41	Consistent	41	Conscientious
40	Analytical	40	Trusting	40	Cooperative	40	Methodical
39		39		39		39	
38		38		38		38	
37		37		37		37	
36	Competitive	36	Enthusiastic	36	Patient	36	Faithful
35	Self-Assured	35	Convincing	35	Mild	35	Careful
34	Positive	34	Friendly	34	Steady	34	Dutiful
33	Confident	33	Articulate	33	Dependable	33	Committed
32	Decisive	32	Humorous	32	Paced	32	Trustworthy
31	An Organizer	31	Optimistic	31	Calm	31	An Itemizer
30		30		30		30	
29		29		29		29	
28	More	28	More	28	More	28	More
27		27		27		27	
26	Flexible	26	Flexible	26	Flexible	26	Flexible
25		25		25		25	
24		24		24		24	
23	Peace-Loving	23	Private	23	Action-Oriented	23	Uninhibited
22	Mild	22	Earnest	22	Quick	22	Impulsive
21	Composed	21	Reserved	21	Restless	21	Not Detailed
20	Gentle	20	Contemplative	20	A'Doer'	20	A Generalist
19	Congenial	19	Creative	19	Likes Change	19	Flexible
18	Willing	18	Quite	18	Ambitious	18	Open-Minded
17		17		17		17	
16		16		16		16	
15	Temperate	15	Imaginative	15	Swift	15	Very Independent
14	Hesitant	14	Serious	14	Quick-Witted	14	A Free Thinker
13	Deferring	13	Guarded	13	A'Driver'	13	Contrary
12	Timid	12	A thinker	12	Seeks Change	12	Adventurous
11	Apprehensive	11	Individualistic	11	Impatient	11	Visionary
10	Soft-Hearted	10	Inventive	10	Strained	10	Resistant
9		9		9		9	
8		8		8		8	
7		7		7		7	
6	Placid	6	Introspective	6	Impetuous	6	Stubborn
5	Submissive	5	Aloner	5	Brusque	5	Obstinate
4	Fearful	4	Skeptical	4	Short-Fused	4	Hostile
3	Not Confident	3	Seclusive	3	Intense	3	Rebellious
2	Complacent	2	Aloof	2	Taut	2	A Rationalizer
1		1		1		1	
Non Dominant		Introvert		Impatient		Non Analytic	

Personal Profile for ALEXANDRE CRISPI SIQUEIRA

PRIMARY TRAIT: **Dominance**
 SECONDARY TRAIT: **Urgency**
 PATTERN: **Standard**

Alexandre, your responses to the survey indicate you are a person who is:

Decisive, assertive, a risk taker who is quite innovative and competitive. A doer who gets involved and takes action to drive results. You are less confident in the ability of others than your own. You are willing to act on the environment to control it.

It also indicates:

that you are action oriented and do not like delays or waiting. You tend to experience a sense of urgency with yourself and others. You learn quickly and like a lot of variety in your environment. You like new, exciting situations that have a fast pace.

Score Range	D	E	P	A
47 - 54				
39 - 46				
30 - 38	***			
25 - 29		***		
16 - 24			***	***
8 - 15				
0 - 7				
	ND	I	U	NA

Trait Description	Primary Profile	Work Adjustment
Dominant	34	42
Extroverted	28	36
Patient	20	12
Analytic	20	30
D: Dominant = 27 - 54 E: Extroverted = 27 - 54 P: Patient = 27 - 54 A: Analytic = 27 - 54		ND: Non Dominant = 0 - 26 I: Introvert = 0 - 26 U: Inpatient = 0 - 26 NA: Non Analytic = 0 - 26

*The wider the pattern, the more emphatic your primary and secondary behavioral traits will be.

Wide Pattern = Primary Trait is 39 or higher

Standard Pattern = Primary Trait is between 30 and 38

Narrow Pattern = Primary Trait is between 27 and 29

YOUR BASIC TEMPERAMENT - HOW YOU FEEL YOU REALLY ARE:

This page describes the high trait in your profile. It is the one farthest above the midline. The high trait has the most influence on your behavior and motivation and the low trait is the next most important. The impact of these traits is also dependent upon their distance from the midline.

The Decision Making Dominant

The Dominants emotional makeup:

People whose high trait is Dominance tend to be assertive, self-assured, and have an inquiring mind. They are more things than people oriented, like to be in control and to make their own decisions. They are good at getting things done and tend to be very results oriented.

The Dominant at home:

You like to be in charge and make decisions. You are direct, frank and factual in communications and may come across stronger than you realize. You want others in the family to be active and focus on getting things done. You can be pleasant and generous as long as things are going your way.

The Dominant at work:

You are most productive when you make the decisions and are not under close supervision. You will only work for people you respect. You are confident in what you can do. You like to get involved and take action. You will delegate the detail work, but will be reluctant to delegate decision making authority. You always want to take on more, and at times, you may take on so much that you become a workaholic.

The Dominant in society:

You tend to have a few close friends rather than a lot of acquaintances. However, when you commit yourself to a friendship, you take it seriously and feel strongly about it. When involved with a group, you prefer to take a lead role and get things done. You want to correct wrongs and will challenge the status quo.

TRAIT COMBINATIONS

The other three traits and their location in your profile are listed on page 1 of the printout and are portrayed on the graph. These traits have a direct effect on your high trait and how it is used. There are also various combinations of traits that directly affect your behavioral style. You should be able to identify with most of the following:

The combination of Dominance as the high trait and Patience as the low trait in your profile indicates the following:

You are a self-starter who is ambitious, hard driving, and impatient with both yourself and others. You make decisions quickly and you want everything done yesterday. You are highly competitive and you develop positive ideas rapidly. You have a lot of confidence in your ability to perform and are a strong risk taker.

The combination of Dominance as the high trait and Conformity below the midline indicates the following:

You are more interested in accomplishing end results than the means to that result. You are creative, self-confident and independent. You dislike detail, too much structure and will resist the rules that take away too much of your freedom. You like to make decisions based on authority, but will usually delegate decisions that deal with detail. You take risks forcefully and without hesitation. You do not bind yourself to organizations, but you have organizational tendencies.

The combination of Dominance as your high trait and Extroversion at or above the midline indicates the following:

Your communication style is enthusiastic, convincing and you express yourself well. You are quick thinking, spontaneous, and think well on your feet. You are self-confident and skillful with people. You are friendly and open until resistance occurs and then you want to take control of the situation. You tend to be a teller rather than a persuader and you prefer to tell people what to do rather than try to persuade them.

Listed below are additional insights into your basic temperament. Hopefully, they will provide you with an even better understanding of yourself and the others with whom you live, work or have social interaction. You should be able to identify with most of the following:

Your Communication Style: Fast and Spontaneous.

According to your profile, your communication style is quite direct and candid and you like that kind of directness from others. You like social exposure, have the ability to think fast and you enjoy the communication process. Since you are a non-conformist, you primarily enjoy discussing big picture opportunities and new ways of doing things. You especially enjoy contact with people when you are in control of the communication process.

Your Leadership Style: Velvet Hammer.

You perform your leadership role by assuming an attitude of direct control while still being concerned about how you come across to others. You are inwardly directed and have great confidence in your ability to accomplish undertakings through others. You will take on additional responsibilities and may be reluctant to delegate authority. You make quick decisions and want immediate results. You actively promote change and look for new ways of doing things.

Your sensitive areas and potential reactions:

Too many external controls and close supervision make you feel closed in ... you prefer a lot of freedom. Vacillating or incompetent leadership and too much emphasis on trivia is demotivating. You also dislike vague or unclear responses to your questions or inquiries. If some or all of these things are taking place, and you feel forced to accept it, you will react in a very direct manner. You will do whatever you feel is necessary to get out of the situation ... and you may become autocratic and/or dictatorial in an effort to gain control.

This page lists some things that are very motivating to you based on your profile. The wider the pattern, the more intense the need. These motivators come from being a high Dominant:

- a generous amount of freedom from controls and supervision.
- day to day challenges.
- tangible results from your efforts.
- in a position to make decisions.
- direct answers and candor in communications.
- be able to measure results in monetary terms (keep score).
- to be in charge and responsible for the results achieved.
- participate in competitive activities/sports.
- probe into technical and/or mechanical things.

In contrast, these things tend to demotivate you:

- a lack of challenging things to do.
- too much close supervision.
- vague or unclear responses to questions.
- vacillating, wavering leadership.
- lack of significant goals.

Motivating factors from Extroversion above the midline:

- opportunities for interaction with people.
- meeting new people and making friends.
- the team approach to getting things done.
- opportunities for success and status.
- praise and public recognition.

These motivators come from Patience below the midline:

- fast responses in communications.
- a fast pace with a lot of variety.
- freedom from set routines.
- new environments in which to work or play.
- assignments that require a fast pace and quick action.

These motivators come from Conformity below the midline:

- the opportunity to plan ahead and deal with the big-picture.
- freedom from rules, details, and reports.
- a generous amount of independence and unusual assignments.
- new methods of doing things away from tradition.
- opportunities to associate with visionary people.

The traits in your basic temperament can also be referred to as strengths. The dictionary defines temperament as "a pattern of innate characteristics associated with ones special physical and nervous organization, and primarily genetic in nature." The negative side, or weakness, of any of these strengths is when they are focused on self and used strictly for selfish purposes (getting your own way). A mature, effective person will also consider the needs of others. An immature (ineffective) person focuses so much on self that the needs of others are not considered. When comparing people with the same basic nature, you may find one who is successful and respected and another who is unsuccessful and considered a threat to society. The difference lies in how they use their strengths.

Effective behavior

Effective Dominants will help those lacking assurance to set concise goals, and define what needs to be done. They take charge of situations where their expertise warrants and provide direct, clear feedback when results are not being achieved. They take an active, problem solving approach, but maintain an awareness of the feelings and needs of others. They inspire others by their ability to stand for what is right even in the face of ridicule and scorn.

Ineffective behavior

Ineffective, immature Dominants issue arbitrary, counter productive, or self serving commands that irritate and/or demean others. They stand over and closely direct others in order to stay in control even if they do not know as much about it as the person they are directing. They can be very critical and thereby dishearten others when they really want to motivate them.

Action Plan:

Dominants need to realize that they are not always right. They need to take more time to deliberate before deciding and be sensitive to the needs of others and how their decision will affect them. The need to control must be sacrificed to the good of all concerned. Love and maturity can be defined as "doing unto others as you would have others to do unto you."

Energy Level

Your energy level (as determined by this program) is measured by tabulating your responses to the adjectives on the survey card. This gives an indication of your innate capacity to handle various types of tasks and schedules before wearing out and needing to replenish your energy.

Research confirms that a demanding environment requires a person with a greater capacity (energy) than does a less demanding environment. Persons with a lower energy level who are in a demanding, high energy environment, may experience burnout; while a person with a high energy level in a less demanding environment would probably be bored. This is not a scientifically accurate measurement, however, it gives you a better understanding of your own energy level as compared to others.

Typically, your vitality/energy will be used up more rapidly when in a stressful situation than when things are going smoothly. Your energy can be replenished in several ways, including food, sleep, and relaxation. When you run out of energy, the following symptoms tend to appear:

1. Increased susceptibility to accidents.
2. Increased susceptibility to mental errors.
3. More trouble concentrating on one thing.
4. Inability to handle stressful situations.

The range of energy is:

Below Average - Average - Above Average - High - Very High

Your responses to the survey card indicate that your energy level is **Above Average**. This indicates that you should be able to handle most normally active schedules. However, longer days, less sleep and an excessive amount of stress could lead to fatigue and eventually to burnout. You are most effective when you focus your energy on reaching specific goals. This maximizes your effectiveness and at the same time allows you to be able to adjust to others and handle stressful situations.

This program uses your responses to the role adjustment part of the card to calculate your adjustments at work. This reflects your perception of how others expect you to act at work. Typically, your responses describe what was happening about 4 to 8 weeks prior to taking the survey. As you read this section, reflect on what was happening during that 4 to 8 week time frame. Refer to your trait graph. The lines in blue give you a visual indication of the changes you have been making in order to adjust to your environment. Normally, about 80% of those profiled can identify with their changes. The paragraphs below summarize the trait movement and give you some possible reasons for those adjustments.

Dominance moving upward:

Indicates that you are trying to be more controlling or assertive and forceful than would be natural for you. It could mean you are being required to take more risks or make more decisions than usual. It could also be that you are being more creative or have been placed in a leadership role.

Extroversion moving upward:

Indicates that you are making an effort to be more friendly, outgoing and sensitive in terms of people. Maybe you are being more communicative in general, or working to develop better people skills. It may also mean that you are making more group presentations or are more involved in teamwork.

Patience moving downward:

Indicates that things are probably not happening as quickly as you desire. Perhaps deadlines are not being met and your sense of urgency is increasing with a need to move faster. It could also mean that you are being required to handle a greater variety of things at the same time than would be usual for you.

Conformity moving upward:

Indicates that you feel the need to develop more systematic ways of doing things in order to get the details done. You may be more concerned about quality or placing greater emphasis on accuracy. It may also mean that you are trying to be more organized, systematic, or more cautious and security conscious.

Pressure, tension, stress and strain are things that we all experience in life and cannot be avoided. There is the every day pressure of getting to work on time, meeting the needs of family members and, in general, coping with life. Virtually all human activity involves a certain amount of pressure and stress. A moderate amount of stress stimulates to action and achievement. However, excessive stress can become distress, which is both negative and demotivating. This profiling program gives you an indication of how you felt about meeting the expectations of others in the recent past.

The program uses the following range of responses:

Good - Somewhat Stressed - Very Stressed - Anxious

The good response indicates that you felt confident in your ability to meet the expectations of others.

The somewhat stressed and very stressed responses indicate that you were experiencing some degree of difficulty in dealing with the expectations of others.

The anxious response indicates your perception that others are expecting more of you than you feel capable of handling. Another possibility is that you are somewhat self-critical and others are more confident in your abilities than you are.

Note: There is no direct correlation between how much you are moving your traits (the lines with arrows on the graph) and how you are responding to it. Your trait movement may be quite dramatic and yet you may be very confident in your ability to meet the expectations of others, or just the opposite could be true. Your response to your environment will change from time to time depending on your perception of how things are going.

However, your answers on the survey card indicate that recently your response was **GOOD**. This indicates that you have been satisfied with the way things are going and you are confident of your ability to continue to meet the expectations of others.

SOAR

Global Institute

SOAR Global Institute has a Mission to “guide individuals and groups to a greater accomplishment in their lives, through self-knowledge and more effective communication”. It aims to provide people around the world the opportunity to make the most from their personal and professional, while improving their perceptions and interpersonal relationships.

- Tool for behavioral self-knowledge and identification of communication profile
- Certification for Practitioners
- Personal and organizational coaching
- Resource for leadership development
- Human Resources tool for employee selection and development
- Group analysis for supporting family, church and organization team development
- Seminars and training on personal development based on SOAR profile
- Consulting projects for attaining specific personal development objectives
- Support for vocational guidance
- Business opportunity for Practitioners, with support of a modern platform



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