



risktype compass™

Personal Report



PCL | 8 Mount Ephraim | Tunbridge Wells
Kent | TN4 8AS

www.psychological-consultancy.com

Simon Sample

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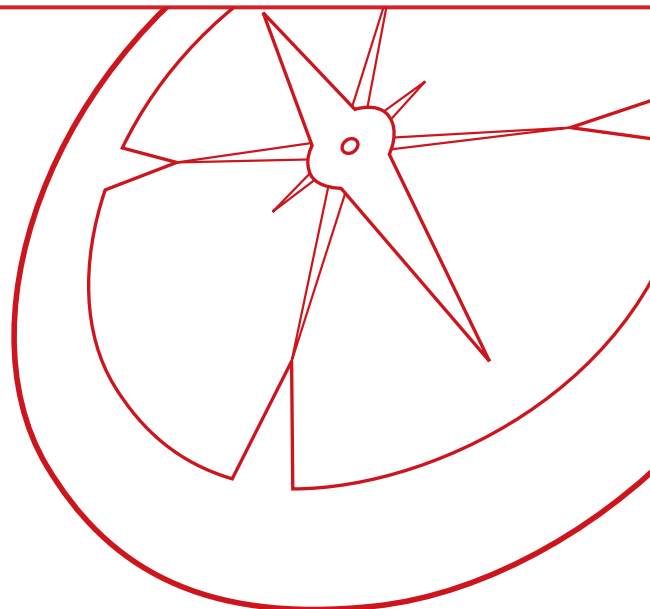
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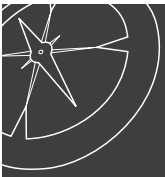
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Introduction

Understanding this Report

Risk is an inherent aspect of the human condition and most occupational roles involve risk in some way or another. The way that individuals respond to risk varies considerably. This Risk Type Compass® report has been designed to help you explore your predisposition to risk and your capacity to manage the risks involved in your environment.

Two key factors determine your approach to risk. Firstly, there are aspects of your natural temperament that will establish your general reaction to any kind of risk or uncertainty (Risk Type). Secondly, experience and personal circumstances will also influence your attitude towards different areas of risk (Risk Attitude). These two factors have been explored through your completion of the Risk Type Compass® questionnaire and everything from page three in this report is based on your responses to those questions.

Risk Type

The Risk Type Compass® assessment places you in one of eight Risk Types. Your Risk Type reflects your temperament and natural disposition with regard to risk – to what extent you are, for example, naturally adventurous and optimistic as opposed to being cautious and anxious about uncertainty, or to what extent you plan things carefully or act on impulse. Risk Type is deeply rooted and will influence how much risk you are willing to take, how much uncertainty you can cope with and how you react when things go wrong.

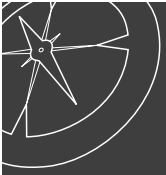
Risk Attitude

Risk Attitude is focused on the effects of life experience and your personal circumstances and how these also contribute to your risk taking behavior. Risk Attitude may vary from situation to situation. For example, previous experience with sports might influence your willingness to take recreational risk, as would your age and general health. To give you a feel for how your capacity to deal with different kinds of risk has developed, this report highlights the variability in your Risk Attitude across five important areas of risk-taking.



Risk Behavior

Taken together, consideration of your Risk Type and Risk Attitude will guide you to a better understanding of your current appetite for risk and allow you to take this into account when discussing work place issues. The key to effective use of this report is to appreciate that Risk Type is deeply rooted and unlikely to change, whilst Risk Attitude will change as a consequence of experience and personal circumstances. This Risk Type Compass® report will give you the opportunity to review and reflect on your risk taking behavior.



Introduction

Understanding this Report

Risk Type Definitions

WARY: Self-disciplined, cautious, uneasy, conservative

Ultra sensitive about vulnerability to risk, they are zealous in eliminating ambiguity and securing the future, and they fervently seek to control.

INTENSE: Ardent, anxious, edgy, passionate

They invest enthusiastically in people and projects but, haunted by the prospect of failure or disappointment, this may become a self-fulfilling prophecy.

PRUDENT: Detailed, organised, systematic, conscientious

Their primary concern is to systematically organize everything with a view to the elimination of risk and uncertainty.

EXCITABLE: Spontaneous, enthusiastic, unpredictable, impulsive

They are attracted by the idea of spontaneity and risk but, like moths to a flame, may come to regret decisions made in haste.

DELIBERATE: Analytical, investigative, calm, business-like

Calm, calculated and sure-footed, they are not easily unnerved, but they test the ground thoroughly and never go into things unprepared.

CAREFREE: Easy-going, excitement seeking, unconventional, impetuous

They see opportunity before risk and relish the adrenaline of on-the-fly decision making required in fast moving situations.

COMPOSED: Cool-headed, self-contained, imperturbable

Strangers to anxiety and sometimes seemingly oblivious to risks, they will keep their heads at times when others are losing theirs.

ADVENTUROUS: Uninhibited, fearless, challenging, venturesome

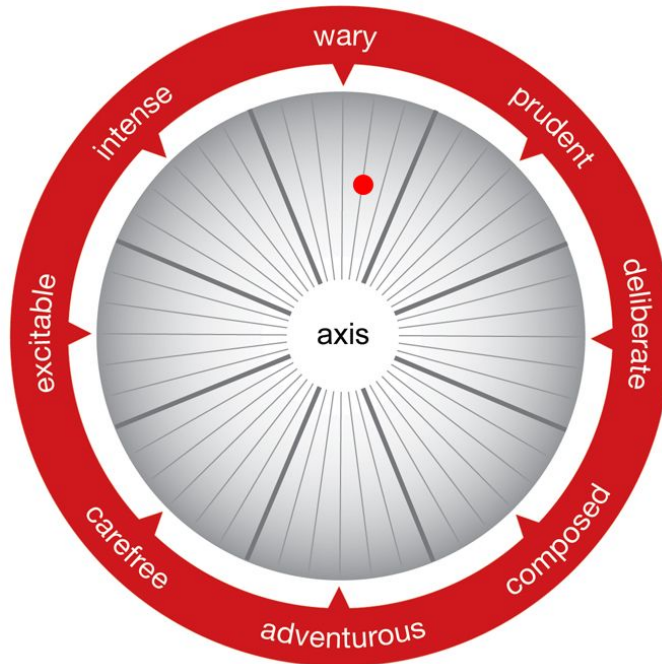
Fearless, unrestrained and impulsive, they seek excitement and are prepared to try things that no one has ever tried before.

↑
From Risk-Averse

To Risk-Taking
↓

How strongly do you reflect your Risk Type?

The marker (•) denotes which of the 8 Risk Types best fits your disposition towards risk. The nearer it is to the outside edge, the more accurate that type description will be for you. For those nearer the center, their Risk Type will color their disposition towards risk, but not so intensely. The Risk Type Compass® is a continuous spectrum, with each type sharing some characteristics with its neighbors and with facing types being opposites. This assessment identifies you as a moderate example of the Wary Risk Type. Your marker falls close to a type boundary, so it will also be worth reading the neighboring type description.



Risk Type: Wary

This Risk Type combines anxiety about risk with a methodical approach and a shrewd and persistent skepticism. The most extreme examples are fearful of uncertainty and ultra sensitive about vulnerability and risk. Strongly attracted to the idea of securing the future but difficult to reassure, they seem to seek an unattainable ideal.

Risk Type descriptions are informed generalisations based on decades of personality research and experienced profile interpretation. While the essence of a type description will be accurate for the majority of those falling into that group, individuals will vary in particular details and in the degree to which type characteristics dominate their overall persona.

The following pages will help you to consider your fit with this Risk Type.

Any personality characteristic will have its advantages and its disadvantages, depending on the situation. What works for someone in one context may work against them in another. This page highlights some of the most common benefits and limitations associated with your position on the Risk Type Compass®. The bullet points below will be most characteristic of the more extreme Risk Types - those positioned nearest to the outer edge. Those closer to the Axis will be less influenced by these points. Those falling within the Axis center circle will be neutral in respect of Risk Type characteristics but there will be particular benefits as well as disadvantages associated with this central position.

Upside tendencies of this Risk Type:

The following points highlight the potential benefits for people of this Risk Type:

- This Risk Type is cautious and anxious by nature, and keen to minimize risk
- They will be alert to the potential risks in any idea or proposal
- Conservative and conforming, they tend to comply with rules and procedures
- They like to seek detailed information before making decisions
- They are likely to carefully consider any feedback or advice they may receive
- Enthusiastic and passionate, they invest a lot emotionally in their affairs
- Sensitive about their past mistakes, they will be anxious to avoid repeating them
- Systematic and conscientious, they should have a planned and organized approach

Downside tendencies of this Risk Type:

The following points highlight the potential disadvantages for people of this Risk Type:

- This type's cautious approach and emphasis on security may make them indecisive
- They may miss opportunities by taking too long to weigh up the options
- Concerned to do things by the rule book, they may seem reluctant to innovate
- They may seem conservative, inflexible and resistant to change
- Variable in their moods, enthusiasm may easily turn to hostility
- Feeling things strongly, their reactions may be fervent and emotional
- Sometimes they will allow little things to irritate them
- Having high hopes and expectations, they may tend to dwell on past disappointments

Your most prominent characteristics:

This assessment identifies you as a moderate example of the Wary Risk Type.

The following points identify the most distinct characteristics for you, as defined by your questionnaire responses. They may help you to moderate or elaborate your Risk Type description:

- It seems that you may sometimes lack confidence and feel unsure of yourself.
- You probably do not allow intuitions or feelings to overwhelm the logic of your decisions.
- You appear to prefer a tried and tested approach and at times may be reluctant to accept change.
- You may be less inclined than others to seek new experiences and excitement.
- You prefer to manage exposure to extreme activities, ventures or risk carefully.
- You seem to be a compliant individual who will respect rules, regulations and authority.

The following may also help you to understand your position on the Risk Type Compass® :

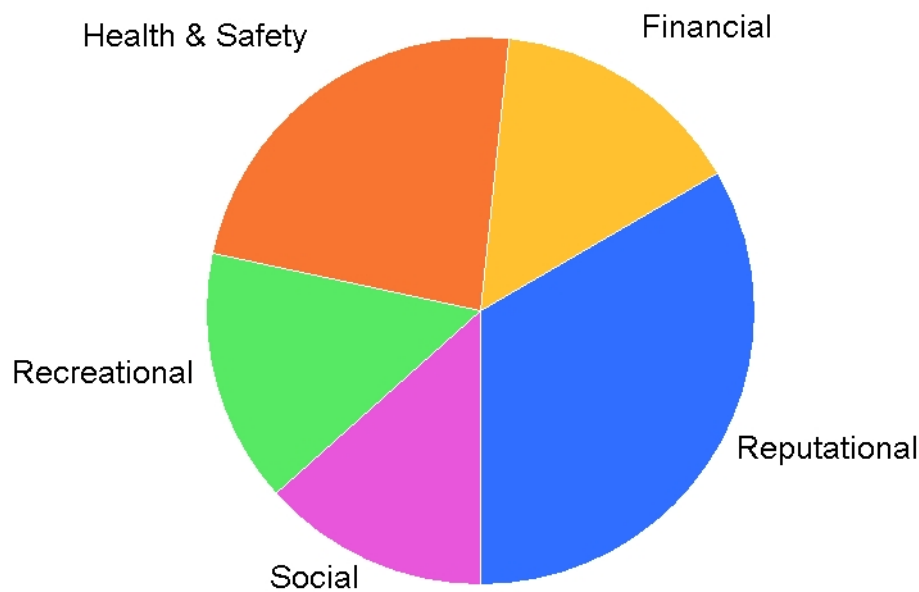
Opposite Type: Adventurous

At the root of this Risk Type is a combination of impulsiveness and fearlessness. Extreme examples of this Type are people who combine a deeply constitutional calmness with impulsiveness and a disregard for custom, tradition or convention. They are imperturbable and seemingly oblivious to risk. Their decision-making is likely to be influenced by both their lack of anxiety and their impulsiveness.

Neighboring Type: Prudent

At the root of this Risk Type is a high level of self-control and detailed planning. This type is organized, systematic, and conforming. Conservative and conventional in their approach, such people prefer continuity to variety and are most comfortable operating within established and familiar procedures. They like change to be gradual and evolutionary rather than radical. Generally very cautious and suspicious of any new ventures, they may find reassurance in sticking with what they know.

Risk Type establishes your risk baseline as compared to others but this core Risk Type disposition is continually influenced by events, experiences, situations and personal circumstances. Risk Attitude may therefore vary, at any one time, reflecting your exposure and familiarity with different kinds of risk. The snap-shot below compares your current Risk Attitudes across five different domains; Social Risk, Health & Safety Risk, Financial Risk, Reputational Risk and Recreational Risk.



Where you are currently most comfortable taking risks

The size of the segments shows where you are currently most at ease in taking risks but your overall appetite for risk will still be governed by your Risk Type. Rather than comparing you to other people, this graphic is about your own preferences. A larger segment doesn't imply that you are more risk taking than others, just that you are more comfortable about taking risks in that domain than you are in others.

Your Risk Attitude profile

These results suggest that your Risk Attitude will be quite variable, influencing the amount of risk you are prepared to take in different situations and circumstances. It is not unusual for people to be more comfortable taking risks in areas where they are on familiar territory, where they have experience and expertise, or in situations that are not critical in any way. However, this variability of attitude will have a moderating effect on the way that one's Risk Type plays out in different environments.

Of the five areas where Risk Attitude has been assessed, the Reputational area is the one in which your attitude will most influence the risks you are prepared to take. In some matters of principle you may therefore be prepared to be more flexible and risk-taking than suggested by your Risk Type.

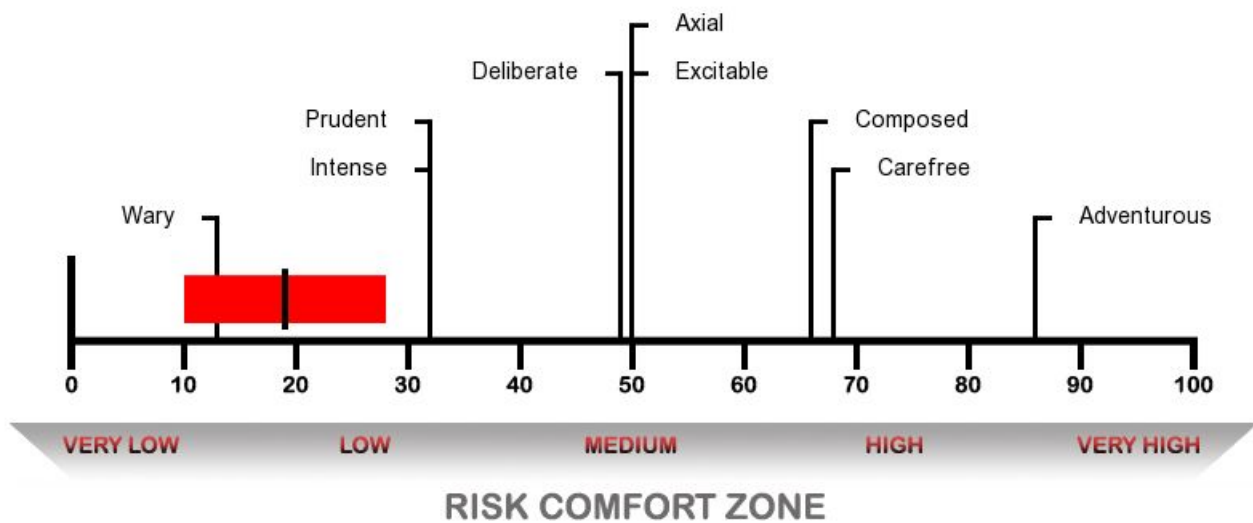
The area where your attitude seems to be most cautious and conservative is Social Risk.

03

Part 3: Overall Rating for Risk Tolerance

Risk Tolerance index (RTi)

The graphic below shows your Risk Tolerance Index (RTi), an overall estimate of your tolerance for risk based on both your Risk Type and your Risk Attitude. Your marker's position on the Risk Type Compass® defines your RTi, and the extent to which your attitude varies for different types of risk situations defines your Comfort Zone. This is represented in the graphic below by the bar on the chart. The average RTi scores for strong examples of each Risk Type are also mapped onto the RTi scale as points of reference.



The marker within the bar in this RTi graphic marks the level of risk tolerance associated with the Risk Type rating. The length of the bar indicates the variability in Risk Tolerance suggested by differences in Risk Attitude across the five risk domains. Your actual Risk Tolerance level will lie within this range.

Summary for: **Simon Sample**

Risk Type:	Wary
Attitude Variation:	High
RTi:	19
Comfort Zone:	Low Risk

The responses to the items on the Risk Type Compass® Consistency scale indicate that the profile is valid and interpretable.