Case Study /Meka, Charleine

**Validity**: Nine factors were considered in determining the validity of the information in this report. The nine factors are listed below. If the chart indicates a concern with validity, the cause(s) may be identified by number(s) below the chart and those numbers pertain to the nine factors.

**Factors**

1. Too few adjectives were selected - the data is undependable.

2. Too many adjectives were selected - the data is undependable.

3. Few adjectives were selected - the data may be undependable, unless the selected adjectives are confirmed.

4. Many adjectives were selected - the data may be undependable, unless the selected adjectives are confirmed.

5. An erratic or unusual pattern of adjective selection, possibly an attempt to falsify responses, - the data may be undependable unless the selected adjectives are confirmed.

6. Probable random answering.

7. Potential random answering.

8. Potentially too positive.

9. Potentially too negative.



**Introduction**

The *Adjective Check List* is a normed, standardized personality measure that has been in use since its development in 1949. It provides a wealth of information that is not otherwise available. The average score for each of the measured behaviors is 50, with a standard deviation of 10. As scores move away from 50 the intensity and meaning of the behavior are more easily described. The behavior for each scale is described in terms of a percentile rank and the probable behavior that will be observed.

**Contradictions:** Behavior is dynamic and complex. Any observed behavior is the composite of many component behaviors. If any contradiction is observed, careful attention should be given to the Sections in which the conflicting statements are found, it is quite likely that they are in different sections and not really contradictions. For example, it is quite possible to have high self-confidence regarding one's work related behavior, but very low self-confidence with respect to social behavior. If contradictions are found within this report, remember that they are not errors. Rather, they may be opportunities. Significant benefits may be obtained if the

Contradictory behavior is modified so that it is in harmony with the desired behavior.

**Is the data in this report accurate?** Yes, if the *Adjective Check List* (ACL) was completed honestly, accurately, and thoroughly. The ACL has over fifty years of worldwide research and application. It can provide significant, specific information. There are primarily two reasons why discrepancies may exist between the information in this report and the common perception of the personality of the person being described:

1. It may be that the ACL was not completed correctly.

2. The information in this report was not previously known, but should be strongly considered.

**Narrative**

PRODUCTIVENESS

She may be adaptable and remain cheerful and productive in the face of adversity. She is about as likely to persist in the completion of a time-consuming task or responsibility as are most people. Concerns with neatness, organization, or the planning of her activities are similar to those of most people. About as reliable and diligent as are most people, she is as attentive to duties, the responsibilities of adulthood, and obligations as others. She is as analytical, logical, astute, and intellectually capable, as are most people.

ASSERTIVENESS

Her need to lead others (groups) and those with whom she has relationships is like that of most others. The frequency of acting in ways to attract the immediate attention of others is similar to that of others. She acts aggressively, with behavior that may be perceived by others as an attack or hurtful, about as often as do most people. She is as likely to exercise self-control and delay her actions as are most people. As ebullient, enterprising, and pleasure seeking as are most people, she tends to exercise as much self-restraint in her search for pleasure as others do.

SOCIABILITY

She is about as interested as are most people in activities that require intellectual or cognitive abilities. Her involvement in behavior, which provides material or emotional support to others, is about as frequent as that of most people. She may seek and maintain about as many personal friendships and social engagements as do most people. She is more likely than most people to engage in life's activities with gusto and vitality. Frequently skeptical of the intentions of others, she tends to keep them at a distance and rejects their overtures. Her preference for autonomy and detachment may cause others to avoid her, since others may perceive her as opinionated and fault finding. Continuity and the preservation of old values are probably as important to her as others are to most people. She is as likely as others to seek to sustain relationships and to foster courtesy and respect. She tends to be as unpretentious, forbearing, forthright, and respectful of rules, as are most people.

INDIVIDUALITY

She tends to act independently of others' social values and expectations about as often as do most people. She is similar to most people in her reaction to challenges, the seeking of novel experiences, and the avoidance of routine. As a poised, self-assured initiator who strives to achieve gratification, she is probably willing to cut a few corners to create a good impression and attain goals. Observers may see her as assertive, enterprising and self-confident. Uncertainty and disorganization may be uncomfortable for her. In complex or ill-defined situations she may become subdued, conservative, and avoid involvement or action. No more impatient to get the things she values than are most people, she is as likely to stress action, visible rewards, and self-gratification about as often as others do. She tends to seek adventure and activity while remaining sophisticated and relaxed. Creative, independent, spontaneous behavior is more important than conformity. She is probably as strong-willed, original in thought and perception, aesthetically sensitive, and indifferent to convention as are most people.

WELL-BEING

She may be more reserved and conventional than most, and less likely to act out of a sense of urgency. She values and tries to demonstrate moderation, sobriety, and good judgment. She may vacillate between pessimism and optimism, but tend to be accepting of herself and others. Her perception of her environment is probably a little different than that of most other people, which may cause some difficulty interacting with them. She is as likely to be hard working, goal directed, and determined to do well as are most people. Her motivation to succeed may lie less in competitive drives than in a need to live up to her own criteria. She probably seeks as much sympathy, affection, and emotional support from others as do most people. The tendency to 'put herself down' through self-criticism, guilt, or social impotence is about like that of others. She is about as receptive to counseling or professional advice regarding her personal problems as are most people. With her positive attitude toward life, she enjoys the company of others and is capable of initiating activities and carrying them through. She may not thoroughly understand herself, but she is comfortable and has a strong ability to 'love and work', Freud's criterion of

personal adjustment. Although she may be strong in interpersonal effectiveness and tend to attain her goals, she may have some narcissistic or egotistical tendencies. Never the less, people are likely to see her as well-adjusted. She may tend to offer unsolicited advice and be condescending in her relations with others. She is as judgmental, easily angered, skeptical, counteractive, and irritated by interference or obstacles as are most people.

SUBMISSIVENESS

She is as likely to seek subordinate roles in relationships and to delay her personal gratification, as are most people.Variety and change probably attract her, and she may find following carefully designed plans unpleasant and difficult. She may carry things to extremes to see if rules can be bent or broken. She may have as much difficulty setting aside the roles she 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.

**Fundamental Lifestyle**

**External - Internal Focus**

**Focus** An externalized focus indicates an emphasis on the 'outside' environment. People, objects, and action are more likely to be important than the 'inner' environment of ideas and concepts. This suggests a preference for a stimulating environment, activity, and interaction rather than quiet and solitude.

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**External - Internal** An internalized focus indicates an emphasis on ideas, concepts, and cognitive activity. The 'inner' environment is more likely to be important than are people, objects, and action. This suggests a preference for quiet and solitude rather than activity and

interaction.

*Present*

As ebullient, enterprising, and pleasure seeking as are most people, she tends to exercise as much

self-restraint in her search for pleasure as others do. She tends to seek as much adventure and activity, while remaining sophisticated and relaxed, as do most people. Thus, she may equally experience conflicting interests and underachievement. She tends to be as unpretentious, forbearing, forthright, and respectful of rules, as are most people. She may have as much difficulty setting aside the roles she 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. She is probably as strong-willed, original in thought and perception, aesthetically sensitive, and indifferent to convention as are most people. She is as analytical, logical, astute, and intellectually capable, as are most people.

*Preferred*

Same

**Orientation Toward Life**

**Origence:** The ability to think imaginatively, to bring new ideas and tangible products into being, to modify the environment in accordance with aesthetic criteria, to picture the world of the past and the future, and to discern the underlying elements of order in disorder, and even sense in nonsense.



**Intellectence:** The ability to think abstractly, to detect logical relationships, and to apply general principles to the solution of specific problems.

*Present*

She tends to seek adventure and activity while remaining sophisticated and relaxed. Creative,

independent, spontaneous behavior is more important than conformity. Emphasizing self-sufficiency, she may be strong-willed, original in thought and perception, aesthetically sensitive, indifferent to convention, and easily annoyed by those viewed as uninsightful, intellectually slow or undiscerning. Though talented, she may be uncomfortable with her own needs and those of others. She probably avoids intimacy, based on a candid sharing of significant feelings, sensing it as a danger. While intelligent and inventive, she may also be anxious, ill at ease, and preoccupied. Often keeping people at a distance, she is probably skeptical of their intentions and may feel easily alienated. She tends to be independent and flexible, and may delight in informality and relaxation, but she may be influenced by illogical concerns. She tends to seek adventure and activity while remaining sophisticated and relaxed. Creative, independent, spontaneous behavior is more important than conformity. Emphasizing self-sufficiency, she may be strong-willed, original in thought and perception, aesthetically sensitive, indifferent to convention, and easily annoyed by those viewed as uninsightful, intellectually slow or undiscerning. Though talented, she may be uncomfortable with her own needs and those of others. She probably avoids intimacy, based on a candid sharing of significant feelings, sensing it as a danger. She tends to be unpretentious uncomplicated, forbearing, forthright, respectful of rules, and accepting of her role in life. She tends to be analytical, logical, astute, intellectually capable, self-disciplined, and prepared to do the planning and work necessary to attain her goals. People may view her as somewhat rigid.

*Preferred*

*Same*

**Emotional Intelligence**

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**Emotional Intelligence**

Goleman *(Emotional Intelligence* , 1995; *Primal Leadership* , 2002) states that IQ contributes 20% or less to the factors determining life success. The remaining 80% includes a set of emotionally based behaviors which determine how effectively intellectual ability can be utilized. It is usually desirable to be in the upper end of the average range or above, but not too high as then a potential strength may become an overpowering detriment.

**Self-Awareness**

*Present*

She has a stronger interest in understanding the 'why' of things, including her own behavior and that of other's, than do most people. As a poised, self-assured initiator who strives to achieve gratification, she is probably willing to cut a few corners to create a good impression and attain goals. Observers may see her as assertive, enterprising and self-confident. With her positive attitude toward life, she may enjoy the company of others and be capable of initiating activities and carrying them through. She may not thoroughly understand herself, but she may be comfortable and have a good ability to 'love and work', Freud's criterion of personal adjustment. Although she may be strong in interpersonal effectiveness and tend to attain her goals, she may have some narcissistic or egotistical tendencies. Never the less, people are likely to see her as well-adjusted. She may tend to offer unsolicited advice and be condescending in her relations with others.

*Preferred*

*Same*

**Self-Management**

*Present*

She is as likely as most people to be expressive and eager to explore the world around her. She is basically satisfied with herself and she believes that her behavior is appropriate. She is as likely to be hard working, goal directed, and determined to do well as are most people. Her motivation to succeed may lie less in competitive drives than in a need to live up to her own criteria. She is about as likely to persist in the completion of a time-consuming task or responsibility as are most people. She is as likely to exercise self-control and delay her actions as are most people. Her interest in being original or thinking and acting differently from the norm is like that of most others. She is as judgmental, easily angered, skeptical, counteractive, and irritated by interference or obstacles as are most people.

*Preferred*

*Same*

**Social-Awareness**

*Present*

She is about as interested as are most people in activities that require intellectual or cognitive abilities. Her involvement in behavior, which provides material or emotional support to others, is about as frequent as that of most people. A commitment to duties and obligations, like that of most people, causes a similar reluctance to deviate from agreed-upon courses of action. About as reliable and diligent as are most people, she is as attentive to duties, the responsibilities of adulthood, and obligations as others.

*Preferred*

Same

**Relationship Management**

*Present*

Her perception of her environment is probably similar to that of most other people, allowing her to interact as effectively as do most people. The frequency of acting in ways to attract the immediate attention of others is similar to that of others. She is similar to most people in her reaction to challenges, the seeking of novel experiences, and the avoidance of routine. Continuity and the preservation of old values are probably as important to her as others are to most people. She is as likely as others to seek to sustain relationships and to foster courtesy and respect. She tends to be as unpretentious, forbearing, forthright, and respectful of rules, as are most people. She is as analytical, logical, astute, and intellectually capable, as are most people.

*Presferred*

*Same*

**Vocational Implications**

Affected

The personality attributes of Meka, Charleine suggest the following.

Meka charleine Meka Charleine(1)

|  |  |
| --- | --- |
| Approach to life: AffectedReasoning method: Emphasizes personal valuesResponds best to: ActionVocational focus: Performing and dramatic arts Sales | AffectedEmphasizes personal valuesActionPerforming and dramatic arts Sales |

**Strengths:** The work environment should value and emphasize:

*Personal Adjustment:* The ability to cope with situational and interpersonal demands and stress with a feeling of efficacy.

**Constraints:** The work environment should minimally require and emphasize:

*Enthusiasm*: General energy level, expressiveness, and task responsiveness.

**Potential Issues**

The following may be areas of discomfort or dissatisfaction and, potentially, stress inducing.

**Underdeveloped or inadequately expressed behavior**

Standard Score < 30 Compared to Meka, Charleine(i)

**Overdeveloped or too frequently expressed behavior**

Standard Score > 70 Compared to Meka, Charleine(i)

**Global Behavior**



**Productiveness**

Resourceful, resolute, productive behavior resulting in the completion of goal-oriented tasks. Power and intellectual ability are respected and utilized.

*Present*

She is as resourceful, power-oriented, and willing to work hard to attain her goals as are most people.

*Preferred*

Same.

**Assertiveness**

Ascendant, demanding, strong-willed tendencies demonstrated through active, pleasurable, and self-satisfying behavior.

*Present*

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

*Preferred*

Same

**Sociability**

Gregarious, compassionate tendencies demonstrated through close, warm interpersonal relationships.

*Present*

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

*Preferred*

Same

**Individuality**

Autonomous, independent and self-directed tendencies demonstrated through nonconforming, even rebellious, behavior, but accompanied by a tolerant acceptance of the behaviors of others.

*Present*

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

*Preferred*

*Same*

**Well-Being**

Emotional health and stability demonstrated in an ability to respond calmly to stressful situations and form comfortable interpersonal relationships.

*Present*

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

*Preferred*

*Same*

**Submissiveness**

She is Consistent, self-disciplined, rule-respecting tendencies with a preference for cooperation as opposed to competition and following rather than leading.

*Present*

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

*Preferred*

Same

**General Responsiveness**



**Enthusiasm**

General energy level, expressiveness, and task responsiveness.

*Present*

She may be more reserved and conventional than most and less likely to act out of a sense of urgency. She values and tries to demonstrate moderation, sobriety, and good judgment.

*Preferred*

She may be reserved and likely to demonstrate moderation than to act out of a sense of urgency.

**Optimism**

A positive orientation expressed in cheerfulness, adaptability, and focus.

*Present*

She may be adaptable and remain cheerful and productive in the face of adversity.

*Preferred*

Same

**Negativity**

A negative outlook expressed through interfering, impeding, and conflicted behavior.

*Present*

She may vacillate between pessimism and optimism, but tend to be accepting of herself and others.

*Preferred*

Same

**Communality**

Perceiving and interpreting actions, events, and situations as do people-in-general.

*Present*

Her perception of her environment is probably a little different than that of most other people, which may cause some difficulty interacting with them.

*Preferred*

Her perception of her environment is probably similar to that of most other people, allowing her to interact as effectively as do most people.

**Psychological Needs**

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**Achievement**

To strive to be outstanding in pursuits of socially recognized significance.

*Present*

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

*Preferred*

Same

**Dominance**

To seek and maintain a role as a leader in groups, or to be influential and controlling in relationships.

**Endurance**

To persist in any task undertaken.

*Present*

She is about as likely to persist in the completion of a time-consuming task or responsibility as are most people.

*Preferred*

Same

**Order**

To place special emphasis on neatness, organization, and planning in one's activities.

Same.

*Present*

Concerns with neatness, organization, or the planning of her activities are similar to those of most people.

*Preferred*

Same

**Psychologically Perceptive**

To value cognitive activity and to engage in attempts to understand the 'why' of things as well as one's own behavior or the behavior of others.

*Present*

She is about as interested as are most people in activities that require intellectual or cognitive abilities.

*Preferred*

Same

**Nurturance**

To engage in behavior that provides material or emotional benefits to others.

*Present*

Her involvement in behavior, which provides material or emotional support to others, is about as frequent as that of most people.

*Preferred*

Same

**Affiliation**

To seek and maintain numerous personal friendships

*Present*

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

*Preferred*

Same

**Sexuality**

To seek the company of and derive emotional satisfaction from social and erotic interactions with peers.

*Present*

She is more interested in seeking the company of peers and to experience emotional satisfaction from interpersonal and erotic interactions with them than are most people.

*Preferred*

Same

**Exhibition**

To behave in such a way as to elicit the immediate attention of others.

*Present*

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

*Preferred*

Same

**Autonomy**

To act independently of others or of social values and expectations.

*Present*

She tends to act independently of others' social values and expectations about as often as do most people.

*Preferred*

Same

**Aggression**

To utilize authority and power with confrontation or conflict, if necessary, to attain goals

*Present*

She acts aggressively, with behavior that may be perceived by others as an attack or hurtful, about as often

*Preferred*

Same

**Change**

To seek novelty of experience and to avoid routine

*Present*

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

*Preferred*

Same