Behavioral Success Analysis

Report for ID: 2527483
Compared to: Sr. Pastor #FL058-004 v11/30/2024

REPORT FOR
ID: 2527483

DATE OF COMPLETION
06/27/2024

RELIABILITY - 96.6%
Answers were very likely accurate and truthful

ORGANIZATION
Flagstaff Christian Fellowship

About This Report

This report compares your preferred behaviors and tendencies with the preferred behaviors and tendencies of successful people in the Sr. Pastor position. This information can provide valuable insights into how you could become more successful. Your results are an indication of your similarity to successful people. The scores are not an evaluation of your current performance and they do not take into consideration your education, experience or other qualifications.

These behavioral success factors have been determined through 30 years of extensive performance research. Although they may vary somewhat in different organizations, it should provide some learning that can advance your career.

How to Read the Graph

The Overall Percentage of Similarity indicates how similar your scores are to typical successful people in your position.

Traits are on the left along with the definition of the trait, your score on a scale of 10, and a description of your likely behavior. The definition is what is being measured, not the name of the trait which can be misinterpreted.

The graph represents the probable impact of your score on job satisfaction and success. The colored ball reflects the likely impact of your trait score. The box surrounding the ball is the range of impact for that trait. Positive impacts are green. Moderate negative impacts are yellow. Substantial negative impacts are red.

Categories of Factors in this Report

Success Traits can have a positive or negative impact on success for this job and successful people tend to have higher scores.

Traits that Can Hinder if Low can only have a negative impact if the person's score is less than five. High scores don't have a positive impact.

Negative Traits that Can Hinder are inherently negative traits. The ideal score is zero which indicates you don't have that trait. Higher scores have a greater negative impact on success.

How to Get the Most from This Report

Consider how the Success Factors with positive impact (green) have helped you in this position. These are strengths that can maximize your success. Then consider how yellow or red factors might be hindering your success and reflect on possible adjustments. Focus on the traits with the largest gaps between the ball and the right side of the bar because they have the greatest potential for improvement.

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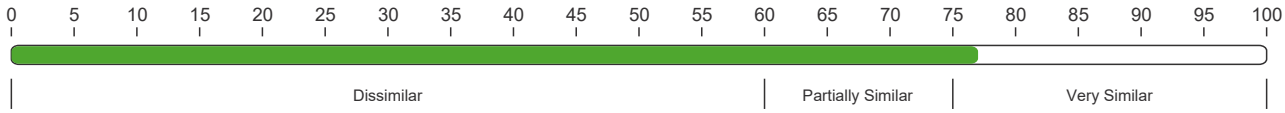
Overall Percentage of Similarity



The Overall Percentage of Similarity is a summary of the impact of all your scores related to the typical success factors for this job. Your score is 77 which means your scores are similar to successful people in the Sr. Pastor position. However, you could make adjustments that would help you to be even more successful.

Success Traits

Can have a positive or negative impact on success. Higher scores are better.

Likely Negative Impact < > Likely Positive Impact

	ID: 2527483's Score	Very strong	Strong	Substantial	Moderate	Slight	No impact	Slight	Moderate	Substantial	Strong	Very strong
Takes Initiative: *The tendency to perceive what is necessary to be accomplished and to proceed on one's own* Narrative: ID: 2527483 frequently tends to take a great deal of initiative. This initiative will help him to achieve objectives. It is very important that the employer provides opportunities for initiative and guidelines regarding the type of initiative that can be taken. Otherwise, the initiative could be contrary to expectations. ID: 2527483's degree of initiative will probably have a positive impact on job satisfaction and/or performance.	**9.9**											
Wants Challenge: *The willingness to attempt difficult tasks or goals* Narrative: ID: 2527483 is very motivated by challenging tasks or projects and needs challenging work. ID: 2527483 strongly prefers an employer who is able to offer challenging work. His strong drive for achievement will probably be a good example for others. ID: 2527483's degree of drive to achieve challenging objectives will probably have a somewhat positive impact on job satisfaction and/or performance.	**8.9**											
Wants To Lead: *The desire to be in a position to direct or guide others* Narrative: ID: 2527483 has an extremely strong desire to be in a leadership position. He has a very strong drive to take charge. ID: 2527483's degree of willingness to be in a leadership position will probably have a somewhat positive impact on job satisfaction and/or performance.	**9.6**											
Analytical: *The tendency to logically examine facts and situations (not necessarily analytical ability)* Narrative: ID: 2527483 often analyzes problems and decisions and usually enjoys it. ID: 2527483's degree of enjoyment of analyzing problems is sufficient for this job.	**6.9**											

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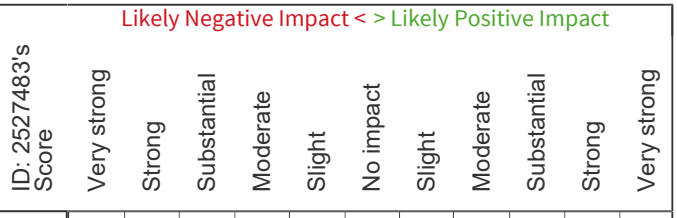

Analyzes Pitfalls:
The tendency to scrutinize potential difficulties related to a plan or strategy

Narrative: ID: 2527483 only moderately enjoys analyzing the potential difficulties of plans and strategies and probably has only a moderate tendency to do so. Therefore, it would be best if he were to receive other input before making important strategic decisions ID: 2527483's degree of enjoyment of analyzing potential problems will probably have a slightly negative impact on job satisfaction and/or performance.

5.1

Enthusiastic:
The tendency to be eager and excited toward one's own goals

Narrative: ID: 2527483 tends to be moderately enthusiastic about his goals. However, his goals could be clearer. ID: 2527483's degree of enthusiasm for his goals is sufficient for this job.

6.2

Persistent:
The tendency to be tenacious despite encountering significant obstacles

Narrative: ID: 2527483 may tend to be moderately persistent but prefers a position that does not require extensive persistence. ID: 2527483's degree of enjoyment of having to overcome obstacles will probably have a slightly negative impact on job satisfaction and/or performance.

5.8

Planning:
The tendency to formulate ideas related to the steps and process of accomplishing an objective

Narrative: ID: 2527483 enjoys planning and probably tends to do it often. ID: 2527483's degree of enjoyment of planning will probably have a slightly positive impact on job satisfaction and/or performance.

8.1

Cause Motivated:
The tendency to be motivated to help society

Narrative: Undertaking work that benefits others/society is extremely important to ID: 2527483. Find out what ID: 2527483's causes are in order to determine if they are consistent with the causes related to this position. ID: 2527483's degree of cause orientation will probably have a somewhat positive impact on job satisfaction and/or performance.

9.6

Pressure Tolerance:
The level of comfort related to working under deadlines and busy schedules

Narrative: ID: 2527483 is moderately likely to work well under the pressure of deadlines and tight schedules. ID: 2527483's degree of tolerance of pressure will probably have a slightly negative impact on job satisfaction and/or performance.

5.5

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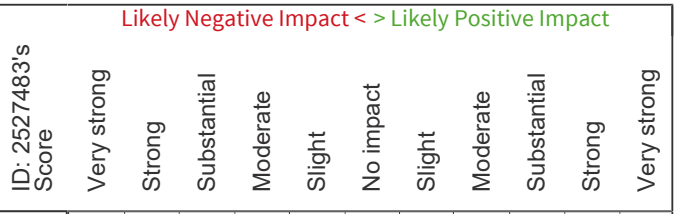


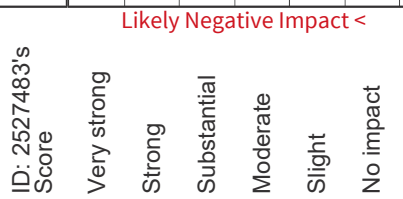
Research / learning:
The enjoyment of gathering and comprehending new information

Narrative: ID: 2527483 very much enjoys researching and learning new information. ID: 2527483's degree of enjoyment of researching and learning new information will probably have a slightly positive impact on job satisfaction and/or performance.

8.5

Traits that Can Hinder if Low

Can only have a negative impact if the person's score is less than five. High scores don't have a positive impact.



Authoritative:
The desire for decision-making authority and the willingness to accept decision-making responsibility

Narrative: ID: 2527483 has a strong desire to have decision-making authority and is very willing to accept responsibility. ID: 2527483's degree of enjoyment of having decision-making authority is sufficient for this job.

9.0

Enlists Cooperation:
The tendency to invite others to participate in or join an effort

Narrative: ID: 2527483 moderately enjoys enlisting the cooperation of others. ID: 2527483's degree of enjoyment related to enlisting the cooperation of others is sufficient for this job.

6.0

Open / reflective:
The tendency to reflect on many different viewpoints

Narrative: ID: 2527483 enjoys reflecting on different ideas and opinions and is generally open-minded. ID: 2527483 is likely to be good at brainstorming. ID: 2527483's degree of enjoyment of reflecting on different ideas and opinions is sufficient.

8.3

Psychology:
The interest in human mental functions including mannerisms, actions, attitudes, and abilities

Narrative: ID: 2527483 is fairly interested in at least some aspects of psychology. ID: 2527483's level of interest in some aspects of psychology is sufficient.

7.0

Self-Acceptance:
The tendency to like oneself ("I'm O.K. the way I am")

Narrative: ID: 2527483 is fairly self-accepting. This positive self-regard will probably translate to better interactions with subordinates, co-workers, and clients. ID: 2527483's degree of self-acceptance is sufficient for this job.

7.3

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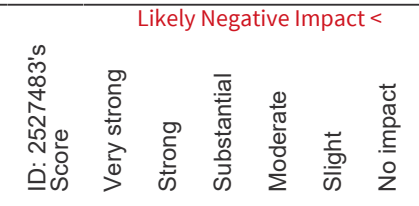

Self-Improvement: *The tendency to attempt to develop or better oneself* Narrative: ID: 2527483 has an intention to improve himself. ID: 2527483's level of interest in self-improvement is sufficient for this job.	**7.4**
Writing / language: *The interest in work that involves formulating words to convey meaning (i.e., journalism or translator)* Narrative: ID: 2527483 is extremely interested in writing or language. ID: 2527483's level of interest in writing or language is sufficient for this job.	**10.0**
Collaborative: *The tendency to collaborate with others when making decisions* Narrative: ID: 2527483 enjoys collaboration and is probably quite willing to collaborate with others with regard to making important decisions. ID: 2527483's degree of enjoyment from collaborating is sufficient for this job.	**8.1**
Diplomatic: *The tendency to state things in a tactful manner* Narrative: ID: 2527483 is quite capable of being tactful and usually tends to state things in a diplomatic manner. ID: 2527483's degree of diplomacy is sufficient for this job.	**7.7**
Helpful: *The tendency to respond to others' needs and assist or support others to achieve their goals* Narrative: ID: 2527483 tends to be fairly helpful and conscious of others' needs. ID: 2527483's degree of helpfulness is sufficient for this job.	**6.6**
Influencing: *The tendency to try to persuade others* Narrative: ID: 2527483 has a strong need to persuade or influence others. Assuming he has the right balance of other interpersonal traits, ID: 2527483 is likely to be very skillful in expressing his ideas to staff, co-workers and/or clients. ID: 2527483's degree of enjoyment of influencing is sufficient for this job.	**10.0**
Optimistic: *The tendency to believe the future will be positive* Narrative: ID: 2527483 tends to be very optimistic and cheerful. ID: 2527483's positive attitude will be very beneficial when dealing with staff and co-workers. ID: 2527483's degree of optimism is sufficient for this job.	**9.2**

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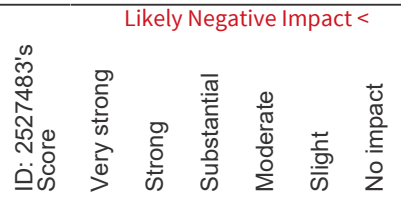

Organized: *The tendency to place and maintain order in an environment or situation* Narrative: ID: 2527483 probably dislikes organizing. He may do only the very minimum amount of organizing necessary and may lose efficiency. ID: 2527483's degree of being organized will probably have a slightly negative impact on job satisfaction and/or performance.	**3.3**
Systematic: *The enjoyment of tasks that require carefully or methodically thinking through steps* Narrative: ID: 2527483 only moderately enjoys work that requires being systematic and tends to be only moderately systematic. ID: 2527483's degree of being systematic is sufficient for this job.	**5.4**
Warmth / empathy: *The tendency to express positive feelings and affinity toward others* Narrative: ID: 2527483 often expresses warmth and empathy. ID: 2527483's degree of expressing warmth and empathy is sufficient for this job.	**7.8**
Outgoing: *The tendency to be socially extroverted and the enjoyment of meeting new people* Narrative: ID: 2527483 generally enjoys meeting new people and is probably somewhat outgoing. ID: 2527483's degree of enjoyment of meeting new people is sufficient for this job.	**7.2**
Public Speaking: *The enjoyment of presenting or articulating information to groups of people* Narrative: ID: 2527483 very much enjoys making presentations to groups and is probably very comfortable doing so. ID: 2527483's degree of enjoyment of making presentations to groups is sufficient for this job.	**9.3**
Teaching: *The enjoyment of instructing, training, or educating others* Narrative: ID: 2527483 is very interested in teaching or instructing others. ID: 2527483's level of interest in teaching or instructing others is sufficient for this job.	**8.7**
Team: *The enjoyment of working closely in a co-operative team effort (not necessarily the ability to do so)* Narrative: ID: 2527483 usually enjoys working in a team. ID: 2527483's degree of enjoyment of working in a team is sufficient for this job.	**7.4**

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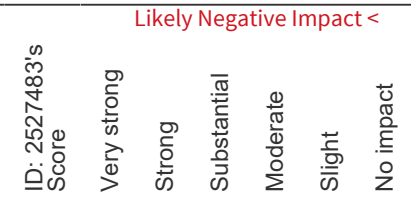

Effective Enforcing: *The tendency to skillfully correct others when they are violating rules or performing poorly* Narrative: ID: 2527483's interpersonal preferences and tendencies indicate he is moderately likely to skillfully enforce rules. ID: 2527483's degree of willingness to enforce rules is sufficient for this job.	**5.9**
Flexible: *The tendency to easily adapt to change* Narrative: ID: 2527483 tends to be quite adaptive and comfortable with change. ID: 2527483's degree of flexibility is sufficient for this job.	**8.0**
Tolerance Of Bluntness: *The level of comfort related to receiving abrupt or frank communications from others* Narrative: ID: 2527483 is fairly tolerant of people who are blunt. ID: 2527483's degree of tolerance of bluntness is sufficient for this job.	**6.5**
Certain: *The tendency to feel confident in one's opinions* Narrative: ID: 2527483 is very certain of his opinions. ID: 2527483's degree of certainty about his opinions is sufficient.	**9.0**
Enforcing: *The tendency to insist upon necessary rules being followed* Narrative: ID: 2527483 prefers not to have to enforce rules, but will probably do so when it is absolutely necessary. ID: 2527483's degree of willingness to enforce necessary rules is sufficient for this job.	**3.5**
Finance / business: *The interest in commerce or fiscal management* Narrative: ID: 2527483 has little interest in business or finance. ID: 2527483's level of interest in business or finance is sufficient for this job.	**4.0**
Handles Conflict: *The tendency to skillfully face discord or strife, and the interpersonal skills necessary to deal with it effectively* Narrative: ID: 2527483's preferences indicate that he is probably moderately effective at handling conflict. ID: 2527483's level of ability to deal with conflict is sufficient for this job.	**7.2**
Public Contact: *The level of comfort interacting with a wide range of people representative of general society* Narrative: ID: 2527483 enjoys working with the general public and is probably comfortable doing so. ID: 2527483's degree of enjoyment of working with the general public is sufficient for this job.	**8.3**

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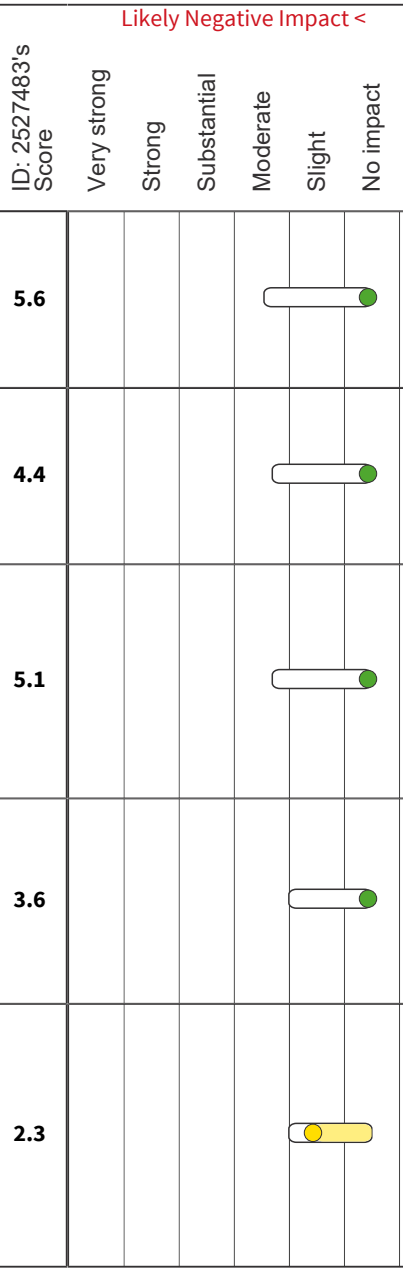

	ID: 2527483's Score
Frank: *The tendency to be straightforward, direct, to the point, and forthright* Narrative: ID: 2527483 tends to state things in a moderately frank and straightforward manner. ID: 2527483's degree of frankness is sufficient for this job.	**5.6**
Manages Stress Well: *The tendency to deal effectively with strain and difficulty when it occurs* Narrative: ID: 2527483 may sometimes have a little difficulty managing stress. ID: 2527483's level of ability to manage stress is sufficient.	**4.4**
Precise: *The enjoyment of work that requires being exact and the tendency to be detail oriented* Narrative: ID: 2527483 only moderately enjoys precision tasks. He can be precise, but prefers not to be in a role that continually requires a great deal of precision or focusing on details. ID: 2527483's degree of exactness is sufficient for this job.	**5.1**
Numerical: *The enjoyment of counting, calculating, or analyzing quantities using mathematics* Narrative: ID: 2527483 would prefer not to have to work with numbers as part of his work. ID: 2527483's degree of enjoyment of working with numbers is sufficient for this job.	**3.6**
Tolerance Of Structure: *The tolerance of following rules, schedules, and procedures created by someone else* Narrative: ID: 2527483 may strongly dislike having to follow extensive rules and procedures set by someone else and thus may neglect to follow them. ID: 2527483's degree of tolerance for structure will probably have a slightly negative impact on job satisfaction and/or performance.	**2.3**

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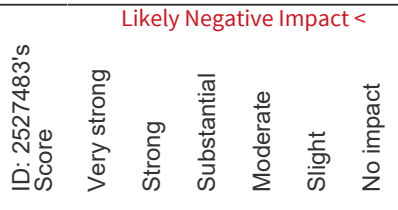
Traits that Can Hinder

Are inherently negative traits. The ideal score is 0 which indicates you don't have that trait. Higher scores have a greater negative impact on success.



Blindly Optimistic: *The tendency to focus on the possible benefits of a plan or strategy without sufficiently analyzing the potential difficulties or pitfalls* Narrative: ID: 2527483 probably has a moderate tendency to look at the potential benefits of a plan or strategy without sufficiently analyzing the potential difficulties. ID: 2527483 may cause difficulties as a result of being blindly optimistic unless others are consulted related to important decisions. ID: 2527483's degree of being blindly optimistic will probably have a slightly negative impact on job satisfaction and/or performance.	**4.1**
Blunt: *The tendency to be frank or direct without being sufficiently tactful or diplomatic* Narrative: ID: 2527483 probably does not have a significant degree of being blunt. ID: 2527483's degree of being blunt will NOT hinder performance.	**0.0**
Defensive: *The tendency to be self-accepting without sufficiently intending to improve* Narrative: ID: 2527483 probably does not have a significant degree of defensiveness. ID: 2527483's degree of defensiveness will NOT hinder performance.	**0.0**
Impulsive: *The tendency to take risks without sufficient analysis of the potential difficulties* Narrative: ID: 2527483 probably has only a very slight tendency to take risks without sufficiently analyzing the potential problems. ID: 2527483's degree of being impulsive when making decisions will NOT hinder performance.	**2.1**
Authoritarian: *The tendency to make decisions independently without sufficiently collaborating with others* Narrative: ID: 2527483 probably does not have a significant degree of making decisions without sufficiently collaborating. ID: 2527483's degree of making decisions without sufficiently collaborating will NOT hinder performance.	**0.8**
Dogmatic: *The tendency to be certain of opinions without sufficiently being open to different ideas* Narrative: ID: 2527483 probably does not have a significant degree of being dogmatic. ID: 2527483's degree of being dogmatic will NOT hinder performance.	**0.6**

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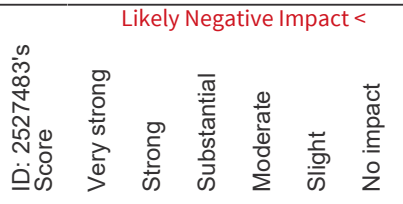

Forceful Enforcing: *The tendency to enforce rules without sufficiently enlisting others' cooperation* Narrative: ID: 2527483 probably does not have a significant degree of being forceful when enforcing rules. ID: 2527483's degree of being forceful when enforcing rules will NOT hinder performance.	**0.0**
Harsh: *The tendency to enforce rules without giving sufficient emphasis to building rapport or being empathetic* Narrative: ID: 2527483 probably does not have a significant tendency to be harsh or overly strict. ID: 2527483's degree of harshness will NOT hinder performance.	**0.0**
Insensitive: *The tendency to be assertive with one's own needs without being sufficiently warm and empathetic* Narrative: ID: 2527483 probably does not have a significant degree of being insensitive. ID: 2527483's degree of being insensitive will NOT hinder performance.	**0.0**
Pay Minus Motivation: *The tendency to have a desire for money that is greater than the personal drive necessary to earn it* Narrative: ID: 2527483 probably does not have a significant degree of having a desire for high pay that is greater than his level of motivation. ID: 2527483's level of motivation as compared to his desire for high pay will support job satisfaction and will NOT hinder performance.	**0.0**
Permissive: *The tendency to be warm and empathetic without sufficiently enforcing rules or holding others accountable* Narrative: ID: 2527483 probably has a moderate tendency to be permissive. ID: 2527483 may have difficulty insisting his subordinates follow the rules or perform to their potential. ID: 2527483's degree of permissiveness will NOT hinder performance.	**4.3**
Rebellious Autonomy: *The tendency to seek freedom from authority without taking sufficient and appropriate initiative* Narrative: ID: 2527483 probably does not have a significant degree of rebellious autonomy. ID: 2527483's degree of rebellious autonomy will NOT hinder performance.	**0.0**
Self-Critical: *The tendency to seek self-improvement without sufficiently being self-accepting* Narrative: ID: 2527483 probably does not have a significant degree of self-criticalness. ID: 2527483's degree of self-criticalness will NOT hinder performance.	**0.1**

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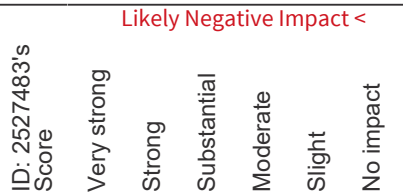

Skeptical: *The tendency to focus on the potential difficulties of a plan or strategy without giving sufficient emphasis to the potential benefits* Narrative: ID: 2527483 probably does not have a significant degree of skepticism. ID: 2527483's degree of being skeptical will NOT hinder performance.	**0.0**
Dominating: *The tendency to be assertive of one's needs without sufficiently being helpful to others* Narrative: ID: 2527483 probably does not have a significant degree of being dominating. ID: 2527483's degree of being dominating will NOT hinder performance.	**0.0**
Evasive: *The tendency to be tactful without being sufficiently direct* Narrative: ID: 2527483 probably has only a very slight tendency to be evasive when communicating rather than saying what he really thinks. ID: 2527483's degree of being evasive will NOT hinder performance.	**2.2**
Self-Sacrificing: *The tendency to respond to others' needs without sufficiently expressing one's own needs* Narrative: ID: 2527483 probably has a slight tendency give up his own needs while trying to help others. ID: 2527483's degree of being self-sacrificing will NOT hinder performance.	**3.4**

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