

# Chally Assessment™

## How to Read Your PAR Report

# Sample Personal Assessment Results (PAR) Report

October 16, 2020

**MAP: TASK MOTIVATIONS**

TASK MOTIVATION 1/3

**PRODUCE EXCELLENT RESULTS**

The drive to reach new levels of achievement in building systems that produce tangible outputs; thrive on challenge to improve results

23

Strong Left

Neutral

Strong Right

STRONG LEFT: NEED TO CONTROL RISK

STRONG RIGHT: PROMOTE GROWTH THROUGH INNOVATION

Focus on incremental improvements to output or profitability	Like unique, new and different solutions, especially if seen as a breakthrough
Prefer to anticipate and remove obstacles before starting	Justify a growth-oriented approach in terms of future potential
Resourceful within the confines of existing methods or procedures	Embrace innovation and creativity in exploring new business functions or capacities
Uncomfortable risking what is 'good enough' to pursue a new idea that could fail	Adopt the role of visionary and see the opportunities to be gained rather than the potential for loss
Minimize and control risk in order to optimize efficiency	Welcome the challenge of trying or creating a new or different approach to your objectives
Refine and maintain established systems at an effective level	Eager to field-test a new solution or method by trial and error, making adjustments as necessary, and getting momentum started while the idea or technology is still fresh and exciting
Strive for stability and focused on results	-

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Joe Sample 4

**MAP: INFLUENCE MOTIVATIONS**

INFLUENCE MOTIVATION 1/4

**INFLUENCE OTHERS**

The drive for influence and the power to accomplish greater outcomes than one could do personally

55

Strong Left

Neutral

Strong Right

STRONG LEFT: NEED TO ASSERT OWN DECISIONS

STRONG RIGHT: CONSENSUS BUILDING APPROACH TO INFLUENCING OTHERS

Have a directive style when influencing a group, which works best when others are less experienced or expert	Believe you can have the greatest impact on your surroundings by embracing a democratic approach that encourages cooperation and collaboration
Prefer to control decisions and will not compromise authority just to support what is most popular or comfortable	Draw ideas and suggestions from all sides to be sure of buy-in to the final approach
Stand by your decision or solution rather than give in for the sake of group consensus	Willing to concede your preferred method or solution, if needed, to arrive at a consensus that works best for the group
Willing to work around dissenters	Have a participative style when influencing a group, which works best when all are competent
Usually seen as pragmatic and practical and will exercise authority to achieve an efficient or effective outcome	Work to maximize team effectiveness

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**BEHAVIORS/CHARACTERISTICS 8/12**

**COMPETITIVENESS**

The habit of trying to win, specifically in competition against others

47

Left

Situational

Right

LEFT: SUPPORTIVE AND COOPERATIVE

RIGHT: COMPETITIVENESS

Prefer a cooperative effort with others to a competitive environment that creates rivals or opponents	Enjoy the challenge of competition and comfortable with situations that produce a winner and a loser
Embrace a philosophy of 'all for one and one for all' in working toward common objectives	Seek and gather the resources needed to position yourself to win
Avoid situations that promote winners and losers, and the associated feelings of disappointment and failure	Unwilling to give up or accept failure if not immediately rewarded with success
Promote compromise and 'give and take' efforts in order to achieve a partial level of success rather than abandon a goal because compromise was unacceptable	Refrain from turning competition into a personal attack

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Joe Sample 21

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Personal Assessment Results Report

Joe Sample

Prepared for:

Chally Assessment, LLC

Chally

Chally

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2

PAR (Motivations & Habits) Report



**Strengths**



**Style**



**Skills**

# Part 1: Motivations

MAP: TASK MOTIVATIONS

TASK MOTIVATION 1/3

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MAP: RELATIONSHIP MOTIVATIONS

RELATIONSHIP MOTIVATION 1/3

MEET INTERESTING PEOPLE

The drive to meet, interact with, and understand successful, unique, or accomplished people

56

Strong Left

Neutral

Strong Right

STRONG LEFT: NEED TO FIND A PRACTICAL USE FOR SOCIAL INTERACTION

STRONG RIGHT: NEED TO SEEK NEW INTERPERSONAL OPPORTUNITIES

Restrict casual socialization to those with common interests	Enjoy meeting accomplished or interesting people
Prioritize social contact selectively to fulfill commitments to those individuals important to you	Genuinely find accomplished people interesting regardless of shared experiences or backgrounds
Broad socialization is engaged in primarily to further a goal or obligation, e.g., skill building or business contacts	Continually seek to broaden your circle of acquaintances
Consciously weigh the effort invested in social contact against the benefits	Typically skilled at conversation and social skills
Unwilling to sacrifice time or resources on casual conversations or interactions that will not provide any value or gain	Find opportunities to learn from people who have different opinions or perspectives to share

INFLUENCE MOTIVATION 4/4

BE VISIBLE

The drive to be included and involved and not excluded from key activity, including the need to be close to the center of ultimate decision making

88

Strong Left

Neutral

Strong Right

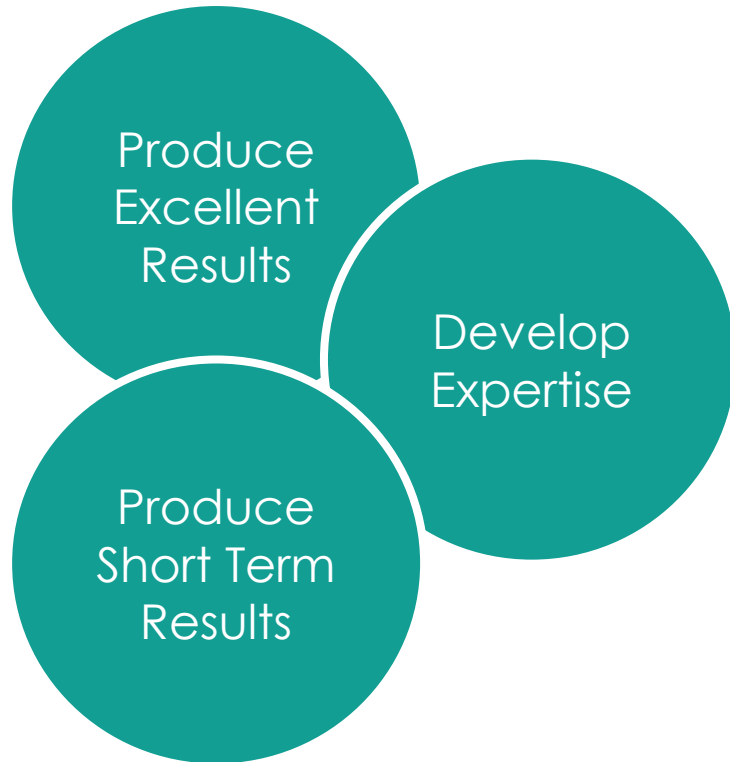
STRONG LEFT: NEED TO MINIMIZE CONFRONTATION

STRONG RIGHT: NEED TO MAINTAIN A HIGH PROFILE

Make an effort to smooth over conflict situations rather than choose a side and risk alienation or dismissal from the group that holds the power	Seek to be included in what is happening and do not want to be left out of crucial actions or decisions
Solidify your place in the information loop by keeping negative feedback or controversial opinions to a minimum	Want to be able to provide input and be seen as part of the advisory group supporting the decision makers
Need to objectify the differences of opinion to permit yourself to look for mutually acceptable solutions	Comfortable assuming a highly visible role in the power structure of a group or organization
Prefer to downplay the importance of your position and refrain from actively defending your views or providing input that could result in an escalation of negative situations	Constructively and proactively approach confrontation and negotiation to address obstacles when the desired outcome is threatened

# The 10 Motivations

## TASK



## RELATIONSHIP

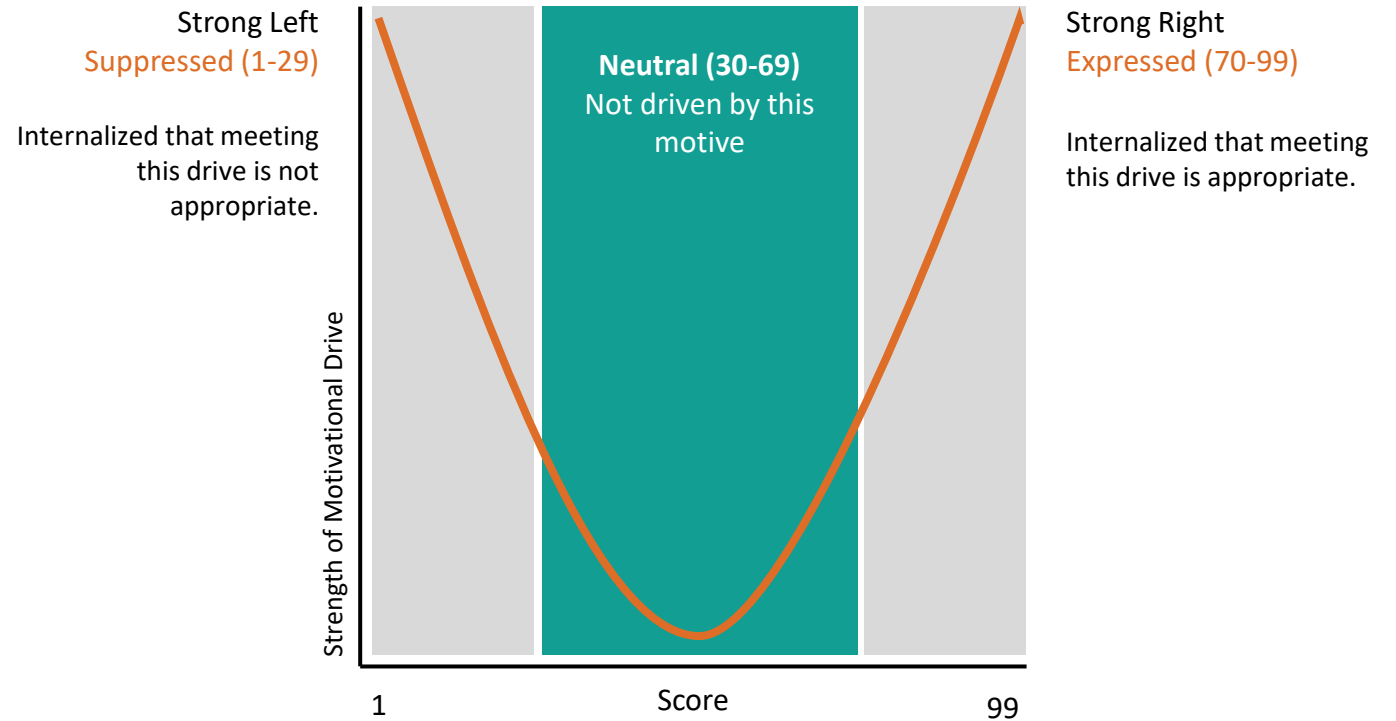


## INFLUENCE



# Motivation Scores

- All scores are GOOD.
- You experience a strong motivation if your scores are very low *or* very high. Moderate scorers simply don't have a strong drive in relation to this motive.



# Motivation Scores

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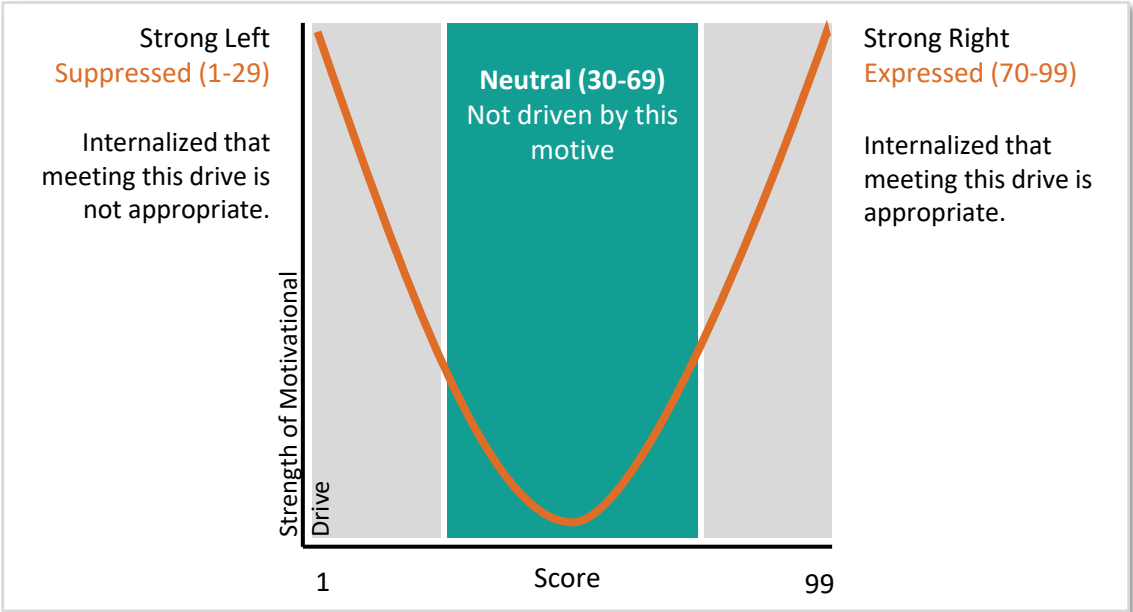
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# Part 2: Habits

## Self-Descriptive Index

BEHAVIORS/CHARACTERISTICS 1/12

### EXTROVERSION

The habit of expressing oneself actively in an outgoing and enthusiastic manner



LEFT: QUIET AND UNASSUMING

RIGHT: EFFECTIVE NETWORKING

May appear shy or quiet	Prefer to take the lead in social interactions and quite comfortable 'working a room' as you meet people and put them at ease
Tend to hold back in social situations until others demonstrate interest	Move easily between people or groups both familiar and unfamiliar to you in order to identify opportunities for potential dealings in the future
Prefer to interact with established and familiar acquaintances while you scope out opportunities to develop new contacts from a comfortable distance	Enjoy socialization, sharing information about yourself, and asking questions about others to 'break the ice' and initiate a conversation
Likely to assume the role of observer in social interactions	-
May be uncomfortable making social small talk without first rehearsing or scripting what to say	-

BEHAVIORS/CHARACTERISTICS 4/12

### RESERVE

The habit of evaluating the content and impact of any communication or action before it is committed



LEFT: OPPORTUNISTIC

RIGHT: CONTROLLED WORK APPROACH

Spontaneously seize opportunities presented and take full advantage of them	Gather considerable evidence of likely success prior to adopting new methods and procedures
Capitalize on unexpected events or circumstances and turn them into an advantage	Minimize the risk of mistakes or failure by thinking through the process to the expected outcome and anticipating the consequences
Have the propensity to immediately exploit unexpected, timely opportunities and circumstances as they occur	Thoroughly question and evaluate new ideas or methodologies in an effort to ensure that the desired results are achieved
Value what has proven successful in the past but willing to stretch past comfortable or known methods to meet objectives in spite of extra pressure or risk	Resistant to move more quickly toward producing results if you perceive that quality could be jeopardized
Comfortable speaking your mind and suggesting innovative or creative ideas	Exhibit a strong need for control and a reticence to implement new methods until they have been proven
Build immediate trust and rapport by presenting a visible and candid agenda	-

BEHAVIORS/CHARACTERISTICS 7/12

### POSITIVE MENTAL ATTITUDE

The habit of defining needs and problems as opportunities and challenges and freely expressing frustration as it is experienced



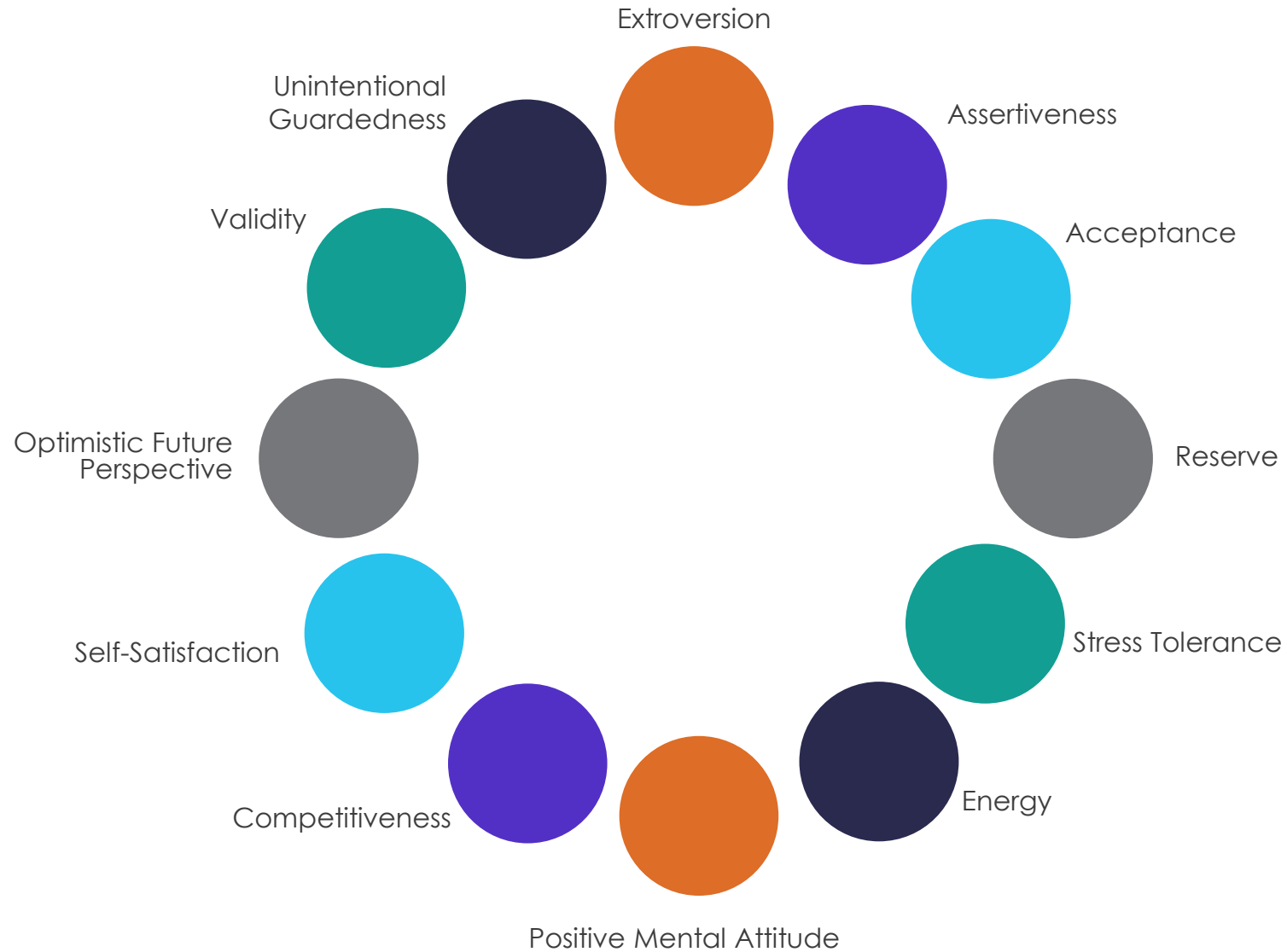
LEFT: EMOTIONALLY CONTROLLED

RIGHT: EFFECTIVELY MANAGE FRUSTRATION

Try to manage frustration by internalizing it	Tend to focus more on the solution than the problem
May find yourself going over negative events with excessive frequency or self-doubt	Comfortable expressing concerns
Keep a tight rein on your emotions	Won't allow frustrations to build
Can become discouraged if problems are persistent or solutions just don't materialize	Don't allow negative events to ruin a positive attitude

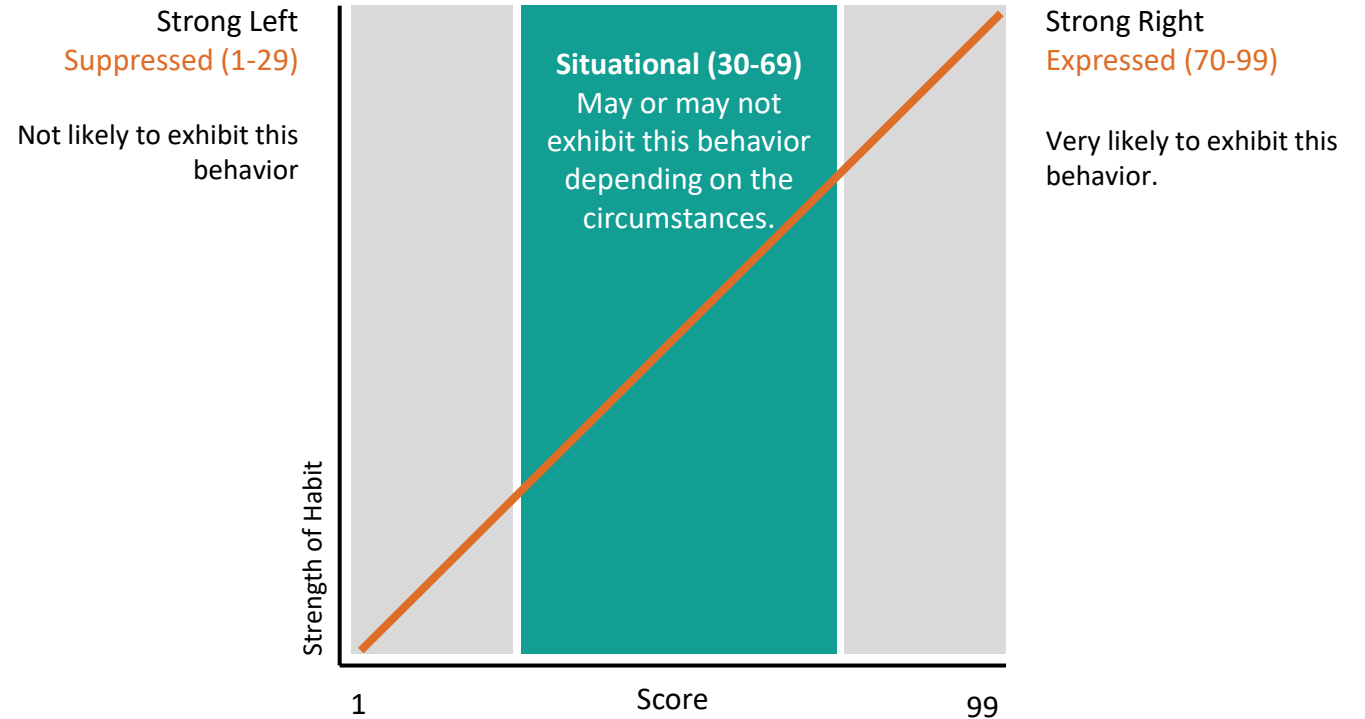


# The 12 Habits

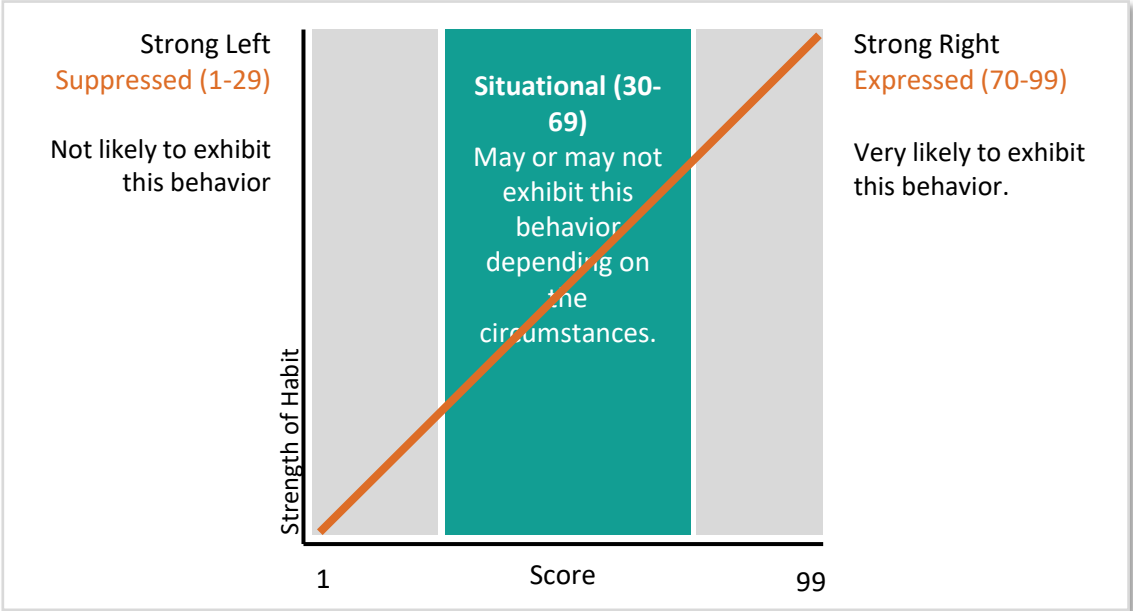
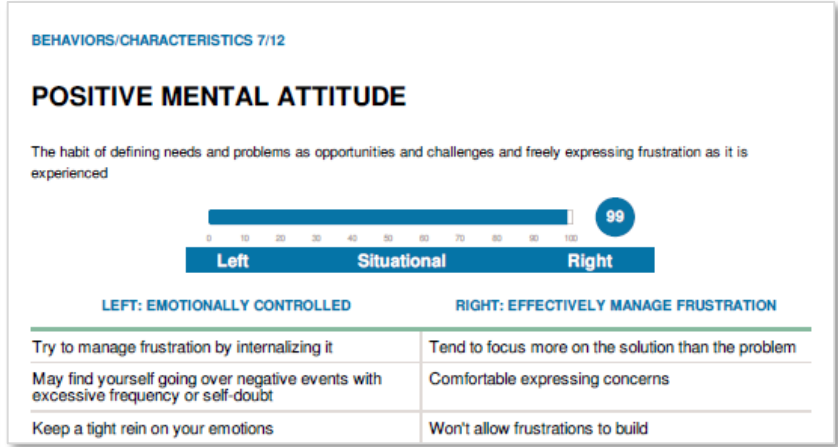
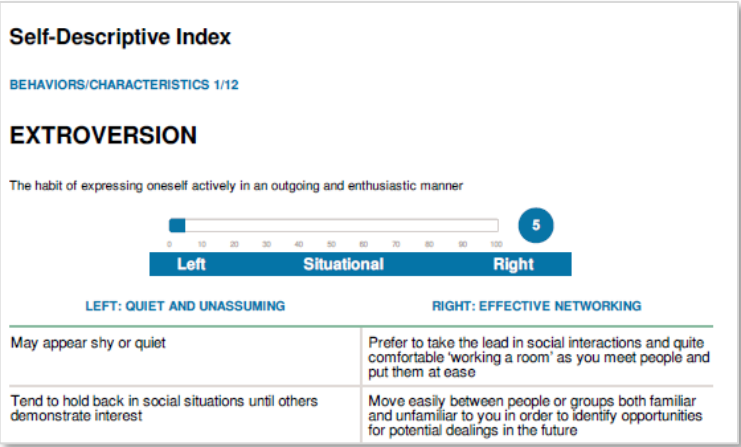


# Habit Scores

- The strength of a habit (behavioral characteristic) is measured in a linear fashion.
- The higher the score, the more likely you are to express this habit consistently. The lower the score, the less likely you are to behave in this way.

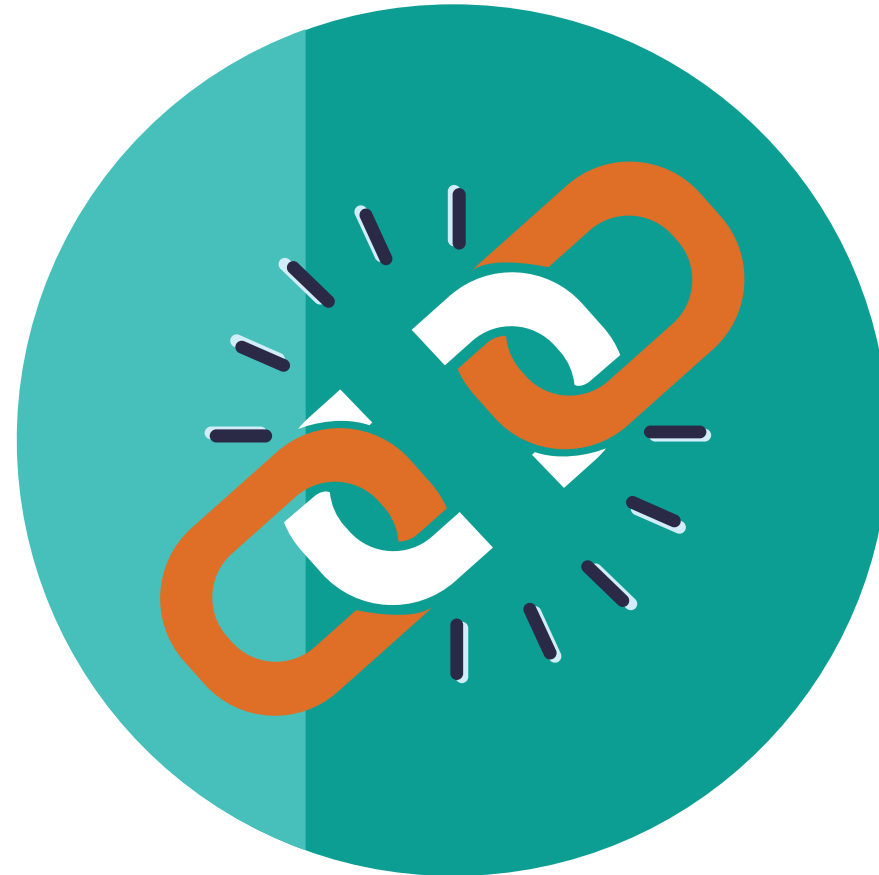


# Motivation Scores



# Unleashing Your Motivations

- What about your motivations and traits rang true for you from the PAR report?
- What surprised you?
- Can you recall specific situations where your motivation(s) or habit(s) either helped or hindered you from achieving your goals?
- What insights can you take from the PAR that will help you stay motivated and engaged?



# Questions? Contact Us!

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