



## PERSONAL REPORT

# Andrew McFadyen-Ketchum

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### **Berke Assessment**

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## Introduction

This report describes Andrew's unique combination of personality traits and natural abilities. All traits have beneficial aspects, regardless of intensity, so there are no good or bad combinations of traits.

## Summary

The chart below shows Andrew's assessment results as compared to the general adult working population. Each measurement's distance from the center of the chart describes the intensity of the trait.



## Detail Review

### Personality Traits

*Personality traits describe the choices a person typically makes when relating to others and to the world around him or her. Each measurement's distance from the center of the chart describes the intensity of the trait.*

#### Adaptability

*Independent* —————  *Accommodating*

He places a good deal of importance on adapting socially in order to avoid controversy or negative feelings. He will work hard at creating a friendly atmosphere in which things run smoothly. His assertiveness may help him push at times to be diplomatic while still focused on achieving his desired outcomes.

#### Assertiveness

*Reserved* —————  *Aggressive*

Andrew is an assertive and results-driven individual who will be persistent and deliberate. He prefers a direct but controlled approach to getting things done.

#### Intensity

*Relaxed* —————  *Intense*

Andrew is emotionally intense when dealing with roadblocks and problems at work. He actively engages issues and will be diligent in overcoming them.

#### Optimism

*Skeptical* —————  *Optimistic*

Andrew is outwardly friendly and wants to be on good terms with nearly everyone. He maintains a generally positive sense of the future, and likes to see the positive in others as well as in future situations. He will sometimes maintain this positive view even when the objective situation does not warrant it.

#### Responsiveness

*Calm* —————  *Expressive*

Andrew is not quick to express strong reactions as he likes to think things through before interjecting his views or moving forward. While he has a take-charge attitude and manner, his emphasis is on reason and deliberation rather than a rapid response time.

#### Sociability

*Task Oriented* —————  *People Oriented*

Andrew has an appropriate level of natural sociability, and he is capable of taking the lead to develop relationships and to promote his ideas in a practical fashion. While not a natural extrovert, he will involve himself with people and maintain relationships to achieve goals. Typically, he controls his emotions and reactions, and he avoids responding to people purely on an emotional level.

**Structure**



Andrew enjoys a moderate degree of structure in a work setting, and he tends to be patient in implementing daily routines. He can work well independently once he is confident in his job knowledge and knows what to expect.

**Talent Traits**

*Talent traits describe a person's hardwired or natural abilities. Talents determine what is easiest and most natural for a person to do. Each measurement's distance from the center of the chart describes the intensity of the trait.*

**Logical Problem Solving**



Andrew is a very skillful logical problem solver. He strongly prefers pulling more complex problems apart and dealing with the issues involved in a linear, step-by-step manner.

**Rapid Problem Solving**



Andrew is not apt to trust a purely intuitive approach to solving problems. He may prefer proven solutions rather than coming up with a new way to deal with a problem.

**Spatial Visualization**



Andrew can think deeply about and visualize complex systems. He can mentally manipulate multiple variables in complex models to understand what will happen when something changes. He can create mathematical models of problems in order to get to solutions. This talent aids him in any task that involves mathematical, engineering, technical, mechanical, structural, or scientific problems.

## Descriptive Review

*Andrew's traits do not exist in isolation of each other; each trait impacts the others. This section provides an integrated view of Andrew.*

Andrew will work best in a position that rewards taking action in a methodical manner. In working with others, he will be deliberate and consistent. He will prefer to control the number of activities he takes on at a time so he can complete each to his satisfaction. He is an aggressive person who has a natural tendency to take charge and to control his environment. He is self-reliant, direct, and can be socially assertive. He is calm and controlled in his actions and responses. He is not prone to impulsive or expedient reactions and will project steadiness and self-control.

He is socially adaptable and has a strong need to please. He makes every effort to ensure his actions result in positive outcomes and an absence of negative repercussions. At the same time, he is assertive and will be persistent and diplomatic in pursuing his goals. He prefers to work in a fairly well-structured environment but enjoys having latitude and areas of choice. He is not comfortable with open-ended jobs that provide little feedback on performance. He has natural aptitudes that help in leadership and persuasion. He is socially assertive and will tend to lead others in a diplomatic manner.

Andrew is oriented towards people and has a natural desire to interact with others. He tends to initiate contacts and enjoys variety in his interpersonal relationships. He maintains a positive, forward-looking attitude in most circumstances. He is emotionally intense when dealing with frustration and issues at work. He engages obstacles actively and is not happy until he overcomes them.

He has a natural talent for tackling large, complex problems. He prefers to make decisions when he has sufficient time to methodically process all available information. Once he has formed his conclusions he will actively implement his solutions.