



Entrepreneurial Personality Styles Inventory

Information of Candidate

Result for: Smith John

Sex: Male

Age: 35

Date of test: 2017-04-06

Date of report: 2017-04-11

Name of the organisation: Rapports IRP/ENTREP_Rapports IRP/aucun



Information about the interpretive report

This report provides you with an account of your responses to the Entrepreneurial Personality Styles Inventory (EPSI). This report describes your principle entrepreneurial characteristics and helps you identify your entrepreneurial style. This report is designed to assist you in exploring your entrepreneurial potential and to examine this potential in light of your entrepreneurial project.

Cynthia Bilodeau, PhD, c.o. and Eve Lamoureux, c.o. are the architects of this inventory and the results are based on their theory and approach to entrepreneurial styles in personal potential development. Cynthia Bilodeau and Eve Lamoureux have dedicated several years to reviewing the entrepreneurial literature, as well as observing, consulting and evaluating entrepreneurs. Their typological approach of the entrepreneurial personality suggests that all persons possess, to varying degrees, certain personality characteristics related to entrepreneurship and that it is the level of intensity in the presence of each trait that distinguishes each person's entrepreneurial style.

This report can serve you in several ways. It can accompany you in:

- Exploration and self-knowledge.
- Career planning.
- Evaluating your entrepreneurial potential.
- Exploring your entrepreneurial style in relation to your entrepreneurial project.

It is important to note that each score is neither good nor bad. Each score simply indicates to which level of intensity each entrepreneurial trait is present in a person, their motivations and the entrepreneurial style which represents them the most.

Please note that all of the scores are based on the responses given when completing the inventory and that the accuracy of the results can be influenced by the degree of honesty when answering each question and by the level of personal self-knowledge.

The results provided in this report should be considered as confidential.

Section I : Dimensions Overview

This section provides you with a visual overview of your scores in each of the 12 dimensions of the entrepreneurial personality.

Section II : The Detailed Dimensions

This section presents your scores on each of the dimensions along with a descriptive paragraph on the implications of each score in an entrepreneurial context.

Section III : Your Entrepreneurial Personality Style Profile

This section presents you with your entrepreneurial style profile in graphic form according to the entrepreneurial personality styles typology along with a descriptive of each personality style

Section IV : Your Entrepreneurial Motivations

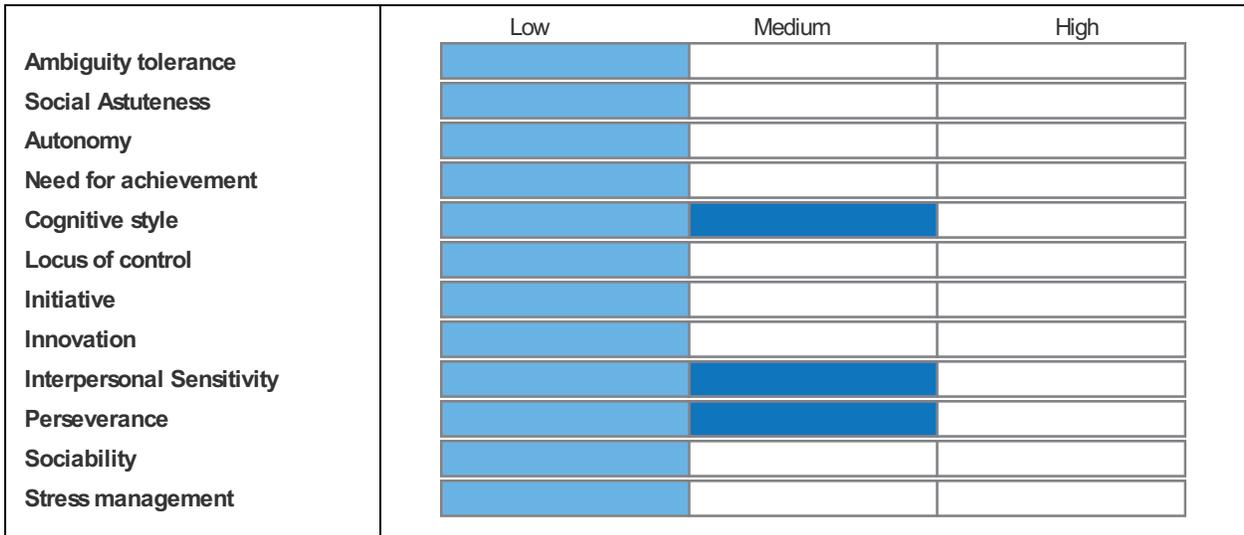
Cette section vous présente sous forme de graphique un aperçu de vos motivations entrepreneuriales et un descriptif de l'implication de chacune de ces motivations en contexte entrepreneurial selon la typologie des personnalités entrepreneuriales.

Section V : Responses

This section presents a numerical number and a reference phrase concerning the possibility that the respondent may have answered the questions in a non-typical or random fashion.

Section I : The Dimensions Overview

This section provides you with a visual overview of your scores in each of the 12 dimensions of the entrepreneurial personality. The scores for each dimension are presented as T scores.



Results of Scales

Scale	Raw Score	Score-T	Percentile	0	10	20	30	40	50	60	70	80	90	100			
1 Ambiguity tolerance	4	28	2	[Bar chart showing score at 2 on a 0-100 scale]													
2 Social Astuteness	11	32	4	[Bar chart showing score at 4 on a 0-100 scale]													
3 Autonomy	13	40	17	[Bar chart showing score at 17 on a 0-100 scale]													
4 Need for achievement	27	36	7	[Bar chart showing score at 7 on a 0-100 scale]													
5 Cognitive style	12	47	38	[Bar chart showing score at 38 on a 0-100 scale]													
6 Locus of control	20	38	11	[Bar chart showing score at 11 on a 0-100 scale]													
7 Initiative	12	35	7	[Bar chart showing score at 7 on a 0-100 scale]													
8 Innovation	27	41	18	[Bar chart showing score at 18 on a 0-100 scale]													
9 Interpersonal Sensitivity	18	46	33	[Bar chart showing score at 33 on a 0-100 scale]													
10 Perseverance	26	46	35	[Bar chart showing score at 35 on a 0-100 scale]													
11 Sociability	23	28	1	[Bar chart showing score at 1 on a 0-100 scale]													
12 Stress management	27	34	5	[Bar chart showing score at 5 on a 0-100 scale]													

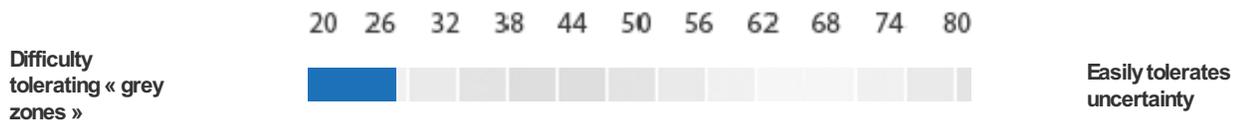
Coherence of protocol:[5]

The combination of answers seems inconsistent, possibly incoherent

Section II : The Detailed Dimensions

Ambiguity tolerance

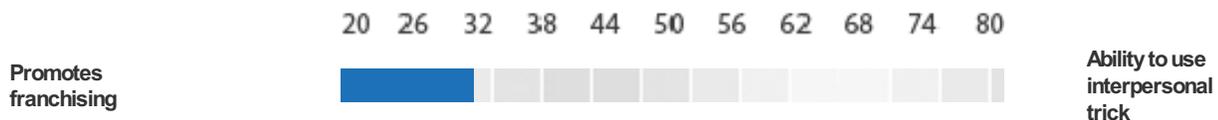
28



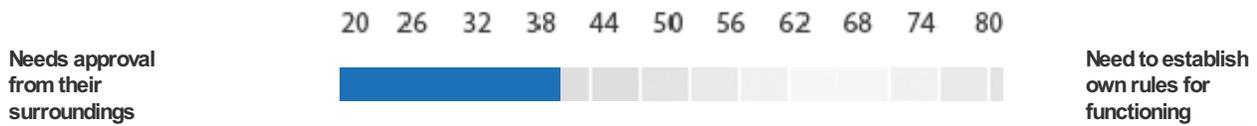
You are not a person who tends to take risks. You do not like “gray areas” or ambiguous and uncertain contexts. You like to know the precise outcome of your actions and attempt to clarify this as much as possible before making a decision. You like your day to day life to be predictable and free of surprises or unexpected events. You can be described as someone who is cautious. In an entrepreneurial context, you spend a lot of time mulling over different scenarios in an attempt to expect the unexpected! You may experience difficulty with the development phase of your business because of the multitude of uncertainties and unknowns inherent in this phase. You will most likely look forward to the moment your business is well established and where a certain routine has been instilled. You may want to consider owning a franchise where the rules and business structures are more clearly established so as to respect your comfort level concerning ambiguity.

Social Astuteness

32

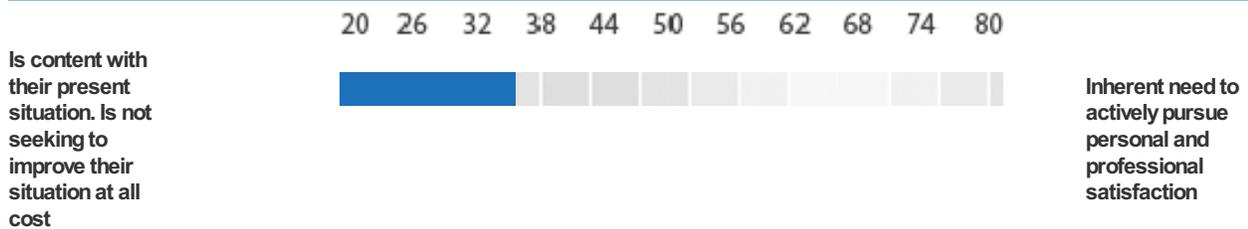


In relationship, you value the openness and honesty. Although some truths can hurt you or reduce your chances of success, you are advocating transparency. Thus, in a business context, people will always know what to expect and you can count on your sincerity. Moreover, it will be difficult for you to influence when you'll feel having to play with words or omit certain truths to achieve your goals. On the other hand, success and well-being of your customers are just as important, if not more, than your own success. So you advocate collaboration rather than your personal success.

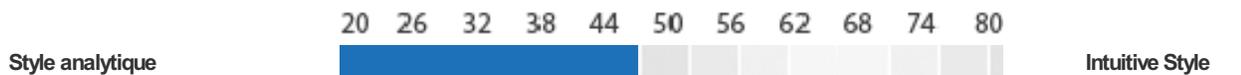


You like to be able to depend on those around you to help you in making decisions and deciding on actions. As a result, you look for environments that allow you to count on the support and help of those around you. You are at your full potential when you are in a work environment that is governed by rules and established methods. In an entrepreneurial context, you may have difficulty in dealing with the development and management of a business on your own. You will most likely benefit by surrounding yourself with partners or associates, or even by having a mentor that can help you face your new responsibilities. You may also feel the need to validate your business choices by business people who you feel are credible.

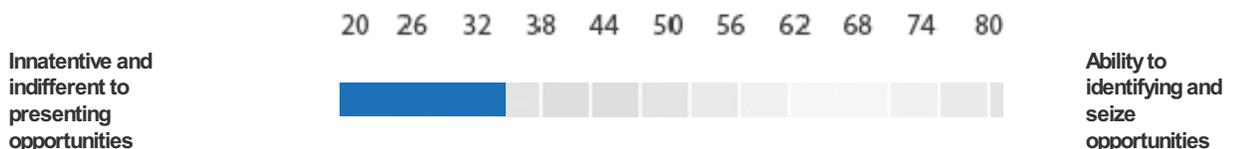
Achievement Striving



People describe you as someone stable and uncomplicated. You are primarily focused on maintaining the quality of life that you have. You strive towards doing your job well or living your life well as you have always done. You look for consistency and calm in your existence and most likely aim for a simple lifestyle and activities, without over questioning things. In an entrepreneurial context, you look for opportunities that will allow you to conserve the lifestyle you already have. You rely on the knowledge and strengths you already have and want to build your business these.



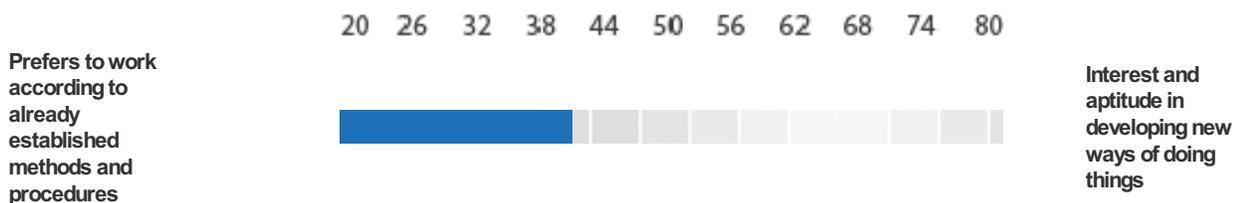
Depending on the context, you will at times take an analytical approach to problem solving and take your time to evaluate and consider all aspects of your decision. In this situation, you will be slow to make a decision as you will be attempting to make sense of a multitude of data. At other times, you will take a more intuitive approach to problem solving and consider the bigger picture rather than each of its individual elements. In these cases, you will experience more ease in making connections between seemingly divergent aspects and will arrive at a decision more quickly. In an entrepreneurial context, you will tend to you adjust your style depending on the context and choose the approach that seems most appropriate. Moreover, since your score indicates only a slight preference, you may experience difficulty handling situations where there is an abnormally high amount of information. On the other hand, you may also experience discomfort and fatigue when faced with tasks that require a lot of detail and intellectual rigor



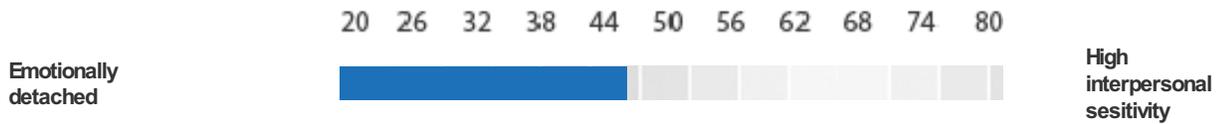
You prefer to focus your attention and energy on in your daily life activities. You avoid taking initiatives that would embark you on new projects or tasks outside the scope of your responsibilities. You are not looking to increase your workload or responsibilities. In an entrepreneurial context, you may avoid taking initiatives and or seizing opportunities that may arise. You may have a tendency to wait for others to suggest new opportunities or actions you can take. This may translated into difficulty keeping your business updated especially in a competitive market.



You often have the impression that life unfolds as a series of random elements on which you have little control and that life is responsible for bringing you where you are today. As an employee, you have a tendency to hope for your employer to offer you opportunities. If things go wrong, you often feel like you cannot change much of what happened. When something good happens to you, you might tend to believe that you were lucky, that another person contributed to your good fortune or that the circumstances were favorable. In an entrepreneurial context, it might be difficult for you to think that you can change and improve your situation despite the obstacles. You may be inclined to wait for things to change, without really actively participating. You may experience difficulty developing and leading your project because of you lack of control you often feel

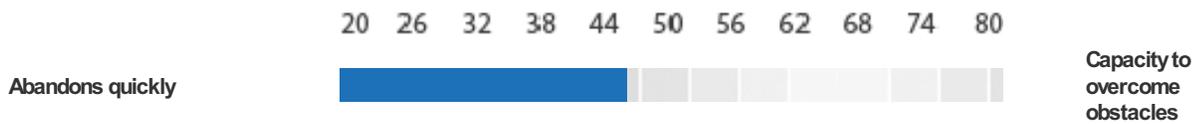


You value tradition and normality. You do not necessarily look for opportunities to “think outside the box” and you will tend to come up with ideas that you think are not too different or unusual. You prefer not to disturb pre-established order and strive to respect it. In an entrepreneurial context, you have a tendency to rely on techniques, standards and procedures that are already in place or that already exist. In starting up or running a business, you will advocate for “winning formulas” that you know have already been proven successful. In this sense, you will not attempt to re-invent the wheel. Thus, you have the ability to work in an environment that demands you to respect specific codes of labor and you can be described as a practical and down to earth person

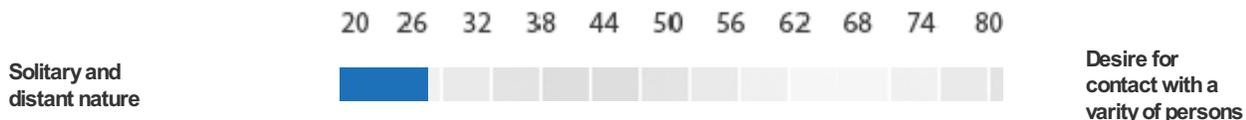


At times, you will have a tendency to be sensitive to the needs and emotions of others in your communication and decision making style, while at other times; you will have a tendency to act in a detached and insensitive way. This flexibility will allow you to decide on when it is appropriate to consider the needs and emotions of others versus the relevance of not taking them into account. In an entrepreneurial context, this will help you keep a certain emotional distance when there is a need for making unpopular decisions, while also demonstrating the tact and sensitivity to maintain a significant relationship with the individuals concerned.

Perseverance

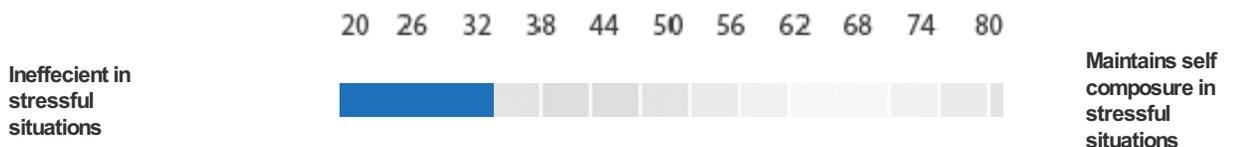


You are a person who likes quick results without having to invest too much effort. However, when the situation requires it, or when you deem it relevant, you are able to motivate yourself and invest the effort to overcome the obstacles that stand between you and your goals. In an entrepreneurial context, you may benefit from taking the time to identify your motivations and goals in order to understand how to boost your perseverance. This it can help you to oversome obstacles to achieve your goals.



You do not attempt to develop or maintain many different relationships with others and can be described as a rather solitary and distant person. You have a rather limited social circle and having only a few close friends is enough for you. You do not have a tendency to open up to other easily. In an entrepreneurial context, you will build your relationships slowly and they will be based on trust. It is possible that tasks related to sales and customer service will be less comfortable for you.

Stress management



You are a person who is sensitive to stress. When faced with stressful situations, you may have a tendency to lose focus, feel overwhelmed and become less effective at your job. You may have a tendency to experience anger or sadness when faced with situations that are out of your control and have difficulty managing your emotions which can undermine your effectiveness and efficiency. In an entrepreneurial context, you may not be effective under pressure and experience difficulty keeping on track with the things you need to accomplish. You may benefit from taking the time to identify your areas of discomfort and to develop strategies that will enable you to cope with them.

Section III : Your Entrepreneurial Personality Style Profile

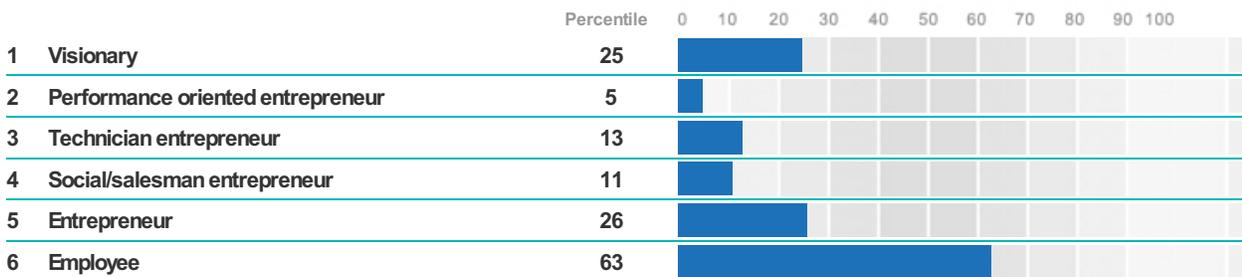
This section shows you graphically your entrepreneurial personality according to typology of entrepreneurial personalities and a description of each of the personalities.

The percentage assigned to each entrepreneurial type matches your degree of membership for each type in your personality profile.

Examine your results about your entrepreneurial personality type. It is normal to have degrees of membership in each or several of the types whereas types "pure" are theoretical and that certain characteristics are favorable for several types.

Focus on two or three that stand out the most. What this means for each level of your dimensions.

Results of scales



Description Of types

Visionary : Visionary type of entrepreneur is motivated by the opportunity to be creative in its business and to have freedom of action and thought. It seeks opportunities to leverage its creativity and imagination. It is sensitive to its environment and its nuances and adjusts quick to respond. Her sensitivity can sometimes make it look disorganized and unstable because it will tend to continuously embark on new avenues. In addition, it needs to be in his "bubble" to feel things and make decisions; that is why it is rather lonely. It can be described as a spontaneous entrepreneur, intuitive and emotional. The visionary excels in startup phase of a business when everything is new and there is room to create and development. This suggests that it is really comfortable in a business project where you have focus on the development and innovation. Thus, companies that need to be constantly on the lookout for new products and new technologies may prove to be relevant avenues for visionary entrepreneur. It is in his element as regards the development of services or products of a company. So what anime is the phase where it must be creative on how to present their product or service and develop it. the visionary likes to linger in the design and development stage when everything is still possible and is not facing the concrete materialization of his ideas. His gaze is focused on the future, on ways to improve things and be innovative. Finally, it may also decide to focus on the company's startup phase and then leave the management thereof to any person or a group once the installation completed. Indeed, it may be that the visionary experiences difficulties and weariness to manage the "daily" of its business once the installation will be completed and the working methods and routines have been established. He needs opportunities to be creative, that's what will keep in mind. Learning to manage obligations and routine could be a challenge for him.

Performant: Our highly efficient type of entrepreneur is stimulated by the opportunity to make money and make it as efficient and cost-effective business. The performance of the type often experiences in administration or business management and wants to apply his knowledge in his business. He wants to

invest in its project to develop methods and effective working procedures. It is stimulated by the administrative role of the contractor work and takes good to see her business grow financially. The powerful love tidy and this structure in a lucrative prospect. It is particularly effective at the stage where we must monitor the activities of the company and identify, for example, loss of time, poor use of resources (human, material, etc.). He also excels in solving problems. Furthermore, it may feel more uncomfortable in the development phase of a business because less tolerant of ambiguity and gray areas. Socially, relationships are based on the benefits it can derive. It therefore has strategic relationships; he hesitates not to use their social network to achieve his ends. The performance will benefit from being aware his entrepreneurial style can sometimes make her more distant relationships because is more focused on productivity and performance. Try to develop empathy and sensitivity Interpersonal could be beneficial.

Technician: The technician type of entrepreneur, known as a bastion of traditional or artisan, is motivated to start their company with the desire to build on the expertise and experience he accumulated in its field. His observations and experience in the field allow him to believe that it can offer its customers a product or service of interest. He is an entrepreneur practical, comfortable in problem solving and magnet have results quickly. The potential expansion of its business is reduced and limited because he likes to keep control over all operations. Indeed, he likes to put their hands in the dough, be on the field, working directly on its service or his product and not only deal with administrative and management tasks. So, keeping his company small scale, he maximizes his chances to continue to "be on floor ". It is not intended to expand it rather to earn enough money to live by its objectives while having enough time to supervise all its business activities. In this sense, it is more likely to work alone or with a reduced squad. Therefore, a small business should the technician guy. The company can be artisanal, or small standalone work Service company (plumber, hairdresser, translator, architect, etc.). Since motivation is mainly focused on the design, supply or performing a service or product, you can think the social aspect takes second. Thus, customer research, sales, networking perhaps are not in his strength. He will learn to develop these aspects or see associate with someone who can take charge of this part of the work.

Social / Sales : Social type / seller is motivated to get involved in entrepreneurship because it wants to meet a need in her community or society in general. He perceives individuals as his wealth. It is close to its customers because it knows how to listen and understand their needs. He has strong social skills; beyond words, he knows how to decode nonverbal behaviors. It is often comfortable in tasks like team management or conflict management. His Business choice are often motivated by the common good or the welfare of others and its customers. According to his personality, two types of business can match this style: If there is more social style, it is probably in business to feel it helps people. Thus, a social enterprise defined by fairness, respect, equality, etc. suits him. It may, for example, set up a community organization, do training or consultation in the field of education, health or psychology. So what motivates him is to build a company with ingrained social values.

If it is rather Seller style, he needs to feel that he is related to influence people, to convince. So his company should allow him to have the main role of representation, service customer, sales, human resource management or marketing.

Furthermore, as its character or social or seller, he must learn to spend his first plan needs some occasions. In trying too hard to meet the demands of others, it may end up forgetting! In this context, the social type / seller's interest to develop their autonomy and may work on desensitizing ability to qualify socially. On the other hand, since its focus is mainly on individuals, it could forget the importance of administrative tasks

Intrapreneur: The "intrapreneurs" type of entrepreneur mainly seeks a form of autonomy while having the possibility to refer to a frame and already established standards. Thus, it looks like more of a salaried employee who has a management position in a company that did not itself started. What

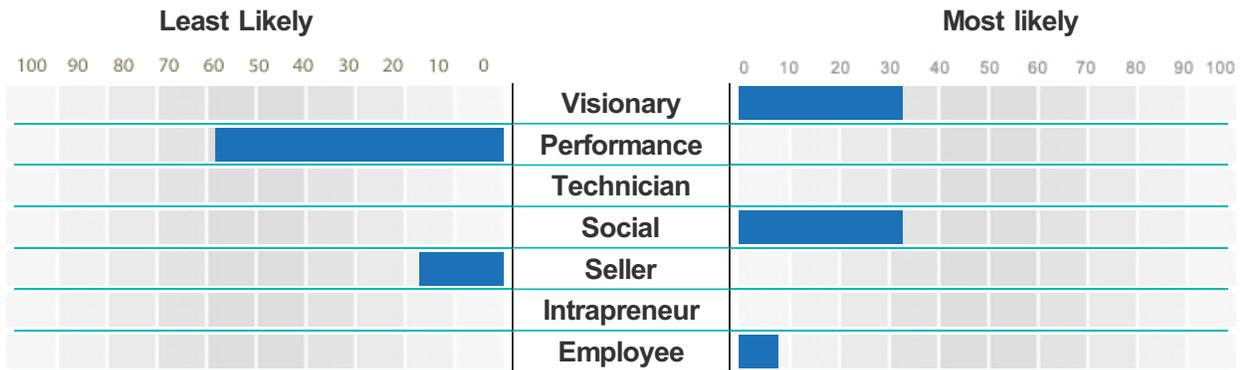
differentiates a "pure" entrepreneur is his need for job security and discomfort to tolerate ambiguity. Intrapreneurs like to know where he is going with some certainty. It is able to take risks but is not ready to play with his financial situation and his lifestyle. Thus, the roles of managers and executives in a business suit him naturally. On the other hand, which associates a contractor is his need for autonomy and taste for responsibilities. Moreover, he likes solving problems and is gifted to do. He owns often a sense of analysis that allows him to be competent in developing the business plan, setting goals and resources. Moreover, if he wishes to develop its more entrepreneurial style, it could examine its tolerance for ambiguity, his sense insecurity and stress management to identify areas of discomfort. On the other hand, it would be relevant he wonders about his need for autonomy. Is he looking to have complete control over his work and the results or prefer he be able to rely on people or institution to his work? Intrapreneurs are usually a search to have full control over all its activities

Employee: Employee Type The entrepreneur is not necessarily attracted to challenges and transcendence. It is a simple life and prefer to put its energies on something other than the working as his hobbies, friends, family, etc. Moreover, he likes to work in an environment where rules and methods are predetermined. We can count on him to do a job that allows it request. What differentiates a "pure" entrepreneur is his need for high job security and his need for low autonomy. It is its job stability and it seeks to rely on others or on standards and procedures already established for its decisions. Thus, in a context entrepreneurship, the employee will have to question the level of trust he has on its chances of success. It may be relevant, before going into business, that employee type of entrepreneur takes the time to work on his confidence and take the time to take stock of its strengths and limitations and then identify how they can help him or harm in starting a business. Perhaps he also needs to examine more closely his need autonomy? Finally, he will think about and position themselves as to make sacrifices to lifestyle he wishes to have and the possible risks associated with the entrepreneurial adventure.

Section IV : Your Entrepreneurial Motivations

This section shows you graphically preview your entrepreneurial motivation and a description of the involvement of each of these motivations in business context according to the types of entrepreneurial personalities. These scores represent your raw scores on the selection of your entrepreneurial motivations. Examine your results above and note the types of incentives that you selected as being most related to your motivations and the motivations less related. Are the motivations related to your personality type? Are they related to the proposed project?

Degree of relationship to a standard profile



Visionary: If you have Visionary type of motivation, you're motivated by the possibility to be creative and innovative. Looking for freedom of action and creation. Becoming an entrepreneur is an opportunity to live a lifestyle based on freedom: freedom of action, expression, reflection and the ability to manage time. Your values are thus related to freedom, creativity, expression and innovation.

Performance: If you have Performance type of motivation, you are first motivated by the possibility of financial and social enrichment. To be entrepreneur provides a professional recognition and to be stimulated by the opportunity to know and financial success to make money. Moreover, it is a way to apply your supervision values, productivity and optimization. Your values are thus linked to the performance, financial success, recognition Social and efficiency.

Technician: If you have technician type of motivation, you are initially motivated by the opportunity to do your work alone, controlling all operations. For you, it is an opportunity to develop work techniques that suit you while leveraging your work experiences and observations to provide a service or product but quality remains artisanal or small-scale production. Your values are thus linked to the resourcefulness, independence, the importance of experience and control.

Social: If you have social motivations, you are primarily motivated to feel that you help your customers. You are stimulated by collaboration opportunities. You want to feel that you participate in the collective well-being and advancement of the company on a human level. You want to invest for a cause dear to your heart. Your values are thus related to goodwill, mutual aid, justice and equity.

Seller: If you have seller motivations, you are first motivated to meet a need of individuals. You are stimulated to the idea of being able to use persuasion to convince people to join a service or product. You are led by the influential role that you would be able to play. Your values are thus linked to the influence, communication, leadership and competition.

Intrapreneur: If you have intrapreneurs motivations and you are considering starting a business, it's probably because people have encouraged you to do so or because you see an opportunity to improve your current situation (eg job loss, job dissatisfaction, etc.). Your motivation is rather

contextual; your personal and professional situation leads you to consider this avenue. Moreover, you are also motivated by the possibility of a position with responsibilities without being directly attributable financial risks. Your values are thus related to power, security, stability and responsibility.

Employee: If you have employee motivation and you are considering starting a business, it's probably because people have encouraged you to do so or because you see an opportunity to improve your current situation (eg job loss, job dissatisfaction , etc.). Your motivation is rather contextual; your personal and professional situation leads you to consider this avenue. Your values are thus related to security, stability, recreation, and to have a balanced life.

Responses

1-20:	A	A	A	D	SD	SA	D	A	N	D	SA	A	SD	A	A	D	SA	SA	A	D
21-40:	N	N	A	SA	A	N	D	N	D	N	SA	D	D	D	SD	D	N	A	N	A
41-60:	N	A	D	SD	D	N	N	SD	A	SD	D	D	A	N	A	N	SA	N	N	N
61-80:	A	A	A	N	D	A	N	SA	A	D	N	N	N	D	A	SD	N	SA	N	A
81-100:	A	N	A	D	5	-	4	-	1	2	-	-	-	5	-	-	3	3	1	2
101-120:	-	-	-	-	4															