

PREMIUM KYKO MANAGER

Introduction

KYKO, an acronym for "Know Yourself, Know Others" is a psychometric personality instrument developed from the integration of six schools of contemporary and existing personality theories to map out the patterns of human behavior.

KYKO Psychometric Instrument is a powerful tool to diagnose your normal, disordered and dynamic personality. KYKO can be customized to assist organizations to have a clear picture of their staffs' or workers' individual personal profiles that can assist them in finding solutions to develop their human capital, enhance their human resource functions and to solve problems caused by human differences.

KYKO instrument is validated and calibrated using the Rasch Model to ensure the accuracy of comparisons between the profile dimensions of a given individual, and between the same dimensions across different individuals which will be shown in the report.

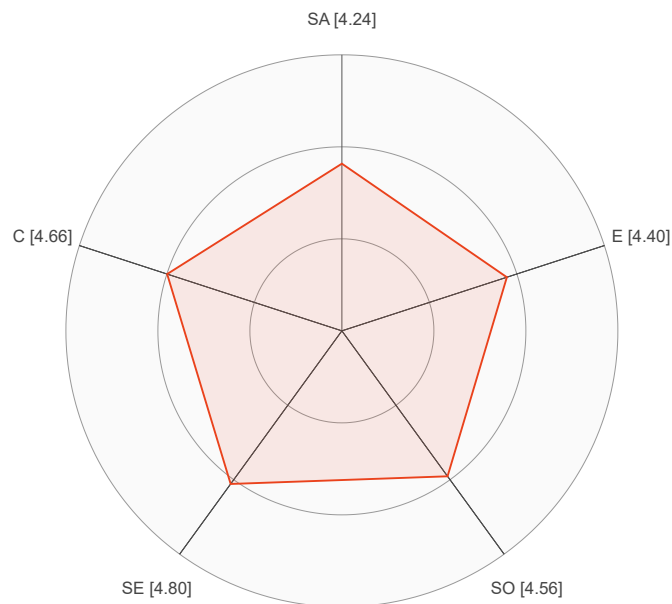
The report is in the form of narratives and graphics. Each dimension is represented by a color as below:

-  - Self-Actualization
-  - Egocentricity
-  - Sociocentricity
-  - Security
-  - Complexity



The intensities (from "High" to "Low") of measures on each of the five dimensions, Self-actualization, Egocentricity, Sociocentricity, Security and Complexity Dimension are represented by the intensity of the five colors.

- High - above 5.6
- Fairly High - from 4.6 to 5.6
- Average - from 3.6 to 4.6
- Fairly Low - from 2.6 to 3.6
- Low - below 2.6

Nature/Born Personality Profile



Code	Description & Traits	Score
SA	<p>Nature Self-Actualization</p> <p>Is defined as the need, want, drive and motivation for achievement, fulfillment, personal growth, and upon realizing one's full potentials or reaching the peak of human development, becomes a fully functioning person committed towards contributing to the betterment of society</p> <ul style="list-style-type: none"> • Average Achiever - Moderately Inconsistent achiever. Erratic work performance. Works at a moderate pace, average respect for responsibility and accountability, moderately committed and result oriented. • Fairly low growth needs, quite indifferent towards being trained, shows little interest in learning new things. • Fairly high energy, fairly self-motivated, quite passionate at work. • Fairly honest, somewhat upright, quite trustworthy, reasonably righteous, and quite dependable. • Average level of intelligence, judgment may or may not be sound. 	Average
E	<p>Nature Egocentric</p> <p>Is defined as the need, want or desire for power, persistence, recognition, image, take charge and control the environment.</p> <ul style="list-style-type: none"> • Fairly low in self-confidence, quite indecisive, fairly pessimistic. • Fairly strong self-determination, fairly high self-resilience, fairly high perseverance, fairly high persistence. • Often wants to command respect, frequently wants to be the center of attention, in the limelight or spotlight. • Neither firm nor gentle. Neither forceful nor accommodating • Prefer to give orders, always instructs, always takes the lead, always takes charge. 	Average

Code	Description & Traits	Score
SO	Nature Sociocentric Is defined as the need, want or desire for love, care, belongingness, companionship, affiliation, social interaction and social acceptance. <ul style="list-style-type: none"> • Average in people orientation, Moderate in being kind, caring, helpful, kind, and altruistic. Lukewarm concern over the welfare and well-being of others. • Often focus on teamwork and building high performance team • Lukewarm. Socialize on the need to basis • Average empathy. May sense the feeling, needs, and well-beings of others. • Fairly good at promoting the spirit of camaraderie 	Average
SE 	Nature Security Is defined as the need, want or desire for safety, orderliness, system, structure and protection from harm and dangers. <ul style="list-style-type: none"> • Quite-safety conscious, somewhat cautious, Fairly low risk taker, Often follow the established ways of getting things done, Somewhat uncomfortable with surprises, Always maintain the status quo • Often perceive rules and regulations as a barrier to restrict their creativity to get thing done, Often go around the rules and regulations to find better and cheaper way of doing things • Average administrator, Satisfactory in optimizing resources and enhancing organization efficiency. • Fairly detail-oriented. Quite precise, and somewhat meticulous, Quite close monitoring of their subordinates to ensure quality work. • Wants to be sure of doing the right things. Need facts, figures, precedence and proof to accept a proposal 	Fairly High
C 	Nature Complexity Is defined as the need, want or desire to change, influence and adaptation for survival and to satisfy dominant needs. <ul style="list-style-type: none"> • Often miss parts of the big and small picture of a scenario • Average at flexibility. Need some time to adapt to people and situations. • Fairly good at convincing, persuasive and influencing others to gain support. • Fairly good strategic thinker, quite capable of analyzing, forecasting and strategizing to overcome challenges • Fairly good at information dissemination. Quite skillful at disclosing and withholding information to the relevant people and situation. 	Fairly High

Nature Self-Actualization

4.24 Average

Interpretation

You are an average enterprising manager. You are somewhat inconsistent in establishing performance objectives for your subordinates. You work at a reasonable speed. You provide

authority to your subordinates and expect them to meet their objectives on their own. You are moderately responsible for achieving the results, failing which you are prone to remain mute or blame others when questioned. You show little interest in upgrading your knowledge and managerial skills. You often see training, and attending forums and seminars, as a waste of your time. You always treat them as a break to take a rest from your daily routines. You are quite passionate about your work. You are reasonably enthusiastic and somewhat intrinsically motivated to give you very best you can be. You always get great satisfaction out of doing a great job. Often it is your passion, zeal, and drive that make you an effective and productive manager. You are a person of reasonably high ethics and morals. You are quite fair, reasonably honest and somewhat trustworthy. You are always a role model of integrity to your subordinates. Often, they can depend on you to honor your commitments. You are of average intelligence. You are average at using your common sense and reasoning power. Your judgments and decisions on things may go both ways. Sometimes they may be right and sometimes they may be wrong.

Factors Breakdown

Achievement and Result Orientation	Average
	4.20
The attitude and driving force for goal accomplishment and chasing after results.	
Growth MindSet	Low
	3.40
The motivation and initiatives to grow and optimize your potentials by learning new knowledge and skills.	
Job/Work Passion	Fairly High
	5.00
The motivation to seek satisfaction, fulfillment and work enjoyment.	
Ethics and Moral Values	Fairly High
	4.80
The motivation and attitude to seek fairness and justice in extolling goodness	
Thinking Skills	Average
	3.80
The capacity to use intellect and reasoning power to detect and solve problems	

Nature Egocentric

4.40 Average

Interpretation

You have a fairly low self-esteem. Your confidence level will always be shaken or adversely affected when encountering obstacles and challenges. You have a fairly high resilience. You would often endure and persist in overcoming any difficulties or hardships so as finish what you have started. You are quite concerned about projecting self-image. You often place value on your prestige, reputation, status, glory, and dignity. You always want recognition, appreciation, and respect from others. You tend to defend and protect your image or reputation at all costs. You are neither assertive nor permissive. You are somewhere in between in the continuum of high assertiveness and low assertiveness. You always want to take charge of things. You often prefer to lead than to follow.

Factors Breakdown

Self-Confidence	Low
	3.40
The belief in the powers and abilities of oneself	

Mental Toughness	Fairly High 4.60
The aptitude and the ability to persist, endure and be resilient and have an unusually strong will to overcome challenges and barriers along the way.	
Self-Image	Fairly High 5.40
The need for self-respect and a positive mental image one has of oneself	
Assertiveness	Average 3.80
The act of expressing and standing up to defend yourself and others' rights in a respectful manner.	
Taking charge	Fairly High 4.80
The desire to give orders, direct and take the lead	

Nature Sociocentric

4.56 Average

Interpretation

You are moderately caring, kind and affectionate. You are neither tough nor soft in your approach to managing your subordinates. You strike a balance between guiding and reprimanding your people to meet our expectation. You always have the time to develop a sense of belonging among your people in your department. You believe in building teams. You spend time and effort in working together synergistically and symbiotically to produce the bottom lines. You are neither amiable nor guarded in your social interactions with others. Your subordinates find you lukewarm in your relationship with them. You are a moderately empathetic person. You may find it difficult to meet the intimate needs of your people. You frequently want to promote a spirit of comradeship among your people. You often place great importance on building a permanent and close relationship with them. You tend to believe that the joy of life is to share the fruits of success together with your group of subordinates.

Factors Breakdown

Compassionate	Average 4.00
The propensity to love and care for others	
Togetherness	Fairly High 5.20
The ability to appeal to others and work together as a team	
Warmhearted	Average 4.40
The aptitude and ability to make others feel comfortable and be likable	
Empathy	Average 4.00
The ability to put self in the shoes of others	
Extrovert	Fairly High 5.20

Nature Security

4.80 Fairly High

Interpretation

You have a fairly high need for safety. You generally want to run your department smoothly without hitches. You always want to protect your people from any unwanted eventualities. You tend to take the initiative to ensure that your subordinates strictly adhere to the safety rules and regulations. You prefer that your subordinates do not try out risky ways of doing things. You always expect your subordinates to follow the established ways of getting things done. You would always like to be empowered to manage your people. You are not often too particular about rules and regulations so long as your subordinates produce results. You would always go around the rules to get things done. You have average skills as an administrator. Your planning and organizing skills are at a moderate level. Your ability to mobilize and use resources are moderately efficient. You are fairly thorough, meticulous and detail-oriented and precise. You always want to ensure every piece of work from your department is of high quality. You would frequently check and amend each piece of work to ensure that they are neat and error free. You want certainty of approaches and outcomes when discharging your duties and responsibilities. You want to be sure of doing the right thing. You are uncomfortable with risky propositions. When your subordinates propose ideas, you demand for precedents, facts, figures and proof that their proposals will potentially work well.

Factors Breakdown

Safety Conscious	Fairly High
	4.60
The need for security and to be shielded from harm and uncertainties	
System Compliance	Low
	3.60
The propensity for adhering to rules and regulations	
Organizing Abilities	Average
	4.20
The propensity or habit of keeping things orderly and organized	
Precision and Accuracy	Fairly High
	5.20
The aptitude and ability to be accurate and detail oriented	
Certainty	High
	6.40
The need to maintain status quo or to be assured of future outcomes	

Nature Complexity

4.66 Fairly High

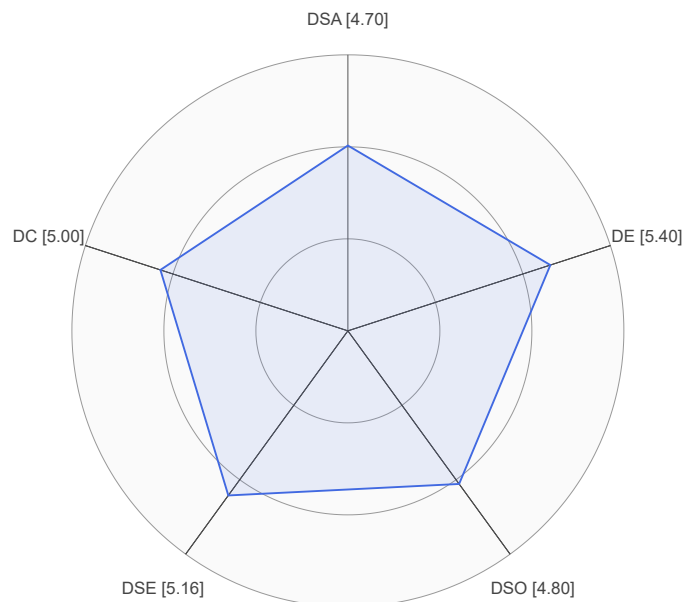
Interpretation



You are moderately curious and inquisitive. You have a moderate need in gathering and absolving information. This enables you to have a partial vision of things around you. With this vision, you may spot some opportunities and miss some others that may exist in your environment. You are moderately flexible and adaptable to people and situations to accomplish your goals. You have an average level of skills in adapting and dealing with all types of people, situations, issues, and problems. You are fairly good at inspiring and convincing others to follow your way of doing things. You are quite insightful, flexible and influential. You can often size people up, adapt yourself to their idiosyncrasies and influence them to do things your way. You are frequently able to harness the energies of the right people and win them over to accomplish your goals. You are quite analytical, tactical and strategically inclined. You are fairly good at problem-solving and decision making. Often times, when things deviate from your plan, you would always know how to put it back on track. You are quite skillful at analyzing a situation and generating strategies to get things done. When you are caught in a crisis or a difficult situation, you always know how to wriggle your way out. You are likely to conduct an in-depth analysis of a situation, generate alternatives, anticipate the possible outcomes for each alternative before choosing the solutions to your predicaments. You are fairly good at disseminating information. You often know when to disclose information to the relevant people and when to withhold it from them. You will always disclose just the right amount of information that is needed to get the job done. You would often withhold information that has no relevance to the job. In this way, you are quite capable of preventing a possible communication breakdown.




Factors Breakdown

Self-Awareness	Average
	4.00
The aptitude and ability to be alert and well informed	
Adaptability/Flexibility	Average
	4.40
The aptitude and ability to adjust to people and situation	
Influencing	Fairly High
	4.90
The aptitude and ability to inspire, mobilize and get support	
Cognitive Abilities	Fairly High
	5.10
The ability to strategize, analyze, anticipate, assess and think out of the box	
Information Dissemination	Fairly High
	4.90
The aptitude and discretion to disclose, filter and withhold information.	

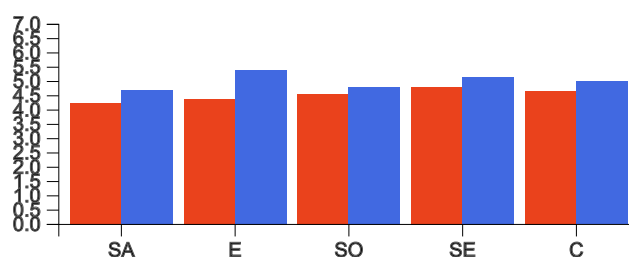
Nurture/Dynamic Personality Profile



Code	Description & Traits	Score
DSA 	Nurture/Dynamic Self-Actualization <p>Is defined as the deliberate variation of your goodself or lesser and vice versa in reaction to a favorable/unfavorable environment to achieve common needs, wants, desires, goals and well being or to satisfy personal ambitions, motives and agendas respectively.</p> <ul style="list-style-type: none"> Fairly inconsistent performer Quite consistent committed to self-development Job passion and satisfaction is somewhat inconsistent and always fluctuates widely Somewhat dynamic value systems. Integrity always fluctuates from high to low and vice versa due to the internal and external conflicts with the environmental factors. 	Fairly High
DE 	Nurture/Dynamic Egocentric <p>Defined as intentional variation as dominant / assertive to permissive / submissive or otherwise, and to aligning your egocentric personality with others essential to influencing, persuading and motivating others for support and to fulfill your desire for power, take charge and to control the environment.</p> <ul style="list-style-type: none"> Self-Confidence always varies with the level of difficulties Inconsistent mental toughness Quite a dynamic self-image Inconsistent/Dynamic assertiveness Quite dynamic/flexible in taking charge 	Fairly High

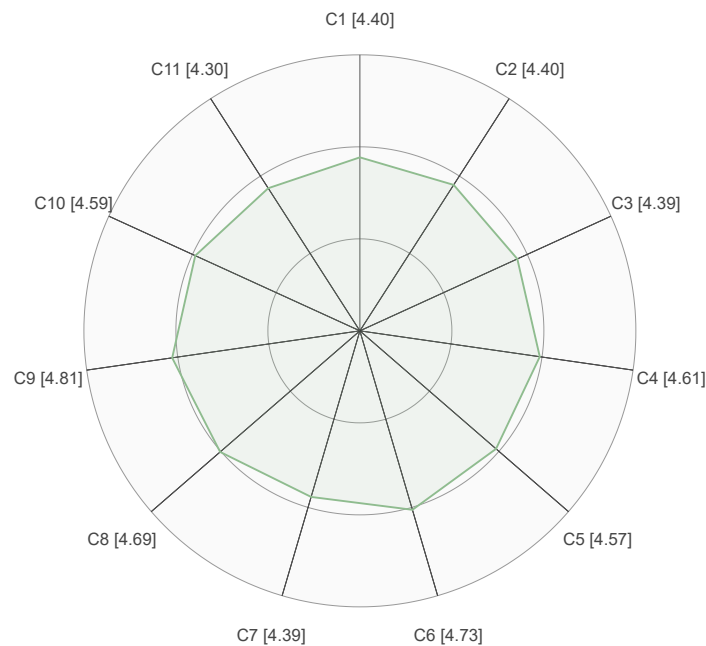
Code	Description & Traits	Score
DSO 	Nurture/Dynamic Socio-centric <p>Is defined as the deliberate adjustment or alteration of being sociable to asocial and vice versa in order to be selective in establishing, developing and maintaining relationship with personalities who can contribute to your survival, growth, well being and success.</p> <ul style="list-style-type: none"> • Quite selective compassion • Moderate team player • Quite erratic in being pleasant, warm, cordial and friendly • Fairly selective empathy • Fairly unending comradeship 	Fairly High
DSE 	Nurture/Dynamic Security <p>Defined as a deliberate adaptation to your high security needs and wants and your low security needs and wants, and vice versa, so as to enable you to make the right choices in conforming to the norms or system compliance or to be non-conforming to the system compliance thus enabling you in experimenting and discover something new or to stick to the established ways of getting things done and make things happen.</p> <ul style="list-style-type: none"> • Fairly inconsistent safety commitment • Flexible in system compliance • Fairly inconsistent organizer • Moderately consistent in precision and accuracy • Fairly high need for certainty 	Fairly High
DC 	Nurture/Dynamic Complexity <p>Defined as your choice to show your natural / true self or false self (multiple personalities with lots of masks) for you to decide to give more than you take or take more than you give to your family, organization, community and the world in general.</p> <ul style="list-style-type: none"> • Almost possess a satellite vision, Good decision maker • Fairly inconsistent adaptation, Fairly selective adaptation • Fairly selective influence, Quite inconsistent in influencing others • Moderate dynamic cognition • Fairly dynamic information dissemination 	Fairly High



Nature vs Nurture Personality





Code	Name	Nature	Nurture	Influence	Behaviour Variant	Favorable Environment	Toxic Environment
SA	Nature Self-Actualization, SA Nurture/Dynamic Self-Actualization, DSA	Average	Fairly High	Moderately	Quite Inconsistent	Real self moderately change for the better	Real self moderately change for the worse
E	Nature Egocentric, E Nurture/Dynamic Egocentric, DE	Average	Fairly High	Moderately	Quite Inconsistent	Real self moderately change for the better	Real self moderately change for the worse
SO	Nature Sociocentric, SO Nurture/Dynamic Socio-centric, DSO	Average	Fairly High	Moderately	Quite Inconsistent	Real self moderately change for the better	Real self moderately change for the worse
SE	Nature Security, SE Nurture/Dynamic Security, DSE	Fairly High	Fairly High	Fairly	Quite Inconsistent	Real self fairly change for the better	Real self fairly change for the worse
C	Nature Complexity, C Nurture/Dynamic Complexity, DC	Fairly High	Fairly High	Fairly	Quite Inconsistent	Real self fairly change for the better	Real self fairly change for the worse

Competency Profile



Code	Description & Traits	Score
C1	Communication The ability to exchange of information or message such as news, thoughts, ideas, feelings, etc., in the form of written, verbal and non verbal cues between two or more people.	Average
C2	Decision making and problem-solving Decision making and problem-solving is the ability to decipher a situation and make conclusions or judgments about some matter to resolve a difficult or complex issue or a problem. It is the cognitive process of identifying and selecting a logical choice from the available options or alternatives based on one's values and preferences to find solutions to a problem.	Average
C3	Interpersonal Relationship The ability to build a strong bond, close association or rapport with individuals sharing common interests, objectives and goals to fill each other's explicit or implicit physical or emotional needs in some way.	Average
C4 	Planning and Organizing Planning and organizing is the process or act of deciding how to do something in a structured or orderly way to achieve goals or objectives in smooth way	Fairly High
C5	Teamwork The ability or process of cooperating and collaborating with a group of people to achieve common goals.	Average
C6 	Conflict Management The ability and practice of recognizing and dealing with disputes in a rational, balanced and effective way.	Fairly High

Code	Description & Traits	Score
C7	Change Management The process, tools and techniques and approaches to prepare, support, help and manage individuals, teams, and organizations in making organizational change	Average
C8 	Business Development The creation of long-term value for an organization from customers, markets, and relationships aimed at towards making a business better in terms of profitability, growth and expansion.	Fairly High
C9 	Emotional Intelligence The ability to recognize, understand and manage our own emotions or feelings and that of a significant other and win them over to our side.	Fairly High
C10	Leadership The ability to influence others to follow your way.	Average
C11	Innovation and creativity The ability to bring about changes for the better by creating something original, cheaper and faster ways of getting things done.	Average

Strengths & Improvement Needs

Strengths

- Fairly enthusiastic and energetic. Often finds satisfaction in doing a great job.
- Adhere to their values system. Appreciably high integrity. Quite impartial, Quite honest, trustworthy and reliable.
- Fairly tough minded. Rarely gives up in the face of repeated failures.
- Tend to show concern to protect own reputation. Often behave in a manner to gain or commands respect.
- Always like to be in charge. Possess fairly good leadership qualities.
- Fairly good at building a cordial, harmonious and cohesive team. Frequently wants to see people working synergistically and symbiotically.
- Fairly good at promoting the spirit of comradeship. Often treat the people as part of the family.
- Always value security, tradition and stability. Quite likely to maintain the status quo.
- Quite detail-oriented, fairly precise and somewhat meticulous. Often ensure quality work by checking all details and amending work to ensure that they are of quality, neat and error free.
- Want certainties in discharging their duties and responsibilities. Accept proposal that is backed by precedents, facts, figures and proof.
- Quite insightful, reasonably intuitive and somewhat influential. Often can size people up, and inspire, motivate and influence them in accomplishing goals.
- Have fairly high cognitive abilities. Always can see many possibilities. Tend to be analytical, tactical, and strategic. Quite capable of solving complex problems efficiently. Fairly capable of handling heavy workloads at this job.
- Fairly good at information dissemination. Quite skillful at disclosing and withhold information to the relevant people and situation.

- Achievement and result orientation always fluctuate with the presence and absence of motivators and hygiene factors.
- Your commitment to learning and growing your potentials often fluctuate when developing knowledge and skills is not tie to recognition and rewards.
- Your satisfaction, motivation and enthusiasm to perform are likely to be affected by the working conditions, pay and fringe benefits.
- Your ethics, integrity and values system always fluctuate due to the influence of the favourable and toxic internal and external factors.
- Your confidence level always fluctuate with the level of challenges and difficulties of a situation.
- Mental toughness fluctuates due to failures in overcoming obstacles and challenges.
- Self-image always fluctuate with the people and the situations.
- Being assertive fluctuates when dealing with all types of people.
- Quite inconsistent in wanting to take charge.
- Always fluctuate in showing compassion, care and concerns for others
- Being warm and friendly always fluctuate with the quality of relationship
- Always fluctuate in showing empathy
- Affinity with comrades always fluctuate
- Safety conscious always fluctuate with the situation
- System Compliance fluctuates with the situation
- Always plan and organise on the need to basis.
- Wanting certainty always fluctuate with the importance in making a decision
- Being alert and well informed always fluctuate with the type of information happening in the environment.
- Always fluctuate in flexibility and adaptability to people and situations
- Influence always fluctuate on the need to basis
- Always choose and gather relevant information only.

Improvement Needs

- Would be a good idea to spend more time and effort to produce results.
- There is a need to spend time to develop and improve knowledge and skills.
- It would be a useful and beneficial to think more and to use more common sense.
- Needs to develop more confidence and self-esteem.
- Should try to develop commanding skills.
- Should learn to be more affectionate, caring, kind and helpful.
- Lukewarm approach to relationships and socialization. May need improvement in connecting and socializing with their people.
- Has an average ability at empathizing. Needs to learn to be more sensitive to the feelings, needs, and concern of subordinates.
- Often need to focus on system compliance and in adhering to formalities, rules and regulations.
- Average at administration. May need to improve efficiency.
- Partial vision. Need to have a comprehensive and complete picture of what is happening in the environment
- Average at flexibility and adaptability. May need to improve in being flexible and in adapting to people and situation.
- May work well in any team.
- Precision and detail-oriented may fluctuate with the nature of the job.
- Cognitive functions may fluctuate in a given situation

Human Resource Functions

Personnel Information for Hiring and Selection

- Average potential performer
- Average self-esteem
- Moderate at socializing, connecting and working in groups
- Fairly good at administrative and paper work. Always work efficiently
- Motivation to perform tend to vary in the presence and absence of motivators and hygiene factors of the organization.
- Self-confidence often varies with the degree of difficulties in overcoming challenges.
- Tend to socialize on the need to basis. Often choose people to be their associates
- Respect for safety, system compliance and risk taking often varies with the situation.
- The use of cognitive abilities always varies with the situation

Dimensions - Job Fit

- Jobs that are not urgent.
- Assign jobs where he or she can play the supportive role and be in the background.
- Assign jobs that deal with or without people.
- Jobs requiring safety, planning and organizing, following rules and regulations. Jobs that require working during office hours. Jobs require working with their hands. Paper and administrative work and tasks that require accuracy and precision.
- Jobs requiring analysis, forecasting and tactics. Jobs that require a flare for finding solutions to difficult problems. Strategic work that requires analytical skills, persuasive power and the ability to mobilize resources to get things done.

Placement - Accounting and Finance - Provides detailed accounts of the money coming in and going out of the business transactions and prepares account as a basis for financial decisions.

- Detail oriented, precision, accuracy
- Cognitive abilities
- Able to see the big and small picture of a situation for financial planning.
- Able to disseminate the right information to the right people.

Placement - Human Resource - The role of strategically manage people as in recruiting and hiring employees, placement, job-fit, talent management, coordinating employee benefits and suggesting employee training and development strategies.

- Administrative work
- Team player
- Spirit of comradeship
- Influence
- Cognitive abilities

Placement - Production - Ensures that the production plans are met on time and the products of right quality are produced

- Team player
- Safety and protection
- Accuracy and precision
- Influential
- Analytical and strategic

- Disseminate the right information to the right people.
- Can be hard or soft to people.
- Treat others differently

Placement - Administration - The process of organizing people and resources efficiently so as to direct activities toward common goals and objectives.

- Able to win the respect of others.
- Able to direct the activities of others.
- Ability to work effectively as a group member and to build cooperative effort within the team he/she leads.
- Analytical ability. Think outside the administrative box. The ability to see the enterprise as a whole; it includes recognizing how the various functions of the organization depend on one another, and how changes in any one part affect all the others; and it extends to visualizing the relationship of the individual business to the industry, the community, and the political, social, and economic forces of the nation as a whole.

Motivation

- Maybe intrinsically and extrinsically motivated. May work for self-satisfaction and fulfillment for a good job done.
- Maybe be motivated by praise, recognition, upward mobility and taking charge and control of the people and the environment.
- Maybe motivated by working in groups, comradeship, esprit de corps and team spirit
- Likely to be motivated by rewards that will give them security and protection.
- Likely to be motivated by difficult and challenging jobs that require the use of their cognitive abilities.
- Tends to be motivated to produce results in a favorable environment. Quite likely to be demotivated and become problematic in a toxic working environment.
- Tends to be motivated with or without power and control.
- Tendency to be motivated when given a choice to choose who or whom to work with
- Motivation remain quite consistent regardless of working in a favorable or unfavorable working environment.
- Motivation remain consistent regardless whether the job is complex or simple

Training and Development

- May need attitude change programs
- May need anger management, listening skills and aggression prevention skills.
- May need social and interactive skills, human relations, interpersonal skills, quality services, teamwork, and effective communication.
- May needs risk management, innovation and creativity program.
- Entrepreneurship program and business competencies

Personality and Department Fit

- May be suitable for IT
- Suitable for Administrative and Quality Control department.
- Suitable for Research department