



**ENTREPRENEURIAL
MINDSETPROFILE™**
INSPIRE ACTIVATE UNLEASH

Individual Report for Pat Sample

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Personality Scales

Independence

The desire to work with a high degree of independence

Preference for Limited Structure

A preference for tasks and situations with little formal structure

Nonconformity

A preference for acting in unique ways; an interest in being perceived as unique

Risk Acceptance

A willingness to pursue an idea or a desired goal even when the probability of succeeding is low

Action Orientation

A tendency to show initiative, make decisions quickly, and feel impatient for results

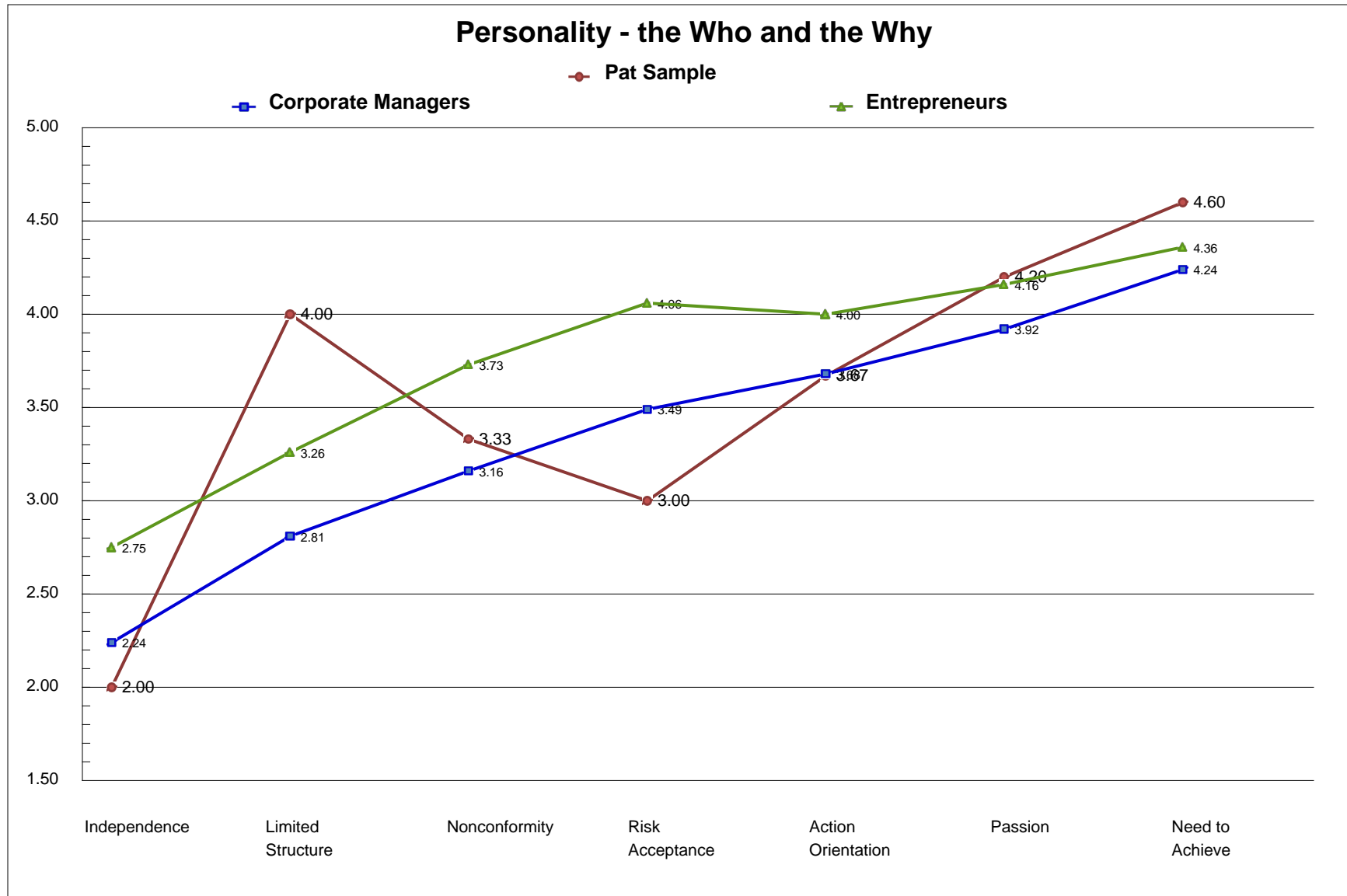
Passion

A tendency to experience one's work as exciting and enjoyable rather than tedious and draining

Need to Achieve

The desire to achieve at a high level

Entrepreneurial Mindset Profile: Pat Sample



Does not describe me well 1 2 3 4 5 Describes me well

Independence	Self Score	Corp. Norm Score	Entr. Norm Score
Overall Scale Score	2.00	2.24 *	2.75 *
<i>I like to consult with others on important decisions</i>	<i>(5.00)</i>	<i>(3.80)</i>	<i>(3.34)</i>
<i>I like to consult with others on important decisions</i>	<i>(4.00)</i>	<i>(3.57)</i>	<i>(2.74)</i>
<i>I like to consult with others on important decisions</i>	<i>(4.00)</i>	<i>(3.70)</i>	<i>(3.19)</i>
<i>I like to consult with others on important decisions</i>	2.00	2.37	3.01
<i>I like to consult with others on important decisions</i>	<i>(3.00)</i>	<i>(4.09)</i>	<i>(3.81)</i>

Limited Structure	Self Score	Corp. Norm Score	Entr. Norm Score
Overall Scale Score	4.00	2.81 *	3.26 *
<i>I like to consult with others on important decisions</i>	<i>5.00</i>	2.93	3.64
<i>I like to consult with others on important decisions</i>	3.00	2.64	3.30
<i>I like to consult with others on important decisions</i>	4.00	2.97	3.44
<i>I like to consult with others on important decisions</i>	<i>(2.00)</i>	<i>(3.12)</i>	<i>(2.73)</i>
<i>I like to consult with others on important decisions</i>	<i>(2.00)</i>	<i>(3.05)</i>	<i>(2.48)</i>

Items and scores in italics are negatively weighted. For example, one of the items in the Independence scale is "I like to consult with others on important decisions." In order to get "credit" toward a high Independence score, you'd have to disagree with this item. So, a rating of "1" (does not describe you well) would be converted to a "5" before being averaged with the other items on that dimension. On all negatively weighted items, 5's are converted to 1's, 4's to 2's, 2's to 4's, and 1's to 5's. Ratings of 3's, already at the mid-point of the range, remain 3's. In the report, the item scores you see represent your actual responses, that is, the ratings you gave before they were converted.

* An asterisk following a norm group score indicates that it is significantly different from the individual score on this scale.

Does not describe me well 1 2 3 4 5 Describes me well

Nonconformity	Self Score	Corp. Norm Score	Entr. Norm Score
Overall Scale Score	3.33	3.16 *	3.73 *
<i>Learn to deal with things differently than the crowd</i>	4.00	3.38	4.14
<i>People would describe me as unconventional</i>	2.00	2.56	3.61
<i>Don't stand out from the crowd</i>	3.00	3.15	3.91
<i>Feel eager to be totally unconventional, even in the workplace</i>	4.00	3.72	4.19
<i>Don't work very hard to stand out from the crowd</i>	<i>(3.00)</i>	<i>(3.14)</i>	<i>(2.54)</i>
<i>Don't go along with what the crowd thinks is right</i>	<i>(2.00)</i>	<i>(2.48)</i>	<i>(2.08)</i>

Risk Acceptance	Self Score	Corp. Norm Score	Entr. Norm Score
Overall Scale Score	3.00	3.49 *	4.06 *
<i>Learn things by trial and error, not by the crowd's big example</i>	3.00	3.68	4.32
<i>Learn to take a risk from the crowd</i>	<i>(3.00)</i>	<i>(2.86)</i>	<i>(2.11)</i>
<i>Be willing to take a certain amount of risk to achieve my purpose</i>	3.00	3.84	4.42
<i>Feel at all times I am taking risks</i>	<i>(3.00)</i>	<i>(2.36)</i>	<i>(1.77)</i>
<i>Don't like to take chances</i>	<i>(3.00)</i>	<i>(2.57)</i>	<i>(1.95)</i>

Action Orientation	Self Score	Corp. Norm Score	Entr. Norm Score
Overall Scale Score	3.67	3.68	4.00 *
<i>Be decision-making, able to take action immediately</i>	<i>(4.00)</i>	<i>(2.90)</i>	<i>(2.69)</i>
<i>While others are still thinking, I'm doing</i>	4.00	3.70	4.10
<i>Be the one who would describe me as someone who makes things happen</i>	4.00	4.02	4.47
<i>Others would describe me as a doer, not a talker</i>	<i>(2.00)</i>	<i>(2.03)</i>	<i>(1.78)</i>
<i>It takes a while to get things done, unless I'm involved</i>	4.00	4.03	4.29
<i>Don't like to be a doer</i>	4.00	3.40	3.76

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* Asterisks indicate significant differences. (See page 3.)

Does not describe me well 1 2 3 4 5 Describes me well

Passion	Self Score	Corp. Norm Score	Entr. Norm Score
Overall Scale Score	4.20	3.92 *	4.16
<i>My interest in my work rises as I get going</i>	<i>(4.00)</i>	<i>(2.27)</i>	<i>(2.17)</i>
<i>Working long hours on a project is really exciting for me</i>	<i>(2.00)</i>	<i>(2.50)</i>	<i>(2.11)</i>
<i>I can not get that excited by the work that I do</i>	<i>(1.00)</i>	<i>(1.79)</i>	<i>(1.42)</i>
<i>My supervisor does not know what I do</i>	5.00	4.31	4.62
<i>I don't need working long hours on an interesting project</i>	5.00	4.32	4.66

Need to Achieve	Self Score	Corp. Norm Score	Entr. Norm Score
Overall Scale Score	4.60	4.24 *	4.36 *
<i>I like to work alone</i>	<i>5.00</i>	<i>4.52</i>	<i>4.54</i>
<i>I do my best work on the job when I am alone</i>	<i>5.00</i>	<i>4.38</i>	<i>4.51</i>
<i>I do not understand how to do the job</i>	<i>(2.00)</i>	<i>(2.38)</i>	<i>(2.30)</i>
<i>I work to the best of what I do</i>	5.00	4.39	4.47
<i>My supervisor is happy to address my needs</i>	4.00	4.18	4.50

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Skills Scales

Future Focus

The ability to think beyond the immediate situation and plan for the future.

Idea Generation

The ability to generate multiple and novel ideas, and to find multiple approaches for achieving goals

Execution

The ability to turn ideas into actionable plans; the ability to implement ideas well

Self-Confidence

A general belief in one's ability to leverage skills and talents to achieve important goals

Optimism

The ability to maintain a generally positive attitude about various aspects of one's life and the world

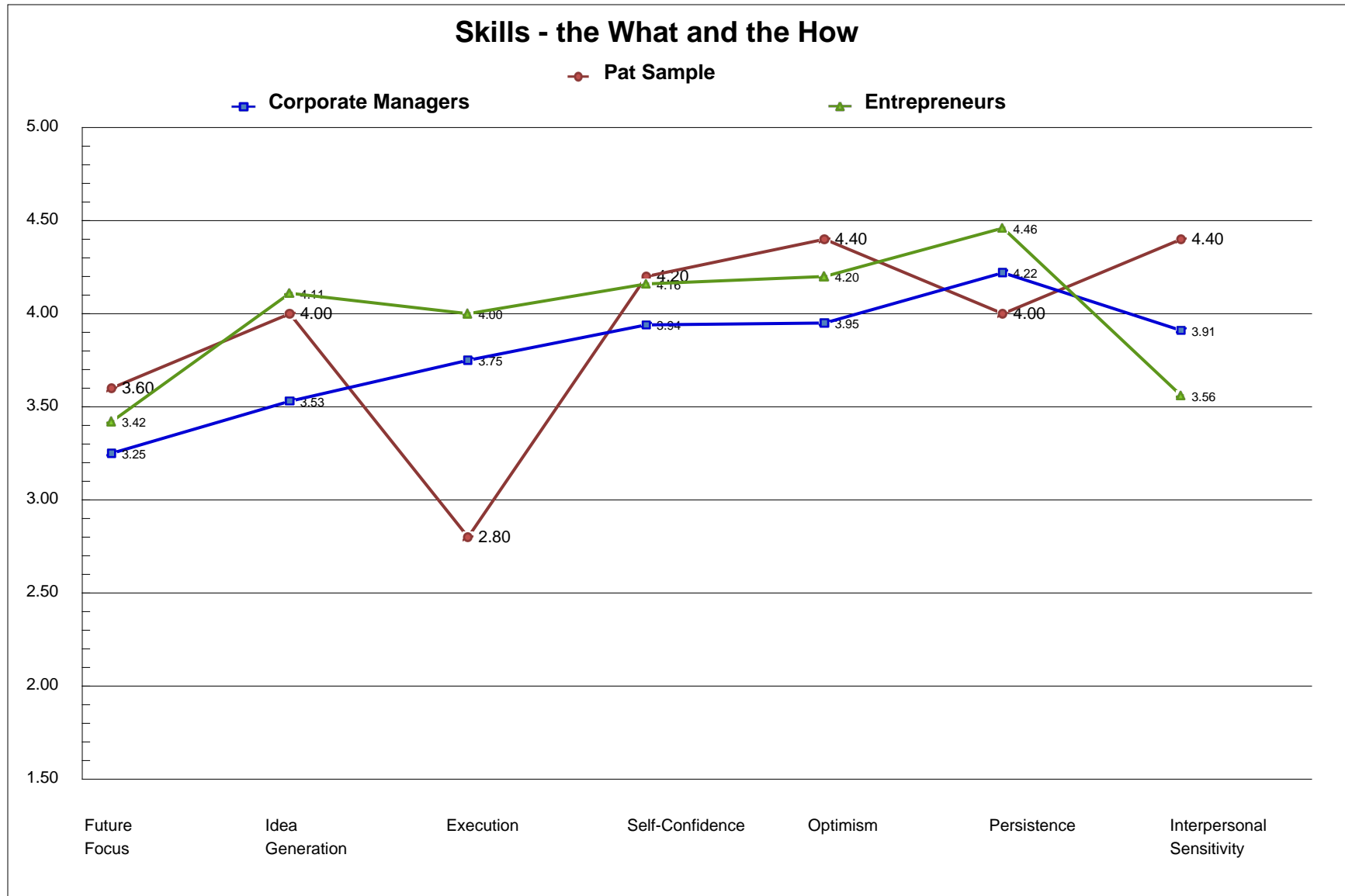
Persistence

The ability to bounce back quickly from disappointment, and to remain persistent in the face of setbacks

Interpersonal Sensitivity

A high level of sensitivity to and concern for the well-being of those with whom one works

Entrepreneurial Mindset Profile: Pat Sample



Does not describe me well 1 2 3 4 5 Describes me well

Future Focus	Self Score	Corp. Norm Score	Entr. Norm Score
Overall Scale Score	3.60	3.25 *	3.42 *
<i>It is easy to identify the work to be done and to get it done</i>	<i>(2.00)</i>	<i>(2.69)</i>	<i>(2.59)</i>
<i>It is hard to get things done</i>	<i>4.00</i>	<i>3.81</i>	<i>4.06</i>
<i>I am not clear about my goals and how to get them done</i>	<i>3.00</i>	<i>3.35</i>	<i>3.57</i>
<i>I usually think about what to do before I start to do it</i>	<i>(3.00)</i>	<i>(3.41)</i>	<i>(3.31)</i>
<i>It is easy to focus on the task and not get distracted</i>	<i>(2.00)</i>	<i>(2.83)</i>	<i>(2.69)</i>

Idea Generation	Self Score	Corp. Norm Score	Entr. Norm Score
Overall Scale Score	4.00	3.53 *	4.11 *
<i>Brainstorming is not a creative enough process</i>	<i>(2.00)</i>	<i>(2.04)</i>	<i>(1.58)</i>
<i>I have difficulty generating creative ideas</i>	<i>(2.00)</i>	<i>(2.19)</i>	<i>(1.58)</i>
<i>I come up with a lot of new ideas</i>	<i>4.00</i>	<i>3.28</i>	<i>4.03</i>
<i>Sometimes the ideas are really out of the box</i>	<i>4.00</i>	<i>3.33</i>	<i>4.31</i>
<i>I sometimes have trouble coming up with new ideas</i>	<i>4.00</i>	<i>3.61</i>	<i>4.36</i>

Execution	Self Score	Corp. Norm Score	Entr. Norm Score
Overall Scale Score	2.80	3.75 *	4.00 *
<i>It is good at getting a strategy and implementing it with limited resources</i>	<i>4.00</i>	<i>4.02</i>	<i>4.21</i>
<i>Other ideas come up with a great idea, it's hard to know how to make it reality</i>	<i>(4.00)</i>	<i>(2.37)</i>	<i>(2.16)</i>
<i>It is good at getting things done, but the strategy is not so good</i>	<i>2.00</i>	<i>3.87</i>	<i>4.03</i>
<i>I have a reputation for being able to do it all and make it work</i>	<i>3.00</i>	<i>3.93</i>	<i>4.33</i>
<i>It is good at having ideas, but not so good at making them reality</i>	<i>3.00</i>	<i>3.77</i>	<i>3.97</i>

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Does not describe me well 1 2 3 4 5 Describes me well

Self-Confidence	Self Score	Corp. Norm Score	Entr. Norm Score
Overall Scale Score	4.20	3.94 *	4.16
<i>I am confident in my ability to reach my goals</i>	<i>(2.00)</i>	<i>(2.76)</i>	<i>(2.51)</i>
<i>I have significant doubts regarding my abilities</i>	<i>(2.00)</i>	<i>(1.82)</i>	<i>(1.62)</i>
<i>I feel good about my skills and abilities</i>	4.00	4.18	4.46
<i>I am a self-motivated person</i>	4.00	3.96	4.42
<i>I generally doubt myself</i>	<i>(1.00)</i>	<i>(2.26)</i>	<i>(2.09)</i>

Optimism	Self Score	Corp. Norm Score	Entr. Norm Score
Overall Scale Score	4.40	3.95 *	4.20 *
<i>When a job becomes a task, it is a demotivating process</i>	<i>(1.00)</i>	<i>(1.93)</i>	<i>(1.51)</i>
<i>Even when things aren't going well, I look on the bright side</i>	4.00	3.76	4.15
<i>We should work hard for us as an entrepreneurial venture</i>	4.00	3.91	4.37
<i>I am usually on the bright side of most challenges</i>	4.00	4.00	4.41
<i>I sometimes think there's a dark side to the world that's just</i>	<i>(1.00)</i>	<i>(2.07)</i>	<i>(2.01)</i>

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Does not describe me well 1 2 3 4 5 Describes me well

Persistence	Self Score	Corp. Norm Score	Entr. Norm Score
Overall Scale Score	4.00	4.22 *	4.46 *
<i>I am persistent when pursuing a goal</i>	4.00	4.29	4.47
<i>When faced with a problem, I keep working toward a solution</i>	4.00	4.40	4.60
<i>I do not give up easily</i>	4.00	4.28	4.55
<i>I get discouraged easily with</i>	(2.00)	(1.86)	(1.65)
<i>When I encounter setbacks along the way, that is not a sign to re-evaluate them</i>	4.00	4.16	4.54

Interpersonal Sensitivity	Self Score	Corp. Norm Score	Entr. Norm Score
Overall Scale Score	4.40	3.91 *	3.56 *
<i>I can be a bit hard to work with</i>	(2.00)	(2.09)	(2.53)
<i>The way others have described me is accurate</i>	(1.00)	(2.29)	(2.72)
<i>The way that I can work with the other side</i>	(1.00)	(2.24)	(2.59)
<i>I am sensitive to other feelings</i>	4.00	3.91	3.82
<i>People describe me as easy to work with</i>	4.00	3.94	3.77

Next Steps

For help in understanding this Feedback Report, please view the **EMP Debrief Video** at <https://www.employmentprofile.com/downloads/en/EMPDevelopmentGuide.pdf>

For assistance with interpreting your results and getting tips and resources for successful action planning and ongoing development, please see the **EMP Development Guide** at <https://www.employmentprofile.com/downloads/en/EMPDevelopmentGuide.pdf>

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