

The Pearman Personality Integrator™

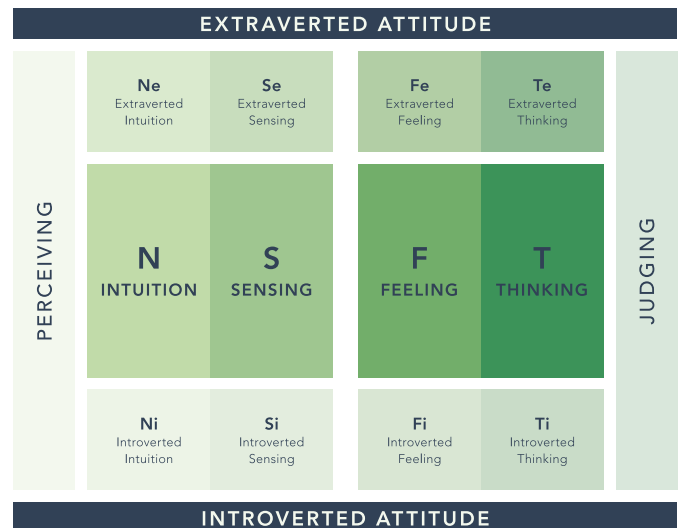
The Pearman Personality Integrator (The Pearman™) sets a new standard for assessing personality. With an innovative assessment experience coupled with a deeper look into the individuality of personality type, The Pearman provides a measure of personality in one's natural state (i.e. what your clients feel most comfortable doing) and in one's every day environment (i.e. how your clients are required to act in their profession). It also explores any disconnects your clients have by providing insight into their level of flexibility.

Going back to the roots of personality type theory while incorporating new insights into the way individuals operate in the 21st century, The Pearman is perfectly suited for use with your talent development initiatives.

More Personality

The Pearman Personality Integrator dives deeper into the complexities of personality patterns. The Pearman is based on understanding an individual's personality at multiple levels. From how someone interacts with the external or internal world, to how they take in information and make decisions, and the combination of those individual pieces (i.e., mental functions), The Pearman assesses the fundamental components of what makes up an individual's personality type.

The Pearman assessment provides the freedom of representing personality along a continuum and does not require choosing a preference for one personality type over another.

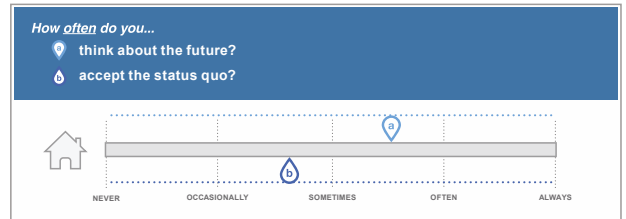
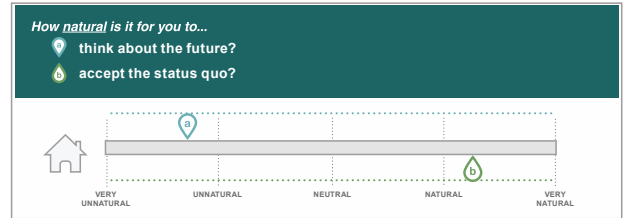


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More Insight

The Pearman assessment provides the freedom to indicate those behaviours that are most natural in contrast to those that are needed or performed in your clients day-to-day life. Explore where the differences lie, where the similarities are, and measure what flexibility your client has to operate outside of his or her comfort zone (Flex Index).

When your client completes The Pearman, he or she is answering questions that measure comfort and use of eight mental functions. These are very specific behavioural statements that promote insightful responding and personalized results leading your clients to feel a greater fit with their results.

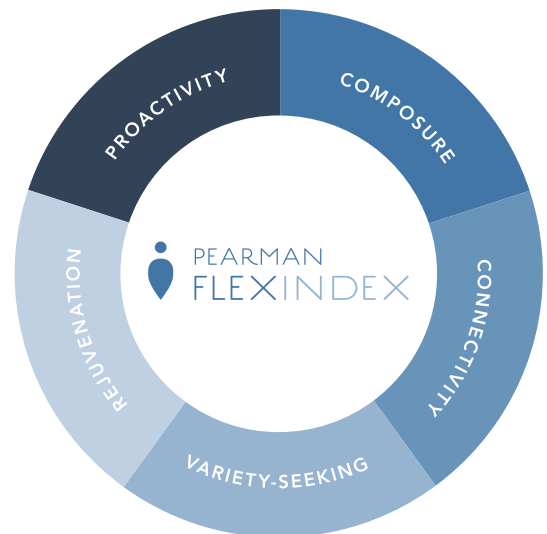


More Flexibility

To be effective in today's workforce your client must be able to adapt and flex to meet the ever-changing needs and demands of the modern organization. Adapting to change and being resilient to setbacks are the operating principles that are needed for success. The Pearman Flex Index measures how your clients are able to leverage their psychological resources to operate at peak capacity. More specifically, the Flex Index looks at your clients competency with:

| | |
|-----------------|-----------------------------------|
| PROACTIVITY | - Taking action |
| COMPOSURE | - Remaining calm |
| CONNECTIVITY | - Connecting with others |
| VARIETY-SEEKING | - Seeking out new experiences |
| REJUVENATION | - Coping with increasing pressure |

PEARMAN FLEX



More Science



The Pearman Personality Integrator combines the science you expect from MHS AssessmentsTM with the utility and awareness of personality type. As a normed assessment complete with scores, validity indicators, item-level information, and rigorous psychometric backing, the Pearman brings a scientific approach to personality type.

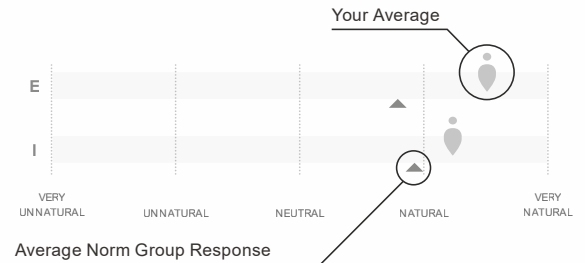
More Integration



The Pearman integrates personality type with an individual's flexibility (i.e., the Flex Index) to provide a complete picture of an individual's functioning. You will understand how specific and developable flex index skills relate to each mental function so that you are not left "stuck" with a personality type that isn't working for your clients. You can also add the EQ-i 2.0[®] module to explore type and EI from an integrated perspective.

More Coachable Moments

The Pearman Personality Integrator features both Coach and Client reports which have been developed to ensure your clients can grow within and outside of their personality results. Further, you can speak to the comparison of your client's scores relative to a representative population, providing the context necessary to understand the full scope of their personality and flex. And finally, hone your developmental targets further through exploration of your client's item responses provided in the Coach report.



More Applications

The Pearman Personality Integrator offers universal insight that can be used in any number of contexts, including:

- Individual Self-awareness & Development
- Leadership Development
- Coaching/Mentoring
- Succession Planning/High-potential Development
- Group/Team Development
- Higher Education
- And More!

About the Author



Dr. Roger R. Pearman is regarded as one of the world's preeminent experts in the field of personality type, with over 35 years as an active proponent of continued research and exploration on the nature of psychological type. As a coach, author, academic, and researcher, he is the recipient of multiple lifetime achievement and contribution awards, his extensive work with personality has led to great insight into personality type and evidence for a deeper complexity needed in personality type assessments. The culmination of Dr. Pearman's expertise and immense insight led to the development of the Pearman Personality Integrator, an assessment built on a strong foundation of theory, empirical data, and practical application.

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More Training

The Pearman Personality Integrator certification consists of e-learning, completion of the Pearman online and a 2-day workshop (either in London or by distance learning).

Dates are shown on our website: www.psysoft.com.

Find out more about the Pearman Personality Integrator at www.psysoft.com