PERFORMANCE RISK PROFILE (PRP)

Standard Report

STRICTLY CONFIDENTIAL

NAME:

Alex Sample

MP NUMBER:

MP-006909

ASSESSMENT DATE:

2025-11-18

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Introduction

The Performance Risk Profile (PRP) is based on the psychological characteristics assessed by the Motivational Profile (MP) and indicates tendencies that could affect a person's functioning within specific contexts. The emphasis is therefore on the contextualisation of a person's motivational profile as opposed to identifying candidates who show 'dark side' characteristics.

This report thus primarily indicates motivational aspects associated with performance risk in particular work-related roles, but it excludes risks associated with a mismatch between a person's cognitive and values profiles with the requirements of particular roles.

Constructs reported on by the PRP

Performance Risk dimensions

Rule Orientation	• Compliant • Non-Compliant
Safety Orientation	• Cautious • Reckless
Results Orientation	• Controlling • Dominant
Action Orientation	• Laidback • Competitive
Attitudinal Orientation	• Optimistic • Critical
Emotional Orientation	• Stable • Temperamental
Interpersonal Orientation	• Socially Independent • Socially Interdependent

Section 1: Performance Risk Results

Section 2: Interpretation of the Risk profile in terms of broad role categories

Section 3: Supporting findings as based on the Motivational Profile (MP)

Biographical information

Full Name:	Alex Sample
Gender	Female
Date Assessed:	2025-11-18
Date of Report Generation:	2025-11-18
Date of Birth:	1988-11-23
Nationality:	Other
Ethnicity:	Other
Highest Education:	Other
Functional Area:	Other
Current Position:	Other

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Assessment results should ideally be integrated with additional sources of information such as interviews or performance appraisals and should be contextualised in terms of the competency requirements of the position /role.

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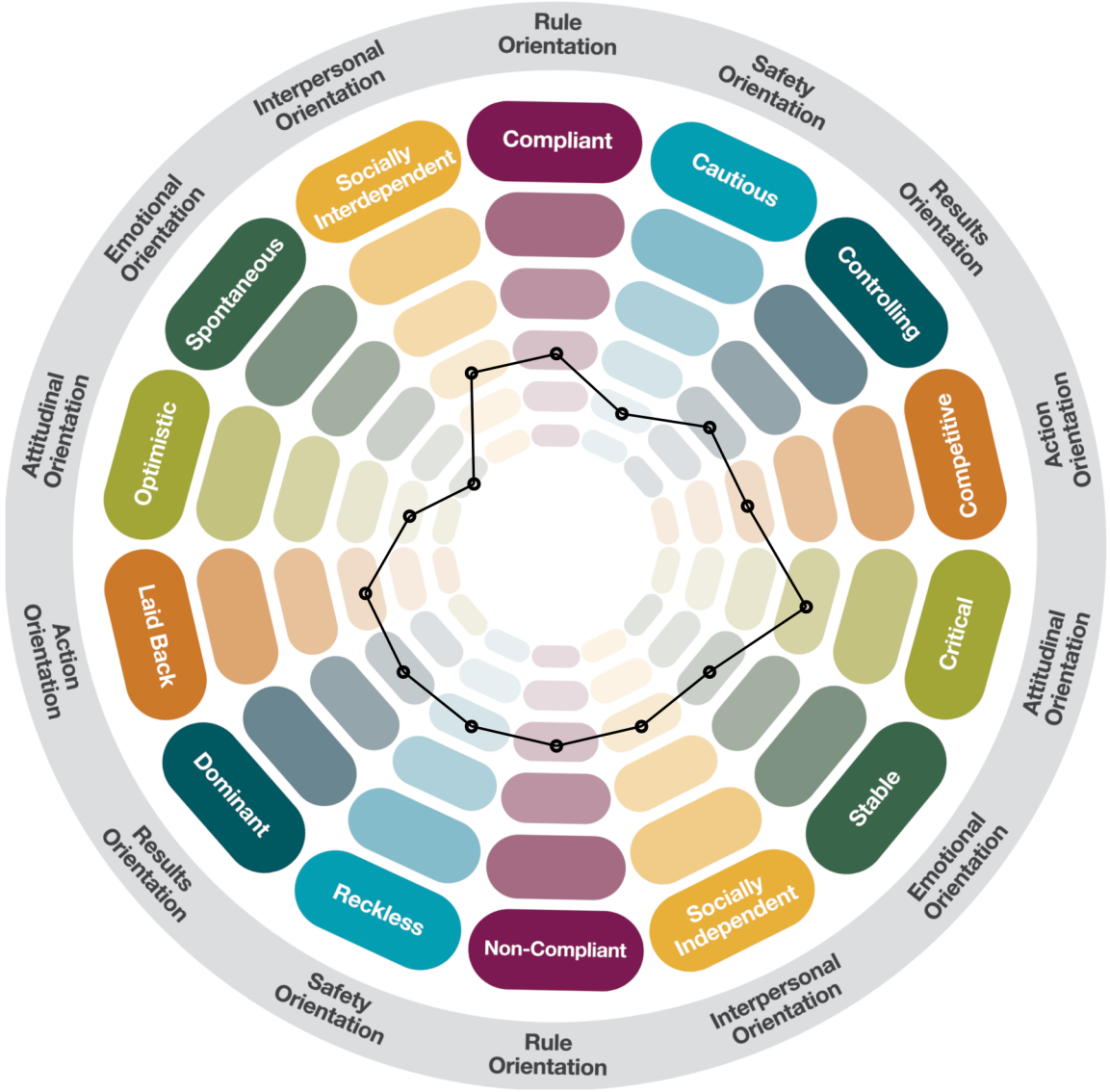
Performance Risk Results

Alex's results on the various risk constructs are represented below on the 'risk wheel' as well as in bargraph format.



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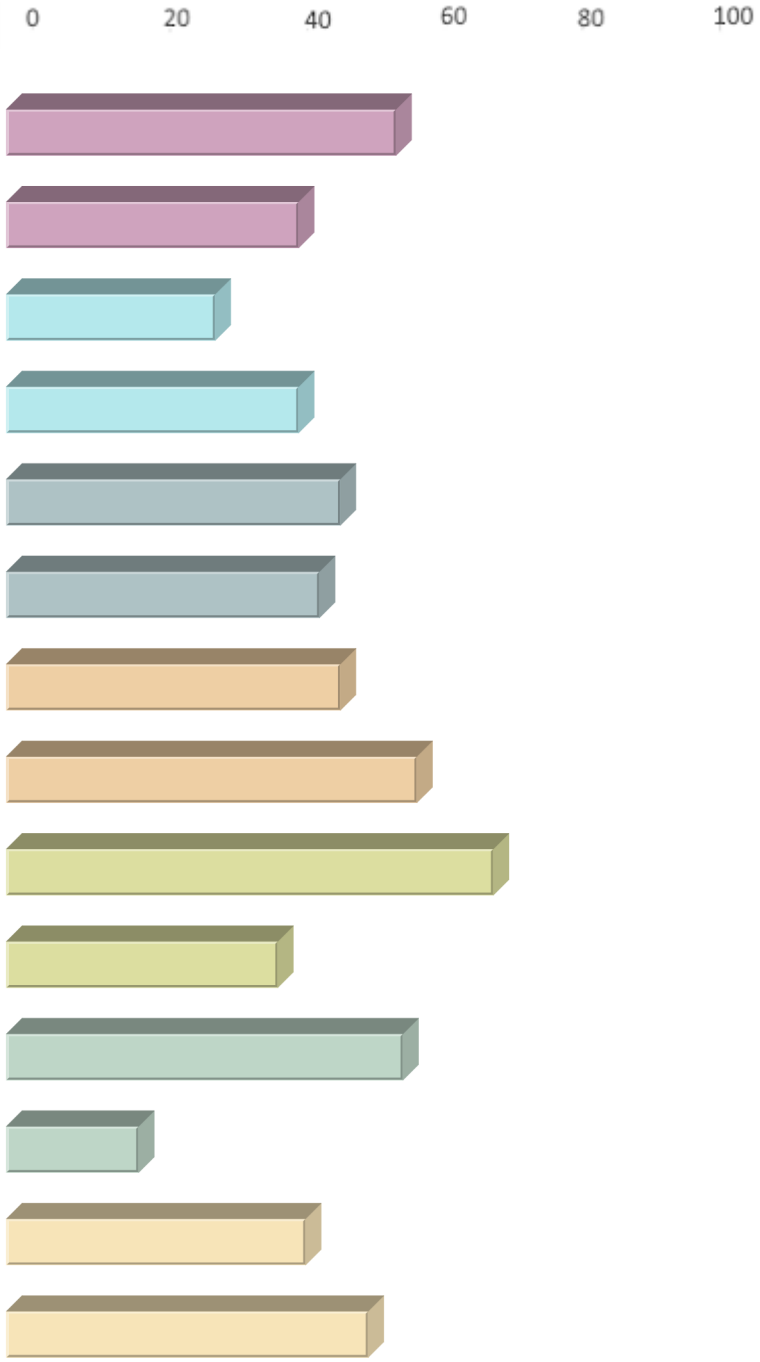
Category	Sub Construct	Definition
Rule Orientation	Compliant	The tendency to conform by following rules and common standards of behaviour. High scores indicate a tendency to support the status quo and to be reliable, predictable, careful and organised.
	Non-compliant	The tendency to break common rules, take shortcuts and seek alternatives. High scores indicate a tolerance of chaos and open situations, as well as a preference for novelty, improvement, flexibility and innovation.
Safety Orientation	Cautious	The degree by which behaviour reflects security needs, fears, anxieties, distrust, doubts and the avoidance of threats. High scores indicate risk aversion regarding personal, health and/or financial matters.
	Reckless	The tendency to pursue challenges and take risks. High scores may indicate a free-spirited or careless, rebellious, unthinking approach, courage and/or boldness.
Results Orientation	Controlling	Taking personal responsibility in pursuing goals through planning, monitoring and the active, hands-on management of practical conditions and circumstances. High scores may indicate a hard-working, cautious, even critical or loyal approach.
	Dominant	Adopting a powerful, demanding, leadership or authoritarian position to achieve practical outcomes through others. A high score may indicate assertive, confident, even commanding or directing tendencies.
Action Orientation	Competitive	The tendency to pursue goals intended to win or excel in a diligent, focused, and energetic manner. High scores may indicate competitiveness, willingness, enthusiasm, commitment and openness to learn and adapt where necessary.
	Laidback	A tendency to appear as unperturbed, casual, relaxed and unconcerned. High scores may indicate a lack of goal focus and a low sense of urgency.
Attitudinal Orientation	Critical	Adopting an evaluative, questioning, analytical, rigorous and risk-aware approach. High scores may be associated with judgmental, rule-based, somewhat rigid and even discouraging or cynical tendencies.
	Optimistic	Adopting a hopeful, uncritical, accepting, flexible, confident and positive approach which may result in being easily persuaded. High scores may indicate a socially cheerful, encouraging, buoyant and even risk-taking approach.
Emotional Orientation	Stable	The degree of emotional resistance to negative events, frustration and provocation. High scores may indicate emotional maturity, calmness and steadiness or consistency in feelings and behaviour.
	Spontaneous	The degree of emotional sensitivity, openness, adaptability, unpredictability, vulnerability and inconsistency. A high score may indicate emotional changeability or reactivity and possibly lower levels of stress and frustration tolerance.
Interpersonal Orientation	Socially Independent	A sense of self-reliance, self-determination and self-sufficiency. A high score may indicate personal autonomy and independence.
	Socially Interdependent	An awareness of, as well as a reliance on interpersonal connection, harmony and support. A high score may indicate an interpersonal focus, sensitivity and even vulnerability.



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SECTION 2

Interpretation of the risk profile in terms of broad role categories

Alex's profile seems best suited to the following broad categories in life, work and relationships.

Considering Alex's relatively average scores across various risk dimensions, which indicates a fair degree of adaptability, it is important to note that the recommended roles are not clearly indicated and should be interpreted flexibly

Best suited to the following role categories		
Broad Role Categories	Indicator	Associated Roles
Professional		Achiever, Expert, Specialist, Executive, Pro, Master (Qualified, Experienced)
Manager		Organiser, Planner, Administrator, Delegator, Monitor
Individualist		Free spirit, One-of-a-kind, Unique, Non-conformist, Independent, Original
Mediator		Arbitrator, Negotiator, Go-between, Intercessor, Adjudicator, Fixer

SECTION 3

Supporting findings as based on the Motivational Profile (MP)

3.1 Self-Insight
3.2 Energy Themes
3.3 Motivational Patterns
3.4 Dynamic Personality Patterns

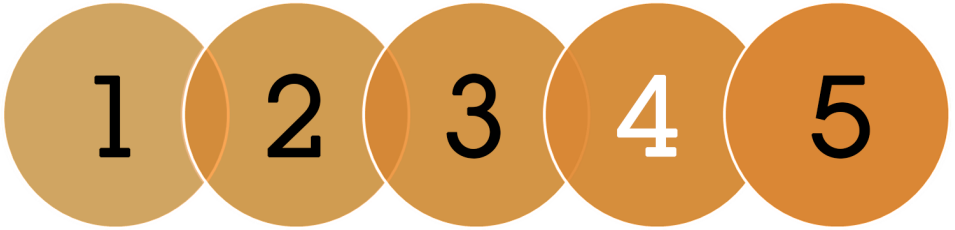
3.1 Self Insight

The degree of self-insight is assessed in a non-transparent manner by the Motivational Profile (MP) and cannot be manipulated.

This self-insight score indicates the person's degree of self-awareness and understanding as based on Jungian Psychology. High shadow scores may indicate:

- the tendency to deny own socially unacceptable behaviour
- denial of the negative implications of unacceptable role behaviour
- possible discomfort or difficulties in interpersonal relationships
- uncritical acceptance of unresolved or suspicious issues
- psychological contradictions or idiosyncratic tendencies

Alex received the following score in terms of the Shadow index



Alex is either currently particularly focused on getting to understand themselves or not particularly introspectively inclined and tends to focus on external challenges and opportunities. At times this may result in unexpected emotional responses.

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3.2 Energy Themes

Alex's results in terms of the energy focused on various psychological themes as measured by the MP - ipsatively calculated in terms of his/her own energy expenditure.

FOCUSED Energy: The degree of energy Alex currently focused on.	Current DISCOMFORT: The degree of discomfort Alex experiences regarding
Groundedness Energy related to the sense of safety, security and 'groundedness' in the physical world. This is the centre of abundance, survival issues and physical vitality	
Performance Energy related to issues of power and control in the external material world, including money and the control ao other people. This is the centre of stability, creativity and sexual energy	
Identity Energy pertaining to your sense of selfhood and personal power. This is the centre of reactive emotions	
Compassion Energy related to all issues involving love and compassion. This is the centre of love, affection, compassion, devotion and spiritual growth	
Self-Expression Energy involving issues of personal expression. This is the centre of personal purpose, willpower, communication and self-expression	
Wisdom Energy pertaining to insight and wisdom. This is the centre of intuition, telepathy and intellect	
Connection Energy pertaining to the essence of 'being' and the overall meaning of life. This is the centre of spiritual and collective connection	

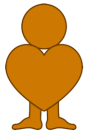
3.3 Motivational Patterns

The work of Shalit and Lazarus provides useful guidelines for the assessment of various aspects of motivation, including a person's:

- Attitudes towards self (positive versus negative)
- Differentiation or cognitive inclination (a detailed, focused and structured versus a holistic and intuitive approach)
- Involvement (amount of emotional energy invested)
- Control or the reported effectiveness of the person's control, monitoring or implementation

The above constructs are referred to as "Attitude", "Head", "Heart" and "Feet" respectively. The interaction between these aspects of motivation in the different contexts of life, work and relationships, provides useful information on the person's motivational patterns and current situational adaptation.
A qualitative interpretation of the person's scores is given on the next page.

In terms of Motivational tendencies or the 'Attitude-Head-Heart-Feet' of the MP profile,Alex shows the following characteristics:

	Life	Work	Relationship
			
Attitude (General)	3	3	2
Differentiation (Head)	2	3	3
Involvement (Heart)	3	2	2
Control (Feet)	3	2	1

Note: Scores range from 1 to 5

Summary	• Open-minded / intuitive / holistic • Composed and relaxed • Can either lead or follow • Can manage or implement • Mature and well-adapted	• Adaptable: structured and intuitive • Reserved or unemotional • Not action oriented • Tends to follow rather than lead • Dissatisfied with own control	• Adaptable: structured and intuitive • Reserved or unemotional • Not action oriented • Tends to follow rather than lead • Dissatisfied with own control

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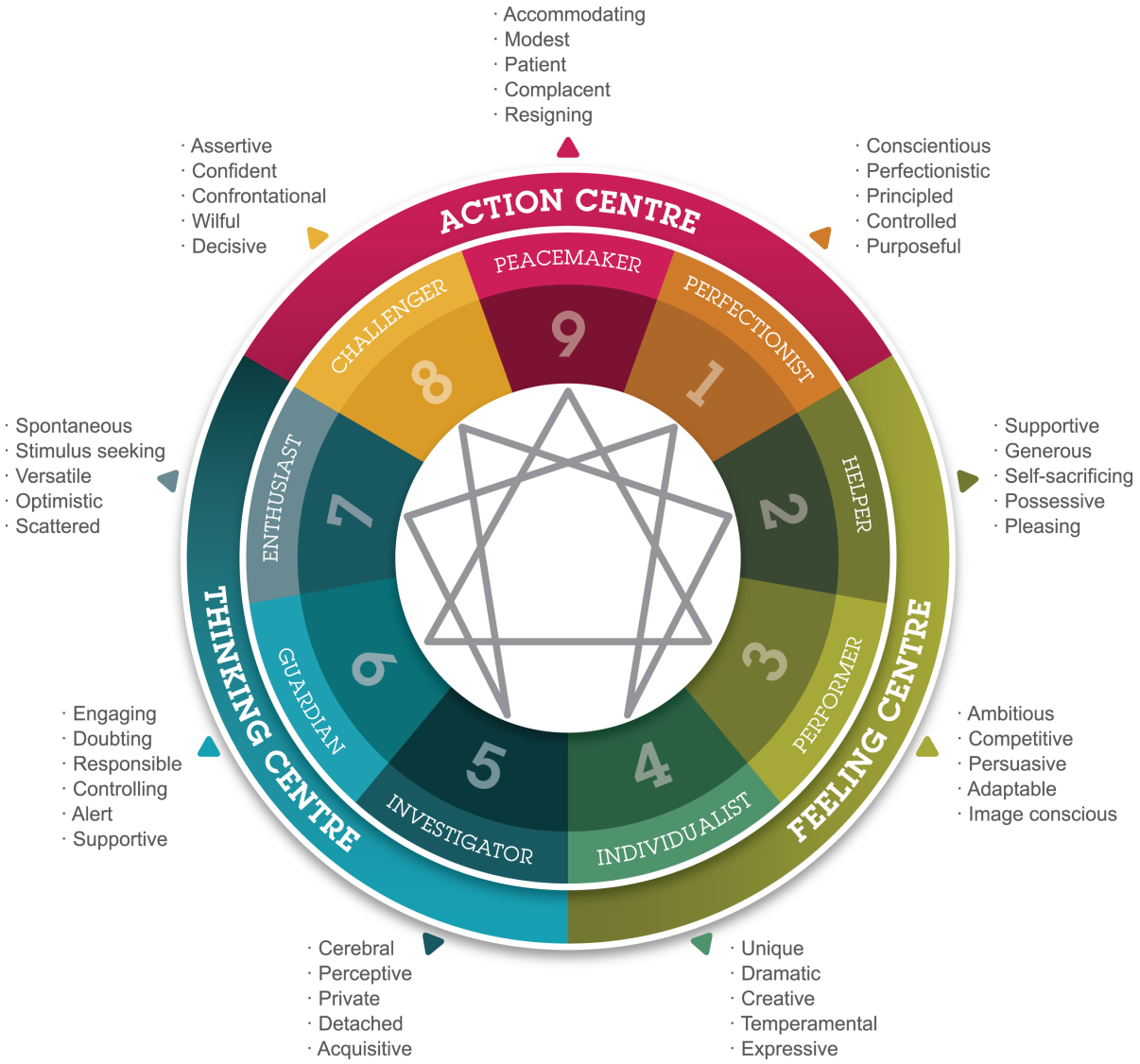
3.4 Dynamic Personality Patterns



Alex shows the following Dynamic Personality Patterns in terms of the Enneagram model as measured by the Motivational Profile:

Summary	Enneagram Type 5	Enneagram Type 7
Possible Labels:	Investigator / Observer	Enthusiast / Optimist
Centre:	Mental / Thinking	Mental / Thinking
Motto:	To know / own	To enjoy / I want
Strength:	Emotional Independence / Understanding	Spontaneous / Enthusiastic / Improvise
Weakness:	Non-attached / Objective	Flippancy / Escapist / External focus
Possible Psychopathology under severe, long-term stress	Schizoid	Hedonistic

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Enneagram Type 5

- are investigative and may have a variety of interests e.g. scientific curiosity, model-building, preparing, practicing and intellectualising
- observe, reflect, research and understand proactively
- are perceptive, mentally alert, can concentrate, may be open-minded
- can be cerebral, secretive or isolated
- have a need for intellectual independence and privacy
- may challenge conventional wisdom
- tend to avoid what they regard as excessive emotionality
- may adopt a problem solving, management, specialist or academic role

Potential Risk factors:

- may avoid emotional intimacy
- can become emotionally detached from everyday life
- may not particularly trust others
- may become socially isolated
- may pursue personal power via emotional withdrawal
- may come across as objective and even cold
- may frustrate emotionally needy types or appear passively aggressive
- may even under severe stress withdraw emotionally and become reclusive or eccentric

Enneagram Type 7

- are enthusiastsic, embracing, ideal seekers
- are spontaneous, fun-loving, versatile, acquisitive, scattered
- may come across as responsive, excitable, enthusiastic
- often extroverted, lively, spontaneous, resilient and cheerful
- seek experience and live a life of action
- pursue quantity and variety of stimulation
- often are multi-talented, diverse, curious and often generalists
- show a strong appreciation of beauty, style and aesthetic flair
- show youthful spirits and see the world as a playground
- are the “lucky” ones, who tend to spot opportunities, improvise and are good practical problem-solvers
- are entertaining and avoid boredom
- tend to spread their joy to others
- are often restless and seek adventure and stimulation
- may be sophisticated, consumerist connoisseurs
- can be flamboyant or insensitive

Potential Risk factors:

- are slow to follow through and finish things
- may lack commitment and perseverance
- under severe or long term difficult circumstances: may be impulsive, develop addictions, show escapist behaviour, suppress the self, lose control or show erratic moods

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