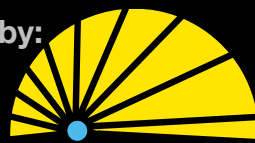


PAIRtest™

Personal PAIRS Report



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PAIRS PERSONAL REPORT

OVERVIEW

While the PAIR test demonstrates its full value with multiple users—comparing and contrasting scores over 19 different personality points—the **PAIRS Personal Report** synthesizes some of the most powerful data from the PAIR test and offers a single user a snapshot of their personality types. The 5 types are as follows:

- President
- Adventurer
- Inspirer
- Regulator
- Socialite

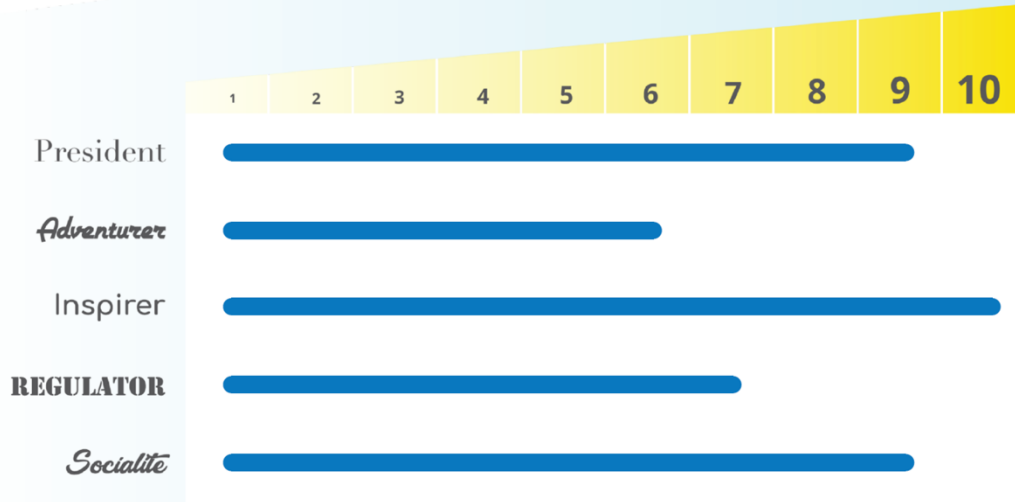
Primary and Secondary Types

Every user will have at least one primary and at least one secondary personality type. However, if a user achieves the same score on more than one scale, that user might be given more than one primary or secondary type.

For example, in the report below, the user has **one** primary type, “Inspirer”, with a score of 10. The user has **two** secondary types “President” and “Socialite” with identical scores of 9.



Personal PAIRS Test



Primary Type:

Secondary Type:

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Remember: No personality type is superior to the next. Indeed, each type has expected strengths and potential weaknesses.

PRESIDENT

Presidents are natural leaders. They are driven and oriented toward problem-solving. Though dominant and forceful, they are not necessarily perceived as hostile or aggressive. Rather, often their leadership is sought out and easily accepted by others. Associates look to them for ideas, opinions, and direction. When Presidents are in a new group, they often rise to a position of leadership.

Presidents are often visionaries, seeing new trends early. Presidents are decisive with decisions and tend to make them quickly, even where there are risks. When there is an interpersonal conflict, a President will seek out ways to work out difficulties. However, Presidents are sometimes unaware of ideas, opinions, or conflicts held by persons who are not prone to speak up.

Persons who score low on the President scale are prone to be uncomfortable taking risks, and do not like to make decisions until they have all the facts. They value being a “team player” but would prefer someone else to be at the helm. For those on the very low end of the scale, they might be seen as passive or deferential. Even when they have a good idea, they might remain silent or present their idea as only one of many options.

Strengths:

- A natural leader
- A disposition toward action
- Problem-solving

Potential Weaknesses:

- Might make decisions without enough information
- Might overlook soft-spoken persons

ADVENTURER

The Adventurer is bold, enthusiastic and energetic. He/she is always on the go and ready for the next experience or big project. Adventurers are usually looking for either (1) a new idea or (2) a new way to do something. They are masters of generating enthusiasm with themselves and for others; they are expansive, socially adept, verbally clever and interesting.

Adventurers are easily bored. Sticking with long-term goals is difficult if tasks don't fulfil their desires for variety and change. Since they are prone to shift from one project or involvement to another, some may describe them as undependable, flighty, or even unstable.

Those with low scores on the Adventurer scale tend to be "homebodies." Their desire for excitement is small. They dislike change, which is often seen as disruptive or destructive. Their initial response to something new may be to avoid or delay it. While high scorers live in the future, low scorers tend to live in the "here and now", or even in the past.

Strengths:

- Energetic and enthusiastic
- Open to try new things
- Adapts well to change

Potential Weaknesses:

- May become bored quickly
- May struggle to stay on task

INSPIRER

The Inspirer is characterized by many as a kind, considerate person. Indeed, they are the type of person one will "warm up to" naturally, trust quickly, and tell one's life story to with little hesitation. The Inspirer is open with praise and encouragement and will lend a sympathetic ear to those who might be having a bad day. Their thoughtfulness stands out. They are quick to forgive. Because they have a high amount of social welfare interest, others will bring their troubles to them and seek their advice.

A challenge for Inspirers is that they might ignore their own needs and overly focus on the well-being of others. Also, some Inspirers might be targets for being taken advantage of by others due to their reputation for being caring and nice.

Low scorers on the Inspirer scale would not be characterized as warm. They value their independence and self-reliance, and believe others should pursue independence and self-reliance, too. In this vein, they have difficulty empathizing with the needs of others. One who seeks encouragement might be labeled a "whiner." Very low scorers on this scale might have had difficult life experiences, and feel that they can only rely on themselves.

Strengths:

- Builds rapport and trust quickly
- Inspires others
- Genuinely cares for others

Potential Weaknesses:

- Might ignore personal needs
- Some might perceive as a target and try to take advantage

REGULATOR

The Regulator is conscientious, orderly, and perhaps even meticulous in almost every aspect of his/her life. There is a place for everything, and everything is in its place. There is a right way to do things. The Regulator has a great ability to stay at tasks (detailed, complex, or repetitious) others would abandon. They take pride and pleasure in finding efficiencies. They effectively create and manage records and charts.

At times, a Regulator's attentiveness to detail can impede progress. Also, a regulator might stick with a project or problem beyond the point of reason or common sense. Changes in routine or environmental modifications can be anxiety-provoking.

Low scorers on the Regulator scale are laid back. They never want to do something the same way twice. They cook without measuring. When they kick off their shoes, the shoes stay wherever they land. Similarly, dishes are done when they run out of utensils and laundry day happens when there is nothing left hanging in the closet. It almost goes without saying, whether married, or roommates, or colleagues, if a very high scorer and very low scorer on this scale are put together, conflict is likely.

Strengths:

- Perseveres though difficult and complicated tasks
- Uses data to find answers and efficiencies
- Maintains orderly charts, and records

Potential Weaknesses:

- Challenged by environmental changes
- A focus on minor details might inhibit a larger project

SOCIALITE

The Socialite is oriented for social interaction. They are easily defined as "people-persons." They frequently attend gatherings, concerts, sporting events, or other events where they know many people will be present. They are viewed as friendly and playful, and they are rarely seen as belligerent or aggressive. They are skilled networkers and excel at connecting others together, be it for social or professional purposes. The Socialite is often called upon to see if they know anyone who can [fill in the blank] because they probably know just the right person to refer.

Some may see the Socialite as loud, uninhibited, gregarious or socially unconventional. Very high scorers on the Socialite scale might go to great lengths to avoid settings where they will be alone and might even create settings for maximum social interaction. A Socialite might choose to dress or behave informally, even when the situation demands a more serious attitude.

Low scorers on the Socialite scale choose smaller, more intimate, groups for their social involvements. Even when at large group events, they are likely to stay in one location and speak only to the few persons in their immediate area. They are typically poor networkers.

Strengths

- Outgoing
- Socially adept
- Excellent networker

Potential Weaknesses

- Can be perceived as loud
- At times might be too informal

LIMITATIONS ON PAIR USE

The PAIR test is an educational tool used in the process of coaching, consulting, and business team management. The test serves to provide educational insights into a Participant's personal preferences over a range of topics. The PAIR test is not a medical tool. The PAIR is not a clinical diagnostic tool. Test results, user information, and other data are not part of a medical record and should not be considered medical or healthcare treatment of any kind.

Persons wishing to utilize the PAIR in research are asked to consult directly with the PAIR office prior to initiating research projects. Special pricing is available for approved research projects.

The PAIR test
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