

Personal Congruency Analysis

for

Sample, Client M.

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INTRODUCTION

Congruency

When personality traits for your Real Self and Ideal Self are in the same range (Critical or General) and have a point difference of 10 or less they may be considered congruent.

Congruency does not mean that the trait is desirable or that you are necessarily happy with the trait as it may be something that you do not like, but you are saying "This is me and this is the way I am." It does not mean that you are satisfied with it, but that you accept it and have little expectation of changing it. However, congruency can and may usually be a positive aspect of your personality as it indicates consistency and a lack of erratic behavior.

When any of the three (Overall, Critical, and General) percentages of congruency are low the potential for dissatisfaction, unhappiness, and erratic behavior increases because of the potential vacillation and internal turmoil.

The lists of Incongruent Critical and General behavior should be carefully reviewed, and the significance of each behavior considered. If the lack of congruency is considered an issue then maybe the possibility of behavioral change should be explored to lessen the difference between "the way you are" and "the way you would like to be."

Critical (Range) Traits

Critical personality traits (scales) are those where you have scores that are outside of the average range; a score greater than 60 or less than 40.

General (Range) Traits

General personality traits (scales) are those where you have scores that are in the average range; a score of 40 or greater and not exceeding 60

Congruent Traits

Congruent traits are those where your Real and Ideal scores are within 10 points of each other and, preferably, in the same range. A difference of more than 10 points suggests quite different patterns of behavior between the way you are and the way you would like to be, and an opportunity for dissatisfaction. As does either your Real or Ideal score being in the Critical Range and the other in the General Range for the same trait. If both your Real and Ideal are in the Critical range but one is high (above 60) and the other low (below 40) the difference between them is extreme.

Please review the chart and content on the following pages to understand your behavioral congruencies and, especially, incongruities that may be negative sources of dissatisfaction or, hopefully, positive indicators of potential growth.

CONGRUENCY CAUTION

Congruency is a core requirement, maybe *the* core requirement, of a healthy, productive, and satisfying personality, but "what" is congruent is important: Bonnie and Clyde may have been personally congruent and a compatible couple, but it did not end well for them or their victims.

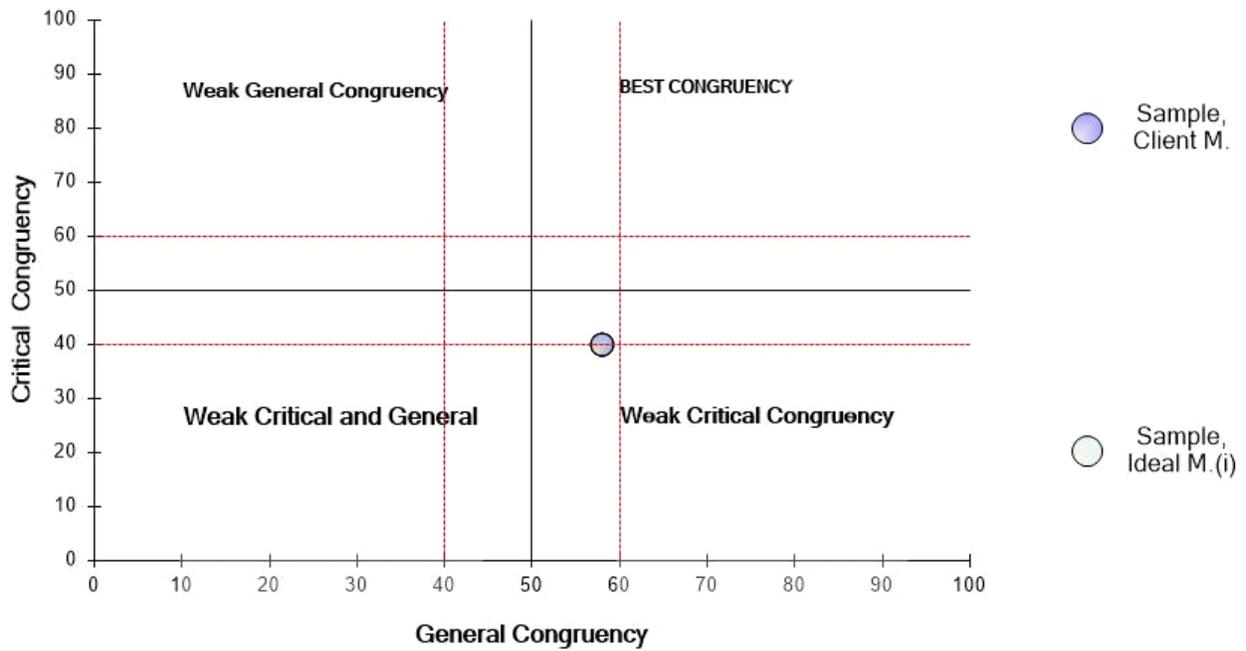
Explore the personality traits where you have congruency.

- If a trait is a negative trait then the congruency may be undesirable and lead to troublesome behavior that is constant and difficult to change.
- If a trait is a positive trait then good things and experiences can be expected.

Please review:

- The chart on the following page.
- The behaviors described in the Personality Factors and Traits section.

PERSONAL CONGRUENCY



Y-AXIS

Critical Congruency

The percentage of R-I matching (being within 10 points) on Critical scales.

X-AXIS

General Congruency

The percentage of R-I matching (being within 10 points) on General Scales.

% Overall Conruency: 40

Critical Scales

t-score < 40 or > 60

% Congruency = 40

General Scales

t-score >= 40 and <= 60

% Congruency = 58

Congruent Scales

Difference <= 10 points

Critical Scales

Autonomy
Endurance
Enthusiasm
Intellectualistic
Nurturance
Order
Scientific
Self-Control
Social Energy
Structure-Valuing

General Scales

Achievement
Aggression
Communality
Femininity
Negativity
Pragmatic
Psychologically Perceptive

Incongruent Scales

Difference > 10 points

Critical Scales

Affected
Affiliation
Change
Communality
Counseling Readiness
Creativity
Deference
Exhibition
Masculinity
Personal Adjustment

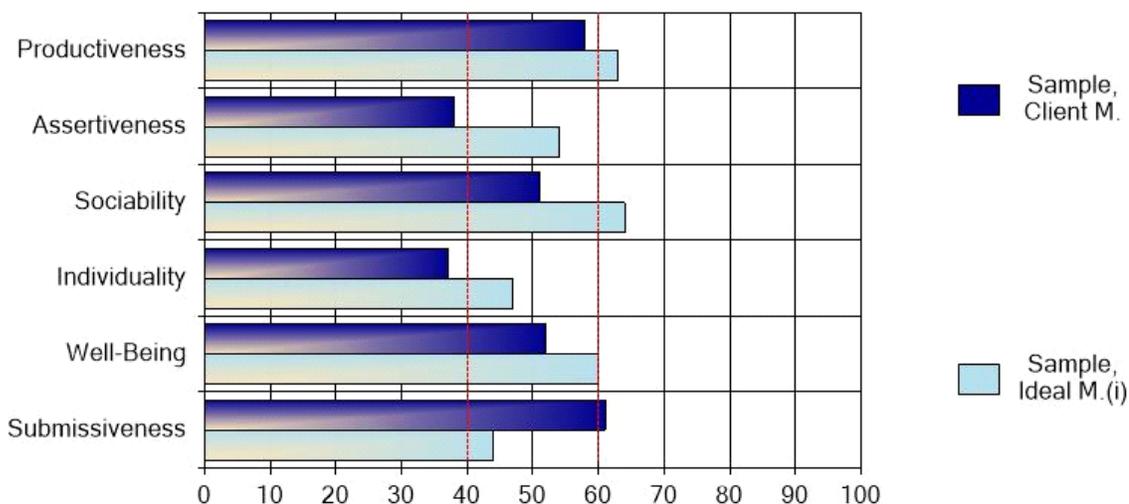
General Scales

Dominance
Fault-Finding
Security-Seeking
Self-Blaming
Support-Seeking

Playful
Respectful
Self-Confidence
Self-Satisfaction
Work-Centered

PERSONALITY FACTORS AND TRAITS

FACTORS



When the Real and Ideal are congruent (virtually the same) the expectation is for consistent, stable behavior. However when they are incongruent erratic and inconsistent may be probable.

Sample, Client M.

Sample, Ideal M.(i)

Productiveness

He may be resourceful, resolute, goal-oriented, and able to get things done. Intellectual challenges and cognitive activities may be sought and enjoyed. He may value power and its use, either by himself or others.

He is resourceful, resolute, goal-oriented, and able to get things done. Intellectual challenges and cognitive activities are sought and enjoyed. He values power and its use, either by himself or others.

Assertiveness

He is easily threatened and self-depriving as he seeks to avoid confrontation and conflict.

He is as likely to seek to be treated fairly, as are most people: Neither giving in too easily nor demanding too much.

Sociability

He is as friendly, outgoing, and socially active as are most people.

He is cheerful, compassionate, warm in his interactions, and may have many close interpersonal relationships.

Individuality

He tends to be judgmental and to have a strong preference for conservative values and morals.

He is as independent and self-directed as are most people.

Well-Being

He is as healthy and, in general, capable of handling stress as are most people.

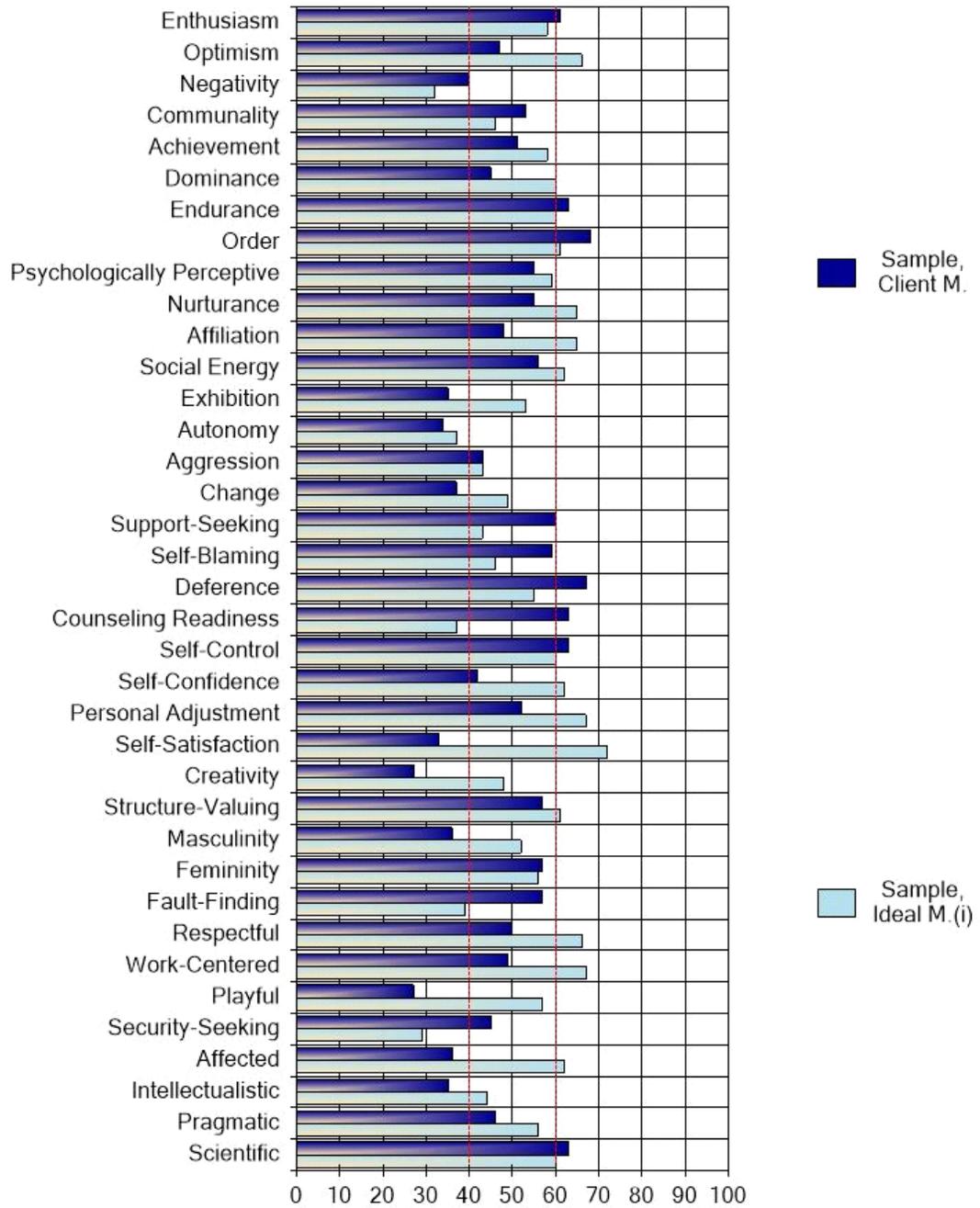
He is calm, relaxed, satisfied, dependable, and rarely moody.

Submissiveness

He is serious, self-disciplined, rule respecting, and more willing to follow the lead or directions of others than to seek to be the leader.

He is likely to enjoy relationships with others, and is sensuous and fun loving.

TRAITS



Sample, Client M.

Sample, Ideal M.(i)

Modus Operandi

Enthusiasm

He is likely to be expressive and eager to explore the world around him, but inconstant and even capricious in his reactions. While attractive, vivacious, and enthusiastic, he may also be somewhat self-seeking.

He may be expressive and eager to engage the world around him, but also inconstant or even capricious.

Optimism

He is basically satisfied with himself and he believes that his behavior is appropriate.

He is likely to be adaptable and to remain cheerful and productive in the face of adversity.

Negativity

He may seek the company of others and be tactful, tolerant, and not easily offended.

Dependable, tactful, and tolerant, he may seek the company of others and is not easily offended.

Communality

His perception of his environment is probably similar to that of most other people, allowing him to interact as effectively as do most people.

Same.

Psychological Needs

Achievement

He is as likely to be hard working, goal directed, and determined to do well as are most people. His motivation to succeed may lie less in competitive drives than in a need to live up to his own criteria.

He may be hard working and goal directed. His motivation may be based more on attaining his goals than competition.

Dominance

His need to lead others (groups) and those with whom he has relationships is like that of most others.

Strong-willed, ambitious, determined and forceful he is typically free of self-doubt in the pursuit of goals and inhibited little by disapproval or opposition. He probably likes to direct others toward the attainment of socially worthy objectives, and can usually do so without being viewed as domineering.

Endurance

A conscientious worker, he probably has a strong sense of duty and avoids playfulness and non-essential activities. For him, stability and continuation is more important than the new and different.

Same.

Order

He is not likely to endure setbacks and distractions easily, nor is he likely to welcome change and variety; rather he steadily pursues his goals and seeks stability. He probably assumes tasks that require self-discipline and diligent effort as he seeks to avoid disorder, subjectivity, and impulsivity. His preference is probably for objectivity, rationality, and reason.

Same.

Psychologically Perceptive

He has a stronger interest in understanding the 'why' of things, including his own behavior and that of other's, than do most people.

Same.

Nurturance

He may be concerned for the welfare of others and willing to provide material or emotional support to them.

A genuine concern for the welfare of humankind results in cooperative and tactful social behavior. He is both sympathetic and supportive of others, and he values relationships.

Affiliation

He may seek and maintain about as many personal friendships and social engagements as do most people.

He is comfortable in social situations because he enjoys people and adapts readily to the changing demands of group process. Not given to soul-searching or looking too closely, he tends to gloss over inner complexities and prefer to take people at face value.

Social Energy

He is more likely than most people to engage in life's activities with gusto and vitality.

Enthusiasm, good health and abundant vitality allow him to approach life with gusto and to respond warmly to interpersonal encounters. However, some people might perceive him as naive.

Exhibition

Situations in which he will be prominent or required to perform are avoided. He is cautious, restrained, avoiding of conflict, and quickly gives in to escape interpersonal stress or controversy.

The frequency of acting in ways to attract the immediate attention of others is similar to that of others.

Autonomy

He prefers conventional values and lifestyles, seeking security in the tried and true, while avoiding risks. Since he dislikes decision-making, he takes comfort in receiving direction from a valued and trusted other.

Same.

Aggression

He may seek to avoid confrontation or conflict and be unlikely to make demands on others. Interpersonally, he may be forbearing and conciliatory. However, this does not indicate comfort with or the acceptance of the others' behavior - just a desire to avoid the conflict that might occur should he speak out.

Same.

Change

He perceives change or challenges as threatening, and seeks a stable, risk-free environment. He prefers safe, well-defined situations. The perception that he lacks verve and imagination may reduce opportunities others might otherwise extend to him.

Support Seeking

He avoids conflict and confrontation. He may feel inadequate when coping with stress and crisis, and retreat into fantasy on occasion. Others are viewed as stronger and more effective than he is and he frequently seeks their support.

Self-Blaming

Basically, submissive to the wishes and demands of others and avoiding of conflict, he may ask for little in life. His interpersonal world may be marked by worry and foreboding. He may view others as more effective or deserving than himself.

Deference

He is likely to prefer anonymity and freedom from conflict to the winning of interpersonal victories. He is conscientious, unassuming and patient, deferring to others without loss of self-respect. Tending to over-control his needs and impulses, he often delays gratification unnecessarily.

He is similar to most people in his reaction to challenges, the seeking of novel experiences, and the avoidance of routine.

He may be independent and relatively unbothered by self-doubt. He may reject the support of others and, instead, be sought for his advice because of his effectiveness in defining and attaining goals.

The tendency to 'put himself down' through self-criticism, guilt, or social impotence is about like that of others.

He may prefer anonymity and freedom from conflict to the winning of interpersonal victories. He is probably conscientious, unassuming and patient, deferring to others without loss of self-respect. Tending to over-control his needs and impulses, he may often delay gratification unnecessarily.

Topical Scales

Counseling Readiness

Problems with interpersonal behavior may result from shyness, diffidence, or self-denial. He may frequently feel unable to fully enjoy life and, while he may wish to improve his status, he may doubt his ability to do so. He is solicitous of counseling or professional advice.

He accepts who he is and, wanting to do things his way, is unlikely to accept or act on professional advice or counseling.

Self-Control

His strong preference for diligence and attention to duty may be attained at the cost of spontaneity and self-enhancement. Too much self-control may inhibit his behavior at times.

Same.

Self-Confidence

He may be timid and fearful, tending to give up easily and withdraw. He may have difficulty mobilizing his resources and taking action.

As a poised, self-assured initiator who confidently strives to achieve gratification, he is willing to cut a few corners to create a good impression and attain goals. Observers see him as assertive, enterprising and self-confident.

Personal Adjustment

His ability to 'love and work', Freud's criterion of personal adjustment, is like that of most others and suggests that his ability to cope with situational and interpersonal demands should be as well.

With his positive attitude toward life, he enjoys the company of others and is capable of initiating activities and carrying them through. He may not thoroughly understand himself, but he is comfortable and has a strong ability to 'love and work', Freud's criterion of personal adjustment.

Self-Satisfaction

He has poor morale and feels defeated by life. However, he is likely to be regarded as kind, modest and considerate of the rights and wishes of others.

Although he is strong in interpersonal effectiveness and attains his goals, he may have some narcissistic or egotistical tendencies. Never the less, people are likely to see him as well-adjusted. He tends to offer unsolicited advice and be condescending in his relations with others.

Creativity

Uncertainty and disorganization are probably uncomfortable for him. In complex or ill-defined situations he is subdued, conservative, and avoids involvement or action.

His interest in being original or thinking and acting differently from the norm is like that of most others.

Structure-Valuing

A commitment to duties and obligations, with a reluctance to deviate from agreed-upon courses of action may make him appear rigid at times. He may work hard to see that consensual goals are attained and be a steadying influence upon others. Valuing good organization and careful planning, he tends to avoid emotionalism, but may become dissatisfied when people or events interfere with his plans.

A strong commitment to duties and obligations, with an unwillingness to deviate from agreed-upon courses of action may make him appear rigid at times. He tries hard to see that consensual goals are attained and is a steadying influence upon others. Valuing good organization and careful planning, he avoids emotionalism, but becomes dissatisfied when people or events interfere with his plans.

Masculinity

Gentle, kind, considerate, and fatalistic about personal misfortune or adversity, he is vulnerable to others' aggression. He is willing to substitute daydreams and fantasies for more direct experience.

No more impatient to get the things he values than are most people, he is as likely to stress action, visible rewards, and self-gratification about as often as others do.

Femininity

Basically sympathetic and considerate, he is likely to elicit positive reactions from others and in turn treat them with respect. He tends to be cooperative, appreciative, cheerful, warm, and valuing of intimacy and mutuality in relationships.

Same.

Interpersonal Scales

Fault-Finding

He may be easily angered, skeptical, counteractive, and is likely to be irritated by interference or obstacles. He may pursue his own interests and may be indifferent to those of others, who he may view as adversaries to be defeated.

He is interdependent and tolerant of the fears and weakness of others. It is also likely that he values bringing people together, reducing conflicts, and sharing in the rewards of social living.

Respectful

Continuity and the preservation of old values are probably as important to him as others are to most people. He is as likely as others to seek to sustain relationships and to foster

Continuity and the preservation of old values are important. Rapid changes and shifts in convention are threatening and difficult for him to accept. He seeks to sustain relationships and

courtesy and respect.

to foster courtesy and respect between two persons or groups. Others are likely to see him as helpful, loyal, genuinely responsible and as a good person from whom to obtain counsel.

Work-Centered

About as reliable and diligent as are most people, he is as attentive to duties, the responsibilities of adulthood, and obligations as others.

Reliable, ambitious, and diligent, he is self-disciplined and attentive to duties and obligations. This self-discipline is admirable, but may have been obtained at the cost of spontaneity, and the ability to enjoy peace and quiet. Even the expression of love, affection and tenderness may make him uncomfortable.

Playful

Moderate, cautious, and slow to respond in interpersonal encounters or pleasurable activities, he is likely viewed as self-denying and lacking in excitement.

Enterprising, and pleasure seeking, he may not exercise self-restraint or postpone gratification. While others may see him as entertaining, others may also view him as self-centered and pushy.

Security-Seeking

He may have as much difficulty setting aside the roles he learned in childhood as do most people. This may be demonstrated through the same amount of independence and uncertainty about how to cope with the demands of life that others show.

While autonomous and effective, he is inconsiderate because in achieving independence, he has suppressed his own feelings and become indifferent to those of others. He seeks power, success, and tangible accomplishments in a world free of subjective concern and worry.

Cognitive Style

Affected

He is prudent and vigilant with the ability to plan ahead. This allows him to avoid intemperance and undue impulsiveness. His desire for morality and order may also explain a tendency toward strong opinions on ethical issues; he is likely to look askance at those who violate societal conventions.

He seeks adventure and activity while remaining sophisticated and relaxed; this may be a source of conflict. Academic underachievement is probable because physical activities may interfere with intellectual activity. Creative, independent, spontaneous, and moral behavior is more important than conformity.

Intellectualistic

He is practical and predictable in his thought and perception, and tolerant of the ineptitude and intellectual shortcomings in others. Intimacy may be sought with the candid sharing of significant feelings.

Pragmatic

He tends to be as unpretentious, forbearing, forthright, and respectful of rules, as are most people.

Scientific

He is analytical, logical, astute, intellectually capable, self-disciplined, and prepared to do the planning and work necessary to attain his goals. People may view him as rigid.

He may be practical and predictable in his thought and perception, and tolerant of the ineptitude and intellectual shortcomings in others. But, intimacy through the candid sharing of significant feelings may be avoided.

He tends to be unpretentious uncomplicated, forbearing, forthright, respectful of rules, and accepting of his role in life.

Same.