

DISC

Drive

Core

Example Applicant

Example Campaign



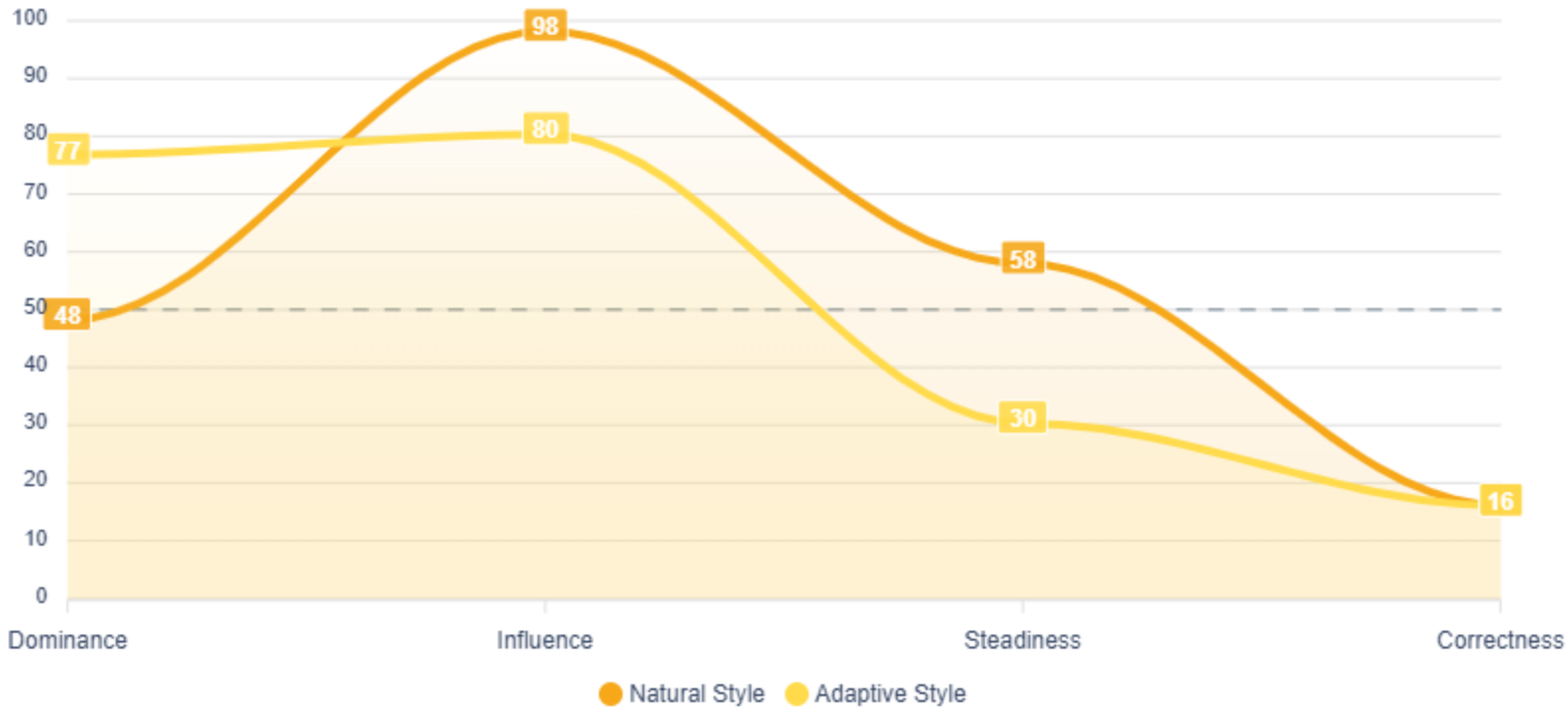
Behavioral Report

Campaign: Example Campaign

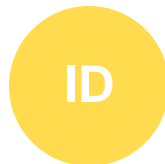
Email: hello@profilebehavior.com

Report Generated: 07/25/2022 02:26 PM





NATURAL STYLE



ADAPTIVE STYLE

Counselor

ARCHETYPE

Example's Style Archetype

Counselors are adept at solving "people problems." They are warm, empathetic, and insightful. They like to form extended personal relationships and often develop a reputation for contributing when working with others. They can become too lenient with marginal contributors and tend to be too mild when issuing corrections, directions, and expectations.

D Dominant & Direct

Natural 48% | Adaptive 77%

Dominant Fear: To be taken advantage of - Loss of control

The D style measures and identifies how assertively an individual prefers to deal with the problems they encounter. Someone with a “high D” will actively pursue and attack problems, while someone with a “low D” will be more reserved and conservative in tackling difficult, problematic and confrontational issues.

I Influencing & Inspiring

Natural 98% | Adaptive 80%

Dominant Fear: To be liked - Failure - To be misunderstood

The I style measures and identifies how an individual prefers to deal with the people they encounter. Someone with a “high I” will be outgoing, seek personal connections and enjoy frequent interactions with other.

S Steady & Stable

Natural 58% | Adaptive 30%

Dominant Fear: Loss of security - Change

The S style measures and identifies how an individual prefers to deal with the activity level and pace of their daily agenda. Someone with a “high S” will exhibit a great deal of patience and prefers a stable, focused and consistent workload preferring not to frequently change or alter direction of his or her everyday workload.

C Compliant & Correct

Natural 16% | Adaptive 16%

Dominant Fear: Criticism - To be wrong

The C style measures and identifies how an individual prefers to deal with the rules, data and attention. Someone with a “high C” will insist on accuracy, reliable facts, precision and high standards.

"Core" values are the things we care about most. They are the driving factors that motivate our actions and cause distress when they are voided. When completing the assessment, you chose from a list of 28 possible core values. The core values you selected from are: Competitiveness, Advancement, Family Happiness, Economic Security, Freedom, Integrity, Friendship, Self Respect, Creativity, Inner Harmony, Cooperation, Recognition, Health, Wisdom, Spirituality, Order, Pleasure, Achievement, Helpfulness, Loyalty, Responsibility, Personal Development, Fame, Power, Involvement, Affection, Wealth and Adventure.

Top 5 Values:

1. Freedom

Independence, Autonomy, Liberty

2. Personal Development

Learning, Strengthening, Realizing Potential

3. Integrity

Honesty, Sincerity, Standing up for beliefs

4. Creativity

Imaginative, Inventive, Original

5. Wealth

Abundance, Getting Rich

I Need An Environment Where:

I can make executive decisions.

I set my own schedule and may work wherever.

An entrepreneurial environment is fostered.

A spirit of continuous learning exists.

Development opportunities exist (Example: I can learn more from others).

Leaders expand my abilities through challenging projects.

There is a high level of trust and honesty.

Team members are free to take a stand on issues.

The organization is known for its reputable practices.

The work atmosphere promotes imaginative thinking.

Peers are inventive and stimulating.

The organization values innovation.

Profit sharing, stock options, or equity plans exist.

It is okay to manage my own business after work.

Financial return exists for those willing to take risks.

Achievement

This Core value is chosen by someone who is focused on attaining goals and seeks a sense of accomplishment. For the Achievement Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: Large projects are accomplished through short milestones. - Deadlines are challenging but realistic. - Projects are mine from start to finish.

Advancement

This Core value is chosen by someone who seeks progress and places high merit in promotion or the opportunity to rise in the ranks. For the Advancement Core to appear in one's top 5 Core Values, the following three sentences were ranked higher among others: I can rise to a leadership position. - There are many levels of management. - The policy is to promote from within.

Adventure

This Core value is chosen by someone who is seeking new and challenging experiences. Often these individuals are seeking a thrill. For the Adventure Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: A sense of excitement and risk are part of the job. - "Bleeding Edge" projects are common. - The team explores innovative ways to do the job.

Affection

This Core value is chosen by someone who fosters love and fondness for others. These individuals take great measures to be caring. For the Affection Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: Celebration of significant events. - Coworkers genuinely care about each other. - Our workgroup is very tight-knit.

Competitiveness

This Core value is chosen by someone who is always striving to win and wants to be the best. For the Competitiveness Core to appear in one's top 5 Core Values, the following three sentences were ranked higher among others: "Winning" is rewarded. - Strives to be an industry leader. - Emphasis on being the "best" in my area of expertise.

Cooperation

This Core value is chosen by someone that treasures working together and understands the importance of teamwork. For the Cooperation Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: Rewards are for the whole group not individuals.- Relationships are supportive, not competitive. - The team must collaborate to be successful.

Creativity

This Core value is chosen by someone who is imaginative and inventive, and seeks originality. These individuals thrive off of novel thinking. For the Creativity Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: The work atmosphere promotes imaginative thinking. - Peers are inventive and stimulating. - The organization values innovation.

Economic Security

This Core value is chosen by someone who wants their income flow to be both steady and adequate. For the Economic Security Core to appear in one's top 5 Core Values, the following three sentences were ranked higher among others: Pay is satisfactory and predictable. - Benefits satisfy my lifestyle. - A retirement plan is available.

Fame

This Core value is chosen by someone who has a deep desire for renown and distinction among their peers. For the Fame Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: Speaking at professional associations is encouraged. - The position is highly visible outside the organization. - Opportunities for media exposure exist.

Family Happiness

This Core value is chosen by someone who puts their close relationships with their family members above all else. This doesn't mean they don't care about their work, but their work shouldn't get in the way of quality time with their family. For the Family Happiness Core to appear in one's top 5 Core Values, the following three sentences were ranked higher among others: Not too much overtime or holiday work. - Issues like childcare and family leave are important. - Flexible schedules and/or telecommuting is available.

Freedom

This Core value is chosen by someone who seeks independence, autonomy, and liberty. They don't want chains or setbacks in how they operate. For the Freedom Core to appear in one's top 5 Core Values, the following three sentences were ranked higher among others: I can make executive decisions. I set my own schedule and may work wherever. - An entrepreneurial environment is fostered.

Friendship

This Core value is chosen by someone who desires close relationships and seeks strong rapport with others. For the Friendship Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: Social interaction is encouraged to promote teamwork. - Coworkers get along well together. - I have much in common with coworkers.

Health

This Core value is chosen by someone who prizes their well-being, both physical and mental. For the Health Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: An on-site food service offers a health conscious menu. - The organization encourages use of gym memberships. - Comprehensive health benefits are provided.

Helpfulness

This Core value is chosen by someone who finds worth in assisting others. These individuals are focused on improving society. For the Helpfulness Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: The purpose of the organization is to help others. - Others need my support to achieve their results. - The organization returns something to the community.

Inner Harmony

This Core value is chosen by someone who prizes being at peace with themselves and others. These individuals seek finding balance cognitively and emotionally. For the Inner Harmony Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: Little negotiating is required. - The work I do is really important to me. - The ambiance fits my working style.

Integrity

This Core value is chosen by someone who believes that honesty and sincerity are at the top of all virtues. These individuals have no problem standing up for their beliefs. For the Integrity Core to appear in one's top 5 Core Values, the following three sentences were ranked higher among others: There is a high level of trust and honesty. - Employees are free to take a stand on issues. - The organization is known for its reputable practices.

Involvement

This Core value is chosen by someone who finds strength in including others and seeks a high degree of participation at any level. For the Involvement Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: The organization asks for suggestions for improvement. - Projects require input from various departments. - Opportunities exist to collaborate with others.

Loyalty

This Core value is chosen by someone who prizes commitment, dedication, and dependability in themselves and others. For the Loyalty Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: The organization values its long-term employees. - Most employees would never consider quitting. - The manager is committed to the organization's success.

Order

This Core value is chosen by someone who operates via organization and structure. These individuals are highly systematic. For the Order Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: The organization values efficient systems. - The industry is relatively stable. - Rules and procedures are clearly communicated.

Personal Development

This Core value is chosen by someone who strives to become better at learning, strengthening themselves, and realizing their full potential. For the Personal Development Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: A spirit of continuous learning exists. - Development opportunities exist (i.e. tuition). - The manager expands my abilities through challenging projects.

Pleasure

This Core value is chosen by someone who seeks fun and enjoyment and puts good times at the top of their hierarchy of needs. For the Pleasure Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: The work itself is enjoyable and energizing. - The organization has a liberal vacation schedule. - Laughter is common in the office.

Power

This Core value is chosen by someone who strives to have influence and authority among others. Individuals that select this value desire a high level of importance. For the Power Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: Managing others or leading teams is a key responsibility. - Key people respect me and allow me to have power. - The position has decision-making authority.

Recognition

This Core value is chosen by someone that seeks respect from others and wants high acknowledgment and status. For the Recognition Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: Results are openly acknowledged. - A program exists to reward exceptional work. - Manager has respect for my abilities.

Responsibility

This Core value is chosen by someone who leans on accountability and prizes reliability over all else. For the Responsibility Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: I share in the success and failure of projects I undertake. - Coworkers have a commitment to seeing projects through. - I am trusted to make decisions.

Self-Respect

This Core value is chosen by someone who has a strong belief in their own abilities and holds self-esteem to a high standard. For the Self-Respect Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: The job fits my image of myself. - The organization respects individual differences. - Employees are not second guessed or overridden.

Spirituality

This Core value is chosen by someone with a high degree of faith, spirituality, and/or religious belief. These individuals find strength in their practice. For the Spirituality Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: Time off is allowed for religious holidays. - Differences in beliefs are respected. - The work does not conflict with beliefs.

Wealth

This Core value is chosen by someone who is deeply concerned with abundance. These individuals are seeking ways of getting rich. For the Wealth Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: Profit sharing, stock options, or equity plans exist. - It is okay to manage my own business after work - Financial return exists for those willing to take risks.

Wisdom

This Core value is chosen by someone who enjoys discovering knowledge and seeks insight and enlightenment. For the Wisdom Core to appear in one's top 5 Core values, the following three sentences were ranked higher among others: Research is encouraged and rewarded. - I have access to highly educated mentors. - The organization values knowledge and expertise.

The narration below serves as a general overview of your behavioral tendencies. It sets the stage for the report, which follows and provides a framework for understanding and reflecting on the results. We've occasionally provided some suggestions so that you can leverage your strengths whenever possible to maximize your success.

Example's Behavioral Tendencies

You have the ability to persuade others, not with hype, but rather with warmth, sincerity, and understanding. These are perhaps considered "soft sell" tools, but they can make a big impact. This skill comes from the merging of your "people skills," along with the fact that you tend to be more modest when dealing with people.

You score like those who prefer to establish long-term relationships, rather than brief, superficial ones. This perhaps comes from your preference toward stability in your lifespace, and longer-term relationships may bring that stability. Friendships and acquaintanceships you have made in the past are important to you, even now.

Your responses indicate that you tend not to force your own ideas on others with edicts, but rather by offering carefully considered suggestions. This can be a key point of success in a variety of areas. It helps build both rapport and credibility with others and is a strength that you can affirm in a genuine way. The combination of your listening skills, people skills, and innate sincerity allow you to influence others and thus affect the results.

With regard to decision making, you tend to listen carefully to alternatives before making a judgment. The decisions you tend to make are not knee-jerk or crisis reactions, but rather thoughtful deliberations taken in a manner that considers the full scope of outcomes. This doesn't mean that all of your decisions are necessarily correct, just that they are informed.

In this portion of the report, you'll learn more about your behavioral tendencies and emotions. This information can be useful in helping you understand your behavior and support you in understanding others more effectively. The following suggestions can help others who interact with you understand and be aware of your communication preferences. To use this information effectively, share it with others to help them better understand how to communicate with you.

When communicating with Example, DO

- Plan some extra time in your schedule for talking, relating, and socializing.
- Join in with some name-dropping and talk positively about people and their goals.
- Put the details in writing, but don't plan on discussing them too much.
- Be certain to conclude the communication with some modes of action and specific next steps for all involved.
- Break the ice with a brief personal comment.
- Be candid, open, and patient.
- Present your ideas and opinions in a non-threatening way.

When communicating with Example, DO NOT

- Be overly task-oriented.
- Be rude or abrupt in your delivery.
- Be vague or ambiguous.
- Offer assurances and guarantees you can't fulfill.
- Leave the idea or plan without backup support.
- Leave decisions hanging in the air. Be certain all decision points have reached closure and result in plans for action.
- Be impersonal or judgmental.

This page provides useful insights as you work with others on a team or project. These are the talents and tendencies you bring to the table. When used in environments that you are most effective in, you are likely to be self-motivated to accomplish great things. It is possible that you may not always be in an environment that allows you to be your best.

Example's Strengths

- You work hard to achieve the team's goals and objectives.
- You are able to build positive relationships with internal and external stakeholders.
- Your excellent listening style stands as a model for others to observe and follow.
- You demonstrate a high degree of patience in working with others.
- You bring a high "sincerity factor" to the team climate.
- You are able to reach goals by working with and supporting the efforts of others on the team.
- You are a good listener.
- You are very people-oriented and, as a result, are able to talk with new people very easily in small groups or in large audiences.
- You possess a positive sense of humor and never make jokes at the expense of others.
- Your strong optimism helps motivate the team toward their goals.
- You are able to negotiate conflicts into win-win situations.

Motivation is the enthusiasm or willingness to do something. Everybody is motivated; however, all people are motivated for their own reasons, not somebody else's. Simply, people are motivated by what they want.

Our behaviors are also driven by our needs. Each style has different needs. If one person is stressed, they may need quiet time alone; another may need social time around a lot of people. Each has different ways to meet their needs. The more fully our needs are met, the easier it is to perform at an optimal level.

Example's Motivations

- Projects and assignments that provide interpersonal contact, and an opportunity to help both internal and external stakeholders.
- A supervisor, manager, or board who practices a democratic leadership process.
- Acceptance as a positive and supportive member of the organization and team.
- Flexibility to circulate and talk with a variety of people.
- A work culture that is supportive of family activities and commitments.
- Identification with the organization, team, and others with whom a spirit of work responsibility has been established.
- Evidence that a new process has been successful in similar applications.

Environmental and behavioral needs significantly impact our effectiveness - both in how we perceive ourselves and how others perceive us. As you learn to understand these perceptions more clearly, you will be able to modify your behavior to maximize your effectiveness even when your behavioral and environmental needs are not fully met.

Behavioral Needs

- To be more realistic and ambitious in setting deadlines for team projects.
- More direction toward work tasks, and less focus on chatting and socializing.
- To get better control of files and record keeping.
- Increased urgency in decision making.
- To learn to say "no" more often in order to avoid spreading yourself too thin.
- To be kept in the information loop regarding projects and initiatives within the organization.

Environmental Needs

- A favorable working climate containing positive attitudes and optimistic spirit.
- A job culture where there is little hostility, confrontation, anger, or pressure.
- A balance between some stable, predictable work activities and some variety and change on a regular basis.
- A participatory manager or board with whom a democratic relationship has been established.
- Support and appreciation of your individual efforts.
- A work culture that allows for your natural interest in helping others learn and grow professionally.

Everyone has struggles, limitations, or weaknesses. Oftentimes, it's simply an overextension of our strengths which may become a weakness. For example, a High D style's directness may be a strength in certain environments, but when overextended they may tend to become bossy.

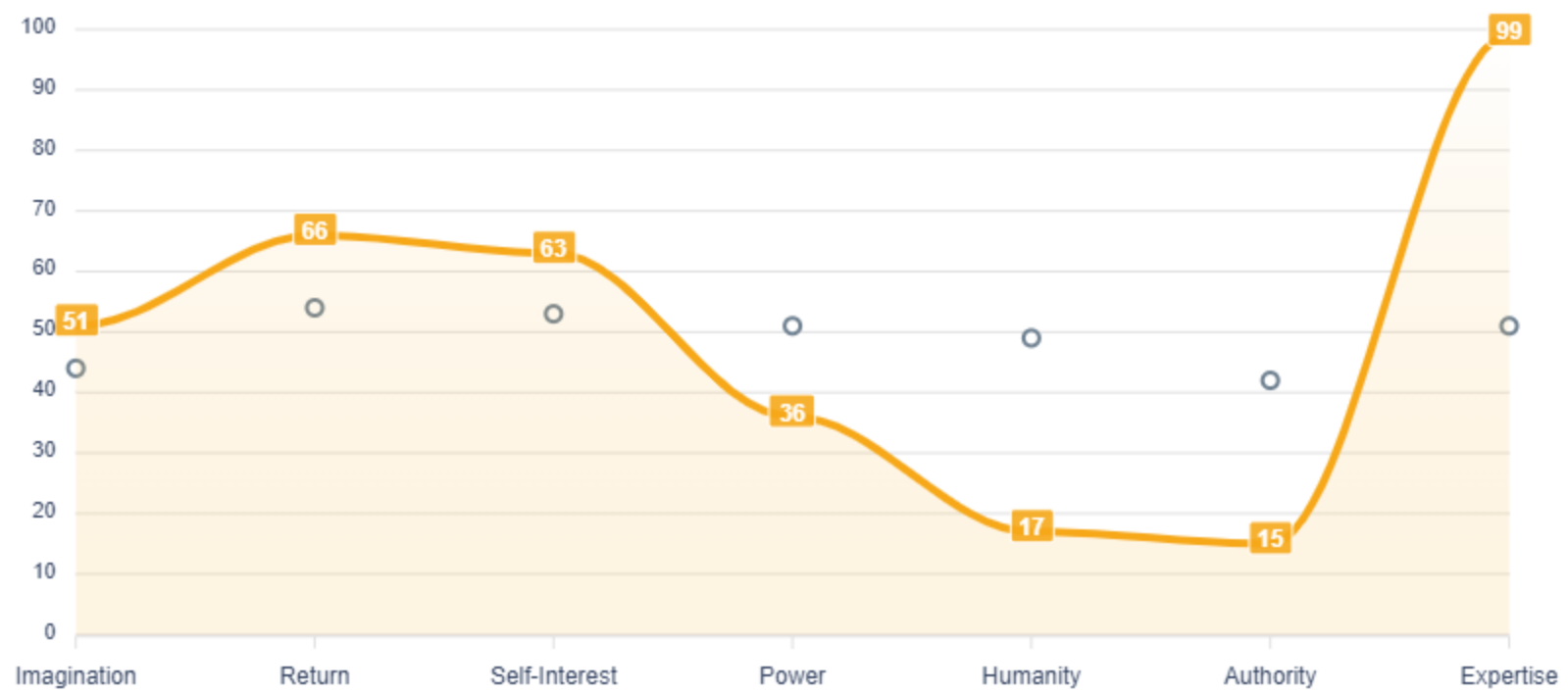
As you consider ways to improve your communication skills, we recommend you focus on no more than two at a time. Practice and strengthen them, and then choose another area to focus on and improve.

Example's Areas for Improvement

- You may hesitate to correct or discipline those who report to you, for fear of offending someone.
- You may be rather indirect in providing instructions, because you don't want to impose your will on others.
- You may show less emphasis on productivity and more emphasis on the "people side" of a project.
- You may need some coaching in time management; for instance, in setting more ambitious deadlines.
- You may tend to take constructive criticism personally, possibly losing focus as to how it relates to the task.
- You may have difficulty with quick decision making because of your need to consider the "people side" of all issues.
- You may be a bit of a grudge-holder toward those who offer criticism.

Example's Additional Tendencies

- On the job, you have a strong need to be patient, polite, and create an environment of good-will for internal and external stakeholders.
- You are perceived by others on the team as a good listener.
- You are optimistic and motivated to be an excellent team player, able to defer your ego when working with others who may prefer having more control of the situation.
- You meet new people easily and prefer networking with others rather than working in solitary conditions.
- Your empathetic nature and sensitivity toward people may lead others to seek you out as a coach or counselor, or ask to assist them with a personal or team problem.
- You show a high degree of persistence in working on projects, especially over the long haul.
- You tend not to force your own ideas on others with edicts, but rather by offering considered suggestions.
- You tend to be an excellent "teacher" to peers on the team, at all levels of the organization.
- At work, you tend to have a "long fuse," and are not easily angered, although you may take some of the anger home to vent.
- On the job, you tend to say "yes" more often than "no," when asked to help out with a colleague's project or problem.



A closer look at the seven dimensions

"Drive" helps influence behavior and action and can be considered somewhat of a hidden motivation because they are not readily observable. Understanding your "Drive" helps to tell you why you prefer to do what you do. It is vital for superior performance to ensure that your motivations are satisfied by what you do. This drives your passion, reduces fatigue, inspires you and increases drive.

Imagination

Baseline

You will balance yourself between creative alternatives and practical approaches without being extreme in either dimension.

Self-Interest

High

You likely won't mind the spotlight, will bring independent ideas to bear, and may excel in front of others.

Humanity

Very Low

You will be difficult to take advantage of and will excel in areas of self-interest.

Expertise

Very High

You have an excessive need to uncover, discover, and recover the truth and will spend the necessary time to learn it all.

Return

High

You will likely possess a competitive spirit and will focus on gaining a practical return for your time and energy.

Power

Low

You are a better collaborator and won't likely seek position power or authoritative roles.

Authority

Very Low

You may subvert or break the rules you feel don't apply and believe in multithreaded approaches to solving problems.

Imagination

Grounded

Practical

Imaginative

Unconventional

Impractical

Return

At Ease

Satisfied

Competitive

Forceful

Cut Throat

Self-Interest

Secure

Supportive

Balanced

Independent

Individualistic

Power

Passive

Yielding

Influential

Controlling

Dominating

Humanity

Self-Focused

Sympathetic

Empathetic

Compassionate

Bleeding Heart

Authority

Defiant

Resistant

Open Minded

Systematic

Black & White

Expertise

Incurious

Intuitive

Rational

Fact Finder

Intellectual

General Traits

- You keep impractical and creative/mystical types grounded.
- You can appreciate others' needs to express their creativity.
- You work equally well with practical and imaginative, self-expressive types.
- You possess a healthy balance between style, purpose, and function.

Key Strengths

- You desire a sense of balance between work and life, but are not crippled without it.
- You appreciate nature and its beauty and will likely protect what is important to you.
- You recognize conservation efforts, but may or may not participate in them.
- You are willing to help others especially if you appreciate their uniqueness.

Motivational Insights

- You possess a level of artistic appreciation.
- You can appreciate the world around you including natural wonders, good art, and solitude.
- You likely believe that creativity is available to everyone, but it depends on how one defines it.
- You will equalize team efforts between doing it right and enjoying being innovative.

Training/Learning Insights

- You will participate in a variety of training and professional development efforts.
- You appreciate developing your soft skills and will care about emotional health.
- Your development should be equal parts method and meaning, not just a job.
- You can work well with either groups, or individuals.

Continued Improvement Insights

- You may benefit by taking a more visible position on teams.
- You could benefit by ensuring your life is well balanced between personal and professional worlds.
- You can mediate between those who do and do not see the value in unconventional approaches.
- You may benefit by being a bit more realistic at times.

General Traits

- You may fit the stereotype of the typical hard worker who wants to win most of the time.
- You are likely motivated by public recognition and monetary gains for a job well done.
- You respond best when your time is not being wasted on superficial things.
- You will notice expensive cars and confident people.

Key Strengths

- You pay attention to your return on investment in business or team activities.
- You are highly productive and proactive.
- You are driven by competition, challenges, and economic incentives.
- You will protect organizational or team finances and pay attention to where things sit.

Motivational Insights

- You should provide the same opportunity for financial rewards as you want provided for you.
- Make certain that economic rewards are fair and provide a high-end return for those willing to work for it.
- You should realize that it's not just money that motivates, but also personal fulfillment in the job.
- You should be certain you are balancing your professional and personal life.

Training/Learning Insights

- You link learning outcomes to the ability to become more effective in increasing earnings.
- You score like those who want information that will help them increase bottom-line activity and effectiveness.
- You will likely attempt to provide some rewards or incentives for participation.
- If possible, allow time for fun and relaxation as this reduces stress within teams.

Continued Improvement Insights

- You may judge the efforts of others on the team by their ability to produce and not on their ability to maintain.
- You may need to develop an increased sensitivity to the needs of others.
- You may appear superficial and self-interested to others.
- Remember to include those whose gifts and talents don't generate high returns on their time and efforts.

General Traits

- You bring interesting and independent ideas.
- You won't mind the spotlight and may excel when in front of others.
- You'll enjoy unique work assignments that promote your out-of-the-box style.
- You'll enjoy your own special niche as opposed to being part of a whole group.

Key Strengths

- You understand that we're all very different and will want to explore those differences.
- You have a projected self-confidence that might enable you to speak up when disagreeing with how something should be done.
- You prefer celebrating differences as opposed to settling for sameness.
- You prefer being independent of others as opposed to depending on others.

Motivational Insights

- People like you tend to enjoy making unique and creative presentations to groups of people eager to learn.
- You'll likely have a unique way of saying unpretentious things.
- You'd rather work independently, making your own map.
- You can work with others, but only if you maintain your quality of uniqueness.

Training/Learning Insights

- When learning new things, you'll prefer fun and challenging concepts.
- You'll appreciate the opportunity to test and experiment with new concepts.
- You prefer exciting approaches to boring and predictable lessons.
- It's important that you're allowed to think outside the box and apply some of what you learn.

Continued Improvement Insights

- Your uniqueness doesn't always contribute to every problem; it might create one.
- You need to remember that your ideas aren't the only ideas and make room for others.
- You don't always have to be the star of the idea club.
- Remember that you may inadvertently draw attention to yourself for extended periods of time.

General Traits

- You will not appreciate high-pressure environments with excessively driven people types.
- You will excel when in situations that require a maintenance mindset over very high drive.
- You may prefer slow and steady moves to faster or hectic moves you must control.
- At times you'll likely want to watch others lead more than you'll want to lead things yourself.

Key Strengths

- You'll likely be more of a helper as opposed to being controlling and authoritative.
- You're a better collaborator and won't expect credit for all you do.
- You don't have to be the one always behind the wheel; you may be just as happy to chat with a friend in the back seat.
- Personal accomplishments far outweigh the need for recognition and power.

Motivational Insights

- You won't mind yielding your position to avoid controversy or conflict.
- You are well suited for collaborative efforts.
- You won't need to ask for input once decisions are final and people have moved on.
- Remember not to say yes to things you don't really want to do.

Training/Learning Insights

- You will likely enjoy group activities with some leadership opportunities.
- You may enjoy more cooperative learning activities as opposed to activities that require directing and controlling.
- You may not want to compete, but will feel at home when working as a team.
- You will likely be quiet and in the background when involved in training activities.

Continued Improvement Insights

- You will likely want to avoid some conflicts and abrasive people, but not always.
- You may be settling for less as opposed to fighting for more.
- You might be a target for aggressive people who may want to take advantage of your willingness to support.
- You may not want to be the one in charge of something if it's too daunting.

General Traits

- You will likely see others as guilty until proven innocent.
- You will protect your own turf and post a guard at your gate.
- You will be difficult to take advantage of simply because you are expecting it.
- You may think in terms of you first and others last.

Key Strengths

- You are able to do the harder things when it comes to people decisions.
- You will likely be able to separate your emotions from the necessary actions when making the tough call.
- You are less likely to put up with nonsense.
- You are not afraid to say "no."

Motivational Insights

- You connect all outcomes to practical needs as opposed to people needs.
- Because you will gravitate towards independence when working, schedule time for independent activities.
- Your approach will likely be unemotional.
- You respond better to logic and reason and will likely rebuff touchy-feely approaches.

Training/Learning Insights

- You will likely enjoy group activities that support your personal agenda.
- You may not enjoy cooperative learning activities as opposed to activities that require directing and controlling.
- You may not feel at home when getting emotionally involved with people and teams.
- You may need to step back and realize your strength when working with passive types.

Continued Improvement Insights

- You will likely be avoided by emotional "feeler" types who need to be liked.
- Some may think you are selfish and self-absorbed.
- Remember that helping others helps yourself.
- Many will see you as reserved and closed to their emotional appeals.

General Traits

- You march to the beat of your own drum.
- You believe nothing is set in stone and therefore will not appreciate rigidity.
- You will likely hate it when people refuse to believe things they don't understand.
- You will not like being constrained or restricted to certain protocols.

Key Strengths

- You likely don't want to wait for permission before taking action.
- You will always find a way no matter what.
- You are likely an innovative thinker.
- You believe in freedom to express ideas.

Motivational Insights

- Play to your strengths, which are rooted in freedom, flexibility, and open-mindedness.
- You do not support inefficient means to any end.
- Remember, you have a way of looking at the broader perspective and others may not.
- Because the end justifies the means, you'll figure it out.

Training/Learning Insights

- You prefer spontaneous and independent work environments where you can be more flexible.
- You prefer multiple learning modalities that enable your creative side.
- You work independently even when you are on a team.
- You can be a part of something without being controlled by it.

Continued Improvement Insights

- You need to realize that sometimes obeying keeps you safe.
- Remember to respect the differences between you and everyone else.
- Being different doesn't necessarily make you smarter.
- Remember, patience is a virtue not a vice.

General Traits

- You likely think, "It's tight, but it's right."
- You need cognitive challenges or you will become bored.
- If you are not cognitively challenged, you'll quickly become bored.
- You learn for the sake of it.

Key Strengths

- If you don't know, you will find out.
- You will be seen as an expert or "specialist" in your field.
- You may have forgotten more than some people know.
- You have the capacity for learning a lot of material and remembering it.

Motivational Insights

- You will never stop learning.
- If there's a learning event, you're sure to be involved in it.
- People will see you as technically credible and a resource for information other forget easily.
- You should be open to teach others.

Training/Learning Insights

- Your learning development should be connected to new ideas and concepts.
- You should be exposed to others who take more risks and allow yourself the benefit of being around them.
- Your training and development should involve reliable information that makes logical sense.
- Your learning and development should be connected to an ongoing stratagem for personal development.

Continued Improvement Insights

- Others may see you as rigid and dogmatic in your thinking.
- You should be open to other people's ideas.
- You should take more risks.
- You should not be so closed-minded.