

HOW TO USE THIS REPORT

Congratulations on completing your Individual Map assessments. To get the most out of this experience, we encourage you to take a few minutes to learn how to read the information contained here. To assist you in gaining further understanding of your unique wiring, there are hyperlinks throughout the report. We strongly recommend taking the time to click on each link and read the additional information provided.

Additionally, if you would like further understanding of any of this information--purchase a personal 30 minute consultation with one of our trained Talent Insights Specialists who can answer your questions. To book your personal consultation, please call us at 855.553.3668.

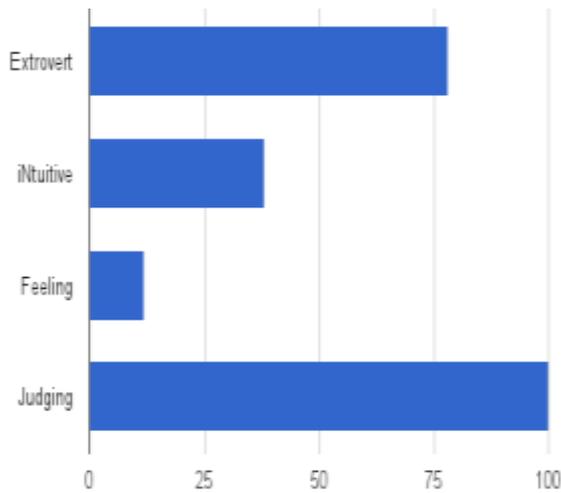
We sincerely hope you find this experience helpful and encouraging in fostering next steps in any undertaking you are currently considering!

Kind Regards,
The Staff at Talent Insights



Myers-Briggs Results

ENFJ: Idealist - Teacher



The classic temperament of an ENFJ is Choleric, for whom a basic driving force is the search for meaning or purpose.

As Abstract Cooperators, Idealists speak mostly of what they hope for, imagine might be possible for people, and they want to act in good conscience, always trying to reach their goals without compromising their personal code of ethics.

ENFJs direct their energy towards the outer world of actions and spoken words. They try to build harmony in important personal relationships. Their lives are organized on a personal basis, seeking to develop and promote personal growth in people they value.

Extrovert

Your source and direction of energy expression is mainly in the external world.

iNtuitive

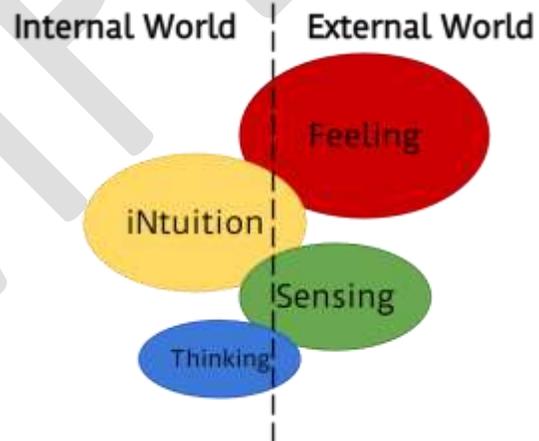
You believe mainly information you receive from the internal or imaginative world.

Feeling

As a rule, you make a decision based on emotion.

Judging

You organize your life events and act strictly according to your plans.



Stressed By:

- Things continuing to go badly
- An absence of trust
- Too much pressure to conform
- Interpersonal conflict

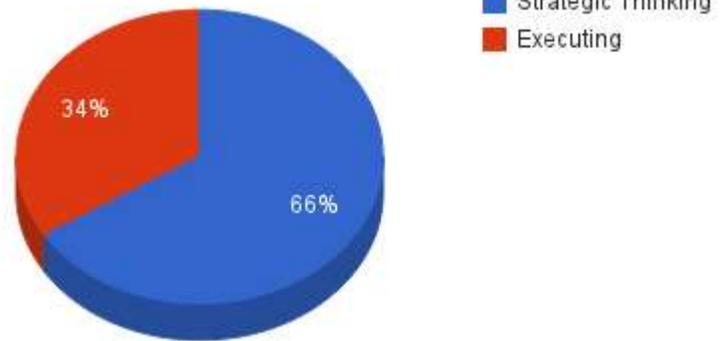
Stress Recovery:

- Solitude and journal writing
- Getting out of the current arena of conflict
- Taking on a new project



StrengthsFinder 2.0 Results

1. Analytical
2. Strategic
3. Learner
4. Achiever
5. Responsibility



Analytical - People who are especially talented in the Analytical theme search for reasons and causes. They have the ability to think about all the factors that might affect a situation.

Strategic - People who are especially talented in the Strategic theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.

Learner - People who are especially talented in the Learner theme have a great desire to learn and want to continuously improve. In particular, the process of learning, rather than the outcome, excites them.

Achiever - People who are especially talented in the Achiever theme have a great deal of stamina and work hard. They take great satisfaction from being busy and productive.

Responsibility - People who are especially talented in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.

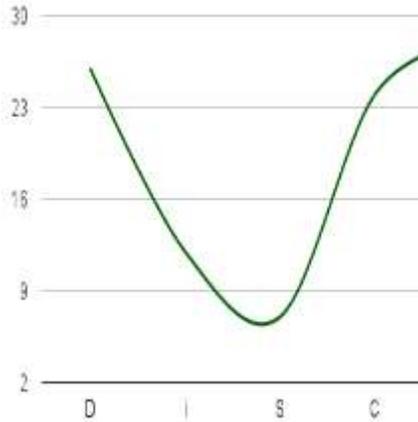
This Strength Set Produces a Strategic Thinking Primary Domain

People with great Strategic Thinking strengths are the ones who keep us all focused on what could be. They are constantly absorbing and analyzing information and helping the team make better decisions. Those with strength in this domain continually stretch our thinking for the future.

When you lead, it is likely by challenging other people. You are not trying to destroy their ideas, you just want them to be sound, objective and dispassionate. You like data because it has no agenda. You search for patterns and connections; you want to understand how the patterns affect one another. And because you are able to sort through the clutter and find the best route, you are instinctively able to see patterns where others simply see complexity. As you are drawn to the process of learning, you are energized by the journey from ignorance to competence. It is likely that you also utilize your tendency of a constant need for achievement and your feeling emotionally bound to follow things through to completion as you lead.



DiSC Profile Results



Creative

Goal: dominance, unique accomplishments

Influences Others By: ability to pace development of systems and innovative approaches

Value to Organization: initiates or designs changes

Fears: lack of influence; failure to achieve their standards

Under Pressure: becomes bored with routine work; sulks when restrained; acts independently

Would Increase Effectiveness with More: warmth; tactful communication; effective team cooperation; recognition of existing sanctions

The words used to describe you from your DiSC assessment are:



Dominance

Emphasis on shaping the environment by overcoming opposition to accomplish results

- **Daring:** brave, courageous
- **Domineering:** strong-willed
- **Demanding:** insisting, boldly asking
- **Forceful:** aggressive, powerful
- **Risk-Taker:** takes chances, gambles
- **Adventurousome:** enterprising
- **Decisive:** result-oriented, deliberate



Influence

Emphasis on shaping the environment by influencing or persuading others

- **Discriminating:** particular, careful
- **Reflective:** thoughtful, meditative
- **Factual:** accurate, correct
- **Logical:** reasonable, rational
- **Controlled:** disciplined, reserved
- **Retiring:** shy, modest
- **Suspicious:** doubtful, wants facts



Conscientiousness

Emphasis on working conscientiously within existing circumstances to ensure quality and accuracy

- **Systematic:** methodical
- **Conventional:** customary, proper
- **Courteous:** polite, civilized
- **Careful:** quality conscious
- **Restrained:** self-controlled
- **High-Standards:** particular
- **Analytical:** examines closely



Steadiness

Emphasis on cooperating with others within existing circumstances to carry out the task

- **Impetuous:** impulsive, spontaneous
- **Restless:** uneasy, impatient
- **Change-Oriented:** innovative, likes variance
- **Fault-Finding:** disapproving
- **Spontaneous:** uninhibited
- **Active:** busy, moving about



SUMMARY OF WIRING

Sample Candidate's Overall Wiring, Strengths and Personality

Your temperament type, the Idealist (NF), is a values driven temperament focused on future oriented ideas that will improve the lives of the people around them. The ENFJ, specifically, is an idealist developer, driven to implement their vision of what is best for humanity. As you seek to accomplish this, you will tend to rely on a Strategic Thinking approach to challenges and goals. This will often be done with the direct, innovative, pioneering, and analytical style of the Creative.

Characteristics of Sample Candidate's Contribution to the Team

- Is people-oriented
- Motivates
- Builds personal relationships
- Is likeable
- Has interpersonal skills
- Cares for others

These Contributions Are Most Helpful When...

- Commitment from others is critical
- Sensitive situations are present

These Contributions Are Least Helpful When...

- Decisions need to be forced through
- Conflict is being avoided rather than resolved for the time being

When you look at the whole package, it is clear that you...

- Has a strong internal drive to build harmony in important personal relationships.
- Will be most effective and happy when you are able to initiate and design change.
- Is naturally skilled at absorbing and analyzing information to help your team make better decisions.

Your overall wiring shows that those who follow you likely do so because of your innovative approaches and development of systems. Be assured. You play a vital role on a team, usually as the collaborative, inspirational team member who is interested in working together to implement plans for progress. Also, your natural drive for organizing others to implement positive change mean you will thrive in any positions that allow you to develop and implement ideas that improve the circumstances and well-being of other people. You are wired to keep your team focused on what could be.



NEXT STEPS FOR DEVELOPMENT

We are all wired to excel in certain areas, however, none of us will ever become the full measure of our potential without training and coaching along the way.

To Be An Effective Leader, You Will Want To Train In And Develop:

- **Your Orientation Toward People and Tasks:** With high expectations, you can become too demanding of yourself and others. Left unchecked, it is very likely that your bluntness and pickiness can add stress to the workplace. You may have a reputation for producing excellent results--and while you would rather not check in with others, or share control, asking questions and offering advice will help to bring others on board. You will be most successful gaining cooperation and helping others see your point of view with a brief explanation of how you arrived at your conclusions and decisions.
- **Your Management of Stress:** You are likely to become stressed if you experience an absence of trust and too much pressure to conform. You also dislike interpersonal conflict. If this happens, you may become excessively critical, which is antithetical to your normally positive self. Because you are motivated by unique accomplishments and dominance, fear of failure to accomplish goals and lack of influence can also bring stress. One of the signs that you are in high stress is muscle tics or cramps. Though you are normally social, to recover from stress, you must be left alone. Solitude and journal writing can help you get back to normal. Also, getting out of the current arena of conflict and taking on a new project can restore your sense of self.
- **Teamwork:** We all have strengths and weaknesses. As we partner together with others who have strengths that complement our weaknesses, we create effective teams that are able to accomplish more together than the individuals could apart. Based on your strength set, you want to look for other hard-working people on your team who have strengths like:
 - Activator (to help you act on your Analysis),
 - Activator (to help you take action on the Strategic options you see),
 - Discipline or Focus (to help you stay on track and avoid overload),

These people will help you achieve and accomplish even more in the context of teamwork. Additionally, you will want to be sure to get feedback from the “Thinkers” in the group who can help you see the logic, patterns, and consistency involved as you are working with others and developing solutions, systems and plans.



RECOMMENDED RESOURCES

- [*Integrity: The Courage to Meet the Demands of Reality*](#)* by Henry Cloud
- [*The West Point Way of Leadership*](#)* by Larry R. Donnithorne
- [*The 360° Leader*](#)* by John Maxwell
- [*The Truth About Leadership*](#) by James M. Kouzes and Barry Z. Posner
- [*Mastering The Management Buckets*](#) by John Pearson
- [*The Performance Factor*](#) by Pat MacMillian
- [*QBO! The Question Behind the Question: Practicing Personal Accountability at Work and in Life*](#)* by John G. Miller
- [*The One Minute Manager*](#)* by Kenneth H. Blanchard and Spencer Johnson
- [*Self-Leadership and the One Minute Manager: Increasing Effectiveness through Situational Self Leadership*](#)* by Ken Blanchard, Susan Flower and Laurence Hawkins
- [*The One Minute Manager Builds High Performing Teams*](#)* by Ken Blanchard, Eunice Parisi Carew, and Donald Carew

*Available in audio formats.

