



Job Polish

Professional Advancement Program

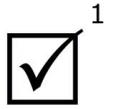
for

John Doe

of

Acme Widget Company

September 4, 2017



Interpersonal Style



Realist

External Style: **Compliant**

Internal Style: **Thinking**

Development Grade: **B**

Influencing Style: **5 - Factualist**

Overview

The "Realist" is motivated by security, stability, and certainty, to be dependable team players who faithfully support the people and organizations they have chosen to trust. Realists are particularly sensitive to uncertainty and having responsibilities without clear guidelines, as well as being cornered, pressured, or controlled, which can sometimes evoke anxious doubting of themselves and others, and even impulsive displays of defiance. But optimally, Realists can be quite courageous people and reliable high-achievers.

Work Habits

Grade

Productivity & Assistance

(Work Habits Grade)

A-

Presentation & Promotion

(Work Habits Grade)

B

Management & Planning

(Work Habits Grade)

C

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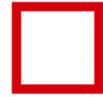
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Professional Advancement Instructions

Week 1: Personal Awareness



Review the Program

The first step to your Professional Advancement is simply to thoroughly read this page and the next page until you fully understand how the Job Polish Program works, and can visualize yourself applying it. This particular Job Polish Program that bears your name has been custom made specifically for you, based upon your responses to the associated Job Polish Questionnaire, and provides a customized program for polishing-up both your Interpersonal Style and your Work Habits. A commitment to the Career Development Strategies contained herein will not only lead you to the salary raises and job promotions you seek, but will also make your work life easier and more enjoyable.

Peer-Review Your Style

Since most people are largely unaware of how their behavior appears to others, and commonly reject both the "Interpersonal Style" and any problematic Work Habits presented, it is important to gather together your peers who work with you most, with everyone bringing a printout of their Job Polish Programs. At this meeting, each person takes turns reading aloud both their "Interpersonal Style" and "Influencing Style" overviews from page 4, followed by a group vote to confirm that these are mostly accurate descriptions of each individual. Upon confirmation, everyone writes that person's name on the last page of their Program printout next to the matching Style number and title.

Week 2: Style Development



Study Your Style

During this second week, begin each day by reading pages 4 and 5 of your Job Polish Program thoroughly from beginning to end. Make sure you understand the significance of your Interpersonal Style, Influencing Style, and especially your Development Grade. After identifying your Development Grade on page 4, read the paragraph associated with it on page 5, along with the paragraphs immediately above and below it. If these descriptions don't seem to fit your self-perception, you should read them to a few friends and coworkers, and ask if they accurately describe your behavior. The feedback they provide will calibrate your self-perception, and prepare you for your Professional Advancement.

Modify Your Style

You begin your Professional Advancement by reviewing the "Optimal" section of page 5 at least a couple of times during each day of this "Awareness" week, which represents the optimal expression of your Interpersonal Style. Try to find opportunities to practice this more desirable behavior throughout the day, and stay vigilant to suppress the less desirable behavior described in the "Common" and "Unstable" paragraphs. You can even ask close friends and coworkers to alert you when they perceive any of your more "Common" behaviors, which will serve as your cue to practice the "Optimal" expression of your Interpersonal Style, and the start of your Professional Advancement.

Week 3: Behavior Adjustments



Review Your Polarities

During this third week, begin each day by reading page 6 of your Job Polish Program thoroughly from beginning to end. Use this education to realize how stress affects you, and try to remember instances in your past where you exhibited the behavior described while under stress, or under extreme stress, inviting others to recall such instances if you're having trouble remembering your stressed-out behavior. Apply the same exercise for remembering how you behave when situations are more relaxed, and compare your recollections to the related paragraphs. These exercises should enlighten you to behavior that you may not be fully aware of, and might want to change.

Master Your Polarities

You continue your Professional Advancement by reviewing the "Preferred Stress Behavior" section of page 6 a couple of times each day, which offers strategies for coping with stress more productively. Try to be more aware of how circumstances are affecting you, and your emotional state within them, and do your best to apply the "Preferred Stress Behavior" suggested. Also try to limit unnecessary stress by reviewing the strategies found in "The Optimal Environment" paragraph with your manager and closest coworkers, which details the components of a more relaxed environment that will keep you more relaxed, more focused on assigned tasks, and therefore more productive.



Professional Advancement Instructions (2)

Week 4: Interpersonal Upgrade

Review Interaction Strategies

At the beginning of the fourth week of your Professional Advancement Program, read page 7 thoroughly from beginning to end, to get an idea of how an "Interpersonal Exchange Strategy" works. Next, review the last page of your Program printout to identify the people you work with most, including your manager(s), and underline their names. For each underlined name, identify their "Interpersonal Style" in the leftmost column, and find the "Interpersonal Exchange Strategy" for that Style within pages 7 to 11, and read that half-page section from beginning to end. While reading, remember examples of that person behaving as described, and how you will respond to that behavior.

Apply Interaction Strategies

During this fourth week you should apply the matching "Interpersonal Exchange Strategy" with each person you work with, and they should be doing the same while working with you, so you can both practice the strategies with each other. That means everyone participating in this Professional Advancement Program will be carrying their Program printouts around with them during this entire week, and referring to them whenever they interact with a manager or coworker. You can make this procedure more fun by recalling past situations where these Strategies would have come in handy, and make them more permanent by promising each other to adhere to them in the future.

Following Weeks: Work Habits Upgrade

Prioritize Your Work Habits List

At the beginning of the fifth week, review the three charts on page 12, each titled and graded for the type of labor involved, and broken down into six contributing sub-groups, each containing four Work Habits (24 total). The green blocks represent the optimal range for work habits, yellow represents the caution range, red represents the insufficient range, the diamonds mark your score, and brief summaries of your Work Habits are provided on page 13 to clarify their definitions. Write numbers to the left of each Work Habit on page 13, with a "1" indicating your most problematic score (usually in red or yellow) followed by "2" and "3" and so on, to prioritize the order in which you will upgrade your Work Habits.

Apply the Development Strategies

During the weeks that follow, address one Work Habit per week in the order you specified on page 13, and find the "Analysis and Development" section for the targeted Work Habit within pages 14 to 19. Once again, if the description doesn't ring true to you, seek the opinions of others for confirmation. If you and/or the majority agrees, then refer to the second paragraph in that section for suggested improvement strategies, and write a detailed plan for implementing those suggestions with your managers and coworkers, so they'll notice your efforts to improve. Then just follow your plan for the remainder of the week, or for as long as it takes to significantly upgrade each Work Habit.

Following Months: Professional Certifications

Add Professional Training

Sometimes the brief Development Strategies offered within pages 14 to 19 won't be enough to sufficiently upgrade a significantly weak Work Habit. In such cases Job Polish offers "Related Training Courses" to provide more in-depth development strategies, which are listed on the left side of each quarter-page Work Habit section on pages 14 to 19, with the last sentence in the first paragraph in that section providing a determination of whether such Training would be recommended or unnecessary. When recommended, you can simply go to <http://JobPolish.com/Training> to enroll in a "Related Training Course" and benefit from the cutting-edge education that it provides.

Pursue Professional Advancement

When you have completed a "Related Training Course" be sure to tell your manager(s) about your achievement, show them the associated Certificate, and make them aware of how you've incorporated the Training you received into your day-to-day tasks and projects. These Courses include some of the most advanced and impressive techniques for professional success, such as Creative Problem Solving, Negotiation Frameworks, Change Management, and many others. That makes these Certifications, combined with your other Work Habit Upgrades, Congeniality Upgrades, and Behavior Adjustments, a compelling argument for job promotions, pay raises, and professional success.



Interpersonal Style Analysis

Interpersonal Style



Realist

External Style: **Compliant**

Internal Style: **Thinking**

Overview

The "Realist" is motivated by security, stability, and certainty, to be dependable team players who faithfully support the people and organizations they have chosen to trust. Realists are particularly sensitive to uncertainty and having responsibilities without clear guidelines, as well as being cornered, pressured, or controlled, which can sometimes evoke anxious doubting of themselves and others, and even impulsive displays of defiance. But optimally, Realists can be quite courageous people and reliable high-achievers.

Influencing Style:



Factualist

Significance

The "Influencing Style" refers to an additional Interpersonal Style that is less significant in predicting your overall behavior, but can be noticed to some degree from time to time. Because the Styles are grouped by similarity, the number associated with someone's "Influencing Style" will either immediately precede or follow the number of their primary Interpersonal Style in all cases. The degree to which your "Influencing Style" will effect your Interactions is usually situation-dependent, and different for everyone.

Overview

The "Factualist" is motivated by facts, ideas, and the practice of accumulating info and mementos, to organize these resources for research and analysis, so they may be best utilized for productive purposes. Factualists are particularly sensitive to intrusions and emotional engagement, as well as complications and feeling overwhelmed, which can sometimes evoke a withholding of their participation, or even retracting to solitude when challenged. But optimally, Factualists can be very wise and engaging contributors to any endeavor.

Development Grade:

B

Significance

The "Development Grade" refers to a psychometric measurement of how optimally you might express your specific Interpersonal Style. For example, if the Letter Grade indicated above is an "A" or a "B" then you're probably already conveying some of the most personally and professionally beneficial expressions of your Interpersonal Style. Grades of "B-" to "C-" predict the expression of behavioral quirks that are common to your Interpersonal Style, which might impede attainment of your full potential. Grades of "D" to "F" predict the expression of unacceptably unstable behaviors that probably require immediate professional attention.

Development

The Chart on the next page provides detailed descriptions of the specific behaviors associated with each Letter Grade, relative to your predicted Interpersonal Style. You can start your self-help development simply by reading the description associated with the Letter Grade indicated above, along with the Letter Grade descriptions immediately above and below it, and then asking friends and coworkers if they accurately describe your behavior. If so, refer to the descriptions found in the "Optimal" section on a daily basis, and do your best to replace your current habits and reactions with these more beneficial behaviors.



Interpersonal Style Development

Interpersonal Style: **6 - Realist**

Development Grade: **B**

Development Grade	External Actions	Internal Motivations
OPTIMAL	A+ Loyal Dutiful	Fully optimal Realists have mastered their reactions to uncertainty and their need for guidance and support, to express their ability to be more autonomous and become their own authority figure, while achieving a more solid sense of security in themselves and the world around them.
	A Dependable Cooperative	The optimal Realist will practice recognizing and naming their fears, keeping past successes in the forefront of their mind to maintain self-confidence, making independent decisions without authority figures or committees, and taking time to celebrate past and present successes.
	A- Trustworthy Thoughtful	The advancing Realist will address their tendencies toward over-thinking everything and wanting too much certainty, by keeping track of how much time they spend dwelling on potential future problems, and if they ever come to pass, while staying busy to reduce awareness of anxiety.
COMMON	B Responsible Inquisitive	When Realists start negatively reacting to having responsibilities without clear guidelines, they tend to become anxious and self-doubting, and will often hesitate or stall, fearing the potential pitfalls, and seeking approval from trusted advisers or authority figures before taking action.
	B- Discerning Intuitive	If Realists give-in to their impulses toward catastrophizing and suspecting negative motives of others (or themselves), they will start testing people to seek-out double messages, playing devil's advocate, and becoming suspicious of praise (is it a trick?).
	C Skeptical Distrusting	If Realists start struggling with their doubts and fears, or feel that they are being cornered, pressured, or controlled, they can start talking things out too much, which can be perceived by others as doubting, being pessimistic, or even controlling, thereby alienating their supporters.
UNSTABLE	D Demanding Defiant	Realists start becoming unstable when they allow their realism to turn into rebellion, which occurs when their "infallible" leadership openly fails to meet their needs or demands, resulting in power struggles, impulsive displays of defiance, and irrational defense of their skewed beliefs.
	D- Renouncing Reckless	Unstable Realists surrender to their core fear of making errors and suffering failure, in a desperate attempt to free themselves from their constant anxiety, by openly inviting failure, taking impulsive and foolish risks, keeping "bad company" and clinging to dysfunctional relationships.
	F Panicky Hysterical	The most unstable Realists have descended into acute feelings of inferiority and fear of losing support from others, resulting in intense anxiety, panic attacks, extreme suspiciousness and paranoia, hysterical lashing-out at perceived enemies, and suicide attempts to elicit rescue.



Interpersonal Style Polarities

Interpersonal Style: **6 - Realist**Influencing Style: **5 - Factualist**External Style: **Compliant**Internal Style: **Thinking**Development Grade: **B**

When Stressed

Anticipated Stress Behavior

Under stress, a Realist can adopt some common Careerist behaviors, such as aggressive campaigns of exaggerated self-promotion and showing off, and impulses toward vanity, superficiality, and instant gratification. As a result, they could become overextended and exhausted from chronic workoholism, with their need to overachieve causing them to be too rushed, impatient, irritable, and burnt-out, to function normally with others.

Influencing Stress Behavior

The "Factualist" influence may also motivate this particular Realist, when stressed, to start feigning expertise in many areas like an Enthusiast, exaggerating their successes and positive attributes, and having difficulty acknowledging anything negative about themselves.

Extreme Stress Behavior

Under extreme stress, Realists can digress into the more unstable Careerist behaviors, such as allowing jealousy and a lack of compassion to creep into their relationships, resulting in blame-shifting, deflection, and re-framing their failures into something more explainable and acceptable.

Preferred Stress Behavior

Careerists who are aware of these stress-motivated tendencies should stay vigilant to modify their reactions to uncertainty and their need for guidance and support, by accepting momentary failure and going with the flow, while developing better emotional connections through true caring, empathy, understanding, and teamwork, to achieve a more solid sense of security in themselves and the world around them.

While Relaxed

Anticipated Relaxed Behavior

When relaxed, Realists often adopt some optimal Synergist behaviors, such as seeking peace and tranquility by being attentive to others, playing the referee between them, and arbitrating with a strong sense of fairness and a level-headed approach that unites their group. This stimulates tendencies to accept change and discomfort as a natural part of life, set clear priorities, and finish what they start with a strong sense of self-worth and inner-drive.

Influencing Relaxed Behavior

The "Factualist" influence may also motivate this particular Realist, when relaxed, to take-on challenges like a Reformist, to protect family and friends, and achieve true greatness by respecting others' viewpoints and looking for compromises, as a kind, fair, and committed friend and team member.

The Optimal Environment

Realists should try to establish an environment that encourages their more relaxed behavior, where they can minimize their exposure to uncertainty, unnecessary complications, or having responsibilities without clear guidelines, as well as feeling pressured, criticized, or overwhelmed. In this environment Realists can be their best, and better practice keeping past successes in the forefront of their mind to maintain self-confidence.



Interpersonal Exchange Strategies

Purpose

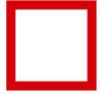
Interpersonal Exchanges are simply the conversations, emails, text messages, and other communications you have with others. Since most people have a different Interpersonal Style than you, which means they have different motivation than you do, a predefined strategy for conducting smart Interpersonal Exchanges between you and others can help you to avoid the common conflicts and confusion that occurs when people misunderstand each others' motives.

Process

First identify any coworkers (or friends) who have completed their Job Polish Assessment, and note their Interpersonal Styles on the chart at the back of this Report. For each person, reference the strategies that follow and find the section that matches their specific Interpersonal Style, then apply the corresponding strategy to improve your Interpersonal Exchanges with that person.

Graphic Reference Key

Each "Interpersonal Exchange Strategy" section that follows identifies one of the nine Interpersonal Styles both by name, and with a numbered graphic icon that visually identifies both the External Style and Internal Style that people with that Interpersonal Style commonly express. These graphics are often used within lists of employees to provide a more convenient way to remember the specifics of each Interpersonal Style at a glance, with the Reference Key below providing definitions for each symbol.

External Style		Internal Style	
	= Insistent		= Intuitive
	= Compliant		= Thinking
	= Withdrawn		= Feeling

Realist's Interpersonal Exchange Strategies

Realist Interacting With:



Idealist

External Style:
Compliant

Internal Style:
Intuitive

Idealist Style Overview:

The "Idealist" is motivated by a strong sense of mission, ethics, and high standards, to help others learn and grow from the principles they exemplify. Idealists are honest and structured, reacting negatively to unfairness and unjust criticism, as well as disorder and irresponsibility, which can sometimes evoke an arrogant sense of self-righteousness, or a self-limiting fear of making a mistake. But optimally, Idealists can be drivers of high-achievement who know how to appreciate and celebrate everything in their life.

Awareness

Both the "Realist" and the "Idealist" are sincere, direct, and very dedicated to their chosen relationships and causes, but Realists often project forward to resolve their doubts and fears about the project and the people involved, while Idealists tend to look back for errors and fault during the course of a project, which can create conflicts around criticism and trust issues.

Approach

The Realist should recognize the Idealist's need to be correct and maintain high standards, therefore questions should not be asked in a way that the Idealist could perceive as criticism or lack of confidence, but rather as a thoughtful consultation to ensure that all potential outcomes have been considered and evaluated, so all related plans and presentations will be complete.

Alliance

When "Realists" and "Idealists" are cooperating, they can enhance the Idealist's optimistic vision of perfection with the Realist's forward-thinking consideration of potentially negative outcomes, thus establishing a powerhouse of practical planning for the attainment of any goal, increasing the likelihood of a successful outcome, and reassuring everyone involved.



Realist's Interpersonal Exchange Strategies

Realist Interacting With:



Altruist

External Style:
Compliant

Internal Style:
Feeling

Altruist Style Overview:

The "Altruist" is motivated by acceptance and validation, to become a supportive and indispensable friend and colleague who generously helps others to the best of their ability. Altruists are responsible and warm-hearted, reacting negatively to selfishness and rejection, as well as being taken for granted or not emotionally connecting with others, which can sometimes evoke intrusive people-pleasing or even a manipulative helper complex. But optimally, Altruists can be exuberant and adaptable supporters who help others unconditionally.

Awareness

Both the "Realist" and the "Altruist" are sincere and engaging conversationalists who are very committed to their relationships, but Realists are more pessimistic and looking for all the ways things might go wrong, while the Altruists are more optimistic and look for ways to help others make things go right, which can create conflicts if either of these opposing perspectives are challenged.

Approach

The Realist should recognize the Altruist's need for personal connection and affirming recognition, and not retract from the Altruist's penchant for prying to find ways to help, but be clear about your boundaries and the specific ways you would like them to help, while drawing-out their needs and expectations in the process, and making sure to express the appreciation they crave.

Alliance

When "Realists" and "Altruists" are cooperating, they can combine the preventative considerations of the Realist with the solution-oriented approach of the Altruist, to establish a balanced approach to applying both Style's strong dedication to their chosen relationships and causes, thus increasing the likelihood of a successful outcome, and reassuring everyone involved.

Realist Interacting With:



Careerist

External Style:
Insistent

Internal Style:
Feeling

Careerist Style Overview:

The "Careerist" is motivated by ambition, status, and prestige, to become successful and "the best" at whatever they do. Careerists are particularly sensitive to failure and disappointment, as well as being outclassed or embarrassed, which can sometimes evoke exaggerated self-aggrandizing, chronic workoholism, or even opportunistic and exploitative behavior. But optimally, Careerists can be very dynamic and results-driven role models who make it all look easy, and help everyone in their sphere to replicate their success.

Awareness

Both the "Realist" and the "Careerist" are dynamic conversationalists with strong social skills, but the more safety-conscious Realist often expresses the many difficulties that would prevent a goal from being reached, while the success-minded Careerist often expresses their optimism about how difficult goals can be achieved, which can create conflicts when they work together.

Approach

The Realist should recognize the Careerist's need to appear confident and successful, and not undermine them publicly with your doubts and concerns, but share your feelings in a private setting instead, carefully selecting only the most credible concerns, and communicating your points clearly and directly, while staying open to the Careerist's optimism and impressive capabilities.

Alliance

When "Realists" and "Careerists" are cooperating, they can enhance the Careerist's optimistic vision of success with the Realist's forward-thinking consideration of potentially negative outcomes, thus establishing a powerhouse of practical planning for the attainment of any goal, increasing the likelihood of a successful outcome, and reassuring everyone involved.



Realist's Interpersonal Exchange Strategies

Realist Interacting With:



Individualist

External Style:
Withdrawn

Internal Style:
Feeling

Individualist Style Overview:

The "Individualist" is motivated by authenticity, romanticism, and artistic perfection, to express their exceptional uniqueness and creative originality in a deeply emotional and dramatic way. Individualists are particularly sensitive to criticism and demands to conform, as well as rejection and disappointment, which can sometimes evoke showy eccentricities to draw attention, and even wild emotional outbursts. But optimally, Individualists can be inspired and creative people who endeavor to make the world a more interesting place.

Awareness

Both the "Realist" and the "Individualist" are dynamic conversationalists who are intensely devoted to their chosen relationships and causes, but the safety-conscious Realist often expresses how difficulties might thwart success, while the creative Individualist can be more idealistic about achieving difficult goals, which can create conflicts when they work together.

Approach

The Realist should recognize the Individualist's need for creative expression and emotional connection, and not retract when emotions flare or when doubts about each other emerge, but rather engage with the Individualist directly and sincerely to share only your most credible concerns, and to provide feedback and advice in a neutral and supportive way, to encourage mutual respect.

Alliance

When "Realists" and "Individualists" are cooperating, they can combine their shared drive to accomplish meaningful and purposeful work and honor their commitments, while nurturing each other through the complexities of their thought processes, and motivating each other to apply the foresight of the Realist with the creativity of the Individualist to manifest truly remarkable results.

Realist Interacting With:



Factualist

External Style:
Withdrawn

Internal Style:
Thinking

Factualist Style Overview:

The "Factualist" is motivated by facts, ideas, and the practice of accumulating info and mementos, to organize these resources for research and analysis, so they may be best utilized for productive purposes. Factualists are particularly sensitive to intrusions and emotional engagement, as well as complications and feeling overwhelmed, which can sometimes evoke a withholding of their participation, or even retracting to solitude when challenged. But optimally, Factualists can be very wise and engaging contributors to any endeavor.

Awareness

Both the "Realist" and the "Factualist" are analytical deep-thinkers who highly value rationality, due diligence, and comprehensive action planning, but Factualists gather information to analyze how all the parts can fit together, while Realists search for risk and plan contingencies for when things start coming apart, which can create conflicts regarding how they approach projects.

Approach

The Realist should recognize the Factualist's need for complete information and autonomy, and not get impatient or offended when the Factualist inevitably retreats to solitude, or gets frustrated with your perspectives, but establish reasonable time-frames for team interaction and productivity, and a "language" for dialogue that you both understand and can benefit from.

Alliance

When "Realists" and "Factualists" are cooperating, they can combine their shared drive to know everything that can be known about a project, while nurturing each other through the complexities of their thought processes, and motivating each other to combine the foresight of the Realist with the insight of the Factualist, to establish a comprehensive perspective of their shared projects.



Realist's Interpersonal Exchange Strategies

Realist Interacting With:



Realist

External Style:
Compliant

Internal Style:
Thinking

Realist Style Overview:

The "Realist" is motivated by security, stability, and certainty, to be dependable team players who faithfully support the people and organizations they have chosen to commit to. Realists are particularly sensitive to uncertainty and having responsibilities without clear guidelines, as well as being cornered, pressured, or controlled, which can sometimes evoke anxious doubting of themselves and others, and even impulsive displays of defiance. But optimally, Realists can be quite courageous people and reliable high-achievers.

Awareness

Both "Realists" will appreciate each others' sincerity and forthrightness and intense devotion to their chosen relationships and causes, but both will recognize their own skeptical behavior in the other Realist, and take it as doubting or distrust of themselves, or conversely the two could serve to validate each others' doubts and fears, any of which could cause problems of one kind or another.

Approach

Both "Realists" should recognize the other Realist's need to be reassured about the integrity of both people and planning, and ask themselves if they behave the same way, and guard against creating a reactionary clique with the other Realist, but instead reinforce the need for both of you to seek "reality checks" from other people, and be more open to reasonable optimism and immediate action.

Alliance

Once cooperating "Realists" get on the same page, they can enjoy the synergistic value of their cooperative efforts, with a division of labor that exponentially increases the quality of their research and contingency planning, and meaningful peer-reviews of your concerns with someone who understands your thinking process, and helps you to confidently overcome your fears.

Realist Interacting With:



Enthusiast

External Style:
Insistent

Internal Style:
Thinking

Enthusiast Style Overview:

The "Enthusiast" is motivated by a need for change and mental stimulation, to entertain both themselves and others with as many interests and activities as possible, while avoiding discomfort to whatever degree they can. Enthusiasts are particularly sensitive to feeling deprived or constrained, as well as being pressured or criticized, which can sometimes evoke impulsive sidetracking or evasive grandstanding. But optimally, Enthusiasts can be highly productive visionaries who usher innovation and excitement into the world.

Awareness

Both the "Realist" and the "Enthusiast" enjoy stimulating professional challenges and seek information to better understand them, but safety-conscious Realists search for every risk that might need to be addressed, while optimistic Enthusiasts search for every opportunity that might possibly be pursued, which can create conflicts regarding how they prioritize and proceed with projects.

Approach

The Realist should recognize the Enthusiast's need for mental stimulation and avoiding unpleasantness, so Realists should try to frame their concerns in a more playful way, like a "what if" game the Enthusiast is challenged to solve, staying aware of the Enthusiast's propensity to get lost in their many interests and cram at the last minute, and helping them to stay on track.

Alliance

When "Realists" and "Enthusiasts" are cooperating, their polar-opposite perspectives serve to balance and enhance each-others' capabilities, with the Realist finding potential problems and pitfalls in the Enthusiast's big ideas, and the Enthusiast finding potential solutions to all of the Realist's doomsday scenarios, fusing caution and optimism into highly effective and impressive planning.



Realist's Interpersonal Exchange Strategies

Realist Interacting With:



Reformist

External Style:
Insistent

Internal Style:
Intuitive

Reformist Style Overview:

The "Reformist" is motivated by a need to control their environment, protect family and friends, take-on challenges, and become charismatic and motivational leaders. Reformists are particularly sensitive to constraining boundaries and attempts to control them, as well as unjust power structures and others' failure to confront them, which can sometimes evoke aggressiveness, defiance, and even threats of revenge. But optimally, Reformists can be kind, fair, and committed activists who faithfully lead people to their full potential.

Awareness

Both the "Realist" and the "Reformist" are honest and straight-talking people who seek solutions to complex problems, but the safety-conscious Realists searches for every risk that might need to be addressed, while the fearless Reformist tends to ignore the risks and rush into things somewhat recklessly, which can create conflicts regarding how they prioritize and proceed with projects.

Approach

The Realist should recognize the Reformist's need for control and authority, and resist the impulse to back down or feel hurt by the Reformist's inevitable outbursts when you share your concerns, but try to understand their frustration with being doubted and slowed-down, with the Realist's showing strength and willingness to help, and engaging with the Reformist directly and sincerely.

Alliance

When "Realists" and "Reformists" are cooperating, their polar-opposite approaches serve to balance and enhance each-others' capabilities, with the Realist bringing some necessary caution and restraint to their shared endeavors, to temper the Reformist's "full speed ahead" approach, to increase the chances of the Realist's fast-paced gambles yielding the desired results.

Realist Interacting With:



Synergist

External Style:
Withdrawn

Internal Style:
Intuitive

Synergist Style Overview:

The "Synergist" is motivated by a need for peace, tranquility, and harmony, to be attentive to others, playing the referee between them, and arbitrating with a strong sense of fairness. Synergists are quite sensitive to conflict and confrontation, as well as being forced to make commitments or being forced into action, which can sometimes evoke self-effacing avoidance, and even rebellious resistance to comply. But optimally, Synergists can be strong team-players who's level-headed approach unites people to succeed together.

Awareness

Both the "Realist" and the "Synergist" are team-oriented workers who approach projects methodically, and like to do a lot of research before beginning them, but safety-conscious Realists are researching every potential risk that might need to be addressed, while acceptance-seeking Synergists are gathering everyone's ideas and input, which can create conflicts when they work together.

Approach

The Realist should recognize the Synergist's need for peace and harmony with others, and their propensity to jump from one unfinished project to another to try to please everyone all the time, and establish reasonable deadlines for projects without getting pushy, which can push the Synergist into retreating into defiant inaction, while ensuring that neither of you get stuck in inaction.

Alliance

When "Realists" and "Synergists" are cooperating, they can combine the Realist's proactive planning skills with the Synergist's group collaboration skills, to make sure everyone's input is considered and contributions are included, to more quickly resolve the Realist's concerns, and maximize the consultative and productive resources of the entire team.



Work Habits Grading & Graphs

Productivity & Assistance

Inner Strength	A-	1	2	3	4	5	6	7	8	9	10
Self Confidence	A	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Self Discipline	A-	Red	Yellow	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Mental Toughness	B	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Physical Endurance	B+	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green

Manageability	A-	1	2	3	4	5	6	7	8	9	10
Procedural Dedication	A+	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Independence	A+	Red	Yellow	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Guidance Receptive	B	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Praise Motivated	B+	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green

Cooperation	A-	1	2	3	4	5	6	7	8	9	10
Emotional Composure	B	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Trusting Disposition	A+	Red	Yellow	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Nurturing Disposition	A	Red	Yellow	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Contented Disposition	B	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green

(Work Habits Grade) **A-**

Negotiation	A	1	2	3	4	5	6	7	8	9	10
Being Sociable	A+	Red	Yellow	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Being Impressive	A	Red	Yellow	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Being Creative	A+	Red	Yellow	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Being Assertive	B	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green

Efficiency	B	1	2	3	4	5	6	7	8	9	10
Mental Sharpness	B+	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Structured Thinking	B-	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Orderly Environment	B	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Change Receptive	C	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green

Leadership	B	1	2	3	4	5	6	7	8	9	10
Personal Ambition	B-	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Willingness to Lead	B	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Willing to Take Risks	B	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Taking Responsibility	B	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green

Presentation & Promotion

Inner Strength	B+	1	2	3	4	5	6	7	8	9	10
Self Confidence	A	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Self Discipline	A	Red	Yellow	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Mental Toughness	B-	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Physical Endurance	B	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green

Manageability	A-	1	2	3	4	5	6	7	8	9	10
Procedural Dedication	B+	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Independence	A	Red	Yellow	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Guidance Receptive	B-	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Praise Motivated	A	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green

Cooperation	B	1	2	3	4	5	6	7	8	9	10
Emotional Composure	B-	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Trusting Disposition	B+	Red	Yellow	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Nurturing Disposition	B	Red	Yellow	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Contented Disposition	B	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green

(Work Habits Grade) **B**

Negotiation	B-	1	2	3	4	5	6	7	8	9	10
Being Sociable	B-	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Being Impressive	C	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Being Creative	B	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Being Assertive	C-	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green

Efficiency	B-	1	2	3	4	5	6	7	8	9	10
Mental Sharpness	B	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Structured Thinking	C	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Orderly Environment	B-	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Change Receptive	B	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green

Leadership	B-	1	2	3	4	5	6	7	8	9	10
Personal Ambition	C-	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Willingness to Lead	B-	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Willing to Take Risks	B-	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Taking Responsibility	B-	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green

Management & Planning

Inner Strength	B	1	2	3	4	5	6	7	8	9	10
Self Confidence	A	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Self Discipline	B	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Mental Toughness	C	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Physical Endurance	B	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green

Manageability	B-	1	2	3	4	5	6	7	8	9	10
Procedural Dedication	B-	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Independence	B	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Guidance Receptive	B-	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Praise Motivated	B-	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green

Cooperation	B-	1	2	3	4	5	6	7	8	9	10
Emotional Composure	B-	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Trusting Disposition	B-	Red	Yellow	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Nurturing Disposition	B	Red	Yellow	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Contented Disposition	B-	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green

(Work Habits Grade) **C**

Negotiation	C	1	2	3	4	5	6	7	8	9	10
Being Sociable	B-	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Being Impressive	C	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Being Creative	B	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Being Assertive	F	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green

Efficiency	C	1	2	3	4	5	6	7	8	9	10
Mental Sharpness	B-	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Structured Thinking	C-	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Orderly Environment	B-	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Change Receptive	C	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green

Leadership	D	1	2	3	4	5	6	7	8	9	10
Personal Ambition	F	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Willingness to Lead	F	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Willing to Take Risks	C	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green
Taking Responsibility	C-	Red	Red	Yellow	Yellow	Green	Green	Green	Green	Green	Green



Work Habit Summaries

Inner Strength		1-10 Score	Expectations
Self Confidence	9	Exceptional capacity to trust their own judgment and capabilities, often accepting new challenges and difficult tasks with a reassuring sense of certainty.	
Self Discipline	7	Above Average capacity to resist temptations and impulses, and maintain focused action on projects and tasks, rarely making impulsive decisions or actions.	
Mental Toughness	6	Average capacity to persevere through unpleasant or difficult circumstances and stay committed to goals, but can become discouraged in extreme circumstances.	
Physical Endurance	7	Above Average capacity to maintain physical capabilities and mental acuity during long periods of exertion, able to exert themselves beyond standard hours/conditions.	
Manageability		1-10 Score	Expectations
Procedural Dedication	10	Exceptional capacity to commit to a sequence of prescribed instructions for accomplishing tasks, always keeping commitments and following policies to the letter.	
Independence	7	Above Average capacity to think for themselves and accomplish tasks and goals without relying upon others, rarely exhibiting tendencies toward group-dependency.	
Guidance Receptive	6	Average capacity to agreeably accept instructions and assistance from supervisors and counselors, but may resist guidance from people they don't like or admire.	
Praise Motivated	9	Exceptional capacity to accept expressions of approval and admiration as an incentive to perform exceptionally, but could be overly concerned about their reputation.	
Cooperation		1-10 Score	Expectations
Emotional Composure	6	Average capacity to maintain a calm and tranquil psychological state in the face of hindrances and turmoil, but can lose control in highly stressful situations.	
Trusting Disposition	8	Above Average capacity to confide in, or have confidence in, the honesty and reliability of friends and strangers, and generally confident in most people's better nature.	
Nurturing Disposition	5	Average capacity to express compassion and consideration toward others, but somewhat indifferent to others' needs, and very selective about who they help.	
Contented Disposition	6	Average inclination to be happy and satisfied with what they have and the life they live, with an equal mix of appreciation, gratitude, frustrations, and disappointment.	
Negotiation		1-10 Score	Expectations
Being Sociable	6	Average capacity to associate with people as an engaging conversationalist, but probably won't put a lot of effort into "winning people over" or enduring boring people.	
Being Impressive	5	Average capacity to express themselves in an outstanding way, in actions or appearance, caring about looking good and being admired, but not trying to stand-out.	
Being Creative	6	Average capacity to imagine and conceive original concepts recreationally, but could be inclined to be more traditional and conformist in a professional setting.	
Being Assertive	4	Below Average capacity to vigorously claim one's rights or express one's views, reluctant to strongly assert opinions, and can be intimidated by people who do.	
Efficiency		1-10 Score	Expectations
Mental Sharpness	6	Average capacity to quickly perceive, understand, and reason to expedite awareness and insight, but can get frustrated with highly complex concepts and systems.	
Structured Thinking	5	Average capacity to mentally construct a systematic framework for the application of data and ideas, but usually acts on intuition, and gives instructions more generally.	
Orderly Environment	6	Average capacity to methodically arrange their surroundings in an organized sequence and tidy manner, but sometimes lets some areas get a bit unkempt, or even chaotic.	
Change Receptive	5	Average capacity to be persuaded to accept modification or replacement of existing systems, but will resist changes that are forced upon them or don't make sense.	
Leadership		1-10 Score	Expectations
Personal Ambition	4	Below Average capacity to desire achievement or distinction, such as wealth or fame, not compelled to compete or make sacrifices, goals tend to be easy and attainable.	
Willingness to Lead	5	Average capacity to provide decisiveness, guidance, and direction to a group of people, but prefers to follow people who are more dominant and experienced.	
Willing to Take Risks	5	Average capacity to venture upon a course of action that could result in hazard or loss, usually cautious about their investments, career, and personal safety.	
Taking Responsibility	5	Average capacity to willingly admit to, and answer for, the outcome and consequences of prior decisions, some deflecting, but usually being objective and mature about it.	



Inner Strength Analysis & Development

Interpersonal Style: **6 - Realist**Development Grade: **B**

Self Confidence

1-10 Score: 9

Exceptional

Related Training Courses:

- Developing Self-Confidence and Assertiveness *
- How to Be an Outstanding Communicator

Much more likely than most people to exhibit "Self Confidence"—defined as one's ability to trust their own judgment and believe in their capability to competently accomplish tasks and overcome challenges. An Exceptional score suggests you have no doubts about your ability to accomplish anything you apply yourself to, and can accept important responsibilities, new challenges, and difficult projects, with a reassuring sense of certainty. With this Exceptional score, improving this Work Habit would be unnecessary.

Even with your exceptionally high level of Self Confidence, you can enhance this Work Habit immediately by taking time to fully understand new tasks and projects before undertaking them, and adding a dash of humility, so you don't appear to others as overconfident, arrogant, or cocky.

Self Discipline

1-10 Score: 7

Above Average

Related Training Courses:

- Developing Attention Management Skills
- Self Motivation Training

More likely than most people to exhibit "Self Discipline"—defined as one's ability to control their impulses and behavior in the face of incitement and temptation, to maintain a focused course of action. An Above Average score suggests you can effectively sustain your attention on projects and tasks, even in a hectic environment, and rarely make impulsive decisions or actions, or get obstructed by interruptions, irritations, and online amusements. With this high score, improving this Work Habit would be optional.

Even with your high level of Self Discipline, you can enhance this Work Habit immediately by noting items of interest to revisit later, and mentally recounting your primary goals before responding to people and emotions, to make sure you're not being overly disciplined and frustrating people.

Mental Toughness

1-10 Score: 6

Average

Related Training Courses:

- Stress Management Training
- Mobile Mental Training App

As likely as most people to exhibit "Mental Toughness"—defined as one's ability to persevere through unpleasant or difficult circumstances and stay committed to the attainment of a given goal. An Average score suggests you can adequately cope with difficulties, setbacks, failures, and ridicule, as well as most people, but can become discouraged if these circumstances become excessively distressing or prolonged. While this is typical for most people, Training that improves this Work Habit would be beneficial.

You can immediately improve Average "Mental Toughness" by paying attention to your emotional state, noting instances of frustration, negativity, or self-pitying, and countering them by forgiving others' faults, objectively evaluating real-world necessities, and maintaining an attitude of gratitude.

Physical Endurance

1-10 Score: 7

Above Average

Related Training Courses:

- Developing Health and Wellness at Work
- Self-Motivation for Combating Burnout

More likely than most people to exhibit "Physical Endurance"—defined as one's ability to maintain their physical capabilities and mental acuity during long periods of exertion, stress, and/or adverse conditions. An Above Average score suggests you have the ability to perform very well during standard eight hour workdays, and can even work extra hours, or perform more strenuous tasks than you are accustomed to, without experiencing significant fatigue. With this high score, improving this Work Habit would be unnecessary.

Even with your high level of Physical Endurance, you can enhance this Work Habit immediately by getting more sleep, making substantial improvement to your diet, and exercising. You should also avoid unreasonably long spurts of exertion that could lead to burnout.



Manageability Analysis & Development

Interpersonal Style: **6 - Realist**Development Grade: **B**

Procedural Dedication

1-10 Score: 10

Exceptional

Related Training Courses:

- Total Quality Management Training
- Customer Service Excellence Training

Much more likely than most people to exhibit "Procedural Dedication"—defined as one's ability to wholeheartedly commit to a sequence of prescribed instructions for accomplishing a task. An Exceptional score suggests you will follow instructions and adhere to policies to the letter, in nearly all cases, and take your obligations and commitments very seriously, possibly exhibiting tendencies to be a stickler for details and overly bureaucratic. But with this Exceptional score, improving this Work Habit would be unnecessary.

Even with your exceptionally high level of Procedural Dedication, you can enhance this Work Habit immediately by asking experienced managers if your exacting standards and bureaucratic tendencies fit your environment, or are possibly causing resentments among your more casual counterparts.

Independence

1-10 Score: 7

Above Average

Related Training Courses:

- Developing Relationship Building Skills
- Team Building Skills & Strategies

More likely than most people to exhibit "Independence"—defined as one's ability or preference to think for themselves and accomplish tasks and goals without relying upon others for aid or support. An Above Average score suggests you prefer to be more independent, often shying away from assistance from others as more of a habit than a rational decision based upon the circumstances. While this might be appropriate in many situations, Training that improves this Agility Trait would be beneficial.

Even with a reasonably well-balanced level of "Independence" you can enhance this Agility Trait immediately by purposely involving others in your projects and tasks, at least once per week, whether you need assistance or not, so they will be accustomed to being there for you when you really need them.

Guidance Receptive

1-10 Score: 6

Average

Related Training Courses:

- Developing Communication Skills
- Developing Coaching and Mentoring Skills

As likely as most people to be "Guidance Receptive"—defined as one's ability to agreeably accept instructions and assistance from supervisors and counselors. An Average score suggests you can accept consultation and guidance from qualified professionals and managers you respect, without a great deal of resistance, but may not be open to taking advice or dictates from authorities you don't like or admire. While this is typical for most people, Training that improves this Work Habit would be beneficial.

You can immediately improve an Average "Guidance Receptive" score by assessing both the practical importance of complying with the authorities or advisers who are trying to assist you, and to what degree you're transferring the sins of other people who had disappointed you in the past.

Praise Motivated

1-10 Score: 9

Exceptional

Related Training Courses:

- Enhanced Employee Engagement
- Improving Employee Recognition Programs

Much more likely than most people to be "Praise Motivated"—defined as one's ability to accept expressions of approval and admiration as an incentive to perform exceptionally. An Exceptional score suggests you're substantially motivated by recognition of your achievements, but require an exceptional amount of praise and adulation to reassure you that your reputation is being bolstered, and to thwart feelings of disappointment. Because this can be problematic, Training that calibrates this Habit is recommended.

Given your exceptional inclination to be Praise Motivated, you might consider enhancing this Work Habit by referring to your "Independence" Work Habit above, to assess if you're too dependent on others' opinions, and if your actions are being driven by a need for acceptance and popularity.



Cooperation Analysis & Development

Interpersonal Style: **6 - Realist**Development Grade: **B**

Emotional Composure

1-10 Score: 6

Average

Related Training Courses:

- Developing Emotional Intelligence
- Handling Conflict & Confrontation

As likely as most people to exhibit "Emotional Composure"—defined as one's ability to maintain a calm and tranquil psychological state in the face of hindrances and turmoil, to preserve good interpersonal relations. An Average score suggests you can "keep your cool under fire" in most situations, but can lose control of your emotions in highly stressful situations, or in anticipation of unpleasant events. While this is typical for most people, Training that improves this Work Habit would be beneficial.

You can immediately improve Average "Emotional Composure" by practicing coping skills, with techniques like putting your hands in your pockets and counting to 10 before lashing-out, taking 3 very deep breaths whenever you feel tense, and visualizing peaceful scenes in nature to become relaxed.

Trusting Disposition

1-10 Score: 8

Above Average

Related Training Courses:

- Developing Trust and Respect
- Improving Body Language Interpretation

More likely than most people to have a "Trusting Disposition"—defined as one's inclination to confide in, or have confidence in, the honesty and reliability of both friends and strangers. An Above Average score suggests you believe most people are honest and can be trusted to keep promises, and while there might be "a few bad apples in the bunch" you are generally confident your positive interpersonal experiences will far outweigh the bad ones. With this well-balanced score, better calibrating this Work Habit would be optional.

You can immediately enhance an Above Average "Trusting Disposition" by remembering Ernest Hemingway's adage: "The best way to find out if you can trust somebody is to trust them," and conceiving a systematic method for applying that adage, to better establish a reliable "Circle of Trust."

Nurturing Disposition

1-10 Score: 5

Average

Related Training Courses:

- Developing Better Work Relationships
- Being A Likable Boss

As likely as most people to exhibit a "Nurturing Disposition"—defined as one's inclination to express compassion and consideration toward others, and assist with their physical and emotional well-being. An Average score suggests you can be nurturing at times when close friends and family members seek your help, but you're somewhat indifferent to the needs of most people, and very selective about who you help. While this is typical for most people, Training that improves this Work Habit would be beneficial.

You can immediately improve an Average "Nurturing Disposition" by considering how an indifferent attitude might create hardships with friends, coworkers, customers, and managers, thus hindering your chances for promotion. Then start looking for opportunities to be more caring and helpful.

Contented Disposition

1-10 Score: 6

Average

Related Training Courses:

- Developing a Perpetually Positive Attitude
- Increasing Your Happiness

As likely as most people to exhibit a "Contented Disposition"—defined as one's inclination to be happy and satisfied with what they have and the life they live, free from want and worry. An Average score suggests you're only somewhat contented with your overall life situation, with great appreciation and gratitude for the favorable parts of your life, along with some frustrations and disappointment in other areas. While this is typical for most people, Training that improves this Work Habit would be beneficial.

You can immediately improve an Average "Contented Disposition" by creating a written list of all the things you have to be grateful for, all your problems, and all your capabilities that help you to overcome adversity, then work with your supporters to create a plan for maximizing your contentment.



Negotiation Analysis & Development

Interpersonal Style: **6 - Realist**Development Grade: **B**

Being Sociable

1-10 Score: 6

Average

Related Training Courses:

- Developing Interpersonal Skills
- How to Work With Any Personality

As likely as most people to practice "Being Sociable"—defined as one's ability to express a preference for associating with other people, and be considered a friendly and engaging conversationalist. An Average score suggests you're reasonably capable of interacting with people and making a good impression, but probably won't put a lot of effort into "winning people over" or enduring people you don't find interesting or enjoyable. While this is typical for most people, Training that improves this Work Habit would be beneficial.

You can immediately improve an Average "Being Sociable" score by seeking-out local Meetups and business networking events, where you can practice Being Sociable with many different kinds of people, sharpen your listening and responding skills, and perfect your expressive capabilities.

Being Impressive

1-10 Score: 5

Average

Related Training Courses:

- How to Be an Outstanding Communicator
- Improving Public Speaking Skills

As likely as most people to practice "Being Impressive"—defined as one's ability to express themselves in an outstanding and fascinating way, in actions or appearance, to arouse respect and admiration. An Average score suggests you carry yourself well, enthusiastically sharing your interests and dressing okay, and while you care about looking good and being admired, you're not trying to stand-out in a crowd or be the life of the party. While this is typical for most people, Training that improves this Work Habit would be beneficial.

You can immediately improve an Average "Being Impressive" score by being more distinct and refined in the way you present yourself, and your home, car, and office, while implementing some basic fashion tips, like improving your posture, keeping your clothes pressed, and nourishing your skin and hair.

Being Creative

1-10 Score: 6

Average

Related Training Courses:

- Developing Creativity and Innovation
- Developing Strategic Thinking Skills

As likely as most people to practice "Being Creative"—defined as one's ability to imagine and conceive original concepts, to stimulate both the invention and production of new creations. An Average score suggests you do have some creative abilities, and might be open to new ideas and different perspectives in a more recreational environment, but could be inclined to be more traditional and conformist in a professional setting. While this is typical for most people, Training that improves this Work Habit would be beneficial.

You can immediately improve an Average "Being Creative" score by taking in the arts, reading about inventions, endeavoring to understand the motivations and process behind both, and then try to imagine inventions and innovations of your own, or an original story, an art concept, or a new joke.

Being Assertive

1-10 Score: 4

Below Average

Related Training Courses:

- Developing Assertiveness and Self-Confidence
- Improving Negotiation Skills

Less likely than most people to practice "Being Assertive"—defined as one's ability to vigorously claim one's rights or express one's views, and make all-out efforts to win or succeed. A Below Average score suggests you are reluctant to assert your opinions, and can be intimidated by people who strongly assert theirs, often deciding to "just let it go" rather than engage in an uncomfortable argument. Because this can be problematic, Training that improves this Work Habit is recommended.

You can immediately improve a Below Average "Being Assertive" score by learning how to defer heated arguments with more assertive people, even if only briefly, so you can formulate compelling arguments, get some "back-up" from a friendly associate, and practice overcoming aggressive tactics.



Efficiency Analysis & Development

Interpersonal Style: **6 - Realist**Development Grade: **B**

Mental Sharpness

1-10 Score: 6

Average

Related Training Courses:

- Developing Advanced Thinking Skills
- Improving Academic Intelligence Skills

As likely as most people to exhibit "Mental Sharpness"—defined as one's ability to quickly perceive, understand, and reason, with high sensitivity to details, to expedite accurate awareness and insight. An Average score suggests a moderate capacity for quickly learning and working-out problems, and grasping somewhat complex concepts and systems, but advanced theories and complicated configurations can frustrate and hinder you. While this is typical for most people, Training that improves this Work Habit would be beneficial.

You can immediately improve Average "Mental Sharpness" by playing with some of the free "Brain Training Games" that are available online, like Lumosity.com or Cognifit.com, and taking challenging educational courses that interest you, and will also give your "Mental Sharpness" a good workout.

Structured Thinking

1-10 Score: 5

Average

Related Training Courses:

- Developing Critical Thinking Skills
- Six Sigma Black Belt Training

As likely as most people to exhibit "Structured Thinking"—defined as one's ability to mentally construct a systematic framework for thoughtful reflection, judgment, and application of data and ideas. An Average score suggests you will put some effort into organizing your thoughts before speaking or acting upon them, but you usually act on intuition, often giving instructions to yourself and others in a more generalized fashion. While this is typical for most people, Training that improves this Work Habit would be beneficial.

You can immediately improve Average "Structured Thinking" by applying in writing the 5 steps of Structured Thinking (the ultimate goal, available resources, missing resources, logical progression, and probable reactions) for each task and project you do, until the process becomes a mental habit.

Orderly Environment

1-10 Score: 6

Average

Related Training Courses:

- Organizing Multiple Projects & Tight Deadlines
- Organization for the Sales Consultant

As likely as most people to keep an "Orderly Environment"—defined as one's ability to methodically arrange their surroundings and resources in an organized sequence, and in a neat, tidy manner. An Average score suggests you pay attention to keeping formal areas clean and tidy, and know how to organize things adequately, but often let other areas get a bit unkempt, until they become chaotic, and then they're tidied-up as well. While this is typical for most people, Training that improves this Work Habit would be beneficial.

You can immediately improve your Average commitment to an "Orderly Environment" by considering how just 10 minutes per day of searching for things, times 365 days, results in over 60 hours of lost productivity every year. Then try applying the organization skills you already possess more often.

Change Receptive

1-10 Score: 5

Average

Related Training Courses:

- Change Management Training
- Workplace Diversity Training

As likely as most people to be "Change Receptive"—defined as one's ability to be persuaded to accept modification or replacement of existing systems, components, or procedures. An Average score suggests you have a measured level of curiosity about ways to improve things, and won't put-up too much resistance if you think an idea for change is good, but will resist changes you feel are forced upon you, or don't make sense to you. While this is typical for most people, Training that improves this Work Habit would be beneficial.

You can immediately improve your Average ability to be "Change Receptive" by considering the importance of improving quality and efficiency to stay competitive, and stay in business, and then do a little research about proposed changes before expressing any negativity or resistance to them.



Leadership Analysis & Development

Interpersonal Style: **6 - Realist**Development Grade: **B**

Personal Ambition

1-10 Score: 4

Below Average

Related Training Courses:

- Developing an Exciting Career Plan
- 10 Traits of Self-motivated People

Less likely than most people to exhibit "Personal Ambition"—defined as one's ability to have an earnest desire for some type of achievement or distinction, such as wealth, power, honor, or fame, and the willingness to strive for its attainment. A Below Average score suggests you're relatively satisfied with what you have, and don't feel compelled to be overly competitive, or to make uncomfortable sacrifices, so your goals tend to be easy and attainable. Because this can be limiting, Training to improve this Habit is recommended.

You can immediately improve Below Average "Personal Ambition" by creating a written list of your most impressive past accomplishments, along with some achievements or distinctions that you feel should be added to the list, and recount them with yourself and your supporters, out loud, once per week.

Willingness to Lead

1-10 Score: 5

Average

Related Training Courses:

- Developing Leadership and Influence Skills
- Improving Executive Management Skills

As likely as most people to exhibit a "Willingness to Lead"—defined as one's ability to be eagerly inclined to provide decisiveness, guidance, and direction, to a group of people who seek a successful course of action. An Average score suggests you have the capability to take-charge if no one else will, especially for goals that are important to you, but you prefer to follow people who are more naturally dominant and experienced in leadership. While this is typical for most people, Training that improves this Work Habit would be beneficial.

You can immediately improve your Average "Willingness to Lead" by making it a point to share any "tips and tricks" that work for you with others, at least once per week, and practice being decisive and taking-charge whenever there seems to be a need for it, and encouraging others to follow your directions.

Willing to Take Risks

1-10 Score: 5

Average

Related Training Courses:

- Developing Reliable Intuition
- Improving Risk Management Strategies

As likely as most people to be "Willing to Take Risks"—defined as one's ability to courageously venture upon a potentially advantageous course of action, which also holds the potential to unexpectedly result in misfortune, hazard, or loss. An Average score suggests you're somewhat cautious when it comes to speculative investments or taking chances in your career, also preferring to "play it safe" with physical activities and personal relationships. While this is typical for most people, Training that calibrates this Habit would be beneficial.

You can immediately improve your Average "Willing to Take Risks" score by asking experienced managers and successful investors about their methods for determining the "implied risks versus potential rewards equation," and then seeking appropriate opportunities to practice venturing into the unknown.

Taking Responsibility

1-10 Score: 5

Average

Related Training Courses:

- Developing Performance Management Skills
- Improving Business Ethics

As likely as most people to exhibit "Taking Responsibility"—defined as one's ability to willingly admit being the controlling authority of their prior decisions and actions, and answering for the outcome and consequences of them. An Average score suggests a general willingness to "own" your successes and failures, sometimes implicating others, or making specious excuses, but usually being objective and mature about it. While this is typical for most people, Training that improves this Work Habit would be beneficial.

You can immediately improve your Average capacity for "Taking Responsibility" by hanging a printed reminder where you will see it often, which states "Listen, Breath, Think, Respond," then follow those instructions to offset any guilt-driven defensiveness you might otherwise project when "called on the carpet."



Interpersonal Style Groups

Interpersonal Style	Names
 1* Idealist	
 2' Altruist	
 3' Careerist	
 4' Individualist	
 5+ Factualist	
 6+ Realist	
 7+ Enthusiast	
 8* Reformist	
 9* Synergist	