

LEONARD
PERSONALITY
INVENTORY



LEONARD PERSONALITY INVENTORY REPORT

Prepared for

First Name

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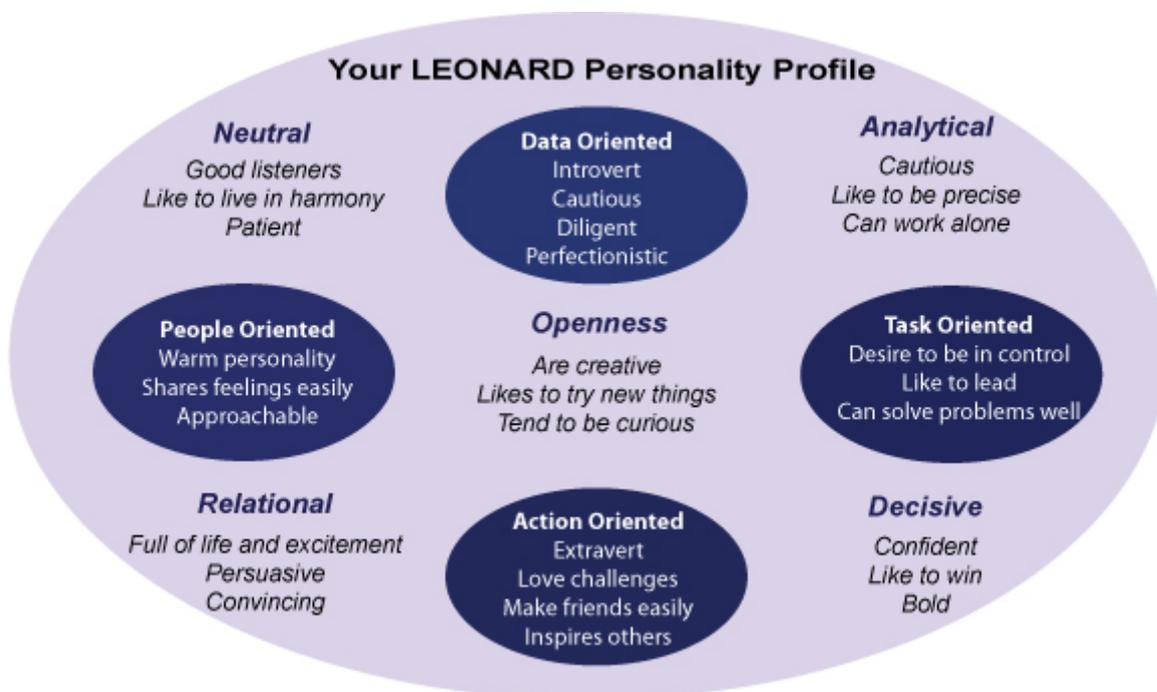
The LEONARD Personality Inventory

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

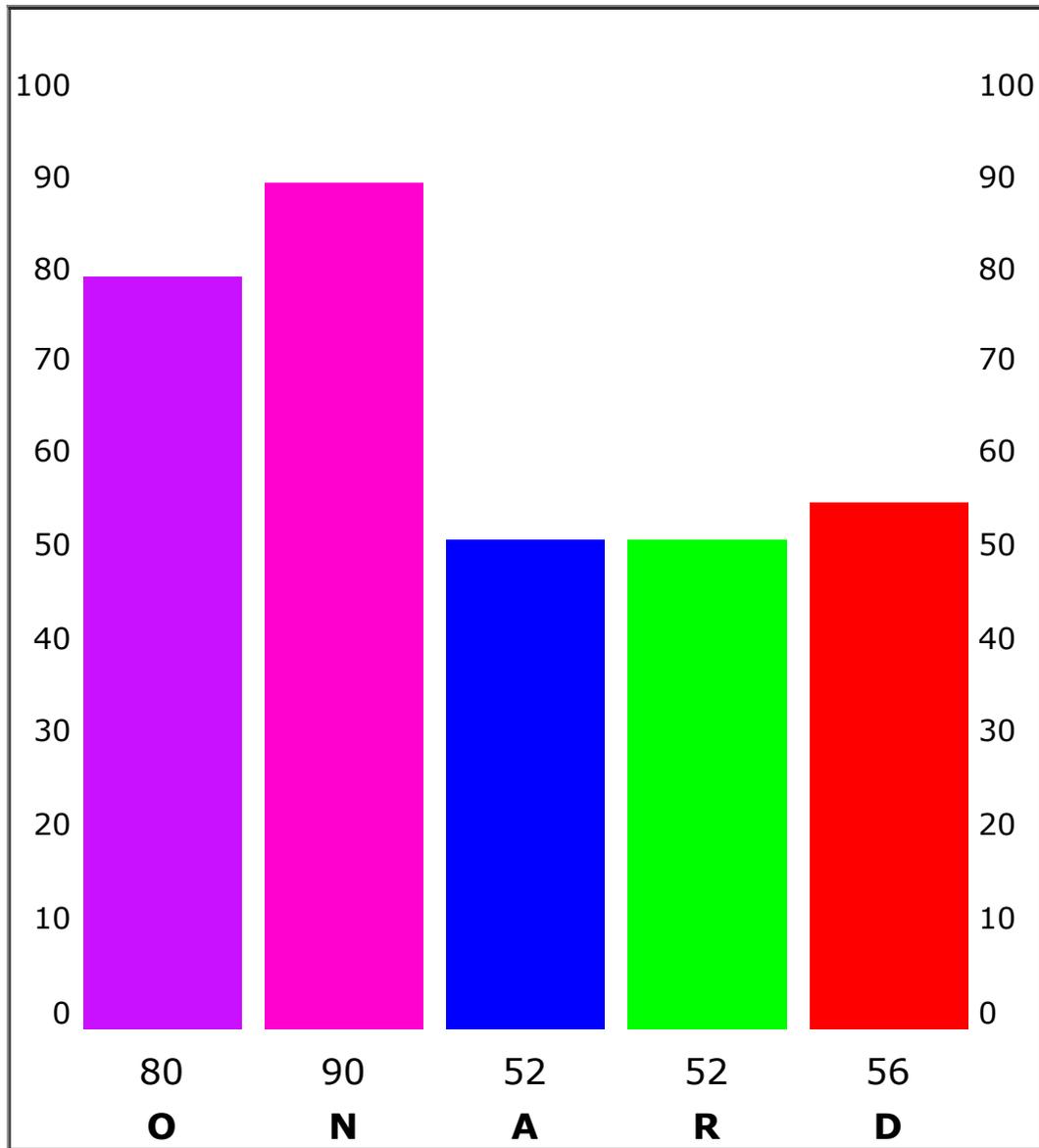
Results from the administrations of the LEONARD Inventory in Malaysia have indicated the validity and reliability of the Personality Inventory for the purpose of identifying the preferred behavioural styles of respondents. Intervention programs have been designed to assist individuals to enhance their 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

Those placed under your care and supervision value your genuine care and concern for them. You perform best in a relaxed friendly working environment. Generally people would have no problem working with you, and you are careful about how people perceive you. 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. Sincere appreciation from others would make you really feel motivated.

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 have the tenacity to keep swimming where others are likely to drown. This can be attributed to your versatility and ability to adapt. Inhibition and you don't go together. You do not like traditional ways of doing things. While others are scared stiff of confronting trouble, you would rather face them head on. You are flexible in solving problems. You are full of new ideas, which you would like other to know. You may best do this by engaging in artistic endeavours. You always do things very differently from others. Openness is your name, invention your gain. You have an innate drive to be creative in any environment. You prefer new approaches to traditional ways of doing things. Thus, you are likely to be seen as a reformer.

You may have these weaknesses

Be careful not to neglect your duty. At the rate you are going about life, your lack of care may cause you to end up in undesirable situations. Be a bit more careful, especially when it is concerning the lives of others. "I'll do things my way. No rules, nothing!" so you think. Still, one can't deny the benefits and wisdom of doing something in accordance with long-proven methods. You'll probably save yourself much time and heartache. You need to insist on doing things correctly right from the start. Be more diligent and watchful in what you do on.

Take a bit more time before you rush into major decision.

A summary of your strengths are as follows

- Are very concerned for the welfare of others
- Like to live in harmony with others
- Value being part of a team
- Are a good follower
- Like moderation
- Try hard not to hurt people's feelings
- Easily accepts others' suggestions and ideas

A summary of your weaknesses are as follows

- Feel anxious quite easily
- Avoid confrontations with others
- Shrink from difficult situations
- Tend to compromise with others so as to avoid conflicts
- Tend to be self-conscious
- Are too easygoing
- Lack confidence in yourself

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

- Ability to say 'no' when necessary
- A greater willingness for risk-taking
- Clear goals for your life
- Avoid complacency
- A willingness to disagree with others when necessary
- Courage to face conflicts
- Learn to have more self-confidence

You tend to express your creativity in the following ways

- Reflect carefully before implementing new ideas.
- Your creative expression may be limited by fear of rejection.
- 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.
- Require others' acceptance of your new ideas.
- You are a valuable contributor to development of status quo and in environments requiring conservative measures.
- Tend to reflect on existing opinions, thought and issues in coming up with new ideas.

How you might improve on your creativity

- Creative expression requires you to adopt a more assertive stance and less sensitive reaction towards criticism.
- Exercise more self-confidence in your own ideas.
- Stop being overly concerned about how others feel about 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.
- Do not get so easily hurt by others' criticism of your ideas.
- Be more bold in expressing your ideas.
- You may require feedback and cooperation from others to enhance creative ideas.

You can help your organization by

- Counselling and helping problematic staff.
- Identifying with staff facing problems.
- Creating a harmonious working environment.
- Carrying out instructions as directed.
- Becoming a peace-maker between conflicting parties.
- Being loyal and reliable.
- Exhibiting trustworthiness.

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

- Avoid micro-managing your employees.
- Be more active and participative.
- Continue to nurture your subordinates.
- Avoid the temptation to compromise.
- Learn to initiate action rather than respond to others' actions.
- Be willing to take unpopular decisions.
- Do not allow small problems to develop into crises.

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

- Verbalize your requests directly and expect others to listen.
- Accept confrontation as part of life and healthy development.
- Be selective as to whom you would offer assistance and how much help you would offer.
- You need to exercise more critical thinking in accepting what others say to you.
- Don't appear too eager to offer help.
- Regard yourself as an individual apart from the group, and act against wrong principles.
- Say "No" from the beginning

In facing conflicts, you tend to do this

- Agree to accept things you actually don't prefer.
- Avoid the other party involved in the conflict.
- Tend to compromise your position.
- May give in too easily.
- Tend to feel hurt but not let the other party become aware of it.
- Eat the humble pie and just become agreeable.
- Do not voice your thoughts firmly enough.

How to better manage yourself when facing conflict

- Be aware that friction with others are part of life.
- Do not give in so easily to the other party.
- Dare to disagree when you're right.
- Avoid the temptation to run away from the conflict.
- Share your feelings with other party in an appropriate manner.
- Be more firm in your stand.
- Communicate your views in a more assertive manner.

The following actions may cause stress

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

Stress - Why you react the way you do

- Think that others do not understand why you did what you did.
- Get flustered.
- You desire harmony.
- Perceive that your security is threatened.
- Hope that the difficulty you face can be solved without a direct confrontation.
- You are not confident in the situation.
- You desire that others accept you.

Stress - How to overcome your unfavourable reactions

- Understand that not everyone will like you.
- Take a rest, then return again to deal with the situation.
- Do not take yourself too seriously.
- Become more assertive to manage your stress.
- Accept storms as part of life's many seasons.
- Build up your ability gradually to cope better with unpleasant confrontations.
- Learn to develop more inner security.

Your approach/strategy and attitude towards learning

- May not share comments on subject topic due to risk of being ridiculed or disagreed with.
- May require external stimulus to get started or to carry on learning.
- May study with others without having a clear personal aim.
- 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.
- Receptive ear but not necessarily willing to adopt new ideas from others for fear of unproven track record.

To be a more effective learner

- Try studying in a small group so as to encourage healthy exchanges to enrich your understanding.
- You have to speak up more to clarify doubts for this is far more beneficial than being afraid to seem the fool or odd-ball.
- Look outwards beyond your conventional learning sphere and seek fresh material and topics.
- Recognize that all the time in the world is not sufficient to cover all topics - hence, be selective and move on quickly.
- Be more daring to attempt undiscovered areas so as not to miss a golden opportunity.
- Strive on and persevere even if new subjects are tough at first, as they normally seem.
- Be more open towards new ideas and adopt suitable ones.