

PERSONALITY ASSESSMENT SYSTEM INTERPRETATION

INTERNALIZERS-- I

Reality is inward-oriented  
 Responds to internal cues  
 Creates ideas quickly  
 Prefers thinking to doing  
 Idealistic

I+

I

I-

E-

E

E+

EXTERNALIZERS-- E

Reality centers on the external world  
 Responds to cues outside self  
 Needs to relate to people  
 Prefers doing to thinking  
 Practically oriented

Self-sufficient, but needs  
 People for support  
 Rich imagination  
 Emotional intimacy is threatening  
 Separation anxiety  
 Needs nurturing  
 Finds intense relating tiring  
 Personal security is important  
 Feelings obscure, turned inward

Responds to activities and people  
 Isolation from people is threatening  
 Feels intellectually inferior  
 Needs acceptance from others  
 Is a "realist"  
 Outer directed  
 Situationally dependent  
 Must be involved with others  
 Realistic but responsive to every stimulus

FLEXIBLE/SENSITIVE-- F

Low sensory threshold  
 Sensitive  
 Insightful, empathetic  
 Intuitive  
 Responsive to most stimuli  
 Low tolerance for frustration

F+

F

F-

R-

R

R+

REGULATED/INSULATED-- R

High sensory threshold  
 Emotionally insulated  
 Logical, procedural  
 Focused  
 Perseverance  
 Can tolerate confusion

Learns best by concepts  
 Must understand to learn  
 Understands total ideas  
 Cannot see the trees for the forest  
 Distractible, low concentration  
 Creative, artistic

Learns best by rote memory  
 Can begin to learn without understanding  
 Good at concentration  
 Perfectionist  
 Imitative, mimics  
 Cannot see the forest for the trees

SOCIALLY ADAPTABLE-- A

Can comfortably adapt to new situations  
 Easily picks up social "cues"  
 Makes good first impressions  
 Others expect more

A+

A

A-

U-

UNIFORM SOCIAL ROLE-- U

Uneasy in new social situations  
 Often misses important social "cues"  
 Is cautious in making first impressions  
 Underestimated

U


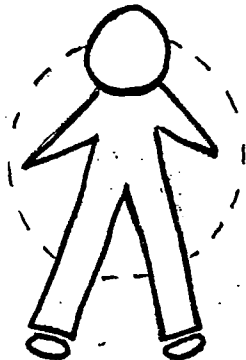
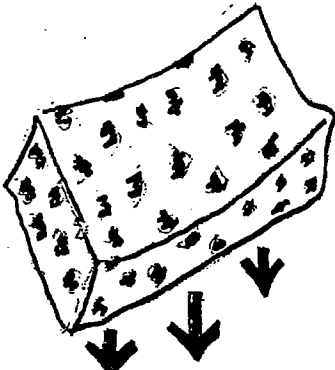
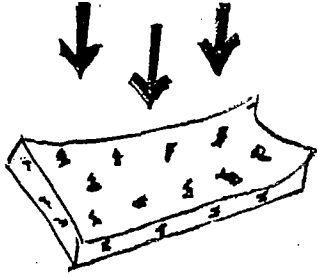
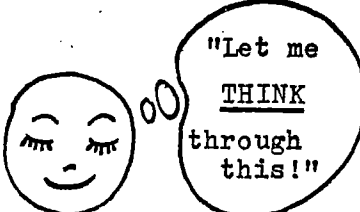
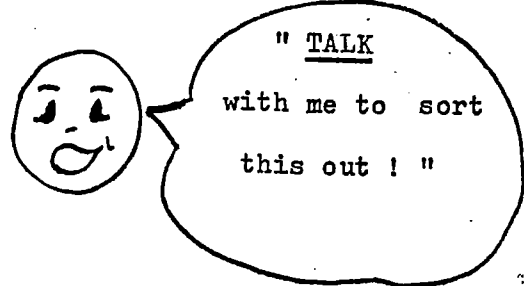
U+


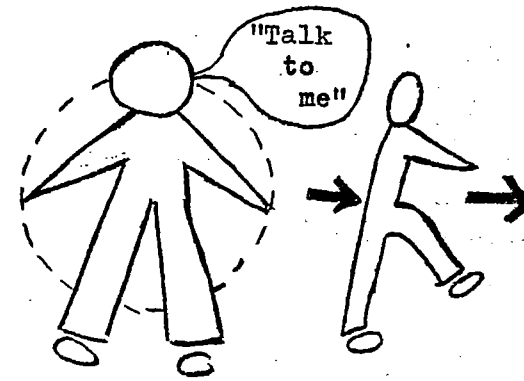
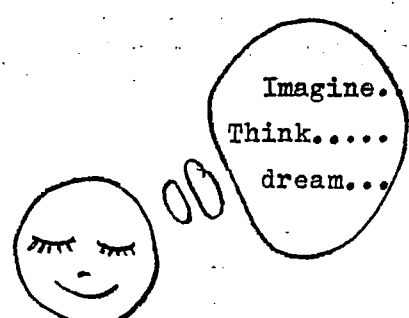
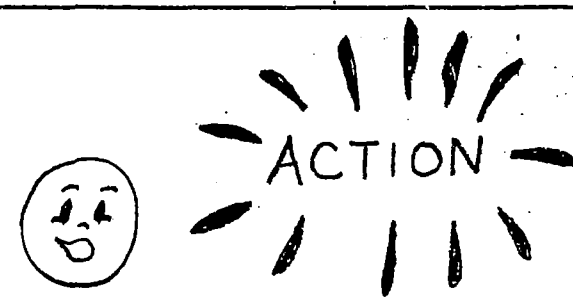
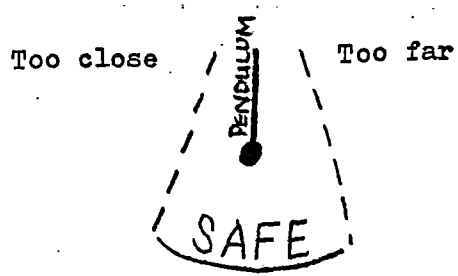
Socially responsive  
 Reflects the behavior of the group  
 Responsive, imitative in social role  
 Charming, involving  
 "All things to all people"

Socially aloof  
 Socially insulated  
 Tends to be the "same" person  
 Often ignored  
 Lacks social sensitivity

A PICTURE OF THE PERSONALITY ASSESSMENT SYSTEM

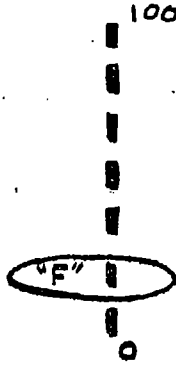

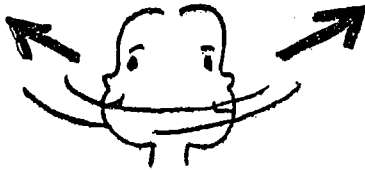

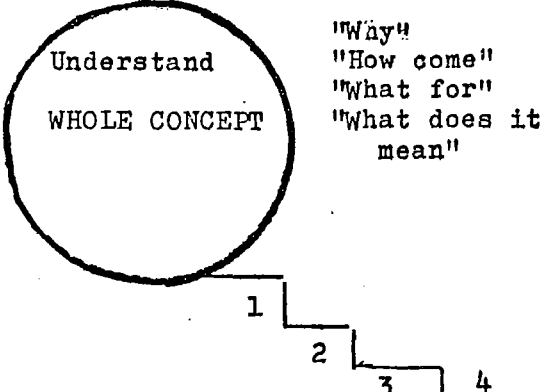
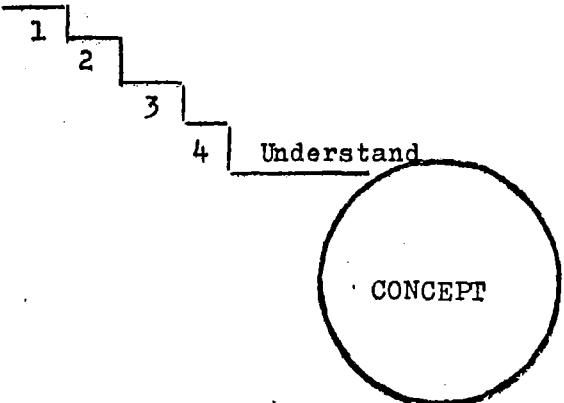
Randy Cazell - 1982

	INTERNALIZER	EXTERNALIZER
Psychological Space	 <p>Relatively "private"; reality is inward; responds to internal cues.</p>	 <p>Relatively "open" and involving; reality is "real" world; responds to external cues.</p>
To Re-energize	 <p>Energy depletion: saturation from too much relating; needs to re-energize alone.</p>	 <p>Energy depletion: not enough involvement with people; needs two-way interaction with people to re-energize.</p>
Problem Solving	 <p>To best make decisions, needs to "process" information, facts, or alternatives alone.</p>	 <p>To best make decisions needs someone to talk with in order to "process" information.</p>


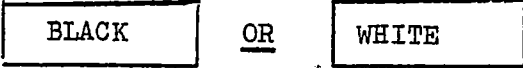
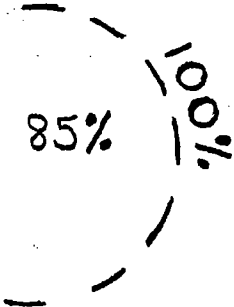
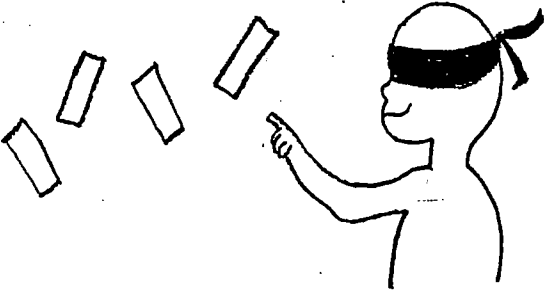
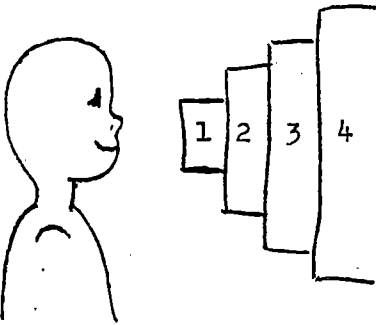
	INTERNALIZER	EXTERNALIZER
Poses Threat	 <p>Feels invaded when others get too close or demand involvement and inclusion.</p>	 <p>Feels anxiety when isolated and interaction and involvement are denied.</p>
Natural Orientation *	 <p>Rich with <u>imagination</u>, ideas. Could appear passive, but "action" is internal.</p>	 <p>Practical and action oriented. Needs to be "doing", interacting with "real" surroundings.</p>
Dilemma	 <p>Needs people at a "safe" distance (individually defined) - not too close, not too far. Anxiety or uncomfortable feelings if others become too close, or go too far away.</p>	<p>"I THINK YOU THINK I'M NOT CAPABLE."</p> <p>Anxious about HOW others perceive them intellectually. Threatened by inference that he is not capable or not smart.</p>

A PICTURE OF PAS - Pg. 3

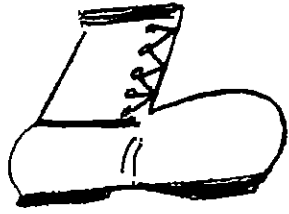
R. Cazell, 1982

	FLEXIBLE	REGULATED
<p>Sensory Threshold</p>	 <p>Low sensory threshold: reacts or responds to minute stimuli coming into five senses</p>	 <p>High sensory threshold: reacts or responds when stimuli coming into five senses are more intense</p>
<p>Task Concentration</p>	 <p>Distractible when doing tasks. Can "keep an eye" on everything at one time.</p>	 <p>Focused (high concentration) when doing tasks. Can be oblivious to environment around them when working on a task.</p>
<p>Learning Style</p>	 <p>Learns best by <b>WHOLE</b> concept - must understand before can learn (details)</p>	 <p>Learns best by <b>LOGICAL</b> step-by-step method - needs order and details</p>

A PICTURE OF PAS - Pg. 4  
 R. Cazell, 1982

	FLEXIBLE	REGULATED
View of World	 <p>View of the world - "It depends on the situation."</p>	 <p>View of the world - "Black or white- there is a right and a wrong."</p>
Perceptual Preference	 <p>Concerned with the general over-all picture.</p>	<p>100% STANDARDS</p> <p>Perfectionist - concerned with the details.</p>
Behavior	 <p>Behavior is spontaneous, by "feel", often unpredictable.</p>	 <p>Behavior is patterned, often predictable.</p>

Boots and Bare feet  
(Regulated and Flexible)



"R"



"F"

I'm what?  
What are you  
talking about?



"R"

"F"

OUCH!  
You are hurting  
me! You are  
stepping on my  
toes!

You said you  
were going to  
show me what  
you meant - well,  
I'm waiting.



"R"

"F"

See there  
how much this  
hurts! How  
do you feel  
now?

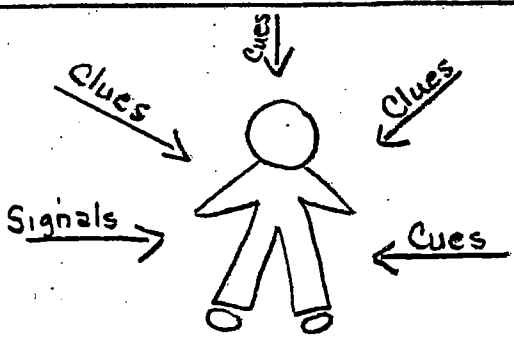
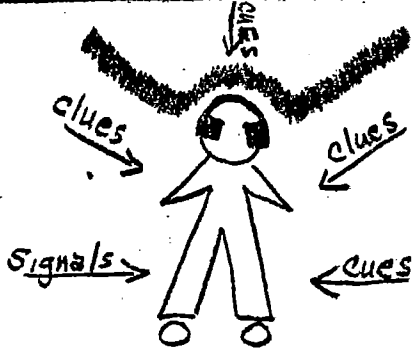



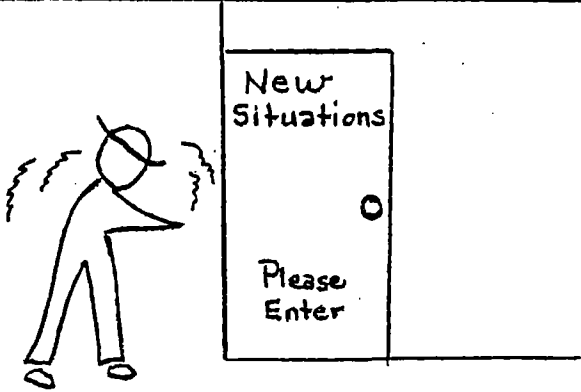
Ouch! Why  
did you drop  
that stone on  
my toe?



"R"

"F"

maybe this  
rock will get  
you to feel  
something, but  
maybe it's too  
heavy... oh  
well...

	ROLE ADAPTIVE	ROLE UNIFORM
Awareness to Social Signals	 <p>Naturally picks up "clues" and behaves appropriately for the situation.</p>	 <p>Has difficulty picking up "clues" and sometimes behaves inappropriately for the situation.</p>
Social Roles	 <p>Social roles: all seem to fit, is versatile, comfortable in all situations.</p>	 <p>Social roles: knows a few and does them well, uncomfortable unless knows what is expected.</p>
Poses Anxiety	 <p>Anxious trying to live up to the high expectations of others.</p>	 <p>Anxious in new and unfamiliar situations (socially cautious).</p>