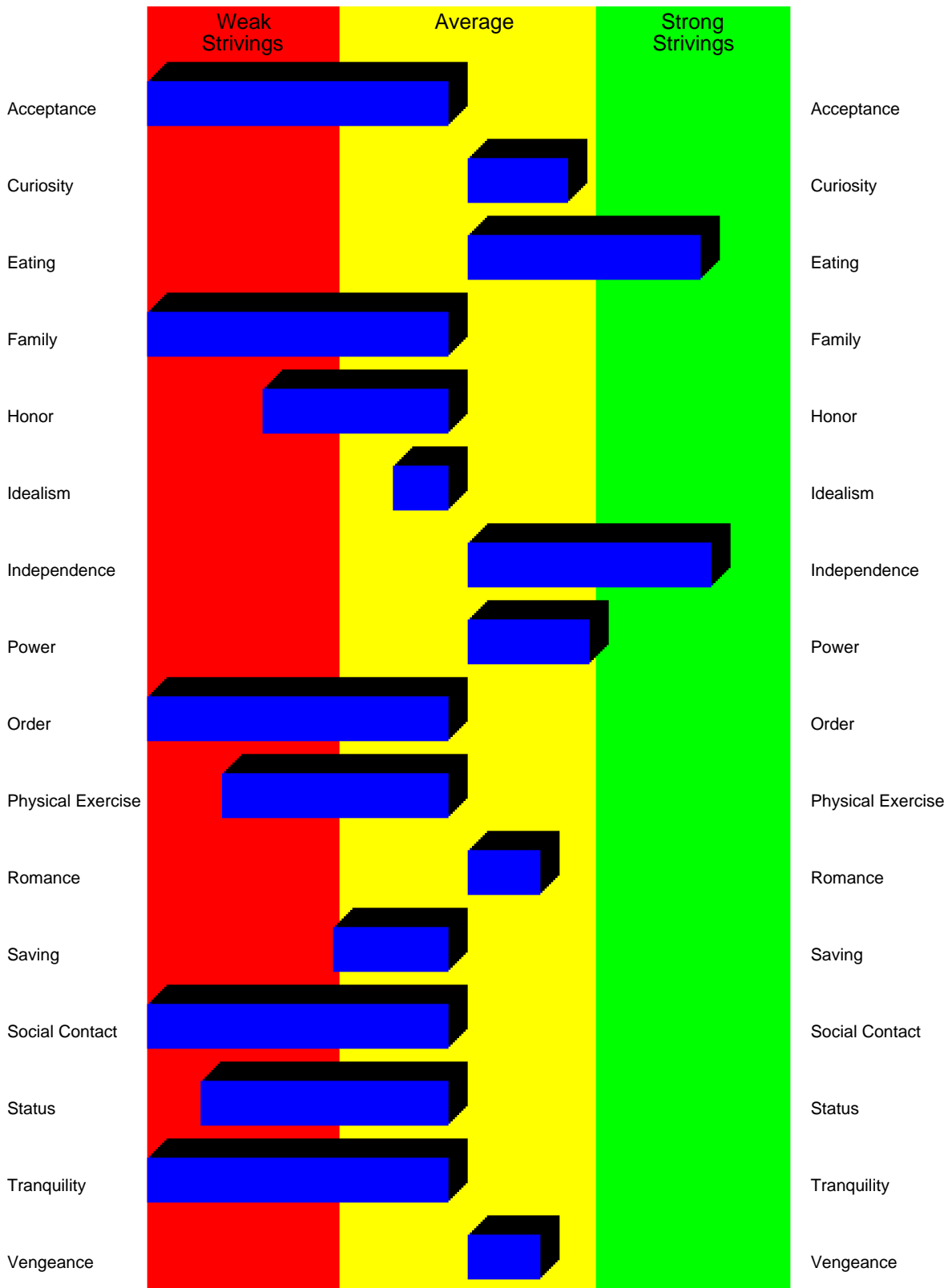


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Confidential

Who Am I: My Reiss Profile



The Reiss Profile is a description of what motivates you. Since this is an assessment of what you want, you should get the results you want. About 15 percent of the time something goes wrong with the assessment process and people wind up with invalid results. Since this is an assessment of what you want, any result you do not like either is invalid or a matter of misunderstanding or choice of words. You should regard the results as suggestions or possible insights. You need to pick and choose which results are truly valid in your case and ignore those that do not make sense to you. When you agree with a result, you want to consider all the different ways that desire affects your behavior, relationships, work, and play.

(1) Since you scored low on need for acceptance, you may be UNFRAID OF FAILURE. In other words, you may be a confident person. Some confident people are willing to risk failure in order to give themselves a chance at success. They pursue challenging goals. Some pursue business opportunities. Some enroll in difficult courses in school.

Many confident people have a can-do attitude. When a challenge comes their way, they may say to themselves, "I can do this." They may be able to motivate themselves by watching others and thinking, "If they can do it, so can I."

Many people who are unafraid of failure consistently show good effort. Some expect success almost every time they make up their mind to do something. Some focus on the positive rather than dwell on the negative.

Some [not all] people who are unafraid of failure tolerate evaluations well. Performance evaluations, job interviews, tryouts, and tests may cause them only moderate anxiety, but they can still function okay while being evaluated.

(2) The results of the Reiss Profile suggest a STRONG APPETITE FOR FOOD. Many of these individuals have a tendency to eat a lot. They may often think about their next meal, and they tend to eat a lot of snacks.

Many people with a strong appetite for food struggle to control their weight. A strong appetite is a major cause of obesity and one of the reasons it is so hard for many people to diet successfully. These individuals, moreover, may react to stress by eating even more than usual.

These individuals tend to enjoy a wide variety of foods. When they have the opportunity to do so, they may be quick to try new foods from different cultures.

Some [not all] people with a strong appetite for food cultivate their sense of taste and smell. Some take pride in their ability to discern good quality from inferior quality meals.

Some [not all] hearty eaters take an interest in food or food preparation. They may like to cook. They may save recipes. They may subscribe to cooking magazines or belong to gourmet clubs.

Usually a strong appetite and a tendency to put on weight have no implications for one's work. Being overweight, however, is a disadvantage with certain careers, such as fashion model, security personnel, television personality, or soldier. It might be wise for people with strong appetites to choose careers in which being thin is not expected.

Hearty and light eaters sometimes misunderstand each other. Hearty eaters sometimes think light eaters deny themselves pleasure, but actually light eaters are people who do not derive great pleasure from eating. Light eaters sometimes think hearty eaters lack self-control, but actually hearty eating does not imply a general lack of self-control.

(3) Since you scored low on need for family, you may have a WEAK NEED FOR FAMILY. On the Reiss Profile, low scores for family can mean one of two things: Either you do not want to have children, or you have a conflict within your family.

Some people with a weak need for family have things they want to do with their life that are not compatible with the responsibilities of raising a family. Some want to devote full effort to their career; others want to travel so much they are never home.

Some people experience the duties of parenthood as burdensome. They may love their children, if they have them, but not enjoy taking care of them. Changing diapers may not be for them, and they may not even find it all that exciting when a child first learns to walk.

Some people do not bond to children. When they are separated from their family, they may not think much about them. They may like jobs that get them away from their family. They may use work as an excuse to get away. Some people experience family life as stressful. They may not get along with their children or siblings.

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Family and non-family people sometimes misunderstand each other. Family people sometimes think non-family people are selfish, but actually they just find children annoying or burdensome. Non-family people think family people are not free to live life to the fullest, but actually they think they are doing just that.

(4) The results of the Reiss Profile suggest that you may be **STRONGLY MOTIVATED BY SELF-INTEREST**. Words or phrases that may describe you include expedient, opportunistic, and plays the game.

Expedient people usually want to know what is in it for them. They may think that since everybody looks out for Number 1, they must do the same. They may be loyal a person to the extent they think the individual is loyal to them.

Many expedient people take advantage of opportunities to get ahead. Some are willing to do whatever it takes to get ahead. They may feel that most people bend the rules every now and then and they must do the same to be competitive.

Expedient people tend to be loyal to their employer to the extent that their employer takes care of them. They may feel that everybody looks out for Number One, and they must do the same. Some change jobs when better opportunities become available elsewhere. Some expedient people feel that when circumstances change, it is okay to break commitments.

Expedient and honorable people sometimes do not get along. Expedient people sometimes think that honorable people are moral hypocrites. Honorable people sometimes think that expedient people lack outstanding character.

(5) The results of the Reiss Profile suggest that you may have a **STRONG NEED FOR PERSONAL FREEDOM**. Many independent people value self-reliance and dislike having to rely on the generosity of others to meet their need for money and other essentials.

Many independent people like to assert their individuality. They like to develop their own style or ways of doing things, or their "signature element." Some are mavericks. Independent people tend to be unimpressed with conventional thinking or ways of doing things.

Some independent people are reluctant to go along, to get along. They stick to their guns, especially on anything they consider to be a matter of personal choice.

Some [not all] independent people can be insensitive to other people's needs and feelings. Since they seek few close relationships, they often have little use for empathy and perceptivity.

Some independent people may feel uncomfortable when asked to immerse themselves in the world of subjective experience. They may not value "touchy, feely" exercises. Some trust objectivity and logic, not intuition and subjectivity.

Independent and interdependent people sometimes misunderstand each other. Independent people sometimes think interdependent people are weak willed, when actually their will is closeness to others. Interdependent people think independent people are proud, when actually they just value self-reliance.

(6) Since you scored low for order, you may have a **STRONG NEED FOR FLEXIBILITY**. You may dislike trying to match your behavior to pre-determined molds.

People with a strong need for flexibility experience order as confining. They dislike having to conform their behavior to rules, schedules, or plans. Their clothes may be wrinkled; their car may be filled with clutter; and they may have a basement filled with junk thrown all over the place. They may not even notice when their room is a mess or dirty dishes are in the sink. They may feel uncomfortable when visiting an immaculately clean home.

People with a strong need for flexibility value improvisation and spontaneity. They have a tendency to do things with little or minimal preparation. As businesspeople, they like to jump into new projects, learning what they are doing as they go along. As speakers, they have a propensity to just start talking without having first outlined in any detail what it is they are going to say.

People with a strong need for flexibility like to keep their options open for as long as they can. They dislike plans. They may give little thought to where they are headed in life. As the saying goes, they "follow their nose."

People with a strong need for flexibility take pride in their ability to adapt. When things are not going as expected, or when they experience stress, they are quick to switch to something else. Their game plans are not etched in stone.

Some people with a strong need for flexibility have a tendency to go in more than one direction at once. They may think it is impressive to be engaged in multiple activities. They may have a tendency, however, to be spread too thin. They may tend to start a new project before they finish the last one.

People with a strong need for flexibility focus on the essence of a matter. They tend to focus on the "big picture." They often [not always] pay little attention to details. They often view details as trifles.

Flexible and orderly people misunderstand each other. Flexible people think orderly people are focused too much on unimportant details. Orderly people think flexible people are inefficient and in need of help to organize their lives.

(7) You may have a **WEAK NEED FOR PHYSICAL ACTIVITY**. In other words, you may be an inactive person. You may not enjoy motion or moving your muscles.

Inactive people conserve physical energy. Instead of walking to a store a short distance away, for example, they ride. Vigorous workouts are a struggle for them. They lack physical stamina and endurance.

Some people with a weak need for physical activity fall into a sedentary lifestyle in adulthood. They may work at desk jobs, watch a lot of television, read books, or lay around the house. Words or phrases that may describe them are inactive, slow-paced, couch potato, and possibly non-athletic.

Some people with a weak need for physical activity are overweight. Lack of exercise is a significant long-term cause of obesity. When trying to lose weight, these people have difficulty sticking with an exercise regimen over the long haul because they intrinsically dislike exercising.

Unfit and fit people misunderstand each other. Unfit people think fit people overdo it. Fit people think unfit people are lazy.

(8) Since you scored low on need for social contact, you may have a **NEED FOR SOLITUDE**. You may like to spend quiet time by yourself. You may join few groups or organizations. Private people attend few parties and rarely seek fun. They may dismiss pranks and practical jokes as childish.

Some private people rejuvenate themselves when they are alone. They may experience socializing as burdensome and solitude as relaxing. They may like to collect their thoughts or meditate when alone. They may like the quietness, relaxed pace, absence of interruptions, and freedom from social demands associated with solitude. They also may like the freedom from criticism and embarrassment associated with being alone.

Private people tend to keep others at arms length. They may dislike small talk and not pay attention to what is going on in other people's lives. They may not keep up with people after they move away or take a different job. Although they may work with a number of people, none or few of them may become their personal friends.

Private people may think it is nobody else's business what they do in their private life. They may resent inquiries into their private life as intrusive. They may resent visitors to their home.

Some [not all] private people are shy. On the Reiss Profile, shyness may be indicated either by low scores for social contact, in which case the individual wants to be alone, or by high scores for acceptance, in which case the individual is afraid of rejection.

Private and sociable people sometimes misunderstand each other. Private people sometimes think sociable people are superficial. Sociable people sometimes think private people are uncaring.

(9) The results of the Reiss Profile suggest a **STRONG NEED FOR SOCIAL EQUALITY**. These individuals are sometimes described as informal, unceremonious, and casual.

Many informal people treat others in a down-to-earth manner without putting on airs. They may identify with ordinary or regular people, as opposed to upper class or wealthy people.

Informal people tend to believe that wealth is not the measure of a person. They may be happy driving a beat up car, wearing non-stylish clothes, or walking around in a baseball cap. They may be slow to notice marks of social status such as prestigious clothing labels, cars, or neighborhoods. At work they sometimes fail to show appropriate deference to superiors, not because they disrespect the individual, but rather because they are inattentive to marks of status and may not know who a person is.

Some informal people may not keep up appearance. Some [not all] are inattentive to what other people think of them, especially people whose knowledge of them is superficial.

Informal and status-conscious people sometimes misunderstand each other. Informal people sometimes think status-conscious people are snobbish. Status-conscious people sometimes think informal people are unimportant and can be ignored.

(10) The results of the Reiss Profile suggest **HIGH TOLERANCES FOR ANXIETY AND PAIN**. Words or phrases that may describe these individuals include calm, relaxed, brave, and perhaps explorer.

Many relaxed people show courage in the face of physical danger. They have few or no common fears, such

as fears of heights or flying. Actually, some relaxed people seem almost fearless.

Many relaxed people are "cool" under pressure. They are good at staying poised when things go wrong and the people around them panic. They are slow to become frightened. They are slow to become apprehensive. They rarely worry.

Generally, relaxed people have a high tolerance for physical pain. They are slow to complain when in pain. They tend to tolerate pain much better than most people do.

Some [not all] relaxed people are adventurous. They may like to explore unfamiliar and potentially exciting or even dangerous places. They may like to travel. They may be willing to try things that involve exposure to danger, such as mountain climbing, sky diving, or formula one car racing.

Some [not all] relaxed people are risk takers. They seek excitement in brushes with physical danger. They like life on the edge. They are motivated by what Winston Churchill once described as the exhilaration of facing danger without being injured.

Cautious and relaxed people sometimes misunderstand each other. Cautious people value safety, but relaxed people value risk taking.