

Interpreting the Results

The NBI General Adult profile identifies the thinking preferences of the individual. Gaining insight into the way we prefer to think, makes us more aware of and sensitive to the preferences of others.

Developing better relationships, making more dynamic contributions in the team and making sound and relevant decisions are but a few of the advantages of understanding your own thinking profile. Making more accurate job and career choices or determining the correct subject or study selections, could eventually lead to the individual enjoying a more productive and fulfilled personal and professional life.

Because the focus is on thinking preferences the end result is neither good nor bad or right or wrong. The NBI General Adult profile is a descriptive, objective analysis of the individual's thinking choices, with no profile being better or worse than another. Instead, the report gives a description of an individual's thought preferences, and makes recommendations based on those.

The NBI General Adult profile measures thinking preferences, and not the skills or abilities necessary to execute those preferences. It is therefore possible that an individual could have a very strong preference for order, planning and organisation, but has never had the opportunity to develop the skills to plan and organise. The recommendation in this instance would be that since the desire is there, the skills to support that desire should be developed in order to be effective in a given career.

On the other hand, it is possible that a person could have excellent skills to be a banker, but has a very low preference (which could lead to a rejection) of the processes associated with the job. The individual would therefore not be able to sustain the passion and energy to stay happy and productive in the banking environment. Not only does the profile indicate the dominant or high preference areas but the average and low preference quadrants are also indicated and explained.

It is possible to have a high preference in two contrasting quadrants ex. R1 and L2. This will mean that you have strong preferences in the contrasting top-right and bottom-left quadrants. Thus you will alternate between a preference for change and excitement on the one hand and security and tradition on the other. Remember, a strong preference in a quadrant does not always mean that you will have equally strong preferences for all the processes.

It is important to note that the total score for every profile is 300. The scores are categorised as follows:

95+ Very high preference
80-94 High preference
65-79 Average preference
50-64 Low preference
-50 Very low preference

Please note that an individual's profile should always be evaluated in categories and not according to exact scores.

General information regarding the different quadrants

L1 - General Preferences

Accuracy, Digging deeper into a problem, Precision, Exactness, Focused approach, Factual reasoning, No nonsense approach, Objectivity, Information with no hidden meanings, Critical, Correctness - not to make mistakes, Goal orientated, Real things, Facts and rational information are of fundamental importance, Factual memory tends to get priority.

Broad subject and career choices:

Factual subjects, accounting, algebra, economics, sciences, chemistry, technical areas, areas of Information Technology (programming, trouble shooting), business analysis, some law subjects. Specific engineering programs, medical courses (general practitioners, surgeons, medical research, dentistry) actuary, typists, detectives, market research, systems analysis, Wildlife Sciences.

L2 - General Preferences

Planning, Practical application, Organisation, Promptness, Discipline, Dedication, Step-by-step approach, Details, Operational, Tidiness, Tradition, Procedures, Routine, Rules and regulations, Structure, Orthodox, Prefers to follow guidelines.

Broad subject and career choices:

Accounting, aspects of secretarial work, administration, teaching and supervision, police and military careers, specific sciences such as biology and veterinary studies, certain medical and paramedical careers, including nursing, therapy. Aspects of management relating to planning, structuring and systems of control.

R1 - General Preferences

Search for alternatives, Prefers the big picture, not the detail, Idea-intuition, Strategy, Synthesis, Integration, Risk, Restless, Becomes bored quickly' Experimenting, Diversity, Comfortable with chaos, Fantasy, Surprise, Association.

Broad subject and career choices:

Less structured courses such as design, advertising, multi-dimensional disciplines. Business courses that include scenario creation, strategic planning, management and personal development, entrepreneurship. Direct sales & marketing, pioneering new projects, generating ideas & concepts. Some medical careers such as paediatrics & psychiatry.

R2 - General Preferences

Feeling orientated, Empathy, Social liaison, People-environment, Interaction, People-intuition, Co-operation seeking, Atmosphere of caring, Body language, Touch, Passion, Communication, Listening focus, Ambiance

Broad subject and career choices:

Social sciences, psychology, counselling, certain language categories, journalism. People-focused marketing, direct & retail sales, hospitality, teaching & training, consulting. Service careers, social work, nursing, therapy. Management areas relating to people and team-work.

Candidate specific information

Quadrant: R1 - 97**Very High Preference**

Adam shows a strong preference for holistic, conceptual, original, spatial and metaphoric thinking processes.

Adam prefers working in an environment that is free from routine, where he is able to strategise and act independently. He is constantly looking for alternatives and is likely to challenge the status quo, eager to experiment with new ideas and concepts. Being big-picture oriented, Adam prefers not to get caught up in detail and repetitive tasks, which he sees as boring and senseless. He likes diversity and flexibility, and enjoys doing more than one thing at a time. He will often function comfortably in an environment which others might describe as chaotic. Adam will often fantasise, is risk-prone and restless, and prefers a frequently changing environment that brings constant challenge and surprise.

He enjoys taking the initiative and getting actively involved. He is constantly looking for hidden possibilities and is quite future oriented. Adam may be able to put ideas and information together to come up with something new.

Quadrant: L1 - 85**High Preference**

Adam shows that he is very comfortable with factual, logical, rational and critical thinking.

Adam also has a high preference for processes such as precision, accuracy and analysis based on factual information. He tends to enjoy working with technical data, but would prefer that it be gathered and processed by someone else. Adam is likely to analyse the impact which quantitative data will have on the big picture.

Adam will research and use this scientific / technical / financial data to aid him in strategising / designing / developing.

Quadrant: L2 - 67**Average Preference**

Adam is comfortable with processes that require attention to detail, organisation and a procedural approach, although he may still prefer to look at the big picture. He is comfortable with discipline, tradition and routine, even though he may not enjoy being subject to it.

Adam will be comfortable finding practical applications for new ideas and will see to it that the administrative and practical planning of implementation is carried out.

Quadrant: R2 - 51**Very Low Preference**

It is unlikely that Adam will enjoy constant interaction with others, as he prefers working on his own, or as part of a small team. He will most probably not be comfortable in an environment that requires him to be emotionally sensitive, and show empathy and support on an ongoing basis.

Questions answered favorably regarding preference quadrant

Question No 3: I prefer situations... - which are exciting and different

Question No 7: When I travel, I prefer to... - do things without thinking too much

Question No 10: When I take a walk I like to ... - walk different routes every day

Question No 11: When I start on a new project, I prefer to... - discover hidden possibilities

Question No 14: When I visit a place where I have not been before, I prefer to ... - obtain an general picture of the surrounding area and then trust my intuition

Question No 15: If I should win a big cash prize, I would... - explore opportunities the prize could create for me

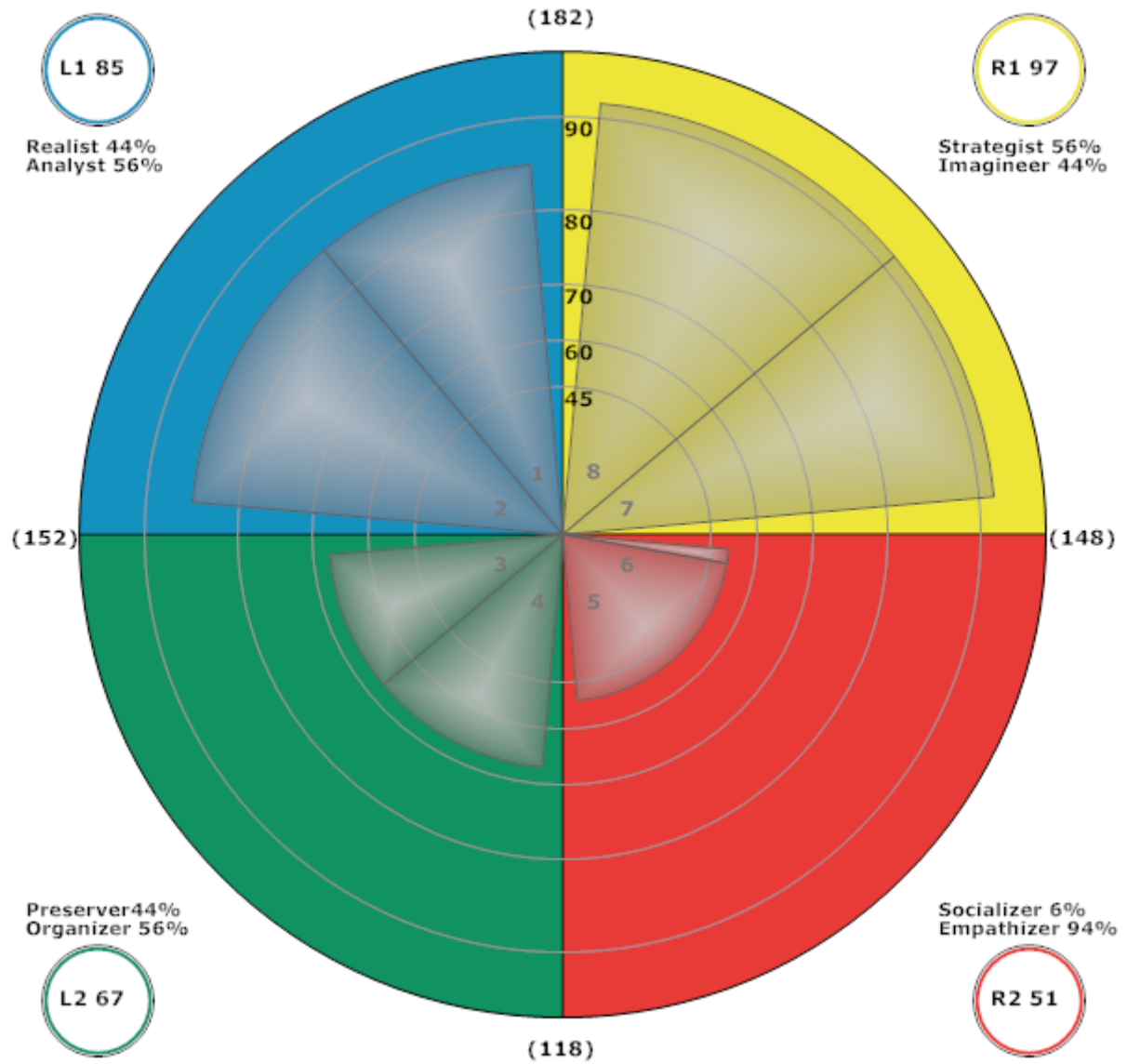
Question No 18: When I read about an event, I prefer... - a broad outline without much detail

Question No 20: I prefer ideas to be... - explored

Question No 21: If I think about activities which I can still do today, I would prefer to... - do something which I have never done before

8 Dimensions

NBI™



L1

Realist

You prefer clarity of thinking and concrete information. You prefer to focus on a specific goal or outcome without distractions. This outcome should be defined clearly, should preferably be achievable, and direction and guidelines towards goal should be clear and without confusion. You prefer to weigh pros and cons and to have a clear understanding of consequences.

Analyst

You prefer to get to the essence of things you are involved with and therefore like to dig deeper to achieve results. You prefer to connect a figure or measurement to things. You prefer certainty and would therefore calculate, probe, research and examine conditions and circumstances before proceeding. You like hard proof and therefore you prefer to query, question and enquire before starting out.

L2

Preserver / Stalwart

You prefer circumstances where traditions and well-proven methods and practices are followed and respected. You also prefer circumstances where rules and regulations are in place and where you can work in a methodical and cautious manner. You prefer an environment that is neat, secure and stable and to work with skilled, loyal and trustworthy people.

Organiser

You prefer to plan, organise and arrange things. Your approach is orderly, detailed and systematic. You are an implementer and like to put things into action and be involved in the action. You also like to work according to a schedule or "to do" list, to administer and to oversee tasks. Perseverance, effectiveness and usefulness are high priorities.

R2

Socialiser

You are a people's person and like to work with others in groups or to spend your free time in the company of others. You prefer to be surrounded by people and to be part of gatherings and crowds. You also go out of your way to bring people together, at work or when entertaining. You prefer to share information, to reach consensus and to encourage others to participate in sharing their ideas. You like to network can be outgoing and energetic when in the company of others.

Empathiser

You prefer to assist, help and reach out to others. You prefer to serve others through a caring, sensitive and unobtrusive attitude and by depending on your intuition. You also like to encourage others to achieve. You place a high priority on a positive, hopeful and caring environment. You may not have many friends, but value the companionship of a few friends and family and would tend to place their needs above your own.

R1

Strategist

You prefer to connect past and future and to see the vision, even to make forecasts and predictions as far as the future is concerned. While planning and creating your future, you prefer to challenge existing approaches and asking the Why? questions. You find unfamiliar territory, new experiences and uncertainty a challenge. You prefer to consider a variety of possibilities and would not shy away from risk when involved in designing future trends. You like to fill in the gaps between present and future possibilities.

Imagineer

You prefer to think in pictures and to use metaphors and images to describe experiences. You also draw picture, doodle and scribble when listening to someone talking You often play around with impossible ideas, and like to daydream, fantasise and think beyond the ordinary. You are reflective and meditative, often unsystematic (maybe even chaotic) and would like to do things "your way". You often discover new insights in unexpected ways and like to nurture "strange" ideas.