

Leonard Personality Inventory

Let's

Explore

Openness

Neutral

Analytical

Relational

Decisive



www.leonard.com.my

NAME: Jackie
DATE : 12/9/2007
ORGANISATION: -
JOB DESIGNATION : Manager

Copyright © 2001-2005 , Leonard MS Yong

The LEONARD Personality Inventory

Based on a number of years of research into the personality traits of Malaysians, Dr. Leonard Yong has developed the LEONARD Personality Inventory (LPI). The LPI has been named in this way because it attempts to help us with Let's Explore our Openness, Neutral, Analytical, Relational and Decisive behavioural tendencies. The LEONARD Personality Inventory can identify a person's emotional orientation and locate a person's preferred behavioural orientation on any of the five behavioural dimensions, namely Openness, Neutral, Analytical, Relational and Decisive dimensions.

The LEONARD Personality Inventory is based on research work by Dr. Leonard Yong in the last ten years and is modelled after a combination of both the four Greek temperaments and the Big Five Model. The approximate equivalent of the LEONARD Personality Inventory to these two models are as follows:

Greek Temperaments	LEONARD	Big Five Model
	Openness	= Openness
Phlegmatic	= Neutral	= Agreeableness
Melancholic	= Analytical	= Conscientiousness
Sanguine	= Relational	= Extraversion or Surgency
Choleric	= Decisive	= Emotional stability

Results from the administrations of the LEONARD Inventory in Malaysia have indicated the validity and reliability of the Personality Inventory for the purpose of identifying the preferred behavioural styles of respondents. Intervention programs have been designed to assist individuals to enhance their emotional intelligence (intra-personal and inter-personal skills). This has been found to be especially useful in helping organizations, which have encouraged teamwork and innovative approaches to the workplace through harmonious and synergistic teamwork. Other uses include premarital and marital counselling.

Reference:

Leonard Yong (1999). The LEONARD Personality Inventory. Kuala Lumpur.

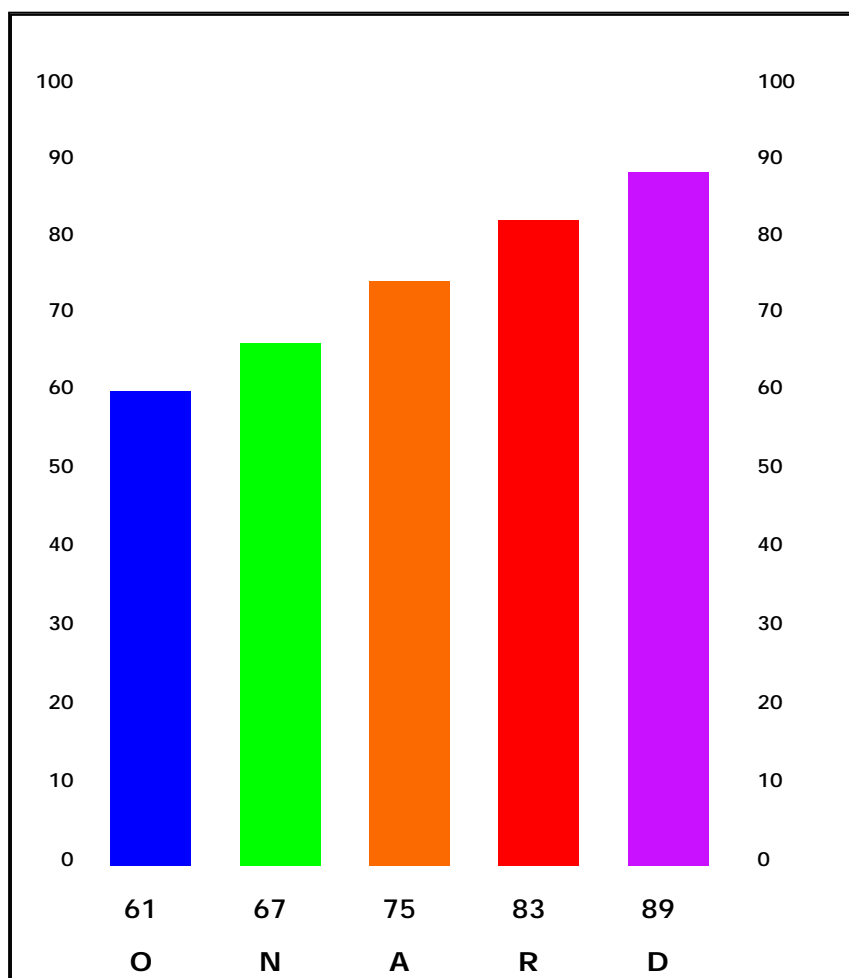
Understanding Your Preferred Behavioural Style

Your LEONARD Personality Profile		
<p><i>Neutral</i> <i>Good listeners</i> <i>Like to live in harmony</i> <i>Patient</i></p>	<p>Data Oriented Introvert Cautious Diligent Perfectionistic</p>	<p><i>Analytical</i> <i>Cautious</i> <i>Like to be precise</i> <i>Can work alone</i></p>
<p>People Oriented Warm personality Shares feelings easily Approachable</p>	<p><i>Openness</i> <i>Are creative</i> <i>Like to try new things</i> <i>Tend to be curious</i></p>	<p>Task Oriented Desire to be in control Like to lead Can solve problems well</p>
<p><i>Relational</i> <i>Full of life and excitement</i> <i>Persuasive</i> <i>Convincing</i></p>	<p>Action Oriented Extravert Love challenges Make friends easily Inspires others</p>	<p><i>Decisive</i> <i>Confident</i> <i>Like to win</i> <i>Bold</i></p>

The LEONARD Personality Inventory

Name Jackie
Position Manager
Organisation -
Date 12/9/2007

Generally, your personality can be summarized as that of 'Exhorter'



O: Openness N: Neutral A: Analytical R: Relational D: Decisive

Your strengths are as follows

You are probably the dream of almost every boss; jobs are carried out promptly and finished in time. In a system that functions like a car, you would be the accelerator, while others would be viewed by you as the brakes. You are the potential nightmare of anyone who picks a fight with you, or throws you a challenge; since you are not likely to stop once you start. Just as yeast and heat are important to the baker in raising and baking a cake, so are power and authority essential to you to get a task completed. Your refusal to be seen in weakness reinforces your appearance as an entity of steel, strength and courage.

It is very important to you to be given the freedom to complete a job. Others often have difficulty keeping pace with you since you find them too slow for you. Watching a football game with you in it, would never be a bore if all the other players had were as competitive as you are. You are probably most comfortable when the reins of authority are placed in your hands because of your preference towards assuming leadership. You provide firm leadership especially in times of difficulty.

Your desire to win motivates you to strive for greater heights. In short, you are Olympic material. You are a person of action who likes to get things done quickly. Others around you find that you inspire them. Colleagues appreciate your energy and enthusiasm. Many view metals as their treasure, but you are different - people are your gold. As such, you regard them with utmost interest and affection.

You are an optimistic person, looking at the brighter side of life. You are full of energy and enthusiasm. Those around you like you a lot. If all that was needed to raise the dead were some laughter and fun, you would have emptied entire graveyards. Spontaneity comes easily to you.

If everyone knew how to make friends the way you do, then there would be lasting peace on this planet. If someone were to put you down on canvas, you would sell a million copies like the Mona Lisa due to your popularity. Pleasant words and compliments from others motivates you greatly. Life is in your bones making you an enjoyable person to be with.

You may have these weaknesses

Versatility is a unique quality found only in the human race - the key to your survival in a challenging environment. Be more versatile You should try to be more imaginative. New breakthroughs may pass you by unnoticed. Hence, you should keep an open mind to suggestions and ideas around you. No turtle that refuses to stick out its neck ever swims far. You need to be willing to try different things more frequently. Be different, and you'll discover a part of yourself you've never seen before.

You would benefit by being more inventive. Although it is good to be appreciative of the value of traditions, be careful that you are not trapped by traditions.

A summary of your strengths are as follows

Do not give up easily
Enjoy meeting people
Are optimistic about life
Are persuasive
Love challenges
Are outgoing and sociable
Are confident

A summary of your weaknesses are as follows

May be perceived as trying to manipulate others
May be tempted to exaggerate
Tend to be proud
Must get your way no matter
Desire to impress others
Tend to draw attention towards yourself
Are impatient; finds others too slow

In order to nurture your Emotional Intelligence (EQ), you should develop

More sensitivity to others' feelings
Greater sensitivity to others' feelings
Control over your tendency to be restless
Better control of your emotions
Consideration when speaking to others
Ability to be more cautious in what you agree to do
More patience

You tend to express your creativity in the following ways

Collaborates with others to emerge with creative outcomes - this openness is a good and fresh source of input of ideas.

Stubborn insistence on creative expression, fuelled by self-confidence.

Unafraid to step on toes while presenting creative ideas or implementing creative breakthroughs.

Your creative ideas may actually be a synthesis of current opinions but given the gloss of glamorous presentation by you.

Your creative inspiration often comes from talking to wide network of people.

You do not mind controversy when you believe in a new idea.

Confident in introducing your new ideas.

How you might improve on your creativity

Exercise more care when implementing your new ideas.

Invest more time to address others' concerns regarding your new ideas.

Present your new ideas in a more patient manner.

Consider others' feelings when you implement controversial new ideas.

Do not be overly self-confident as you come up with new and creative ideas.

More intense thought is needed to refine your imaginative ideas.

Become more aware of implications of implementing your new ideas.

You can help your organization by

Inspiring members through your charisma.

Communicating well with people outside the organization.

Spearheading ventures risky in nature.

Being full of energy and dynamism while working.

Pushing others to get the job done.

Generating enthusiasm and excitement among the more lethargic members.

Providing strong leadership.

In leadership and supervisory roles, it is important that you try to do the following steps

Delicately find out whether your subordinates find you intimidating and not so easily approachable; if so make yourself more approachable.
Follow through after you have given instructions.
Learn to be more tactful in communicating with others.
Do not be over-confident.
Avoid the impression that you are proud.
Learn to lead others and not drive them.
Be more gentle when disagreeing with subordinates.

To enrich your interpersonal relationships with others, try to do the following

Don't push others but put yourself in their shoes.
Learn to wait.
Think of others first.
Give others a chance to speak, don't interrupt.
Recognize that not everything in life is a matter of winning.
Learn to understand others difficulties.
Don't lose your temper so easily; exercise more self-control.

In facing conflicts, you tend to do this

Joke to alleviate matters.
Talk much but listen little.
Fight to win.
Not bothered to understand the other person's point of view.
Desire to only have a win-lose situation with you winning and the other party losing.
May get aggressive quickly.
You can be loud & aggressive in facing the conflict.

How to better manage yourself when facing conflict

Avoid getting aggressive so easily in the conflict.
Try not to escalate the conflict.
Don't jump to conclusions; analyse the situation more carefully.
Be willing to admit you could be wrong.

Practise win-win solutions.
Don't insist on being right all the time.

The following actions may cause stress

Not allowed freedom to do what you think it is the right thing to do.
Personal attacks.
Situation is not challenging enough.
Dealing with people who are slow.
Too much routine work expected from you.
Authority and power threatened.
Constant and over-supervision.

Stress - Why you react the way you do

Perceive that others do not approve your actions.
Feel that you are being micro-managed.
Find others too slow.
Think you are not given enough freedom to do what you want to do.
Perceive that you cannot get the results you desire.
Feel blocked in your desire to achieve better results in a quicker way.
Believe that you can do better but not allowed to do so.

Stress - How to overcome your unfavourable reactions

Accept that you cannot always be the best in everything.
Try to be more gracious with others.
Speak more softly and gently.
Learn that your need for significance cannot be met by proving that you can achieve results.
Learn that you do not have to always prove yourself through constant achievement.
Exercise more self-control and not become too emotional.
Be less competitive.

Your approach/strategy and attitude towards learning

Not good at handling facts with too many details.

Tendency to adopt a 'know-it-all' attitude.

Motivated to learn if public recognition or glamour is the reward at the end.

May be not so easily teachable, hence hindering fresh input from outside.

Good sense of overview or organization/direction of subject matter.

People-related subjects are greatly favoured.

May get impatient with details deemed unimportant or which hold back persons' time.

To be a more effective learner

Don't be too quick to brush off something as unimportant just because it takes more time to learn.

Be humble to admit that there may be many things you still need to grasp. And require the help of others from time to time.

Be more organised and orderly - this will save you time and energy later on.

Aim to achieve sufficient depth and breadth of coverage so as to produce quality learning and better results.

Don't let the absence of recognition stop your progress - much of the motivation must come from yourself.

Pay more attention to details so as not to miss relevant points.

In group study settings, give others a chance to be the first to speak, and when you speak, keep it short and relevant, minus the frills and exaggeration of facts.

About the LEONARD Personality Inventory (LPI) Report

This report was generated using the LEONARD Personality Inventory software. It includes information from the LEONARD Personality Inventory questionnaire. The use of this questionnaire is limited to those people who have received training in its use and interpretation. The report herein is generated from the results of a questionnaire answered by the respondent and substantially reflects the answers made by them. Due consideration must be given to the subjective nature of questionnaire-based ratings in the interpretation of this data.

This report has been generated electronically. Leonard Personality Incorporated Private Limited can accept no liability for the consequences of the use of this report and this includes liability of every kind (including negligence) for its contents.

© Copyright 2001-2007, Leonard Yong, Ph.D.

Tel/Fax: +(603) 7785 0670
Internet: <http://www.leonard.com.my>
E-mail: enquiry@leonard.com.my

Mailing Address:
P.O. Box 199,
Old Klang Road,
58700 Kuala Lumpur,
Malaysia.