

# Executive Profile Survey (EPS)

by  
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Name: John A. Sample  
Sex: Male  
Date: April 19, 2004

The following report assesses how this individual stands with respect to 11 important dimensions that have been identified in studies of the self-concept of top executives and managers.

Like any personal data it should be treated confidentially. Since it reflects attitudes and perspectives that change over time, the date of the report should be carefully noted when examining this document. Outdated information may be of little positive value in making decisions about people. The report should be available only to individuals who are qualified to interpret and act on the information it contains. It is intended to supplement, not to replace, other valid data about this individual that may be available.

The norms for the Executive Profile Survey are based on results from 2000 executives, including presidents of banks ranging in deposit size from \$5,000,000 to more than a billion dollars; presidents of Fortune 500 companies; certified public accountants; executives who earned a Harvard MBA degree; presidents of advertising agencies; presidents of colleges, universities, and religious institutes, deans of business schools, and newspaper editors.

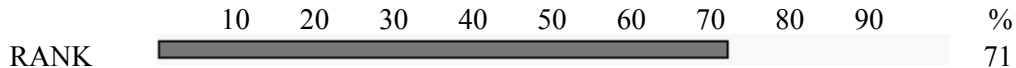
For full details of the 10-year study on which this report is based, refer to "Perspectives on the Executive Personality: A Manual for the Executive Profile Survey. "

**VALIDITY INDICATORS**

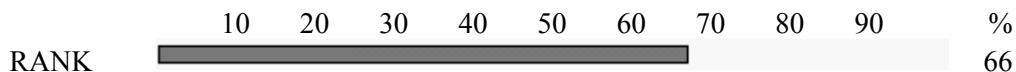
The Executive Profile Survey incorporates two scales to measure Mr. Sample's attitude toward the questionnaire itself. The first measures his tendency to "fake good" or to give socially desirable answers rather than answers that are really true for him. On this scale Mr. Sample scores above normal limits. As a result, adjustments have been made in his scores to correct for this distortion. The second scale reflects the carefulness with which he has approached the questionnaire and the degree of consistency in his answers. In his case this index is acceptable.

**AMBITIOUS**

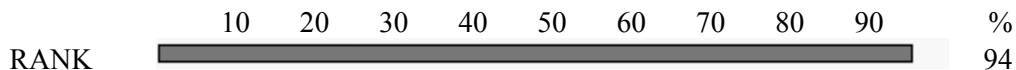
This dimension identifies a cluster of characteristics associated with resourcefulness, forcefulness, ambition, and drive. People who are high on this dimension describe themselves as purposeful and forward-looking. They feel that they are able to take the initiative and move steadily toward goals. On this dimension Mr. Sample is high with respect to top executives and managers.

**ASSERTIVE**

People who score high on this dimension tend to be dominant individuals who prefer to "take charge" rather than wait for things to happen. They value activity rather than passivity. Low-scoring individuals, on the other hand, stress the value of quiet contemplation and frequent self-examination before reaching decisions and acting within the framework of their occupational role. In this respect Mr. Sample is above average.

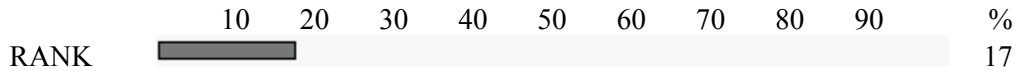
**ENTHUSIASTIC**

This dimension revolves around a cluster of characteristics related to extraversion, poise, and exuberance. It reflects the individual's belief that he can do and say the correct thing in social situations with a quality admired by others. Mr. Sample is extremely high.

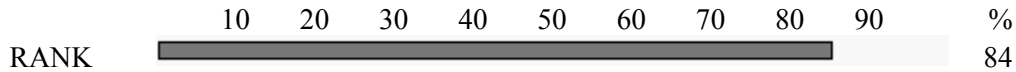


**CREATIVE**

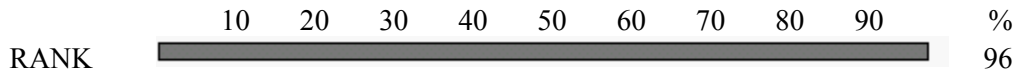
This dimension reflects Mr. Sample's preference for generating new ideas and for seeking out novel solutions to problems. In comparison with top executives on this characteristic, Mr. Sample is very low.

**SPONTANEOUS**

People who score high on this dimension tend to value departures from established patterns of doing things and break with precedent. On occasion they may act too rashly without having given the proper thought and consideration to their behavior. Mr. Sample is very high in this regard.

**SELF-FOCUSED**

People who score high on this dimension describe themselves as determined, self-reliant people who want to reach decisions and act on their own. They may be viewed by others as somewhat self-centered, perhaps, narcissistic, and may act in ways that show little concern for others. With respect to this dimension of self-motivated, autonomous behavior, Mr. Sample is extremely high.

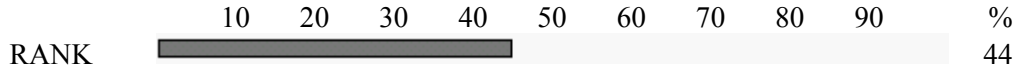
**CONSIDERATE**

This dimension highlights a basic concern for people in the nature of trust and approachableness in interpersonal relations. It reflects consideration for others. Individuals who score high on this dimension tend to describe themselves as loyal, trusting, generous, and devoted. Mr. Sample is extremely low on this dimension.



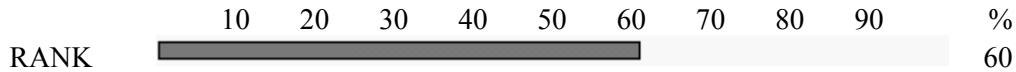
**OPEN-MINDED**

This dimension underscores the active ability to change and remain adaptable to life events without being excessively pliable or "bending with the wind," it also reflects the less obvious attitudinal flexibility of undogmatic people. Mr. Sample is average on this dimension.



**RELAXED**

In this dimension, even-temperedness and calmness emerge as major indicators of the degree of emotional control he has in stressful, as well as non-stressful, situations. It further reflects a measure of maturity that is related not particularly to age but to the ability to exercise patience and firmness in a wide variety of situations. Mr. Sample is above average on this characteristic.



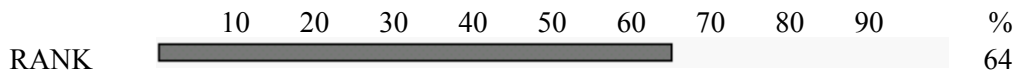
**PRACTICAL**

People who score high on this dimension tend to describe themselves as fairly realistic, problem-oriented, tough-minded individuals. They tend to focus on the "here-and-now" and do not think of themselves as particularly idealistic, curious, or sensitive. Mr. Sample is low in this respect.



**SYSTEMATIC**

What the last of these eleven dimensions captures is the degree to which Mr. Sample considers himself to be efficient in daily practices by using an orderly and methodical approach to business affairs. The need for structure---the importance of method, rather than what is done---combined with some degree of meticulousness, is involved as well. Mr. Sample is above average on this dimension.



In summary, Mr. Sample's scores show the following general pattern with regard to the executives who have been studied during the development of the Executive Profile Survey. For easy reference they are repeated here, not in their usual order, but this time in order ranging from the strongest characteristic to those of less prominence.

In reviewing the profile, keep in mind that percentile scores between 40 and 60 are usually interpreted as the average range. Scores from 60 to 70 are considered above average, scores from 70 to 80, high, scores of 80 to 90, very high, and scores above 90, extremely high. Similarly, scores from 30 to 40 are below average, scores between 20 and 30 are low, scores between 10 and 20 are very low, and scores below 10 are extremely low.

**EXECUTIVE PROFILE SURVEY  
CAPSULE SUMMARY**

<b>DIMENSION</b>	<b>10</b>	<b>20</b>	<b>30</b>	<b>40</b>	<b>50</b>	<b>60</b>	<b>70</b>	<b>80</b>	<b>90</b>	<b>%</b>
6 SELF-FOCUSED										96
3 ENTHUSIASTIC										94
5 SPONTANEOUS										84
1 AMBITIOUS										71
2 ASSERTIVE										66
11 SYSTEMATIC										64
9 RELAXED										60
8 OPEN-MINDED										44
10 PRACTICAL										29
4 CREATIVE										17
7 CONSIDERATE										8

**This page of EPS items is intended for qualified professionals only.  
Data on this page should be treated with utmost confidentiality.**

**Item Responses**

1. 5	21. 3	41. 3	61. 6	81. 6
2. 2	22. 3	42. 3	62. 2	82. 2
3. 3	23. 3	43. 2	63. 6	83. 5
4. 5	24. 1	44. 2	64. 3	84. 6
5. 5	25. 3	45. 1	65. 6	85. 5
6. 6	26. 1	46. 2	66. 5	86. 6
7. 6	27. 1	47. 7	67. 7	87. 6
8. 3	28. 1	48. 5	68. 4	88. 6
9. 3	29. 3	49. 7	69. 6	89. 6
10. 3	30. 3	50. 5	70. 5	90. 7
11. 3	31. 3	51. 6	71. 5	91. 4
12. 6	32. 3	52. 3	72. 4	92. 4
13. 1	33. 1	53. 6	73. 6	93. 6
14. 3	34. 3	54. 6	74. 7	94. 4
15. 2	35. 2	55. 2	75. 7	
16. 3	36. 1	56. 3	76. 6	
17. 3	37. 3	57. 5	77. 7	
18. 3	38. 3	58. 7	78. 6	
19. 1	39. 1	59. 6	79. 6	
20. 3	40. 1	60. 6	80. 3	

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