

Special Cases Summary

Size of Graph

Tight Profile I

Key Feeling = Uncertain of Role

Discussion Points:

- New in the position
- Unclear job description
- Several bosses
- No clear goal/seeking change
- Unclear areas of responsibility
- Etc.

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Tight Profile II

Key Feeling = Insecurity

Discussion Points:

- Future not secure
- Unemployment
- Sickness
- Career threat/ rumours about change
- Divorce etc...

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Both Profiles Tight

Key Feeling = Frustration

Discussion Points:

- Future not clear
- Lack of motivation
- Lack of direction
- Confusion, etc.

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Position of Graph

Ascending / Overshift Profile I

Key Feeling = Helplessness

Discussion Points:

- Working against my skills
- Working against my style
- Forcing myself

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Descending / Undershift Profile I

Key Feeling = Moral Issues / Lack of Self-Confidence

Discussion Points:

- My work goes against my ethics
- I don't accept myself
- I need to conceal something
- I lack self confidence

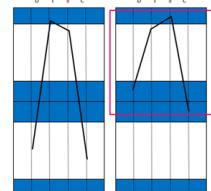
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Ascending Profile II

Key Feeling = Pressure

Discussion Points:

- Pressure at work
- Pressure at home
- Change in life



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Trait Adjustments

Above the Middle Line

C Trait Dropping

Key Feeling = Need for Instructions

Discussion Points:

- Extra support
- Clearer Job Description
- Need for Boundaries

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S Trait Dropping

Key Feeling = Stress/Need to Adjust

Discussion Points:

- Change in the Environment
- Instability
- Restlessness, etc.

BE CAREFUL

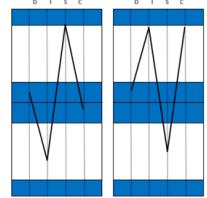
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(Near) Mirror Profiles

Key Feeling = ?

Discussion Points:

- No interpretation
- A disturbance in thinking
- Do the questionnaire again



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Below the Middle Line

Forced Reverse Shift - Low D

Discussion Points:

- Feeling of having to force themselves
- Feeling of inadequacy

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Forced Reverse Shift - Low C

Discussion points:

- Feeling of "better to do nothing than fail"
- Tight control, unfair control?
- Lost freedom

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