

LPI REPORT

The Leonard Personality Inventory (LPI) can identify a person's emotional orientation and locate a person's preferred behavioural orientations on any of the five behavioural dimensions below. The LPI yields 26 classical personality styles and is available in 8 languages.

Let's Explore
Openness Neutral Analytical Relational Decisive



Emotional
Excellence



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LEONARD PERSONALITY INVENTORY REPORT

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Prepared for

Name

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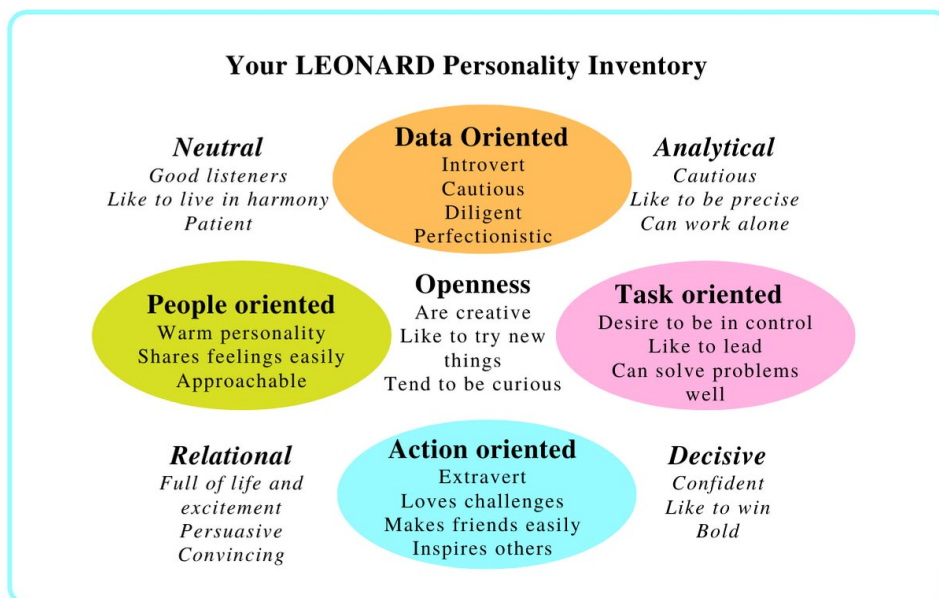
The LEONARD Personality Inventory

Based on a number of years of research into the personality traits, Dr. Leonard Yong has developed the LEONARD Personality Inventory (LPI). The LPI has been named in this way because it attempts to help us with Let's Explore our Openness, Neutral, Analytical, Relational and Decisive behavioural tendencies. The LEONARD Personality Inventory can identify a person's emotional orientation and locate a person's preferred behavioural orientation on any of the five behavioural dimensions, namely Openness, Neutral, Analytical, Relational and Decisive dimensions.

The LEONARD Personality Inventory is based on research work by Dr. Leonard Yong in the last ten years and is modelled after a combination of both the four Greek temperaments and the Big Five Model. The approximate equivalent of the LEONARD Personality Inventory to these two models are as follows:

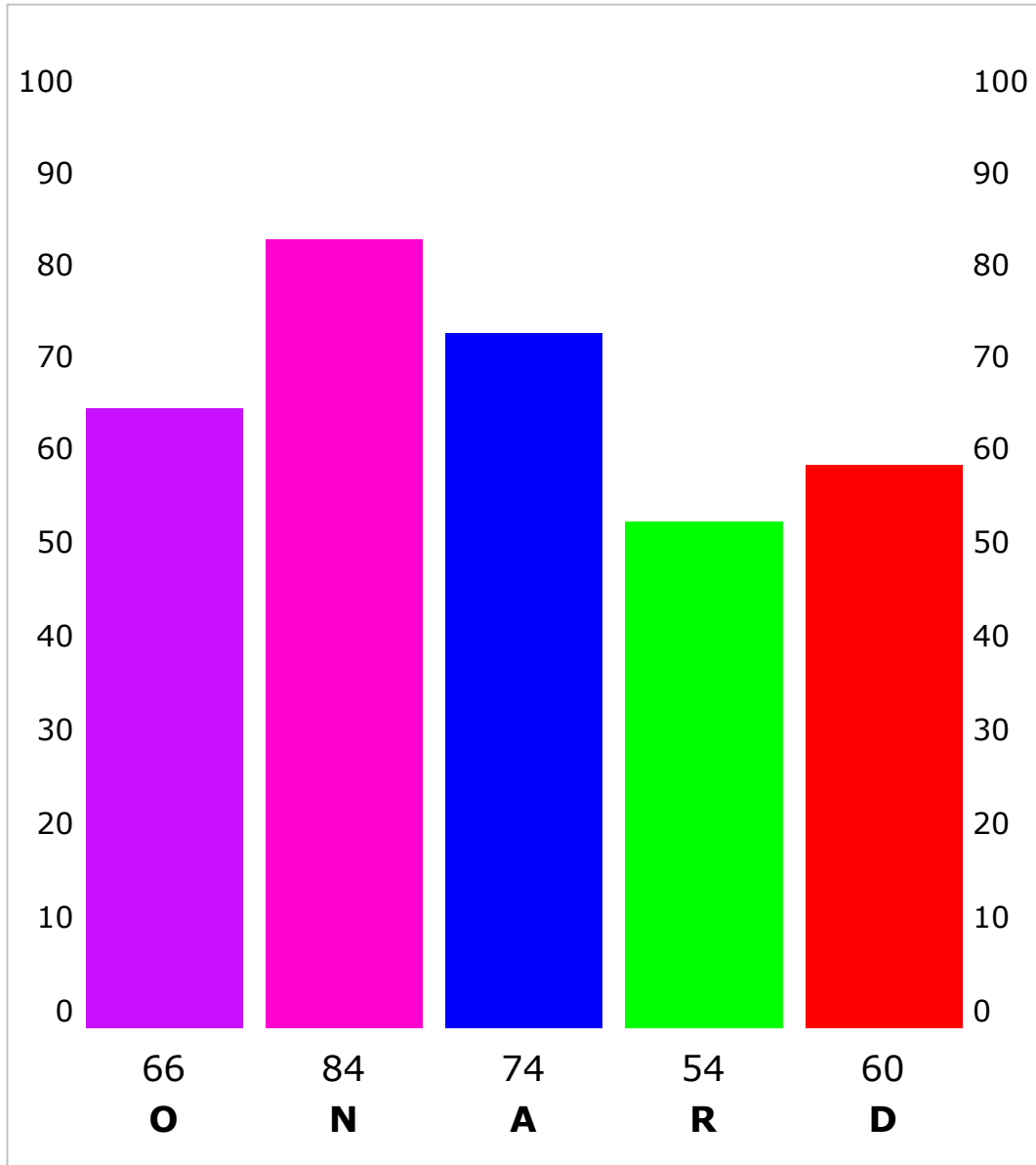
Greek Temperaments	LEONARD	Big Five Model
	Openness	= Openness
Phlegmatic	= Neutral	= Agreeableness
Melancholic	= Analytical	= Conscientiousness
Sanguine	= Relational	= Extraversion or Surgency
Choleric	= Decisive	= Emotional stability

Results from the administrations of the LEONARD Inventory in Malaysia have indicated the validity and reliability of the Personality Inventory for the purpose of identifying the preferred behavioural styles of respondents. Intervention programs have been designed to assist individuals to enhance their emotional intelligence (intra-personal and inter-personal skills). This has been found to be especially useful in helping organizations, which have encouraged teamwork and innovative approaches to the workplace through harmonious and synergistic teamwork. Other uses include premarital and marital counselling.



Reference: Leonard Yong (1999). The LEONARD Personality Inventory. Kuala Lumpur.

The LEONARD Personality Inventory
Generally, your personality can be summarized as that of
'Neutral Expert'



O: Openness N: Neutral A: Analytical R: Relational D: Decisive

Your strengths are as follows

Colleagues will enjoy your company since you are careful not to reject them. Saying "No" to them would probably hurt you more than them. Moderation in approaching life is important to you. You have a strong sense of loyalty to those you associate with. You empathize with people's problems and by doing so you would help alleviate their sufferings. You perform best in a relaxed friendly working environment.

Your presence is very comforting for those around you, as you do not force others to do things against their will. You can be a vital source of support for anyone from subordinates to superiors. When colleagues are down with social problems, they can easily count on your support in times of trouble. You prefer to engage in constructive discussions. More often than not, you shun unproductive dialogues. The stage and timing have to be right for you to work in isolation and keep things to yourself. Others may label you as a loner but they need to understand that you are genuinely enjoying every moment of your privacy. There will be fewer accidents on the road or at the workplace or home if people are as careful as you are in their approach to life. Anyone attempting to sell you a product had better be patient. This is especially true since you are not the type who can be easily rushed into making decisions. If ever there were a need to record history accurately, your keen sense for precision would render your work a reliable source. With your strong orientation towards commitments, reliability and dedication you will be an asset to any organisation. You are cautious in who becomes your friends.

You may have these weaknesses

The way that others think of you may not be always important. Nevertheless, could it be that there are those who dislike you who have valid reasons for it? Add a little more passion, devotion and power into your daily work and daily life and in all your relationships. You may find it difficult to mix around with others. Reach out to others and they'll reach out to you. Reach out to others when you interact with them and you'll be pleasantly surprised at their response. Show others of your keen interest by displaying a little enthusiasm and excitement in what they have to say.

Is it fair to complain if others don't understand what you say or mean, or how you feel sometimes? Not if you don't tell or show just how you feel clearly enough. Make yourself heard clearly so that others may respond the way you want them to.

A summary of your strengths are as follows

- Are very concerned for the welfare of others
- Are loyal
- Do not like to be pushy
- Try hard not to hurt people's feelings
- Are a good listener
- Are supportive of others
- Like to do things in a way acceptable to others

A summary of your weaknesses are as follows

- Tend to compromise with others so as to avoid conflicts
- Are too easygoing
- Need acceptance from others
- Avoid confrontations with others
- Lack confidence in yourself
- Feel anxious quite easily
- Are not a goal-setter

In order to nurture your Emotional Intelligence (EQ), you should develop

- More self-confidence in yourself
- Learn to have more self-confidence
- Avoid negative and distorted thinking in your own mind
- Clear goals for your life
- Avoid complacency
- A greater willingness for risk-taking
- Courage to face conflicts

You tend to express your creativity in the following ways

- Cautious in responding to new ideas.
- You are a valuable contributor to development of status quo and in environments requiring conservative measures.
- Adapts them into a new form; but this new form is presented in an acceptable way for the sake of maintaining harmony with the system.
- Prefers to elaborate on existing ideas to improve them.
- You express your creativity in a systematic and methodical manner.
- May require pre-existing ideas on which to work on in order to develop some creative work.
- Tend to reflect on existing opinions, thought and issues in coming up with new ideas.

How you might improve on your creativity

- You need more courage to go beyond the expected, the ordinary.
- You may require feedback and cooperation from others to enhance creative ideas.
- Stop being overly concerned about how others feel about your ideas.
- Do not get so easily hurt by others' criticism of your ideas.
- You should develop greater openness to new ideas and creative expressions which may be viewed as unusual, in order to enrich oneself, and emerge with better creative displays.
- Learn to improve procedures by being more critical of existing ones.
- Exercise more self-confidence in your own ideas.

You can help your organization by

- Nurturing younger or new staff.
- Carrying out instructions as directed.
- Exhibiting trustworthiness.
- Completing a task well which others may consider as just routine.
- Counselling and helping problematic staff.
- Making staff feel at ease.
- Being loyal and reliable.

In leadership and supervisory roles, it is important that you try to do the following steps

- Learn to initiate action rather than respond to others' actions.
- Do not allow small problems to develop into crises.
- Be willing to take unpopular decisions.
- Avoid micro-managing your employees.
- Learn to welcome new changes in the environment.
- Develop a more optimistic attitude.
- Be more active and participative.

To enrich your interpersonal relationships with others, try to do the following

- You need to exercise more critical thinking in accepting what others say to you.
- Be selective as to whom you would offer assistance and how much help you would offer.
- Don't appear too eager to offer help.
- Regard yourself as an individual apart from the group, and act against wrong principles.
- Accept that correction of others is more important than maintaining peace temporarily.
- Offer your loyalty to deserving people and causes.
- Accept confrontation as part of life and healthy development.

In facing conflicts, you tend to do this

- Do not voice your thoughts firmly enough.
- Attempt to appease the opponent.
- Avoid the other party involved in the conflict.
- Tend to compromise your position.
- Attempt to see the other person's point of view.
- May give in too easily.
- Agree to accept things you actually don't prefer.

How to better manage yourself when facing conflict

- Dare to disagree when you're right.
- Learn to assertively face the other party in the conflict and resolve the conflict.
- Be aware that friction with others are part of life.
- Emphasize more on your truthful feelings and views and less on harmony.
- Be more firm in your stand.
- Avoid the temptation to run away from the conflict.
- Do not give in so easily to the other party.

The following actions may cause stress

- When you need to confront someone.
- When you perceive that you have offended someone unnecessarily.
- Discord and disharmony.
- You feel rejected by others.
- You are required to speak in public rather suddenly.
- When your stability is threatened.
- Threats to your security.

Stress - Why you react the way you do

- Hope that the difficulty you face can be solved without a direct confrontation.
- You are not confident in the situation.
- Think that others do not understand why you did what you did.
- You desire harmony.
- You desire that others accept you.
- Believe that there is a more gentle way to resolve the problem.
- You perceive that your security is threatened.

Stress - How to overcome your unfavourable reactions

- Understand that not everyone will like you.
- Become more assertive to manage your stress.
- Build up your ability gradually to cope better with unpleasant confrontations.
- Accept and request support from trusted friends.
- Weather through the stress by taking one step at a time.
- Accept storms as part of life's many seasons.
- Exercise more to be able to withstand stress better.

Your approach/strategy and attitude towards learning

- May not share comments on subject topic due to risk of being ridiculed or disagreed with.
- Prefers non-pressurizing study load that is paced slowly.
- Tendency to shy away from difficult topics.
- Very patient and favourably disposed to subject that is full of dry details.
- Is quick to pick up topics that serve to help others.
- May lack enthusiasm for learning new things and over-content with current topics.
- Receptive ear but not necessarily willing to adopt new ideas from others for fear of unproven track record.

To be a more effective learner

- Recognize that all the time in the world is not sufficient to cover all topics - hence, be selective and move on quickly.
- Be more open towards new ideas and adopt suitable ones.
- Try studying in a small group so as to encourage healthy exchanges to enrich your understanding.
- Be more daring to attempt undiscovered areas so as not to miss a golden opportunity.
- Need to identify what is important and what is not at outset of study.
- Develop self-motivation by setting personal goals and deadlines.
- Look outwards beyond your conventional learning sphere and seek fresh material and topics.