



Edwards Personal Preference Analysis

ACHIEVEMENT

The Achievement scale measures "how big a deal is accomplishing tasks?"

[] A percentile of <25 indicates relatively low importance placed on accomplishing tasks. A high change scale with a strong desire to do and try different things can hinder staying on task long enough to achieve.

[] A percentile of >75 indicates that accomplishing tasks is so important that other priorities (like relating to people) may be missed. It's hard to operate as a high achiever in the workplace, then turn it off and be relational at home.

If you want to change this scale, work on AFFILIATION and NURTURANCE.

DEFERENCE

The Deference scale measures how easy it is to yield to others and their opinions.

[] A percentile of <25 indicates it's somewhat difficult to defer to other's ideas and opinions. Others may see this as defensiveness or a lack of openness. Work on decreasing the DOMINANCE scale and increasing the NUTURANCE scale.

[] A percentile of >75 indicates that deferring to others is too easy, as your own ideas, opinions, and needs are not expressed. This hinders others from offering you attention and consideration and prevents others from benefiting from your ideas and opinions. Anger can develop when past efforts to express yourself were rejected.

AUTONOMY and DOMINANCE scales might need to increase.

ORDERLINESS

The orderliness scale can be described as, "do I consider order to be very important?"

[] A percentile of <25 indicates low importance is given to "everything in it's place". Personal disorganization could become a problem to others at work or home.



[] A percentile of >75 shows significant importance is given to organization and order. Depending on the environment, this high importance can negatively impact other priorities (like ACHIEVEMENT or NUTURANCE); relational tension may develop when others are less orderly.

EXHIBITION

The Exhibition scale is "comfortableness with people".

[] A percentile of <25 shows discomfort with people as task-oriented activities receive priority. This may keep a person on task but relationships may be neglected. Others might see you as being detached or aloof.

[] A percentile of >75 shows a high comfort level with relationships. Strengths in this area make a person easy to talk to. You could be distracted from tasks... as relational opportunities present themselves. Relational interactions may hinder independent thinking and work.

AUTONOMY

The Autonomy scale "inter-dependence with others". Inter-dependence avoids the extreme of dependence and complete independence/self-reliance on the other extreme.

[] A percentile of <25 may indicate insufficient autonomy of ideas, opinions, and self-expression. Strengths include the tendency to faithfully follow directions and guidelines. Too much reliance on others for direction may not challenge personal creativity and resourcefulness. To increase this scale, more independent thinking and assertive self-expression of ideas and opinions would be suggested.

[] A percentile of >75 tends to convey a high level of independence as one's own strengths and resources are called upon. Strengths of this trait make working independently rather easy. Situations requiring "team-work" in vocation or other relationships might be difficult as the give-and-take of healthy inter-dependence with others becomes a challenge to "Lone Ranger" tendencies. Needs work on teamwork and personal vulnerability along with trust-building with others.



AFFILIATION

The Affiliation scale is the "need for people" scale.

[] A percentile of <25 indicates a low need for social interactions and relational closeness. A stronger orientation toward being independent and motivated by tasks is their tendency. Difficulties with team work, customers, or peer relations could arise.

[] A percentile of >75 indicates a high "need for people". Strengths might include outgoing tendencies or good people skills. On the other hand, such a high need for people could become distracting to task completion; misunderstandings might become common place, particularly with others who have significantly less "need for people".

INTRACEPTION

The Intraception scale is "wondering why others said what they said or did what they did?"

[] A percentile of <25 indicates there is little "wondering why" interactions with others may be accepted at face value with out much analysis. Strengths might show up as stability and high task orientation. You can be perceived by others as Uncaring/insensitive or lacking discernment.

[] A percentile of >75 is being overly concerned about other's intentions, reasons or motives. Strengths are relational understanding and insight. Concerns develop over anxiety and worry or over lack of trust. Coming to fear other's intentions could hinder performance and initiative.

SUCCORANCE

The Succorance scale is the "need for nurturing" – how much interpersonal care do you realize and admit needing?

[] A percentile of <25 indicates a low expressed need for nurturing as priorities tend to be focused into external comforts and accomplishments. When challenged to communicate care to others you believe they should have a similar low need for empathy, support, or nurturing. Receiving care may be difficult.



[] A percentile of >75 conveys importance placed on relational care. Strengths would include others perceiving an openness to receive care and nurture. Others could find this level of need, overwhelming. This level of nurturing need could prove to be distracting to the more task-oriented challenges.

DOMINANCE

The Dominance scale is the "need to be right or win".

[] A percentile of <25 indicates this need to be right or win is rarely evident or expressed. Other's ideas, opinions and decisions tend to prevail. This person has a positive level of compliance; however, it may not be productive to suppress one's self. Anger may be mounting as compliance continues; self-worth may be undermined as self-expression is curtailed. Positive assertiveness is needed.

[] A percentile of >75 conveys a high need to "be right and win". Significant leadership benefits may accrue from this trait. Confidence in one's own perspectives can provide security to the more insecure. Others may come to feel controlled. Conflicts may heighten when contrary opinions are strongly held. Develop increased DEFERENCE to others and instead of needing to win, shift to need nurturing and care.

ABASEMENT

The Abasement scale is "perceived guilt or personal responsibility: two extremes are to be avoided; "nothing is my fault and everything is my fault.

[] A percentile of <25 little is perceived as my responsibility or "fault"; it becomes difficult to accept blame and defensiveness may result. Others view this trait as "hard-headed" or unreasonable. To increase this scale, more admission of wrongs or weaknesses would be required.

[] A percentile of >75 is to assume too much responsibility for failures or mistakes, becoming highly self-critical and condemning. This may be difficult to change a spouse or employer who exhibits a very low abasement scale. To decrease this scale, increases may be required in AUTONOMY and/or DOMINANCE.



NURTURANCE

The Nurturance scale is one's "comfort level in communicating care or nurturance to others".

[] A percentile of <25 shows a low comfort level when communicating care to others. Verbal expression of appreciation and tenderness might be difficult; practical displays of comfort, affection or sensitivity may be challenging. Others may complain, resent or misunderstand this lack of communicating care. Increasing SUCCORANCE while decreasing ACHIEVEMENT/DOMINANCE might be called for.

[] A percentile of >75 shows high relational care. Expressions of support, encouragement and tenderness would come easy. The relational strengths of caring for others may be well thought of. Nurturing can become distractive, inappropriately expressed, or all-consuming. This higher extreme is often found as a result of a person's seeking to "make up for" periods of their own under-nourishment.

CHANGE

The Change scale measures a person's "openness to change"; a very low score tends to convey a certain rigidity to change and a very high score communicates such a high need for change that boredom with routine may be frequent and insisting on change may be distractive to completing tasks.

[] A percentile of <25 indicates a certain level of resistance to change. Familiarity, Routine, and "sameness" are often preferred. The strengths of such stability and predictability may be appreciated by others. In contrast, however this same trait may hinder flexibility to change and creativity with new challenges. Others with an affinity to change may become frustrated with this level of rigidity.

[] A percentile of >75 conveys a high need for a changing environment. New challenges and experiences are welcomed; routine sameness is avoided. Creative, fun-filled experiences are often sought. Problems with this trait may be distractibility that hinders a person from staying "on task"; this person may be easily bored with routine in work, activity, or relationships, becoming easily distracted or losing interest.

ENDURANCE

The Endurance scale is not necessarily an indication of one's endurance level, but rather "how important to me is enduring".



[] A percentile of <25 indicates that endurance alone is of little significance. This person may "move on" to something different if too many obstacles or delays present themselves. This tendency may result in tasks or other undertakings being left incomplete.

[] A percentile of >75 conveys a trait of "never say die, never give up". It's strength is in persistence. It can hinder if other alternatives or priorities need to be addressed, but this high endurance level keeps them from being considered.

AGGRESSION

The Aggression scale is "comfortableness displaying aggression." The scale is not measuring the actual feelings of aggression, but rather one's openness to displaying them.

[] A percentile of <25 indicates that communicating or displaying aggression would be inappropriate and not tolerated. The strengths of "level-headed" emotional stability may be valued. However, without freedom to communicate disappointments, irritations, and needs, anger can begin to accumulate under the surface. The passive-aggressive tendencies of procrastination, avoidance, selective hearing, etc., may develop.

[] A percentile of > 75 communicates a high level of tolerance for displayed aggression. Anger and irritation doesn't accumulate, but this displayed aggression may further hurt or emotionally wound others around us. A fearful, unpredictable environment may develop as others become avoidant out of fear or confrontational out of their own hurt. Key to decreasing this scale will be attention to the emotional sadness beneath the aggression and learning to communicate this sadness and your needs in a non-destructive way.