

Prepared for: **SAMPLE**

Date of Assessment: 1st December 2008

Reference: **058EG**

Date of Preparation: 1st December 2008

**Confidential**

**Morrisby Profile**

**General Report**

**Judith Carter**

This report has been prepared by computer from the results of the Morrisby Profile completed by Judith Carter.

It reflects her performance during the assessment session. The tests measured her type of ability and how she tends to apply this in practice. They assess potential rather than learned skills and knowledge.

Please note that findings drawn from test results should not be viewed in isolation but in conjunction with other available objective information.

This report should be read in conjunction with the attached appendix which explains the results in terms of occupational concepts.

Throughout this report, a score described as being very high is in the top 10% when compared with the scores obtained by a cross section of others in the general population. A high level is in the next 20% and an average level is in the middle 40%. A low level indicates the next 20% and a very low level, the remaining 10%.

## **The Ability Structure**

### **Abstract Reasoning**

Judith Carter shows a very high level of abstract reasoning, indicating the ability to understand highly complex concepts easily. This level of understanding is sufficient for virtually all occupations including highly mathematical and scientific areas. She is likely to be easily bored by routine work and would prefer areas which offered her more of an intellectual challenge.

### **Intellectual Talents (verbal, numerical & perceptual abilities)**

These three tests are dominated by a very high level of numerical ability. This is supported by a high level of verbal ability, whilst the perceptual ability (dealing with real things, diagrams, plans, etc.) lies at a lower level. This pattern indicates a clearly defined 'commercial' talent; a facility for dealing primarily with numbers and quantitative analysis. This is supported by a facility for words and verbal communication. Overall these general abilities lie at a high level, and in an appropriate area the strength of the talent will tend to enhance performance even more.

This pattern of ability is most effective in areas requiring a high degree of numerical skill, with some emphasis also on verbal skills. The occupational areas associated with this include commercial areas, accountancy, finance, systems analysis, administration, economics and so on.

### **Practical Aptitudes (spatial & mechanical abilities)**

The scores indicate a very high level of general practical ability coupled with a tendency to take the overall view of a situation. The very high level indicates that she is very capable when dealing with down-to-earth, practical problems.

The pattern of scores indicates that she likes to know the overall objective from the start and prefers dealing with whole systems - taking a helicopter view. She is likely to need to make a conscious effort to ensure that component parts of a system are not overlooked. She is likely to prefer jobs which require her to take an overview to those which need to be tackled as a series of separate problems.

### **General Approach**

The general approach is characterised by a very high level of abstract reasoning which is stronger than the other abilities but is supported, to some extent, by the practical aptitudes. This indicates that she learns mainly through understanding, solving problems from first principles rather than by applying standard learned procedures or methodologies. She is likely to prefer working in a practical (rather than purely theoretical) field. She could experience difficulty in using her understanding effectively and fully although this may be alleviated since the verbal, numerical and perceptual tests indicate a definite talent through which, in an appropriate area, her understanding could be channelled. Much depends on whether the work is in line with her interests and these talents although essentially practical areas appear better suited than abstract theoretical fields. In an appropriate area her reasoning power will be an asset, allowing the foundation of new insights into problems. She is likely to gain more from practical training than from purely academic studies.

### **Basic Personality Structure**

The results show her to be very aware and quite flexible in her style. She appears adaptable and able to cope well with changing situations. Whilst she is not so flexible as to find it difficult to stick with a single task, she will prefer some variety in her work. As the inner confidence is about the same as the awareness, she appears self confident and commits herself fully to those tasks she sees as within her capabilities. The initiative or outward confidence is not as strong as her inner confidence suggesting that she prefers to be well prepared before making decisions. She may not enjoy working in highly pressured situations and may shy away from taking snap decisions which have to be made under time pressures. She is unlikely to appear particularly innovative or forceful, preferring to work in a position sheltered from the final responsibility. She will be able to make fullest use of her capabilities in an appropriate, fairly supportive environment.

### **Manual Dexterity**

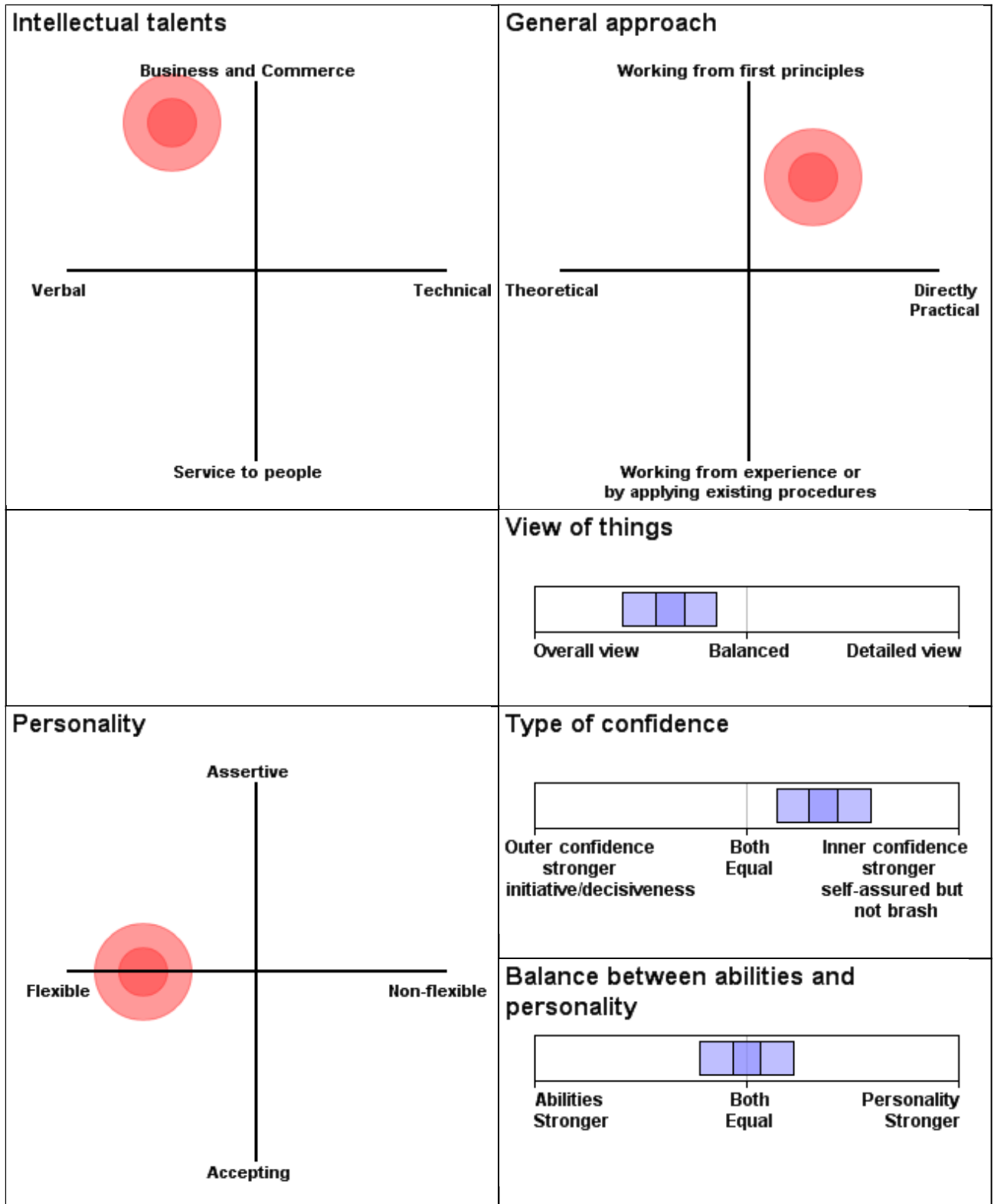
The results show an average level of manual speed and the difference between the two dexterity tests indicates an average level of deftness when working at this reasonably fast speed.

### **Balance Between Ability and Basic Personality Structure**

Her abilities and basic personality structure are at approximately the same level and both need to be taken into account when considering the suitability of work areas. The nature of her abilities and the way in which she uses them should be given equal importance.

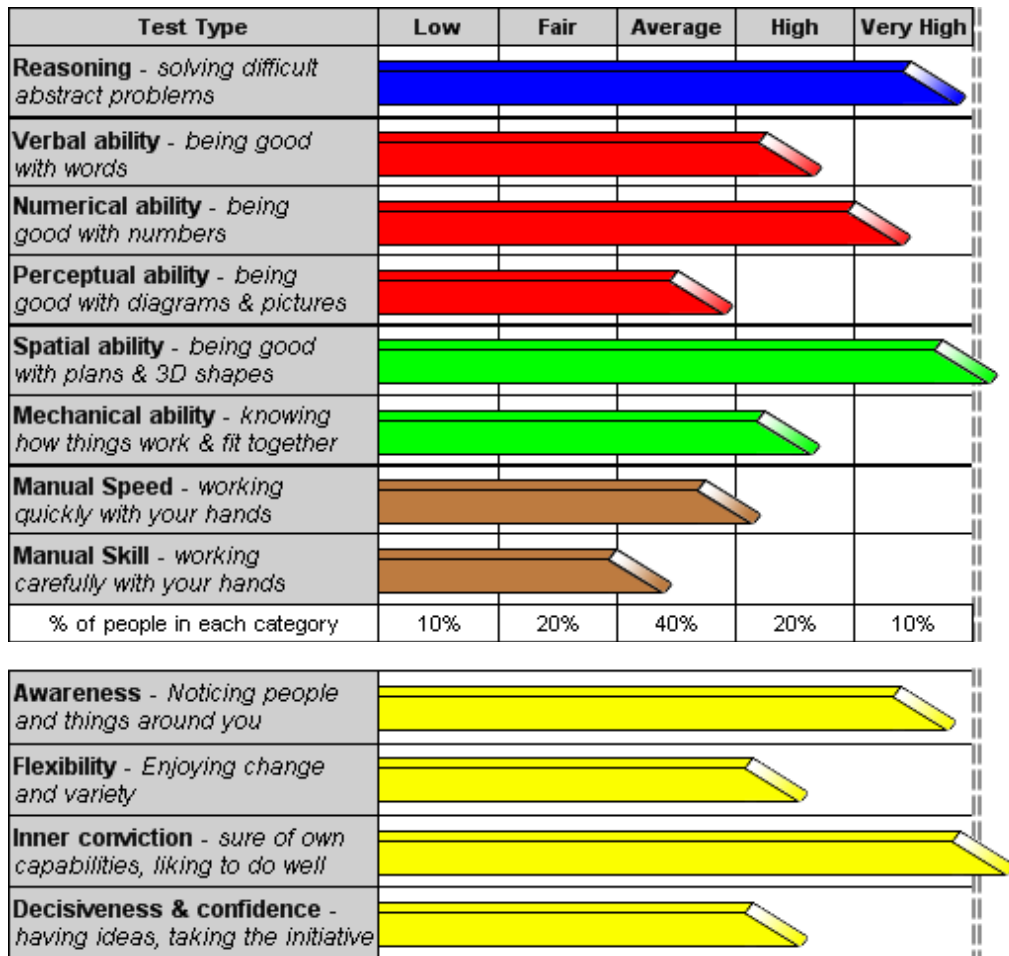
**Graphical Summary**

The test results indicate preferences and directions in a person's make up, irrespective of the level of individual test scores. In the following diagrams, the shaded areas show where her scores lie in relation to one another. The nearer the shading is to the centre of the diagram, the more versatile are her abilities in that particular area; as the shading moves away from the centre it indicates more marked leanings.



**Summary of Test Results**

The following chart shows the levels of abilities compared with one another.



## **General Notes on the Report**

The preceding report is based upon the results from the Morrisby Profile. The following notes will help explain the report. These notes, and the report, are arranged under the following headings:

**Abstract Reasoning**  
**Intellectual Talents**  
**Practical Aptitudes**  
**General Approach**  
**Basic Personality Structure**  
**Manual Dexterity**  
**Balance Between Ability and Basic Personality Structure**

## **Abstract Reasoning**

Abstract reasoning is the ability to understand things in depth and to solve complex problems from underlying principles, rather than from working from memory. This ability is particularly important in strategic planning, and in specialist areas such as research and development. A high level is essential for the more demanding areas of higher mathematics and the physical sciences. However, an average level is quite sufficient for day to day intake of new information and the problem solving required in most occupations, including graduate and managerial appointments, provided that other relevant abilities exist at an appropriate level.

## **Intellectual Talents**

Intellectual talents are indicated by the relative strength of a person's verbal, numerical and perceptual abilities. These indicate how well she deals with information presented in various forms, such as words, numbers, graphs, diagrams and so on. The relationships of these abilities and their relative strengths suggest the occupational areas which best match her talents; for example, finance, science, technology, social welfare or computing.

These talents need to be viewed in conjunction with career history and do not indicate level of experience or qualification in any field.

## **Practical Aptitudes**

These indicate aptitude for practical activities, and also a candidate's preferred approach to work planning, indicating whether a person prefers to plan her work as a whole, taking an overall view, or whether she sees a situation or a solution as a series of components, best approached in a step-by-step manner.

### **General Approach**

Problem solving is approached in different ways, ranging from the purely theoretical to a directly practical approach.

Some people prefer working out solutions to problems in their own minds, asking advice or referring to books as appropriate. Others prefer to devise practical solutions to problems from first principles or from their practical experience. Another type of approach revolves around 'hands-on', directly practical, trial and error experience and experimentation.

### **Basic Personality Structure**

This part of the report is concerned with those aspects of personality which most directly affect the way in which a person puts her abilities into action.

The tests are concerned with how quickly a person can pick up information and how quickly she can switch her mind from one thing to another. They also indicate how inwardly self-assured a person is and how quickly she can think up ideas and be confident in expressing them to others.

Some people are very quick to pick up and respond to new ideas; others take longer to change mental direction. Some are hesitant in expressing their ideas and some are more forthcoming. Some are very secure inwardly and apply themselves fully to any task whereas others are more inclined to cut corners and are less easily motivated for long periods.

The test results provide a useful insight into these areas but it must be remembered that an individual's overall personality is determined by many additional factors and some aspects may be suppressed or encouraged by outside forces.

### **Manual Dexterity**

Manual dexterity is concerned with the speed and accuracy with which someone works with her hands.

### **Balance Between Ability and Basic Personality Structure**

Although both abilities and personality are important, they may not carry equal weight in a person's make-up. Some people are best known for the strength of their abilities, whereas with others the personality is immediately recognised.

Date of Test: 1st December 2008  
 Prepared for: SAMPLE  
 Reference: 058EG

Name: Judith Carter

