



**ENTREPRENEURIAL  
MINDSET PROFILE®**  
INSPIRE ACTIVATE UNLEASH

# **GROUP FEEDBACK REPORT - 4 PARTICIPANTS OFFICIAL SAMPLE CORPORATE TEAM SEPTEMBER 13, 2024**

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# Table of Contents

<b>Personality Scales</b> .....	3
<b>Personality Graph</b> .....	4
<b>Personality Items</b> .....	5-8
<b>Skills Scales</b> .....	9
<b>Skills Graph</b> .....	10
<b>Skills Items</b> .....	11-14
<b>Group Report Summary</b> .....	15

# Personality Scales



## INDEPENDENCE

The desire to work with a high degree of independence



## PREFERENCE FOR LIMITED STRUCTURE

A preference for tasks and situations with little formal structure



## NONCONFORMITY

A preference for acting in unique ways; an interest in being perceived as unique



## RISK ACCEPTANCE

A willingness to pursue an idea or a desired goal even when the probability of succeeding is low



## ACTION ORIENTATION

A tendency to show initiative, make decisions quickly and feel impatient for results



## PASSION

A tendency to experience one's work as exciting and enjoyable rather than tedious and draining



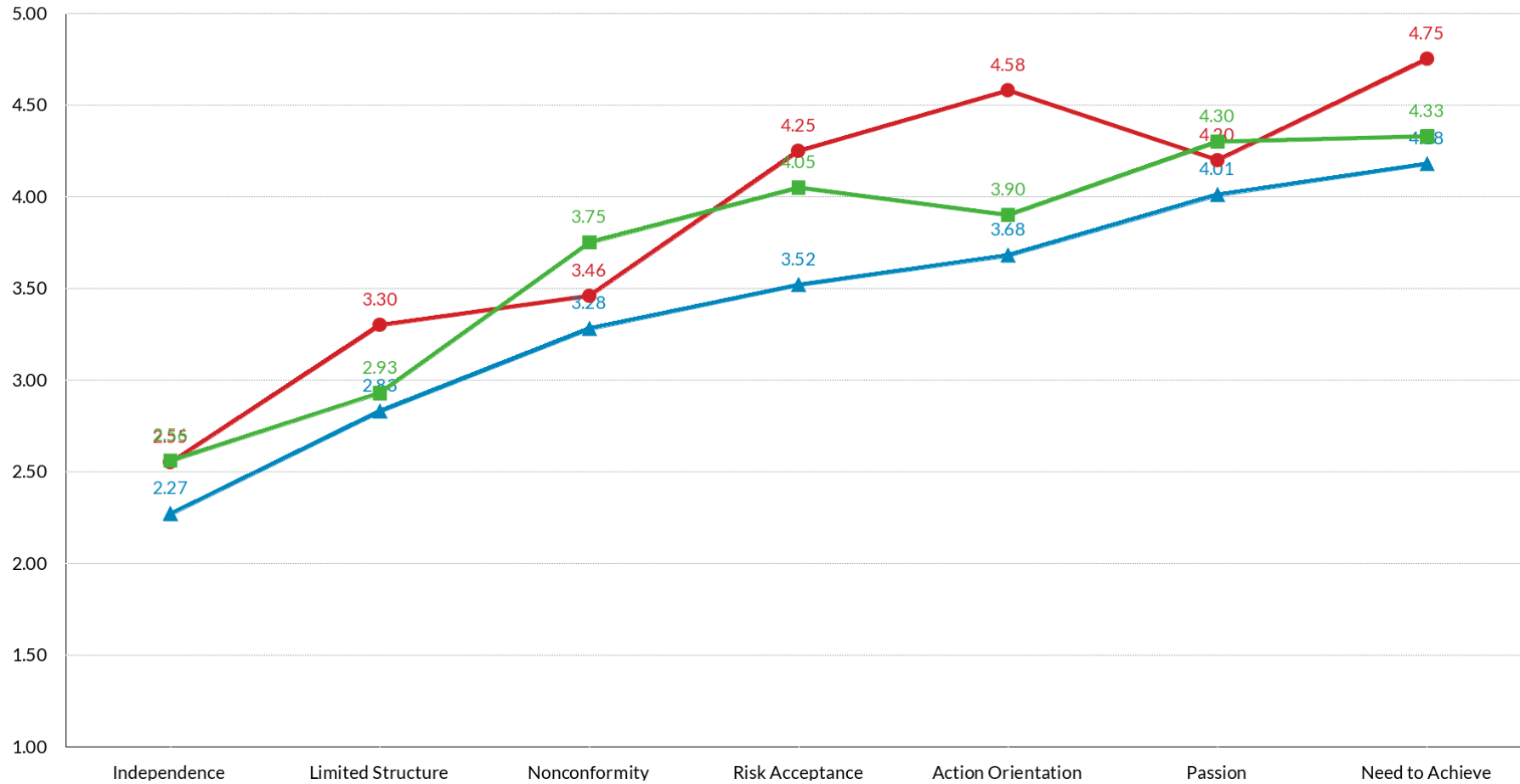
## NEED TO ACHIEVE

The desire to achieve at a high level

## OFFICIAL SAMPLE CORPORATE TEAM

### Personality - the Who and the Why

■ Entrepreneurs 
 ▲ Corporate Managers 
 ● Group Profile (N=4)



## Personality Items

For each item, respondents are asked to indicate how well it describes them on a 5-point scale running from "1" (does not describe me well) to "5" (describes me well). **Items and scores in italics are reverse-scored.** For example, one of the items in the Independence scale is "I like to consult with others on important decisions." The more independent someone is, the more likely they would disagree with this item. So, a rating of "1" (does not describe you well) would be converted to a "5" before being averaged with the other items on that scale. On all reverse-scored items, 5s are converted to 1s, 4s to 2s, 2s to 4s, and 1s to 5s. Ratings of 3, already at the mid-point of the range, remain as 3. **In the report, the item scores you see represent your group's actual responses, that is, the ratings your group gave before they were converted.**

An asterisk (\*) following a norm group score indicates that it is significantly different from the Group Average Score on this scale.

Does not describe me well 1 2 3 4 5 Describes me well

### INDEPENDENCE

Individual Item	Group Range	Group Average	Corporate Norm Score	Entrepreneur Norm Score
<b>Overall Scale Score</b>		<b>2.55</b>	<b>2.27 *</b>	<b>2.56</b>
I like to consult with others on important decisions.	(2-5)	(3.50)	(3.81)	(3.76)
I like to make decisions on my own.	(1-4)	(3.00)	(3.52)	(2.89)
I like to work with others.	(2-4)	(3.00)	(3.70)	(3.41)
I like to work independently.	2-4	3.00	2.50	2.79
I like to work with others on important decisions.	(4-5)	(4.75)	(4.25)	(4.08)

Does not describe me well 1 2 3 4 5 Describes me well

Items and scores in italics are reverse-scored. (See page 5.) \* Asterisks indicate significant differences. (See page 5.)

 **LIMITED STRUCTURE**

Individual Item	Group Range	Group Average	Corporate Norm Score	Entrepreneur Norm Score
<b>Overall Scale Score</b>		<b>3.30</b>	<b>2.83 *</b>	<b>2.93 *</b>
I find it difficult to work with people who are not organized.	2-4	3.25	2.97	3.19
I like to work with people who are organized.	2-5	3.75	2.67	2.72
I like to work with people who are organized.	2-5	3.25	2.92	3.05
I like to work with people who are organized.	(2-4)	(3.25)	(3.30)	(3.40)
I prefer to work with people who are organized.	(2-3)	(2.50)	(3.19)	(3.02)

 **NONCONFORMITY**

Individual Item	Group Range	Group Average	Corporate Norm Score	Entrepreneur Norm Score
<b>Overall Scale Score</b>		<b>3.46</b>	<b>3.28 *</b>	<b>3.75 *</b>
I prefer to work with people who are not organized.	2-5	3.50	3.54	4.34
I prefer to work with people who are not organized.	1-3	2.25	2.68	3.33
I prefer to work with people who are not organized.	4-5	4.75	3.27	3.84
I prefer to work with people who are not organized.	4-5	4.50	3.78	3.96
I prefer to work with people who are not organized.	(3-4)	(3.75)	(3.15)	(2.87)
I prefer to work with people who are not organized.	(2-3)	(2.50)	(2.50)	(2.17)

Does not describe me well 1 2 3 4 5 Describes me well

Items and scores in italics are reverse-scored. (See page 5.) \* Asterisks indicate significant differences. (See page 5.)

 **RISK ACCEPTANCE**

Individual Item	Group Range	Group Average	Corporate Norm Score	Entrepreneur Norm Score
<b>Overall Scale Score</b>		<b>4.25</b>	<b>3.52 *</b>	<b>4.05 *</b>
I am	4-5	4.25	3.70	4.30
I	(1-3)	(2.50)	(2.97)	(2.51)
I s.	4-5	4.50	3.88	4.41
li	(1-2)	(1.25)	(2.40)	(1.94)
I de	(1-3)	(1.75)	(2.61)	(2.01)

 **ACTION ORIENTATION**

Individual Item	Group Range	Group Average	Corporate Norm Score	Entrepreneur Norm Score
<b>Overall Scale Score</b>		<b>4.58</b>	<b>3.68 *</b>	<b>3.90 *</b>
M	(1-3)	(1.75)	(2.99)	(2.97)
V	4-5	4.50	3.71	4.03
I n.	5-5	5.00	4.05	4.47
	(1-2)	(1.25)	(2.04)	(1.89)
li	4-5	4.75	3.97	4.27
I te	4-5	4.25	3.42	3.59

Does not describe me well 1 2 3 4 5 Describes me well

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 **PASSION**

Individual Item	Group Range	Group Average	Corporate Norm Score	Entrepreneur Norm Score
<b>Overall Scale Score</b>		<b>4.20</b>	<b>4.01 *</b>	<b>4.30 *</b>
<i>Motivated to start a business.</i>	(1-4)	(2.50)	(2.29)	(2.11)
<i>I would like to start a business.</i>	(1-3)	(2.50)	(2.60)	(2.35)
<i>I would like to start a business.</i>	(1-2)	(1.50)	(1.73)	(1.37)
<i>I would like to start a business.</i>	4-5	4.75	4.35	4.72
<i>I would like to start a business.</i>	4-5	4.75	4.36	4.61

 **NEED TO ACHIEVE**

Individual Item	Group Range	Group Average	Corporate Norm Score	Entrepreneur Norm Score
<b>Overall Scale Score</b>		<b>4.75</b>	<b>4.18 *</b>	<b>4.33 *</b>
<i>I try to do things that are difficult.</i>	5-5	5.00	4.43	4.50
<i>I try to do things that are difficult.</i>	5-5	5.00	4.37	4.40
<i>I try to do things that are difficult.</i>	(1-5)	(2.25)	(2.49)	(2.44)
<i>I try to do things that are difficult.</i>	5-5	5.00	4.27	4.52
<i>I'm not sure if I can do things that are difficult.</i>	5-5	5.00	4.27	4.65

# Skills Scales



## **FUTURE FOCUS**

The ability to think beyond the immediate situation and plan for the future



## **IDEA GENERATION**

The ability to generate multiple and novel ideas and to find multiple approaches for achieving goals



## **EXECUTION**

The ability to turn ideas into actionable plans; the ability to implement ideas well



## **SELF-CONFIDENCE**

A general belief in one's ability to leverage skills and talents to achieve important goals



## **OPTIMISM**

The ability to maintain a generally positive attitude about various aspects of one's life and the world



## **PERSISTENCE**

The ability to bounce back quickly from disappointment and to remain persistent in the face of setbacks



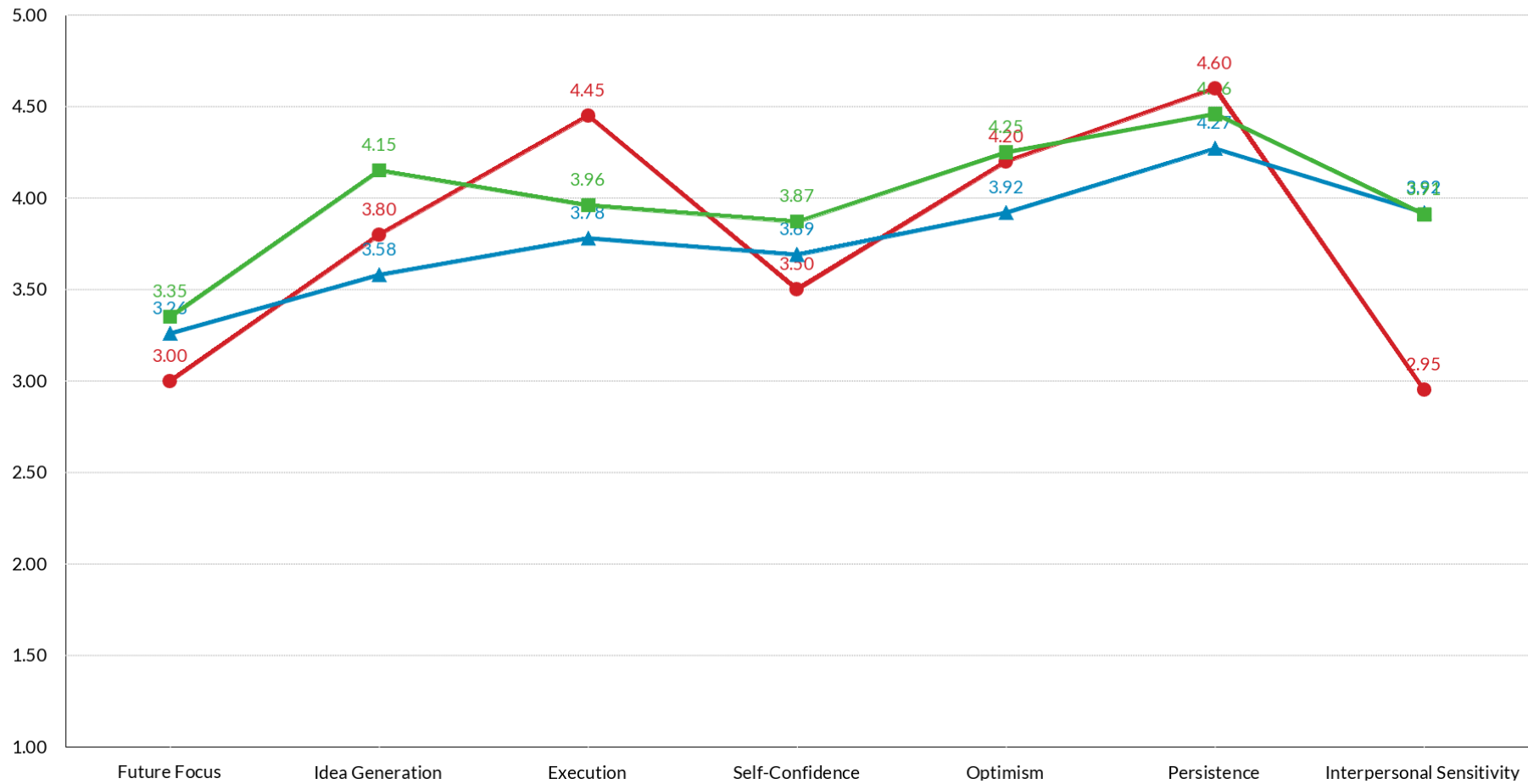
## **INTERPERSONAL SENSITIVITY**

A high level of sensitivity to and concern for the well-being of those with whom one works

# OFFICIAL SAMPLE CORPORATE TEAM

## Skills - the What and the How

■ Entrepreneurs 
 ▲ Corporate Managers 
 ● Group Profile (N=4)



## Skills Items

For each item, respondents are asked to indicate how well it describes them on a 5-point scale running from "1" (does not describe me well) to "5" (describes me well). **Items and scores in italics are reverse-scored.** For example, one of the items in the Future Focus scale is "I'm more focused on the here-and-now than on the long-term." The more future-focused someone is, the more likely they would be to disagree with this item. So, a rating of "1" (does not describe you well) would be converted to a "5" before being averaged with the other items on that scale. On all reverse-scored items, 5s are converted to 1s, 4s to 2s, 2s to 4s, and 1s to 5s. Ratings of 3, already at the mid-point of the range, remain as 3. **In the report, the item scores you see represent your group's actual responses, that is, the ratings your group gave before they were converted.**

An asterisk (\*) following a norm group score indicates that it is significantly different from the Group Average Score on this scale.

Does not describe me well   1 2 3 4 5   Describes me well

### FUTURE FOCUS

Individual Item	Group Range	Group Average	Corporate Norm Score	Entrepreneur Norm Score
<b>Overall Scale Score</b>		<b>3.00</b>	<b>3.26 *</b>	<b>3.35 *</b>
<i>It's more important to focus on the here-and-now than on the long-term.</i>	(2-3)	(2.75)	(2.70)	(2.65)
<i>I'm more focused on the here-and-now than on the long-term.</i>	3-4	3.75	3.91	4.09
<i>I'm more focused on the long-term than on the here-and-now.</i>	1-4	2.50	3.29	3.43
<i>I'm more focused on the here-and-now than on the long-term.</i>	(2-5)	(3.25)	(3.42)	(3.42)
<i>I'm more focused on the long-term than on the here-and-now.</i>	(2-5)	(3.25)	(2.78)	(2.75)

Does not describe me well 1 2 3 4 5 Describes me well

Items and scores in italics are reverse-scored. (See page 11.) \* Asterisks indicate significant differences. (See page 11.)

 **IDEA GENERATION**

Individual Item	Group Range	Group Average	Corporate Norm Score	Entrepreneur Norm Score
<b>Overall Scale Score</b>		<b>3.80</b>	<b>3.58 *</b>	<b>4.15 *</b>
<i>Brainstorming ideas.</i>	(2-3)	(2.25)	(2.08)	(1.87)
<i>Idea generation is a waste of time.</i>	(1-3)	(2.00)	(2.21)	(1.63)
Idea generation is essential to success.	3-4	3.75	3.19	3.73
Success is based on ideas.	3-5	4.00	3.42	4.28
I don't generate ideas.	3-4	3.50	3.59	4.24

 **EXECUTION**

Individual Item	Group Range	Group Average	Corporate Norm Score	Entrepreneur Norm Score
<b>Overall Scale Score</b>		<b>4.45</b>	<b>3.78 *</b>	<b>3.96 *</b>
I'm good at executing ideas.	4-5	4.75	4.05	4.09
Completing tasks is my strength.	(1-3)	(2.00)	(2.45)	(2.38)
I'm good at getting things done.	4-5	4.75	3.83	4.04
I'm good at following through.	4-5	4.75	3.83	4.22
I'm good at getting things done.	3-5	4.00	3.67	3.87

Does not describe me well 1 2 3 4 5 Describes me well

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 **SELF-CONFIDENCE**

Individual Item	Group Range	Group Average	Corporate Norm Score	Entrepreneur Norm Score
<b>Overall Scale Score</b>		<b>3.50</b>	<b>3.69 *</b>	<b>3.87 *</b>
<i>I view myself as a confident person.</i>	(2-5)	(3.50)	(3.02)	(3.01)
<i>I am confident in my abilities.</i>	(1-4)	(2.50)	(1.87)	(1.79)
<i>I am confident in my decisions.</i>	4-5	4.25	4.06	4.25
<i>I am confident in my judgment.</i>	3-5	4.25	3.86	4.23
<i>I am confident in my leadership.</i>	(1-4)	(3.00)	(2.47)	(2.19)

 **OPTIMISM**

Individual Item	Group Range	Group Average	Corporate Norm Score	Entrepreneur Norm Score
<b>Overall Scale Score</b>		<b>4.20</b>	<b>3.92 *</b>	<b>4.25</b>
<i>Optimism is a good thing.</i>	(1-1)	(1.00)	(1.81)	(1.53)
<i>Everything has a positive side.</i>	3-5	3.75	3.79	4.22
<i>Most things are worth the effort.</i>	4-5	4.50	3.97	4.41
<i>I am optimistic about the future.</i>	3-5	4.00	4.04	4.41
<i>I see the good in people.</i>	(1-4)	(2.25)	(2.26)	(2.17)

Does not describe me well 1 2 3 4 5 Describes me well

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 **PERSISTENCE**

Individual Item	Group Range	Group Average	Corporate Norm Score	Entrepreneur Norm Score
<b>Overall Scale Score</b>		<b>4.60</b>	<b>4.27 *</b>	<b>4.46 *</b>
I am	4-5	4.75	4.32	4.50
V	4-5	4.50	4.42	4.59
I	4-5	4.75	4.35	4.54
V	(1-3)	(1.50)	(1.99)	(1.87)
W. em.	4-5	4.50	4.22	4.57

 **INTERPERSONAL SENSITIVITY**

Individual Item	Group Range	Group Average	Corporate Norm Score	Entrepreneur Norm Score
<b>Overall Scale Score</b>		<b>2.95</b>	<b>3.92 *</b>	<b>3.91 *</b>
I c	(1-4)	(2.00)	(1.96)	(2.08)
I'	(2-5)	(4.00)	(2.26)	(2.28)
I' y.	(2-5)	(4.00)	(2.17)	(2.23)
I'	2-5	3.00	3.96	4.08
Pe	3-5	3.75	4.03	4.05

## Entrepreneurial Mindset Profile: Group Report Summary for Official Sample Corporate Team

An asterisk (\*) following a norm group score indicates that it is significantly different from the Group Average Score on this scale.

	Group Low Score	Group High Score	Group Average Score	Corporate Norm	Entrepreneur Norm
<b>Independence</b>	2.00	3.20	2.55	2.27 *	2.56
<b>Limited Structure</b>	2.80	4.00	3.30	2.83 *	2.93 *
<b>Nonconformity</b>	3.17	4.00	3.46	3.28 *	3.75 *
<b>Risk Acceptance</b>	3.60	5.00	4.25	3.52 *	4.05 *
<b>Action Orientation</b>	4.17	4.83	4.58	3.68 *	3.90 *
<b>Passion</b>	3.80	5.00	4.20	4.01 *	4.30 *
<b>Need to Achieve</b>	4.20	5.00	4.75	4.18 *	4.33 *
<b>Future Focus</b>	2.00	3.80	3.00	3.26 *	3.35 *
<b>Idea Generation</b>	3.40	4.00	3.80	3.58 *	4.15 *
<b>Execution</b>	3.60	5.00	4.45	3.78 *	3.96 *
<b>Self-Confidence</b>	2.80	4.80	3.50	3.69 *	3.87 *
<b>Optimism</b>	3.40	4.80	4.20	3.92 *	4.25
<b>Persistence</b>	4.20	5.00	4.60	4.27 *	4.46 *
<b>Interpersonal Sensitivity</b>	1.80	4.00	2.95	3.92 *	3.91 *

### Next Steps

For help in understanding this Feedback Report, please view the *EMP Development Guide* at [h](#)