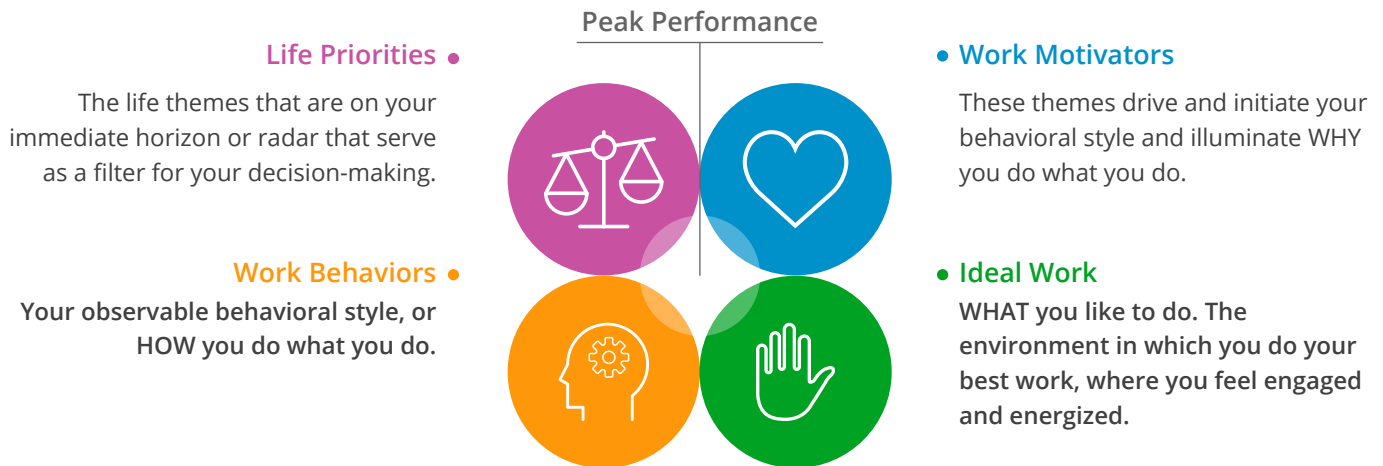


About this report

What did the Assessment measure?

Your response pattern to the questions tells us a lot about you in a brief amount of time. The questions you answered illuminate your WHY, HOW, and WHAT as you focus on your career and work role.



How do I use the information?

Understanding yourself is a critical step on the pathway to maximizing your engagement and leveraging your unique constellation of strengths. You can immediately start using the insights in this report. It will help you communicate more effectively and to develop deeper, more meaningful connections with people you work with every day. It may take a bit of practice, planning and ongoing action on your part. You'll be able to make more informed choices about how you approach your work role and career opportunities going forward.

The most successful people, regardless of age, job, or work environment have a higher level of self-awareness than the average person. They really know themselves: What is important to them, how they react, and their key strengths and limitations. Self-awareness allows them to take action that is right for them. They make the most of their opportunities. When team members respect individual differences and leverage each other's strengths, great improvements in communication, collaboration, and performance can be achieved.

In brief, use this report as a tool to work with your leader and colleagues to increase mutual understanding, and to leverage your strengths. Share your insights and compare your results with others. Now more than ever it is valuable to engage people who bring different perspectives and who do their work in different ways. This report will arm you with an understandable framework to describe yourself and to understand others more effectively.

Summary of your results

Our Humantelligence Business Personas are titled icons that are easy to remember and can be used to identify the specific work style role of any individual who has responded to the self-assessment. They are intended to be memorable, identifiable, and useable for discussion and team-building applications. The Personas help describe the 'who, how, and why' of what we do.



Independent (42%)

Independent

You follow a deep personal sense of direction, and challenge existing methods. You can suggest new ways of doing things for increased effectiveness. You see the big picture and communicate it to others.



Planner (35%)

Planner

You are an excellent listener, and have the ability to calm those who are overly upset. You like a pace of the job role that is controlled, predictable, and able to be planned and charted.



Helper (23%)

Helper

You have a high sincerity-factor and genuinely enjoy helping others. You are generous in sharing your time and talent with others and are a willing teacher and coach for others on the team.

What are the HT Business Personas?

Our Humantelligence Business Personas are titled icons that are easy to remember and can be used to identify the specific work-style role of any individual who has responded to the self-assessment. They are intended to be memorable, identifiable, and useable for discussion and team-building applications. The Personas help describe the 'who, how, and why' of what we do.

My Success Statement

Your Success Statement has been specifically tailored to you based on your answers to the questionnaire. It is simple yet contains a powerful message. Very few people on your team, if any, will have a Success Statement exactly like yours.

I am motivated by **Freedom** and **Helping**, I work in **Steady** and **Deliberate ways**, and my ideal work allows for **New Solutions** and **Working with Facts**.

Your success statement is based on your response pattern to the questions. It is simple, powerful, and should easily resonate with you. Use this statement to filter current and future opportunities as they emerge. There are 2,376 different combinations of Success Statements. Share yours with others on your team.

Detailed Results

Work Motivators

The why you do what you do.

There are six work motivator themes, and each is expressed on a spectrum.

- These motivators drive and initiate your behavioral style.
- They illuminate WHY you do what you do. (Heart) They express your personal values and drivers. Pro-actively, they impact your engagement and feelings of fulfillment at work.
- Our six themes are divided into two groups, Service Motivators and Innovation Motivators.
- Your primary motivators are shown in blue. People usually have two dominant motivators.
- The other motivators are secondary, a bit more moderate in intensity, and allow for flexibility as situations change.

Service Motivators

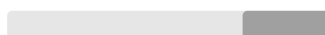
Helping

Drive to help others



Supporting

Cooperating and being a team player



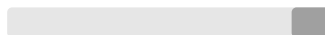
Knowledge

Appetite for research and learning



Order

Respecting rules and tradition



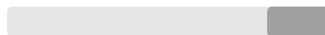
Service

Focused on non-financial outcomes



Belonging

Fitting in as part of a team



Innovation Motivators

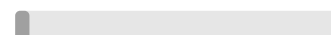
Self Reliance

Focusing on one's own priorities



Influence

Desire for authority and control



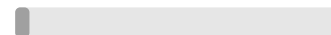
Practicality

Learning just enough to get results



Freedom

Challenging the status quo



Financial Security

Interest in finances and investments



Uniqueness

Desire to be creative and stand apart



Helping vs Self Reliance

This motivator expresses the spectrum of a drive to help others on one side, and the drive for self-reliance on the other. Helping shows generosity in sharing time and talents with others. Self-reliance takes care of self first, maintains a business guard giving away too much. No position is wrong, and both positions deserve respect.

Energizers

- Enjoys helping others and appreciates a sincere "thank you."
- May want to volunteer to bring new participants up to speed on a project or team effort.

Strengths

- Willing to support, teach and coach others.
- Empathetic when dealing with the concerns of others.

Keep in mind

- May have a tendency to give away too much of their time, talent and energy.
- May spend so much time helping others that they neglect their own responsibilities.

Supporting vs Influence:

This theme explores the drive for power, control, and influence on one side, and the drive to support projects from the background on the other. Supporting shows a good team player who is a good stabilizing force on a project. Influence shows a drive to take charge of projects and seek leadership positions.

Energizers

- May be more interested in being a supportive member of the team than being the team leader.
- Appreciates when leaders take the time to ask for their input.

Strengths

- Has a team mindset but willing to play a leadership role if called upon.
- Values equal and respectful treatment of everyone on the team.

Keep in mind

- May need encouragement to step up to be recognized for their professional contributions.
- May become quiet when conflicts emerge rather than sharing input with the group.

Knowledge vs Practicality:

This theme shows the appetite for learning and gaining knowledge on one side, and the drive for bottom-line practicality on the other. Knowledge has a high degree of curiosity and enjoys learning for its own sake. Practicality likes the big picture, quick implementation, and learning enough to get results.

Energizers	Strengths	Keep in mind
<ul style="list-style-type: none">• Appreciates taking part in knowledge building activities.• May prefer knowledge-based rewards such as the opportunity to attend a conference.	<ul style="list-style-type: none">• Values learning and driven to seek solutions.• Comfortable with reading and studying independently	<ul style="list-style-type: none">• May become bogged down in details when it would be better to look at the big picture.• May wait to take action, believing that important information will be revealed if more time is allowed.

Order vs. Freedom:

This theme explores the drive for order, tradition, and rules on one side, and the drive for freedom, and setting new direction on the other. Order prefers maintaining a high degree of respect for rules, procedures, and quality control. Freedom is very adaptable to new projects, sets new precedent, and sees the big picture.

Energizers	Strengths	Keep in mind
<ul style="list-style-type: none">• Thrives in an environment that provides opportunities to express new ideas.• Appreciates being allowed to make their own decisions within their authority.	<ul style="list-style-type: none">• Values creativity over following established procedures.• Likes to bring new ideas and adapts to change	<ul style="list-style-type: none">• May need to be reminded that rules and procedures are in place for valid reasons.• May need to be more patient when interacting with those who are more rule oriented than themselves

Service vs. Financial Security:

This theme highlights a drive for service and support for projects on one side, and the drive for competition and financial rewards on the other. Service brings support and assisting others, and sometimes puts others before self. Financial security brings practical solutions, competition, and a drive for financial rewards.

Energizers	Strengths	Keep in mind
<ul style="list-style-type: none">• Appreciates rewards that are not always financial in nature.• May be motivated by getting additional time to pursue their own interests or special projects.	<ul style="list-style-type: none">• Sensitive to non-financial concerns, not just the bottom line.• Brings a service-oriented perspective.	<ul style="list-style-type: none">• May need coaching to increase their revenue awareness and profit motivation.• May need to increase their focus on time management and the bottom line.

Belonging vs. Uniqueness:

This theme reveals your drive for being a team player and collaborating with others on one side, and demonstrating personal freedom and being a unique and independent agent on the other. Belonging enjoys working with others on a common cause, and brings support and follow-through. Uniqueness enjoys being a trend-setter, pace-setter, and bringing unique and creative ideas to the table.

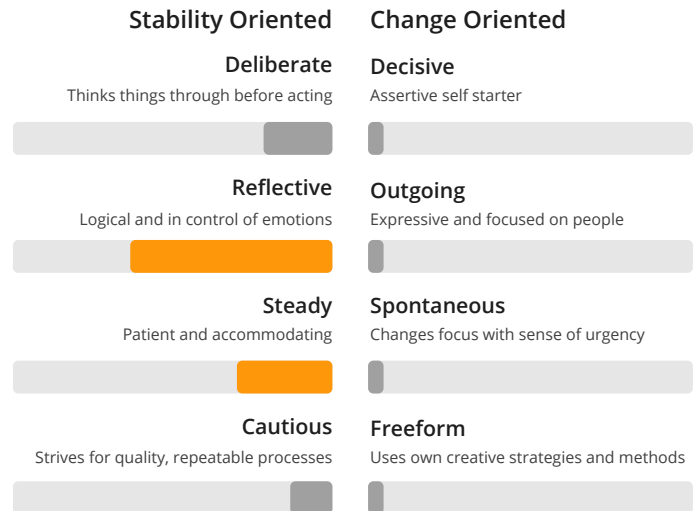
Energizers	Strengths	Keep in mind
<ul style="list-style-type: none">• Motivated to support existing projects while also offering creative alternatives.• Likes to demonstrate their creativity without being "over the top."	<ul style="list-style-type: none">• Can shift between standing out and fitting in.• Places equal value on their own and other's ideas.	<ul style="list-style-type: none">• May have to step out of their comfort zone to address particularly unique challenges.• Should allow colleagues who value uniqueness the opportunity to express themselves.

Work Behaviors

The why you do what you do.

There are four themes in our work behaviors, based on well-established DISC theory.

- We divide our themes into Stability Oriented behaviors and Change Oriented behaviors.
- These describe HOW you do what you do. (Head)
- Most people have two primary behaviors, and these are highlighted in orange bars.



Deliberate vs. Decisive:

When making decisions are you a person who likes to act quickly and make rapid decisions, or do you decide in a more controlled, cautious, and calculated manner? No style is wrong, they are simply different ways by which we make decisions.

Energizers

- The ability to maintain focus on the big picture without ignoring attention to important details.
- Team members who respond quickly when necessary to solve a new problem

Strengths

- Makes decisions quickly without missing important details.
- Can be assertive without being aggressive.

Keep in mind

- May take on too much at times because they like to work under pressure.
- When under pressure, may become a one-way communicator.

Reflective vs. Outgoing:

This theme explores your response to interacting with people. Reflective people tend to meet others in a more quiet and controlled manner, and tend to be emotionally controlled. Outgoing people meet others in socially assertive ways, and tend to be emotionally reactive.

Energizers

- Some time alone when working on projects.
- Some private time during which you can think undisturbed.

Strengths

- Listens carefully before responding and draws logical conclusions.
- Controls emotions and remains calm under pressure

Keep in mind

- May come across as somewhat cool or distant when meeting new people.
- May be somewhat blunt or critical at times without realizing the impact on the feelings of others.

Deliberate vs. Decisive:

When making decisions are you a person who likes to act quickly and make rapid decisions, or do you decide in a more controlled, cautious, and calculated manner? No style is wrong, they are simply different ways by which we make decisions.

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Keep in mind

- May take on too much at times because they like to work under pressure.
- When under pressure, may become a one-way communicator.

Cautious vs. Freeform

Cautious people adhere to rules and regulations and have the propensity to get things right the first time. People who are more freeform tend to challenge the rules and crave independence. Do you like to follow instructions or would you rather get the job done in your way?

Energizers

- An appropriate balance between quality control and results, without diminishing either.
- A job culture that questions the rules and procedures only when necessary.

Strengths

- Balances the need for both quality and timeliness.
- Can perform analyses without getting bogged down in the details.

Keep in mind

- May become overly cautious and analytical when making some decisions.
- May get bogged down in details when feeling under pressure.

The why you do what you do.

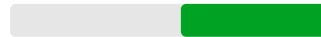
There are six Ideal Work Environment themes that describe the unique environment in which each of us does their best work.

- Some of us prefer a systematic environment with proven methods or working with facts and some of us prefer a creative environment with new solutions and working with people.
- This lens amplifies the WHAT it is what gives you the most energy and keeps you engaged. (Hand)
- This lens is frequently ignored and missing in other assessments, and it is an important element of team engagement.

Systematic Environment

Proven Methods

Work that follows reliable procedures



Working with Facts

Work with information and data



Predictability

Work that requires patience and follow through



Structure

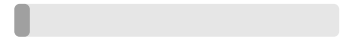
Work that has defined quality standards



Creative Environment

New Solutions

Work that requires creative decision making



Working with People

Work that involves personal connection



Variety

Always doing something different



Flexibility

Minimal routine, free from direct control



Proven Methods vs. New Solutions

This characteristic is about your preference for working on new challenges that need to be solved quickly. Do you like to solve problems in new and creative ways, or do you prefer to stick to the proven methods?

Energizers

- Prefers work with high performance demands that requires solving new problems.
- Thrives on challenging assignments with the proper authority to carry out responsibilities.

Working with Facts vs. Working with People

This characteristic is about your preference for working with facts or working with people. Do you embrace the emotional aspects of teamwork, or do you prefer to focus your energy and attention on facts and data to get the job done?

Energizers

- Prefers work that provides space for completing tasks independently.
- Enjoys critical thinking and taking a logical approach to assignments.

Predictability vs. Variety

This characteristic is about your preference for stability in the work you do. Does it excite you to have a variety of unexpected challenges, or are you more comfortable knowing and being ready for whatever comes next?

Energizers

- Thrives in roles that require a sense of urgency to get things done.
- Appreciates open communications and information sharing.

Structure vs. Flexibility

This characteristic is about your preference for relying on rules to define the work and getting things right the first time. Do you like to follow instructions or would you rather get the job done in your own way?

Energizers

- Appreciates high quality standards and tasks that follow specific rules and procedures.
- Prefers work that allows sufficient time for tasks to be done right the first time.

Life Priorities

For a fulfilling career and work life, it is important to use your life priorities as a filter to make smarter, more strategic decisions about your professional opportunities. Review these priorities often to help ensure that you're living according to what is truly most important to you. Some of your priorities may change over time, depending on your life circumstances, while others will tend to stick with you through all of life's ups and downs.



Freedom

Making decisions about how the work gets done and being free from day-to-day control are important considerations. Choosing a role or projects that provide autonomy and a voice in decision making can provide a sense of independence.



Achievement

Setting doable goals and accomplishing them can meet the need for achievement. Longer-term assignments can be broken up into shorter milestones to help create the desired sense of progress.



Security

Feeling secure is a basic human need, and right now financial stability is top of mind. Creating a backup plan and getting financial advice from an expert can be steps on the path to stability.

Working more effectively

Communicating with Me

- I appreciate others being patient when I share my ideas. I need time to build trusted work relationships.
- I like to find areas of common interest with others. I will share my opinion if asked, especially to questions about 'how' to do something.
- I am a logical decision maker, so I respond more to rational vs. emotional discussion. I tend to avoid intense language, gestures and emotion.
- I like taking time to 'break the ice' and not just rush into talking business. I don't respond well to a demanding attitude or tone.

Motivating Me

Understanding your motivators and strengths will allow you to keep your-self "in the zone" more often.

- You should participate in external learning-based events. You are motivated to explore and take part in a variety of knowledge-building activities.
- You may be more interested in being a supportive member of the team than being in a leadership role. You are motivated the most when there are no hidden agendas among team members.

Leading Me

These tips about the best ways you work should help you to get the most out of your work.

- Utilize various sources to stay up-to-date with the latest information, such as blogs, magazines, and training courses. Be sure to share your knowledge and expertise whenever possible at team meetings, and when solving problems.
- Seek ways in which to be a supportive member of the team without being in the hot seat. Don't put yourself in positions where you are forced to take center stage if you don't want to.

Teaching & Learning Styles

This part of your Humantelligence feedback is a brief exploration of both how you take in information (learn) and how you present information (teach). Your Teaching and Learning Styles come from your dominant Work Behaviors, which are those work behaviors shown in your Success Statement. You will need to perform both roles with focus and skill frequently throughout your career. You will learn and teach at your best when you understand your own styles, and make an effort to focus on your personal strengths.

Teaching Style

Nearly everyone is asked to make a presentation or otherwise share information with others as part of their job. Your teaching style is based on whether you focus more on tasks or on people when you teach, present or facilitate. Below are a few insights to keep in mind when you find yourself in teaching situations.

Freeform

- You may like to experiment with new teaching strategies and approaches.
- You can develop many new and varied ways of presenting the same material.

Outgoing

- You have a personable, interactive and engaging style when presenting to a group.
- You think quickly and can enrich learning content with personal stories.

Learning Style

Regularly acquiring new skills and knowledge is critical to your job and career success. Your learning style is based on whether you focus more on tasks or on people when you process information. Below are a few insights to keep in mind the next time you participate in training or find yourself in other learning situations.

Freeform

- You prefer challenging assignments and freedom from direct control in the learning process.
- You enjoy trying new ideas and a variety of learning activities.

Outgoing

- You prefer learning with groups over individual work, and in-person rather than online experiences.
- You enjoy spontaneity, flexibility and variety in the learning environment.

Putting it altogether

For you to get the most from this report, we recommend you take a few minutes to complete a 90-day action plan. We've included a few key questions for you to think about and answer specific to each of the four lenses. Jot down your answers under each section, which will help guide your actions over the next 90 days. As you learn more, revisit your plans and make adjustments as necessary. We also encourage you to share your plan, along with a summary of your Scan results, with your manager, peers, friends, and family.

♥ Work Motivators

Select any one of your dominant Work Motivators and write down one Energizer and one Strength that is most appealing to you. Then, for the Energizer, write down a specific action you will take to ensure you experience it on a daily basis. For the Strength, write down a specific task or project you can take on that requires you to use that Strength within the next 90 days.

Dominant Motivator	Energizer	Strength

🧠 Work Behaviors

Select any one of your dominant Work Behaviors and write down one Keep in Mind point and one Strength that resonates with you. Then, to Keep in Mind, write down a specific action you will take to incorporate this feedback into your work on a daily basis. For the Strength, write down a specific task or project you can take on that requires you to use that Strength within the next 90 days.

Dominant Behavior	Keep in Mind	Strength

👉 Ideal Work

Choose any one of your dominant Ideal Work characteristics and write down a specific action you will commit to taking over the next 90 days to make it more present in your work.

Dominant Ideal Work

🎯 Life Priorities

Choose any one of your top Life Priorities and write down a specific action you will commit to taking over the next 90 days to make that priority more present in your life.

Top Life Priority