



Personality Portrait for:

Noah Gibson | 
Assessment Date: April 24, 2024

- Dashboard Summary
- Four Dimension Personalities: A Brief Overview
- Primary Personality
- Personality under Pressure
- Processing Blueprint
- Motivation: Why
- Motivation: How
- Decision-Making
- Fundamental Needs
- Conflict Management
- C.A.R.E. Mindset



How are you... Really?

What if you had a free and simple way to assess your own wellbeing on a regular basis. Would you do it?

www.myLifeDomains.org can help you do your own self-check in just a few minutes of your time, at your convenience.

Go ahead and get started by picking a domain such as relational, emotional, physical, etc.

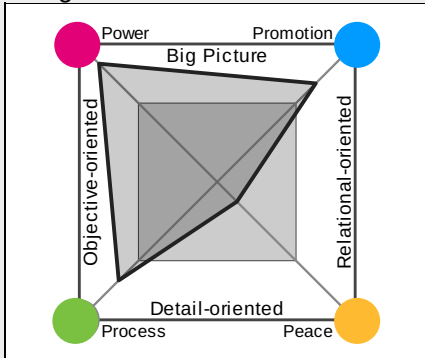
DOMAIN ASSESSMENTS 

GET STARTED!

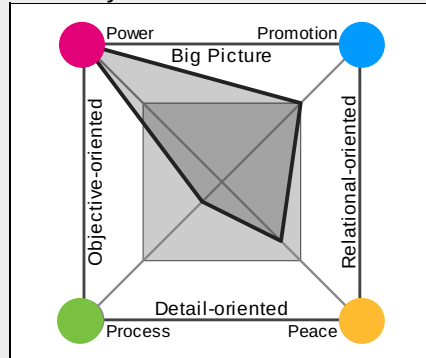
Dashboard Summary

Accuracy of Results **76%**
Marginal Accuracy

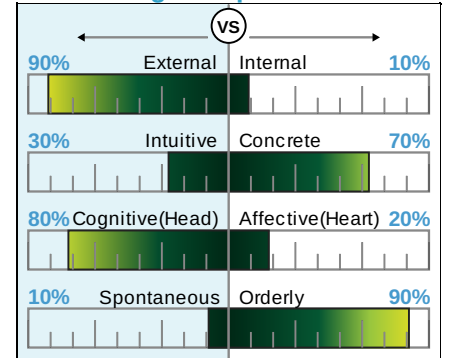
Primary Personality Designer



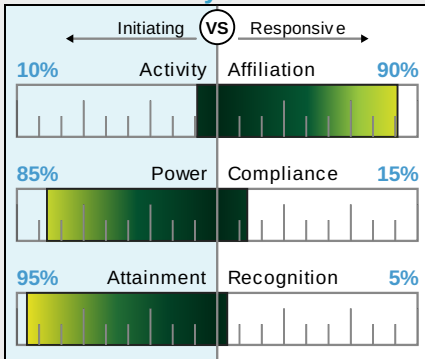
Personality Under Pressure Visionary



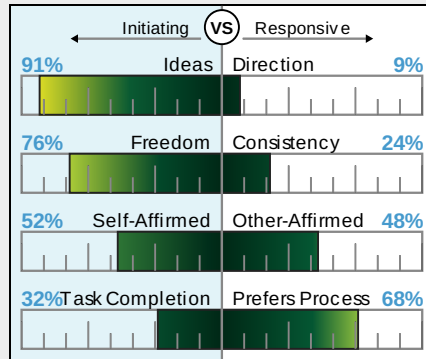
Processing Blueprint



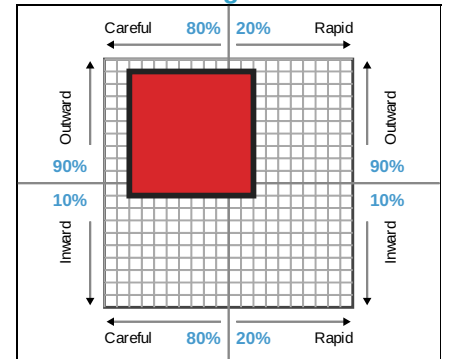
Motivation: Why



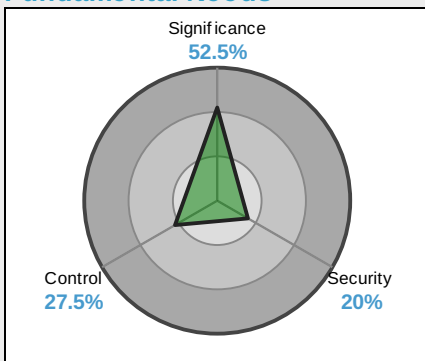
Motivation: How



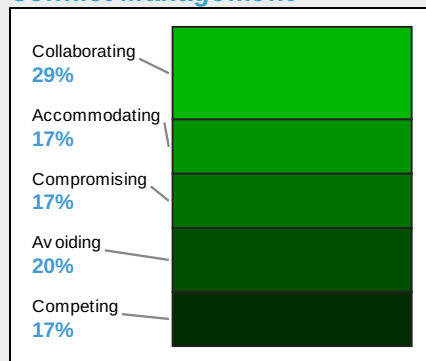
Decision-Making



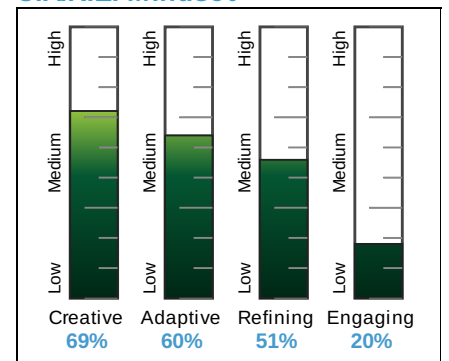
Fundamental Needs



Conflict Management



C.A.R.E. Mindset



Four Dimension Personalities: A Brief Overview



The **'POWER Personality'** is a strong individual that can easily take responsibility in a variety of settings. Others often perceive this kind of person as the obvious choice to lead. However, others may see the 'Power Personality' as overly forceful at times. They are willing to apply the pressure necessary to achieve the results desired. The 'Power Personality', like a hammer, must be used carefully. It can be used to build or destroy. The 'Power personality' correlates with the Classical Choleric, the High "D" on the Performax DISC, the lion in the Trent-Smalley Model and the Powerful Hammer on the Toolbox Analysis.



The **'PROMOTER Personality'** is both flexible and spontaneous, quickly adapting to most any situation. They can talk about anything, anywhere, with or without information and tend to be a people magnet. However, others can view their flexibility as throwing caution to the wind. This personality correlates with the Classical sanguine, The High "I" on the Performax DISC, the otter on the Trent-Smalley Model and the Versatile Army Knife on the Toolbox Analysis.



The **'PEACE Personality'** is among the most docile personalities who desire to keep the peace and have everyone get along with each other. This person hates conflict and does not want to cause problems. Their hesitancy in "speaking up" when doing so is important may lead others to believe that this person is in full agreement. This personality correlates with the Classical Phlegmatic, the High "S" on the Performax DISC, the Golden retriever on the Trent-Smalley Model and the Adaptable Duct Tape on the Toolbox Analysis.



The **'PROCESS Personality'** is the most precise of all the personalities and likes to "get it right." They seem to have a secret rule book in the back of their mind that they live by and want others to live by the rules as well. However, others may become exasperated when expected to comply with their detailed expectations. Learning to be flexible and open to how others view situations may be beneficial to this type of individual. This personality correlates with the Classical Melancholy, the High "C" on the Performax DISC, that Conscientious Beaver on the Trent-Smalley Model and the Precision Tape Measure on the

Toolbox Model

A Special Note to Consider: *The Livstyle tools were created with your personal growth in mind. A Livstyle Visual Personality Portrait can describe a person very accurately, but you do possess a uniqueness that cannot be fully captured in a report. There are dynamics in your life that impact your uniqueness that may include maturity, values, spiritual/religious beliefs, culture, and life-changing events. The purpose of this Livstyle portrait is to assist you in the process of gaining self-awareness as well as increasing your understanding of others.*

It is very important to recognize that there may be both strengths and shortcomings that are generally true of your personality type but they may not necessarily apply to you. There are many circumstances and variables that contribute to your uniqueness.

We encourage you to put on your 'growth mindset lenses' as you read about yourself and others. Guard against using a Livstyle portrait to put a person 'in a box'. Instead, use your Livstyle portrait to expand your insight and to keep on growing!

Questions Concerning the Accuracy of Results

What does the Accuracy Scale indicate? (At the top right of the Dashboard Summary page)

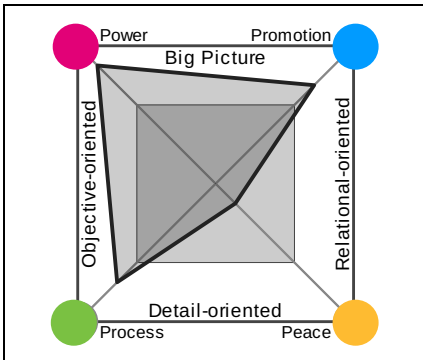
- A 90% score or higher indicates that the outcome report is an accurate reflection of the person.
- An 80%-89% score indicates that the report is acceptable in the reflection of the person
- A 70%-79% indicates that the outcome report is marginal with a number of statements that may not be an accurate reflection of the individual
- Under 70% is considered invalid and may not be a true reflection of the individual

What factors might cause one's Accuracy Score to be lower than anticipated?

- Possessing a dislike for personality assessments or trying to force a preferred outcome.
- Over-analyzing the question, thinking "it all depends" while answering many of the questions.
- Having a high moral compass that results in projecting a moral code onto the preference questions.
- Not taking the assessment seriously and choosing to answer the questions carelessly

Primary Personality Designer

Personality Category: POWER-PROMOTION-PROCESS Personality Mix **Classical Designation:** Choleric/ Sanguine/Melancholy Mix



Designer

[See the Personality Overview (Page 3) for the names used by other contemporary personality measuring instruments]

Narrative: Individuals with this Power-Promotion-Process Personality Mix (The Designer) tend to possess opposite characteristics in their behavior and places them among the stronger personality types. Noah, as a Designer, possesses the strength of personality with a willingness to apply the pressure necessary to get results as well as a detail-orientation as well as an effective persuasive ability. In fact, some individuals with this personality mix may not always be fully aware of the impact their personality strength on others. There is a desire for tangible results and also a strong, equal desire to attain perfectionist standards. The Designer Personality may be both aggressive and sensitive at the same time. Decision-making can be restrained by the desire to explore

all the possible options before arriving at a conclusive decision. With a strong task orientation, the Designer is apt to implement sound changes with considerable planning ability. However, personal relationships may not receive the important attention necessary to keep a team on the 'same page' as Noah is in the process of change. Noah is inclined to desire freedom to explore and to re-check decisions. One caution is that Noah may not exercise the concern that is important when operating as a team. He may project an aloofness and bluntness at times that may create a distance from associates. Designers generally have no problem taking on difficult challenges, strenuous tasks and competitive situations. If told that something cannot be done, Noah is likely to respond with a 'can do' attitude. When the challenge is met, there may be the evidence of an 'I told you I could do it' attitude. It is quite possible that Noah would take on opportunities that would stretch and develop his abilities. A Designer personality may project a self-confidence that can be misinterpreted by some people as being arrogant or overly self-reliant in his attitude. People like this strive to remain free from situations perceived as constraining, such as direct controls, routine work and excessive details. Noah very likely desires independence and may become restless when results are diminished by group work or committees. Being objective and result-oriented, Noah may prefer to work alone to achieve optimal results, but may be able to persuade others to join in accomplishing the desired result. He is apt to rise to the occasion and be a 'take charge' individual when it is seen as necessary. With an uncompromising drive for results, a Designer may be perceived as direct, blunt, forceful and quite possibly uncaring in some situations. This striving for results is definitely the strength of this type of person, but when carried too far, may create difficulty for others who are not as driven.

Male Biblical Example: Jacob

Of course we can only take a snapshot based on scant evidence, but this story from Jacob's life is consistent with the behavior of a Designer. It takes place while Jacob was serving his father-in-law Laban. After the price had been paid for his wives, Jacob continued to serve Laban in exchange for a share in the herds and flocks (Genesis 30). He said (in true Eastern negotiation-style), "Don't give me anything. Just let me pass through the flocks and take the speckled and spotted ones." The terms being set, Jacob then applied principles of selective breeding and his herds grew substantially. Laban, jealous, reversed the terms. Jacob then also reversed the selective breeding process and became enormously successful. This productive thinking accompanied by diligent implementation is exactly what you would expect to see in a Designer.

- 1. Dynamic Role In The Body:** The Designer easily grasps the 'big picture' and utilizes verbal skills/high energy to mobilize people and achieve results. He quite conceivably welcomes a challenge, especially the opportunity to create something new. A 'make it happen' person that wants to move others to action; The Designer initiates, encourages and expect results. If possessing the proper skills, the Designer is capable of improving efficiency and achieving results by initiating changes within an organization. There is a great potential for vision which synthesizes facts, events, and concepts in order to develop long-range strategies.
- 2. Emotional Posture:** A Designer does not back down easily and is not intimidated by aggression. However, a Designer may be at times surprisingly somewhat restrained in expression when objectives are not clear.
- 3. Driving Ideal:** This type of individual likes managing, influencing and inspiring others. A Designer likes to develop solutions that are in keeping with proven methods and procedures; may desire to duplicate the conditions for success that were present in someone else's success with a similar venture.
- 4. Assesses Others By:** How they project a sense of personal strength, influence and character. Also others are assessed by their innovative ideas in getting things done by this Designer's personal standards.
- 5. Motivational Style:** The Designer likes setting the pace in developing 'new' approaches as well as the innovation of the 'old'. Others will be motivated by the Designer's inspiration, rewarding, intimidating or giving direction.
- 6. Relational/Task Orientation:** Relates well with people, but under pressure will give priority to the task. There is a strong bent toward being task-oriented and some Designers greatly enjoy working alone.
- 7. Teaching Style:** The Designer usually has a strong and assertive teaching style that exemplifies confidence. This person

likely has the details and analytical ability to back he position. Others may lose sight of the central issue if there are too many details included in the instruction. There is a natural ability to afflict the comfortable but he may need to place more emphasis on comforting the afflicted. He moves people to action. Including grace and mercy in the delivery style may allow this kind of personality to be even better at motivating others.

8. Service Opportunities: Being very action-oriented, there is a strong desire for accurate and predictable results. This type of person will gravitate to opportunities with careful planning to make a strong impact. If this person is not the leader but still participates, it may be done out of a sense of duty rather than from a real sense of joy.

9. Study Method: Short study periods may give way to many tangents as details are explored, lists are made and interests are magnified - until the abstract thinking is presented with a more measurable opportunity. A lover of research and capable of astonishing depth, the key for the Designer often seems to be the level of self-motivation. When the subject matter does not interest him, he may have a difficult time preparing.

10. Prayer: The focus of prayer is likely to be 'getting results'. Because of the natural confidence of this personality type, there might be a great benefit for this person to focus on God's authority, coming to Him in humble request rather than in presumptive confidence. More time should be spent in private prayers of praise along with a heartfelt period of self-examination. Public prayer may actually come easier to this person than private prayer, since there is more schedule or form to the prayer time. Designers tend to fill their schedules too full, with the time they spend in personal prayer pushed to the background or entirely out of the schedule.

11. Preferred Learning Environment: As students, discussion is a must. Where they are not able to discuss openly, watch for Instructors to want social opportunities or seek different classes. Lectures, sermons, and lessons need to be practical for the Designers or they lose interest. Discussion groups need to stay on target and provide valuable insight in order to reach him. There may be a strong draw to in-depth information that wearies others who enjoy a more relaxed approach.

12. Mobility Preference: Noah needs mobility, desirous of engaging in multiple projects. They seek a mix of being mobile and stationary but with a variety in the activity.

13. Environmental Stressors: The confinement of routines, a lack of variety, disorganization and the loss of ability to control the direction of the environment creates stress for the Designer. Also, there may be a tendency to over-commit.

14. Over-Uses: The Designer enjoys a challenge, variety and the opportunity to influence/inspire others. This tendency may result in Noah feeling over-extended. Also, the Designer at times can be blunt and critical in attitude that may appear aloof or condescending.

15. When Pressured: A Designer tends to become bored with routine and the status quo; may act independently of a team, or become irritated when restrained.

16. Uneasy When: There is failure to achieve the standards or when the ability to influence is diminished.

17. Leadership: A Designer may exhibit a leadership style that defines the goal and then motivates others to work together to accomplish that goal. They initiate change that may be important in reaching long range goals. Noah, as a Designer, can easily see the 'big picture' and the necessary steps to achieve the objectives. There is a strong focus on practical results. Designers are eager to get to work, examine details, solve the problems and get on to the next item. There may be a low tolerance for being on committees that move too slowly, are too formal, or conversely, do not look closely enough at relevant details. Other people may find this person frustrating, because of the drive to get results but at the same time want to cover all of the details.

18. Summary of Strengths: Independent, result-oriented, confident, problem-solver, and direct.

19. Ministry Preference: Since a Designer desires to be logical, accurate, practical and thorough, Noah may function most effectively when the work environment is structured and organized. There may also be a tendency to be a 'take-charge' person that can function best when given independence, problems to solve, and challenges to overcome. In the job description, he may prefer the opportunity to:

- | | | | |
|--------------------|----------------------|-------------------|------------------|
| • Analyze | • Be accurate | • Be in Control | • Entertain |
| • Gain recognition | • Influence | • Communicate | • Build |
| • Create | • Critique & Improve | • Decide | • Develop |
| • Direct | • Initiate solutions | • Manage | • Organize |
| • Plan | • Process | • Quality control | • Research facts |

20. To Communicate With This Person: Because Noah is inclined to be practical, accurate, and organized; there may be a tendency to resist change unless the reasons are understood. Provide the rationale for changes and decisions with well-researched facts and data. He is probably motivated more by logic than by emotions. Noah may the role of a change agent when a particular change makes sense. Since individuals with this personality are bottom-line people, discuss the end result first. Give the 'big picture' or summarize first, and then provide explanations, details, and concerns, if requested.

21. To Disagree With This Person: Because Noah is objective-oriented, give the 'big picture' you can agree upon first; then propose the plan that will expedite reaching the goal. Carefully document a position with facts and data that have been well researched. Look for areas of agreement to serve as a foundation to any change being considered. Appeal to this person's logic and do not pressure for an immediate decision. Give time for him to think through the evidence before expecting a decision from him.

22. Possible Negative Perceptions This Person Has Of Others: Noah is most likely to be offended by public embarrassments and corrections. Those who criticize or correct him publicly are sure to lose respect. Noah may see some people as disorganized, less prepared, less accurate and unproductive.

23. Negative Perceptions Others May Have Of This Person: Others may see Noah as very territorial. Conflict may occur over who is in control and who is correct. He may possibly be seen as 'picky' or 'pushy' with a 'know-it-all' attitude. Some may see this type of personality as overbearing, demanding and/or unyielding.

24. Notable Characteristics: This type of individual quite conceivably has an entrepreneurial attitude, being assertive, persuasive, independent, and adventurous. There is an inclination to be logical and critical in a personal approach to attain a goal. Problems can be seen as a challenge, requiring unique and analytical efforts. Some Designers may be seen as aggressive, systematic and factual. Those with this pattern typically have a stubborn determination and are not afraid to try something new, with a desire to move ahead even without the advice or backing of others. Boredom is the Designer's enemy, as he drives toward bigger and better things. He is a self-starter who responds immediately to competition, striving to avoid unnecessary risks and/or trouble. Noah may pick up little nuances and hidden meanings often missed by others.

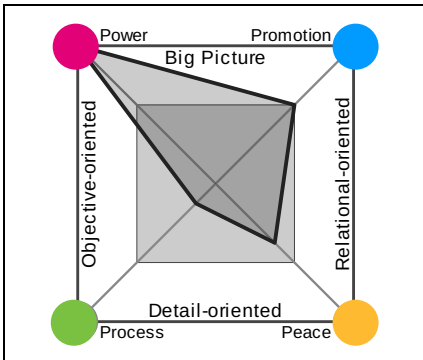
25. Fundamental Desires/Drive: A Designer is likely project that are less desirable to project that are less desirable to capable to see the 'forest' as well as the 'trees', uncovering more alternatives than associates can imagine. He is typically on a constant quest for something about which to ponder. Noah enjoys discovering new possibilities when being allowed to explore and probe.

26. Recommended Improvements: With the Designer being carefully aggressive, tensely tactful, self-critical, and overly serious, there is a tendency to drive for results with 'one foot on the gas pedal and the other on the brake'. There is a tension between the 'big picture' and getting the details together that may leave this individual struggling with indecision. Never appearing to be fully satisfied with anything, others may see Noah as vacillating on a position or reversing a decision. The impact he has on others is stronger than he may realize. Possessing a strong personality, Noah either empowers others or leaves them feeling hurt and criticized. He can be overbearing, pushy, or insensitive to people. Consideration of other's feelings may be a more positive posture to assume when working together on a common project or objective. Having high standards and being rather critical may be a problem. Focusing on being more practical and learning to settle for a 'good solution' is more beneficial than striving for the 'perfect solution'. It would be helpful to work on cooperation with the team, tact in communication, personal warmth, and recognizing that limitations do exist. He should work on a willing attitude to receive feedback.

27. How to Supervise and Encourage: Designers most appropriately needs a leader who will tap into the creative flow and put his better ideas into practice. He needs a leader who will help get things finished and new projects started. It is important to have a leader that is direct, but equally important, a leader that can handle Noah being direct. A passive or carefree leader is not going to work. Noah needs challenging assignments that will be stimulating. Give Noah as much freedom as possible to run things the way he deems most appropriate. Noah may need to be reminded that limitations to authority do exist. He works best with a friendly supervisor with whom open discussion and 'telling it like it is' will be expected and accepted.

Personality Under Pressure Visionary

Personality Category: POWER Personality Classical Designation: Choleric



Visionary

[See the Personality Overview (Page 3) for the names used by other contemporary personality measuring instruments]

Narrative: Individuals who possess this Power Personality (The Visionary) exhibit a pattern that places them among the strongest of all the personality types. The Visionary is a strong individualist who continually strives to seek new objectives and agendas. Others may see the Visionary as being 'on a mission'. They like to 'move, shake and make things happen' with a willingness to apply the pressure necessary to attain the results desired. This type of person is often thinking about the next project before a current one is completed. Being extremely independent and self-reliant in thoughts and actions, Noah may prefer to find his own solution to an obstacle. This rugged individualist is relatively free of group constraints. Innovative solutions are often

discovered because people like this usually possess an attitude which exclaims "There has got to be a way to get it done!" They tend to use a direct and forceful approach to get things accomplished. However, they may also have abilities to lead people and manage situations. Noah may resort to manipulation to accomplish the objectives. Those with this pattern may also become belligerent when required to participate in group situations that are not conducive to individualism. Noah might possibly be tenacious and persistent in the pursuit of the desired objectives, doing whatever it takes to overcome any obstacle that may interfere with reaching the goal. In fact, some people may be intimidated by the high expectations and tenacity he demonstrates. This type of individual is 'cut out' for the more difficult endeavors that are unsuitable for the 'faint-hearted'. Noah is typically interested in achieving goals, thriving on challenges and making important advancements. Being so focused on the results, Noah could leave some people who have less stamina and endurance 'caught in the wake' of the pursuit. A lack of empathy may be expressed in an attitude of "Just get over it! Take a pill and quit your whining!"

Male Biblical Example: Nehemiah

Nehemiah was the cupbearer of King Artaxerxes of Persia, a position of high trust and prestige. Having the ear of the king, he spoke of his sadness concerning the destruction of Jerusalem. When the king sent him back to Jerusalem to rebuild, he took charge of the project himself. Everyone knew, without doubt, that he was the one in charge. He motivated and organized his countrymen, overcoming such difficulties as getting materials, motivating people, calming their fears and fending off those who would rather fight than see his vision completed. With (literally) a sword in one hand and a shovel in the other, workers rebuilt the walls in 52 days. Nehemiah was determined, courageous and confident in the God that empowered him to carry out a seemingly impossible mission.

1. **Dynamic Role In The Body:** Noah is probably result-oriented. His global perspective allows him to excel at seeing the 'big picture'; may take charge, define goals and apply the pressure that will get results. The "buck stops here!" and "There has got to be a way" attitude will likely generate new/innovative ideas to solve problems and overcome obstacles. What some see as barriers, the Visionary sees as challenges to be overcome or puzzles to solve.
2. **Emotional Posture:** A Visionary is individualistic in the meeting of personal needs; fear and timidity are uncommon emotions with the only exception being a fear of losing control.
3. **Driving Ideal:** This type of person drives toward new opportunity, overcoming obstacle or conquering a challenge.
4. **Assesses Others By:** How well they meet the Visionary's standards.
5. **Motivational Style:** The Visionary is motivated by finding innovative solutions to problems; projecting a personal sense of power and confidence.
6. **Relational/Task Orientation:** Priority rests with achieving the goal and completing the task at hand. Relationships can become secondary to achieving the desired result.
7. **Teaching Style:** Visionaries are usually authoritative and assertive in their teaching style. They may have a natural ability to afflict the comfortable and may lack the ability (or desire) to comfort the afflicted. They emphasize inspiring people to take action. Including grace and mercy in their delivery style may allow Visionaries to become even more motivating to others.
8. **Service Opportunities:** Being very mission-oriented, the Visionary wants action and results. This type of person will gravitate toward high-impact service opportunities. There is little tolerance for people who do not want to work hard.
9. **Study Method:** This person will approach study as though Noah is on a mission. The potential impact of the information is in view. However, the depth of study is proportional to the significance of the mission: The Visionary does not study just for the sake of study. Preparation will likely be done with numerous future presentations in mind. Though this type of person is rarely detail-oriented, there is a strong drive to be competent which motivates this person to be accurate.

10. Prayer: The focus of prayer is accomplishment-oriented. Because of a personality-based confidence, the Visionary may have a tendency to act first and pray later. Adopting the motto of 'Pray first, pray often' will contribute to a deeper spiritual maturity. Focusing on worship and praise in prayer may help the Visionary move away from self-sufficiency and toward deeper trust in God.

11. Preferred Learning Environment: The Visionary learns by experience with a willingness to make more attempts until success is achieved. This type of person prefers experiential learning more than written information, even if they normally enjoy reading. A fellowship group with clear objectives and a desire to get results is preferred for the Visionary. Too much talk and not enough action will likely cause this person to lose interest. Noah functions most effectively when given the opportunity to independently meet the challenge of overcoming obstacles and solving problems.

12. Mobility Preference: The Visionary likes to be active, constantly seeking new challenges and flourishes when there is variety. They desire freedom from details and confining routines.

13. Environmental Stressors: Stress is created when Noah is unable to exercise some control over the direction, purpose and goals in the work environment. Routines and extensive detail work are liable to increase anxiety.

14. Over-Uses: When striving to accomplish goals and objectives, Noah may become too controlling of people and circumstances.

15. When Pressured: The Visionary may become belligerent when the individualistic approach is thwarted or the door to challenge is closed; may become a loner when things need to be done.

16. Uneasy When: Life is boring, tasks become routine and there seems to be a loss of control of a given situation.

17. Leadership: A Visionary generally assumes authority, defines goals and delegates tasks without difficulty. Noah may have a daring style with little or no fear in attempting something new or innovative; holding others accountable for producing results is likely to come naturally. There is a low tolerance for being on committees that seem to lack an action-oriented initiative. Committees are usually viewed by the Visionary as just another impediment to progress and results.

18. Summary of Strengths: Independent, result-oriented, confident, a problem-solver and direct.

19. Ministry Preference: Because an individual with this pattern may be a take-charge kind of person, Noah may function most effectively when given independence, challenges, obstacles to overcome, problems to solve and a minimum of details. In the job description, Noah may prefer the opportunity to:

- Be in charge
- Be in control
- Build
- Create
- Decide
- Develop
- Direct
- Initiate solutions
- Lead others
- Manage
- Solve problems
- Supervise

20. To Communicate With This Person: Visionaries are 'bottom line' people; so discuss the end result first. You may quite possibly lose this person's attention if you become 'bogged down' by elaborating on all the details. After giving the 'big picture', then provide explanations, details and concerns if requested. The Visionary is not by nature a good listener. It often is helpful to put your thoughts in a short memo giving the problems, options and actions recommended.

21. To Disagree With This Person: Find the larger goal or the 'big picture' you can agree on first then propose the plan that will expedite reaching that goal. Noah can be highly committed to accomplishing most objectives; the particular methodology is of secondary importance.

22. Possible Negative Perceptions This Person Has Of Others: Noah may see others with a similar personality as territorial and conflict may occur over control. He may be turned off by 'too much talk' and not enough results. Noah may see some others as less motivated or believe they are 'bogging down the process' with trivial and excessive caution/ details.

23. Negative Perceptions Others May Have Of This Person: Others may see Noah as disinterested or 'on a mission'. Those with soft personalities may see him as insensitive, self-centered and stubborn. Detailed people may have the perception of him having a 'know-it-all' attitude and 'throwing caution to the wind'.

24. Notable Characteristics: Those with this pattern are generally assertive, action-oriented and very independent. With a flair for adventure, Noah may typically be persistent, determined and not easily intimidated. Being self-motivated with a strong determination, he thrives on difficult problems that can be overcome with 'brain power' and sheer 'guts'.

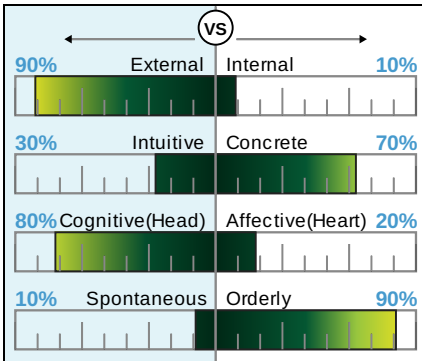
25. Fundamental Desires/Drive: Possessing a hard-driving, goal-driven orientation, Noah tends to charge ahead against all resistance and obstacles. Fear is not a common emotion for this type of person, who is not easily intimidated. He seems to thrive on more difficult obstacles and may attack them with a dogged determination. The only thing those with this personality type seem to fear is a loss of control or freedom to get the desired results. They pursue these goals through innovation and sheer tenacity.

26. Recommended Improvements: The impact Noah has on others is stronger than he may realize. Possessing the strong Visionary personality, Noah either empowers people or leaves them feeling hurt and criticized. At times the Visionary may be too blunt and critical. When someone doesn't measure up to his standards, Noah is prone to 'tell it like it is',

resulting in hurt feelings. With a restlessness to get the job done, he may not hesitate to jump in alone. Learning to delegate, communicate softly and to be patient are desirable. Noah The Visionary is likely to be a self-starter but may leave the completion of a task with someone else. He may be inclined to act before thinking. Seeking counsel from others and thinking things through as well as learning to stay with a task until its end would be very beneficial. Noah can see the 'big picture' but may not fully understand the amount of detail work required. Seeking feedback from co-workers and friends who are more detail-orientated would help him gain a better understanding of the details involved in a particular decision. He should focus on attending to quality control and details and should strive to be more patient and empathetic with others and should join with them in a spirit of collaboration. Noah may need to see how teamwork will help to meet objectives and possibly there is a need for more patience and appreciation of other workers, viewing them as people rather than as components of a plan.

27. How to Supervise and Encourage: With the right leader, the Visionary can be incredibly productive. Noah works best with a leader that is direct, straightforward and someone with whom an employee can be direct. He very possibly wants to feel free to raise issues and negotiate on equal ground. Comments that may 'shut down' others can challenge him. For example, a leader can say, "I don't think most people can pull it off, but you can give it a try!" Those who exhibit this personality pattern will see this kind of comment as a challenge and attack the problem with the attitude, "It hasn't been done yet, because I haven't given it a shot!" When told that something is impossible, Noah is inclined to think, "You want to make a bet?" Also, a leader may have to remind Noah of just how potent some comments may be and make him aware of the impact words may have on co-workers and subordinates.

Processing Blueprint



This section of the report indicates the following:

1. How Noah is Energized [Externally vs. Internally]
2. How Noah Takes in New Information [Intuitive vs. Concrete]
3. How Noah Makes a Decision [Cognitive vs. Affective]
4. How Noah Relates to the External World [Spontaneous vs. Orderly]

Event Input: External Energy vs. Internal Energy

Internally energized and externally energized are two different ways of relating to our environment. A person who is internally energized prefers to focus on the inner world of ideas and thought. Time alone for reflection is important. This person is not necessarily shy or unsociable. However, the externally energized person prefers to focus on people and activities, drawing energy from the external world, or those things in which he is involved.

Externally Energized 90%

- Extroverted, Energized by people
- Acts, then possibly reflects
- Tends to be friendly and talkative; easier to get to know
- Tends to be more expressive and unrestrained
- Needs engaging activity
- Discovers thought as words are spoken
- May seem shallow to the introvert
- Processes information outwardly

Internally Energized 10%

- Introverted, Energized by inner experiences
- Reflects, then possibly acts
- Tends to be reserved and quiet; may be harder to get to know
- Tends to be more private and restrained
- Needs privacy
- Thinks before speaking and acting
- May seem withdrawn to the extrovert
- Processes information inwardly

Sensory Filter: Intuitive vs. Concrete

At any given time a person is either taking in information or making decisions based upon information already received. Using concrete or intuitive data are two ways of perceiving information. The concrete processor prefers to utilize what can be actually seen, heard, touched, tasted, or smelled, rather than counting on the possibilities of what could be. The intuitive processor prefers to gather information by application and thinking through as many different scenarios as possible.

Intuitive (Possibilities) 30%

- Prefers imagining new possibilities and opportunities in life situations
- Definitely likes opportunities to be creative and inventive
- Jumps in anywhere and tends to pass over the steps
- May skip directions and tends to follow intuitive hunches
- Likes change and variety in the job and personal life
- Tends to ask "What could I do if there are no limitations?"

Concrete (Factual) 70%

- Prefers handling the practical matters of life situations
- Likes things that are definite and can be measurable
- Starts at the beginning, taking one step at a time
- Reads instructions and notices the details of a given situation
- Likes set procedures and the established routines
- Tends to ask "What do I do in this situation?"

Sensory Filter: Cognitive (Head) vs. Affective (Heart)

Cognitive and affective are two different ways of making decisions. People use both their head and heart in making Decisions but typically prefer and are better at one over the other. The person that prefers the head (cognitive) function tends to make decisions based on what seems to be logical with objective information. This does not mean that the individual never makes decisions based on his heart (affective). A person that prefers the heart (affective) function in making decisions is likely to be more person-centered and/or value-centered. This does not mean that this person is overly emotional or illogical. It is not suggesting that the individual will never make decision based on his head (cognitive).

Cognitive (Head)

80%

- Decides with the head
- Goes with what seems to make sense
- Concerned for truth and justice
- Objectivity is important
- May seem aloof and condescending to the Feeling-preferred person

Affective (Heart)

20%

- Decides with the heart
- Goes by a sense of personal convictions
- Concerned for relational harmony
- Emotionally participates
- May seem fuzzy-minded and emotional to the Thinking-preferred person

Output Method: Orderly vs. Spontaneous

Orderly and spontaneous reflect different lifestyle orientations by which people relate to the external world. A person who has an orderly preference will generally relate to life by being more decisive, planned, structured, and organized. Whereas, the person who is more spontaneous in preference will generally relate to life by being more flexible, adaptable, curious, and quick to embrace the change that may come his way.

Spontaneous

10%

- Prefers a flexible lifestyle and can adjust with the changes in life's situations
- Likes going with the flow and rolling with the punches
- Prefers to experience life as it happens
- Likes the freedom to be able to explore with minimum limits
- Meets deadlines by the last minute rush with a touch of suspense
- Fulfills tasks by a last minute sprint to the finish line
- May seem disorganized, messy, and irresponsible to the orderly type of individual

Orderly

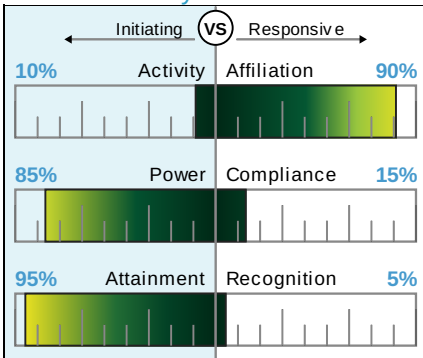
90%

- Prefers an organized lifestyle, tends to organize what is important and may let other things go
- Likes definite order, structure, and knowing what is to happen next
- Likes to have life under control and somewhat predictable
- Likes to have clearly defined limits and categories
- Feels comfortable establishing closure and getting something completed
- Enjoys deadlines and likes to plan in advance to prevent undue pressure
- May seem demanding, rigid, and up-tight to the more spontaneous type of individual

Motivation

The following information indicates the factors that determine WHY and HOW Noah is motivated.

Motivation: Why



Why is Noah Motivated?

10% Activity vs. 90% Affiliation

Noah is more motivated by "who" is involved in a situation rather than "what" is being done.

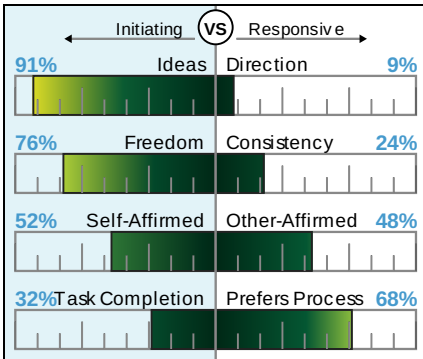
85% Power vs. 15% Compliance

Noah is more motivated by a capacity to manage people and circumstances well. This individual is more of an initiator than responder and is likely demotivated by being told what to do and how to do it.

95% Attainment Of Goals vs. 5% Recognition Of Efforts

Noah is more motivated by the opportunity to pursue and achieve the valued goal or objective more than being recognized for the efforts made.

Motivation: How



How is Noah Motivated?

91% Exchange Of Ideas vs. 9% Receiving Direction

Noah shows a preference and is motivated by the opportunity to explore as well as to dialogue on ideas, strategies, vision and challenges. Noah is not as motivated by receiving direction without giving input.

76% Freedom vs. 24% Consistency

Noah is more motivated by the freedom and the latitude to make the decisions, adjustments and take action on matters deemed important. This individual is not necessarily as motivated by routines and will often invent new ways to avoid routine.

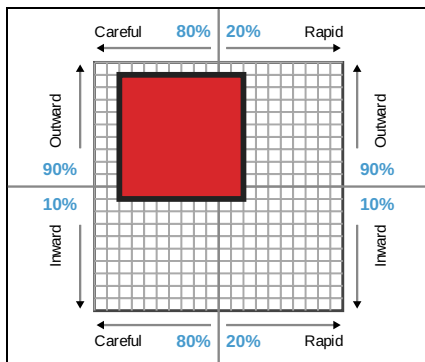
52% Self-Affirmed vs. 48% Affirmed by Others

Noah possesses an internal sense of adding value to the surrounding environment and does not necessarily need a significant amount of appreciation, encouragement and support of others to experience a sense of self-esteem.

32% Task Completion vs. 68% Prefers Process

Noah is motivated by a preference to do the work well and stay with the process at hand. What is being done and how it is done are both important. Completing the task is not necessary to feel motivated or rewarded. Upon completion of a task or project this individual is usually ready to address the next process.

Decision-Making



People have 4 different ways of processing information and making decisions:

- Outward or Inward Processors
- Careful or Rapid Deciders

Noah is an Outward Processor and a Careful Decider

Special Note: As the indicator box moves toward the center of the graph quadrants, the individual uses more flexibility and adaptability in the decision-making style. In contrast, when the Decision-Making style is charted almost fully over a single quadrant it may be problematic.

Clockwise from upper left the quadrants indicate:

- Outward/Careful: Indecisive
- Outward/Rapid: Impulsive
- Inward/Rapid: Subversive
- Inward/Careful: Evasive

90% Outward vs. 10% Inward

Outward Processors often utilize interaction with others as a way to process information and arrive at a wise decision. They have a need to communicate their thoughts openly in order to discern which ideas best contribute to a wise decision. It is this interaction with others that allows them to convert an idea to a decision. Others may think this type of person 'thinks out loud', allowing others to hear both their good and bad ideas. Some may get the impression that Outward Processors figure out what they think as they speak. Observers may not fully understand the need for engaging conversation in order for the Outward Processor to organize and clarify the thinking process. When this person is in a leadership role, others cannot always tell whether an Outward Processor is just 'thinking out loud' or making a decision. Thoughts are often discovered as words are spoken.

Inward Processors may unfairly see the Outward Processor as shallow or careless with their thoughts.

Inward Processors usually keep their thoughts private until they are convinced that the ideas are sound. They sort through their thoughts privately, and discern which ideas best contribute to a wise decision. It is in their private world that they can solidify their decisions. Others may think of this kind of person as one who 'holds their cards close' or even is 'uptight' about sharing thoughts. Some may get the impression the Inward Processor is unwilling to take the risk of sharing all their ideas.

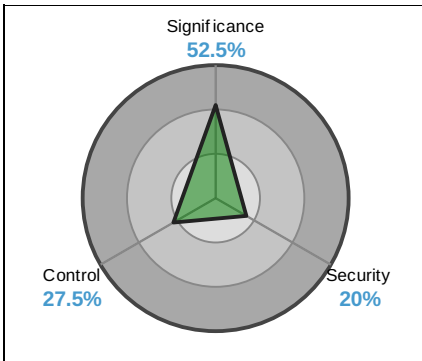
Inward Processors may be accused of not being open to the exchange of ideas, failing to fully understand their need for privacy in order to organize and clarify the thought process. In a leadership position others cannot always get a 'reading' on what the Inward Processor is thinking. This type of person is usually only willing to share ideas that they are convinced are wise. Outward Processors may unfairly see the Inward Processor is uninvolved, non-committal, or withdrawn.

80% Careful vs. 20% Rapid

Careful Deciders usually have to investigate all the options before making a decision, wanting to be certain of the outcome. They tend to go step-by-step with a methodical style of processing information and arriving at a decision. Others may see this kind of person as 'bogging down' the process or as being overly concerned over small matters.

Rapid Deciders have a quick sense of what will work and are able to intuitively process information and arrive at a decision without the need to go step-by-step. Others may see this kind of person as 'rushing to judgment', carelessly making decisions, which may or may not be the case.

Fundamental Needs



There are three fundamental needs that everyone experiences in life. However, one will usually dominate and contribute significantly to a person's outlook, attitude, motivation, and behavior.

Noah's primary need is to achieve a sense of **Significance (52.5%)**.

His secondary need is to achieve a sense of **Control (27.5%)**.

The following are the fundamental needs:

Significance

Significance comes by way of approval or affection from significant others. It brings a desire for a career setting that has a positive effect on others. This usually comes about through cooperative efforts or association with a particular group of people.

Control

Control manifests itself in efforts to influence or manage circumstances or people. It carries a longing for a setting that will allow the opportunity to control the work setting or have the power to manage people/events.

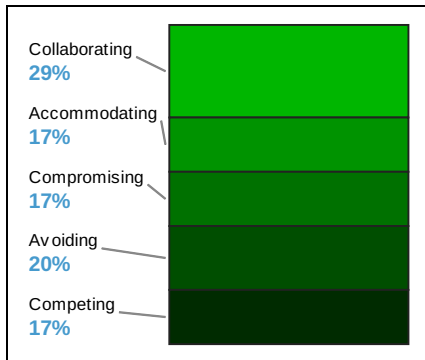
Security

Security comes by way of acquisition of assets, position, education, or a sense of belonging. Those motivated by security are likely attracted to a career setting that provides for a stable future.

Principles that Apply to Fundamental Needs

- One of the three fundamental needs will be dominant throughout most of the person's life, but many people will identify a secondary need as well.
- Fundamental needs have a significant impact on one's attitude, behavior, and motivation in the work context.
- A mismanaged fundamental need can become a destructive force in any area of life.
- Setbacks may cause a temporary shift away from the fundamental need to the secondary need.
- Identifying a fundamental need can increase the understanding of a person's attitudes, motivation, and behavior.

Conflict Management



There are Five Styles of Conflict Management indicated in this report. Your style of dealing with conflict is...

- Primarily **Collaborating (29%)**
- Secondarily **Avoiding (20%)**

Collaborating

Posture: "I can win and you can win too!"

Attitude: "My preference is... what is your preference?"

Strategy: Gathers information, looks for alternatives, open to dialogue, welcomes varied views and potential disagreement.

Interaction: Focuses on information gathering.

Goal/Relations: This style does not typically create problems, but rather, brings resolution. However, this person may become depressed when others aren't open to the same positive approach.

Accommodating

Posture: "I'll lose so you can win!"

Attitude: "Whatever you say!"

Strategy: Agree, flatter or appease--anything to keep the peace.

Interaction: Very reluctant to enter into a tense dialogue or to gather uncomfortable information.

Goal/Relations: Has a concern for preserving the relationship in the conflict, even at the price of giving up personal desires and goals.

Problem Areas: May be difficult to determine a true position due to the "nice person" posturing or because of "silent lying" - failing to speak up when doing so is important.

Compromising

Posture: "I'll win some and you will win some!"

Attitude: "I'll back off if you do the same." "I'll scratch your back if you scratch mine too!"

Strategy: Bargain, split the difference, reduce one's expectations, there is a "little something for everyone concerned."

Interaction: Tolerates exchange of views but may find it uncomfortable at certain times.

Goal/Relations: Recognizes that it may not be possible to get everything one wants and desires and still preserve the relationship.

Problem Areas: May be difficult to discern this person's perspective possibly due to "silent lying" - failing to speak up when it is important.

Avoiding

Posture: "I don't want to make any waves, so I'll steer clear of conflict."

Attitude: "Conflict? What Conflict?"

Strategy: Flee, deny, ignore or withdraw from the conflicted situation--which may include "silent lying" to keep peace.

Interaction: Reluctant to enter into any kind of tense dialogue or gather uncomfortable information.

Goal/Relations: Feels at times that it is impossible to accomplish one's goals in a conflicted situation.

Problem Areas: A troublesome style to read, usually including the possibility of denial that there is a problem or placing the blame on others, or "soft shoeing" to keep the peace.

Competing

Posture: "I will win, You will lose!"

Attitude: "Do it my way or not at all." "It's my way or the Highway!"

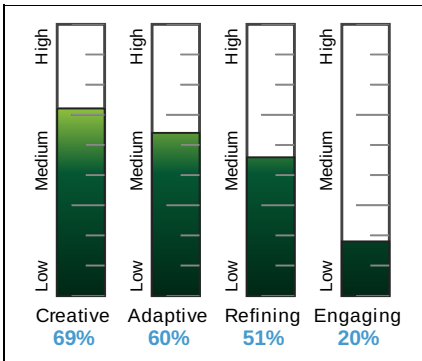
Strategy: Compete, control, outwit, coerce, fight, force, persist, "stick with it".

Interaction: Authoritarian and possibly impatient with dialogue and information.

Goal/Relations: Has a high concern for achieving personal goals even at the risk of potentially harming the relationship.

Problem Areas: May not always be aware of, nor demonstrate regard for the feelings of others.

C.A.R.E Mindset



There are primarily four preferences or Mindsets in how we go about solving problems and overcoming challenges.

An individual will typically lean toward one or two problem-solving mindset preferences and can benefit by working in tandem with others who bring the remaining preferences to the context

Of the four preferences, this person is...

- Primarily: **Creative (69%)**
- Secondly: **Adaptive (60%)**

The **Creative Mindset** is able to generate

multiple innovative ideas when others may see only a single solution. Their motto is: "Hey, I have a good idea! I have another good idea!" By thinking outside the box the Creators can identify solutions and ideas often overlooked by others. There is a desire to push past the obstacles, examine new possibilities with a capacity to see challenges from a new angle. There may be a tendency to become overly committed to the creation of 'new ideas' rather than focusing on a single good idea and move toward implementation. Effectiveness will likely increase when one's mental energy is directed toward the refinement and implementation of the ideas. Creators have a need for others in order to refine and execute new ideas

The **Adaptive Mindset** is able to see the value of ideas and concepts in their early stages make the necessary adaptations as well as develop strategies for implementation. Their motto is: "There has got to be a way this can be done, I just have to figure out how to do it." An Adapter is apt to be strategic in one's thinking with the capacity to see challenges from different vantage points. There is an ability to generate strategies to overcome the obstacles that seem overwhelming to others. Problems are not perceived as barriers, but rather, obstacles to be overcome. These Adapters possess the ability to focus on many things at one time, moving from one subject to another, which may be a distraction to others involved in the decisions. Effectiveness will likely increase when the Adapter choose to listen carefully to the ideas of others on a work team instead of always thinking ahead of the group and to guard against moving ahead on an idea that has not been adequately refined by an examination of the details.

The **Refining Mindset** is able to recognize details, including procedural flaws, logical defects, and other potential problems that are missed by others. Their motto is: "Measure twice; cut once. Get it right the first time." Refiners are often innovative problem solvers; motivated by a deep desire to get it right by being organized, logical, factual, and precise. The Refiner may challenge ideas and concepts under discussion. Over-exercising the ability to refine may result in a paralysis of analysis. Perfectionism in unimportant details may bog them down and delay or halt the path to progress. Effectiveness will likely increase when there is a willingness to adopt a good idea rather than searching for the perfect idea.

The **Engaging Mindset** possesses a strong drive to implement, execute a concept toward completion and push to get results with out needing to have everything perfectly in place. Their motto is: "You miss 100 percent of the shots you don't take. Just do it!" Because of a 'can do' attitude the Engager may move ahead to implement an idea that may not be completely thought through; ignoring the warning signs and realistic barriers to a successful implementation. Effectiveness will likely increase when the Engager is willing to expend far more patience than they deem necessary in order to explore alternatives and move to an adequate solution to a problem or challenge.