

Thinking Pattern Reports

Leadership Screen with Nine Pathways

Prepared for

Demo Sample

Thinking is the doorway


OD Consultant | Facilitator & Coach

www.adinaborta.com
adina@adinaborta.com
+40 745 265 945

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OVERALL TENDENCIES

- Have the ability to rely on strong intuitive insights and practical problem solving skills to readily identify problems, evaluate alternatives, and develop solutions.
- As a result of 'now' thinking and an urgency to make decisions, you may overlook long range consequences.
- Tend to focus on the immediate issues and to either let planning and organizing catch up or let others take care of the details of planning and organizing.
- An individualist, you are likely to covertly or overtly get around existing ideas and ways of doing things, especially when you believe that your way is more practical.
- Are sensitive to the protection of the rights and individuality of others and to others being treated disrespectfully.
- Are likely to feel greater loyalty to individuals than to organizations or institutions.
- May shift from being open, available, trusting, and optimistic about others, to becoming cautious, discrete, and skeptical of the intentions of others, especially when they do not live up to your expectations.
- Have the ability to listen to another person's point of view and create constructive responses and alternatives, but you may give advice when others are looking for acceptance.
- Self confidence generates a strong desire to do well and to be recognized for your efforts.
- Being recognized for your efforts as well as doing well in your role are both very strong motivators.
- Tend to define your inner self worth and individuality through social/role accomplishments.
- May become too sensitive about how well you are performing leading you to feel inadequate when you do not measure up and to become too sensitive what others think and say about you.
- Tend to be uncertain about which direction is best for you, and as a result, may delay decisions.

Axiometrics Leadership Inventory

Definitions

Talent:

Talent measures how well an individual thinks and makes decisions, what they pay attention to, and how well they perform specific decision tasks. Talent is a measure of performance potential indicating how well an individual can maximize their strengths and minimize the effects of their blocks.

Access:

Access measures how well an individual can utilize their talent in a specific environment. Access is a decision performance ratio that results from combining specific capacities that identify success and specific blocks that increase the risk of failure.

Attitude:

Attitude is a measure of biases in one's thinking that can increase or decrease their ability to make accurate, reliable decisions. These biases result from too much or too little focus on certain factors in the decision environment.

Skill:

Skill is a performance ratio that identifies and measures competencies that discriminate between high and low performance. Competencies are the result of the translation of decision talent into action.

Global:

Global risk measures the ability to consistently make decisions that produce success within a specific environment. The higher the score the greater potential for success.

Critical Risk Pattern:

The identification of specific decision patterns that increase the risk of lower performance and/or increase the risk of disruptive behavior.

Leadership Skill Inventory

(LOW RISK - 9.18)

PEOPLE SKILLS - SITUATIONAL RISK

- Talent - 8.85
- Access - 9.12
- Risk Level - 8.99

TASK SKILLS - LOW RISK

- Talent - 8.96
- Access - 9.43
- Risk Level - 9.20

SYSTEM SKILLS - SITUATIONAL RISK

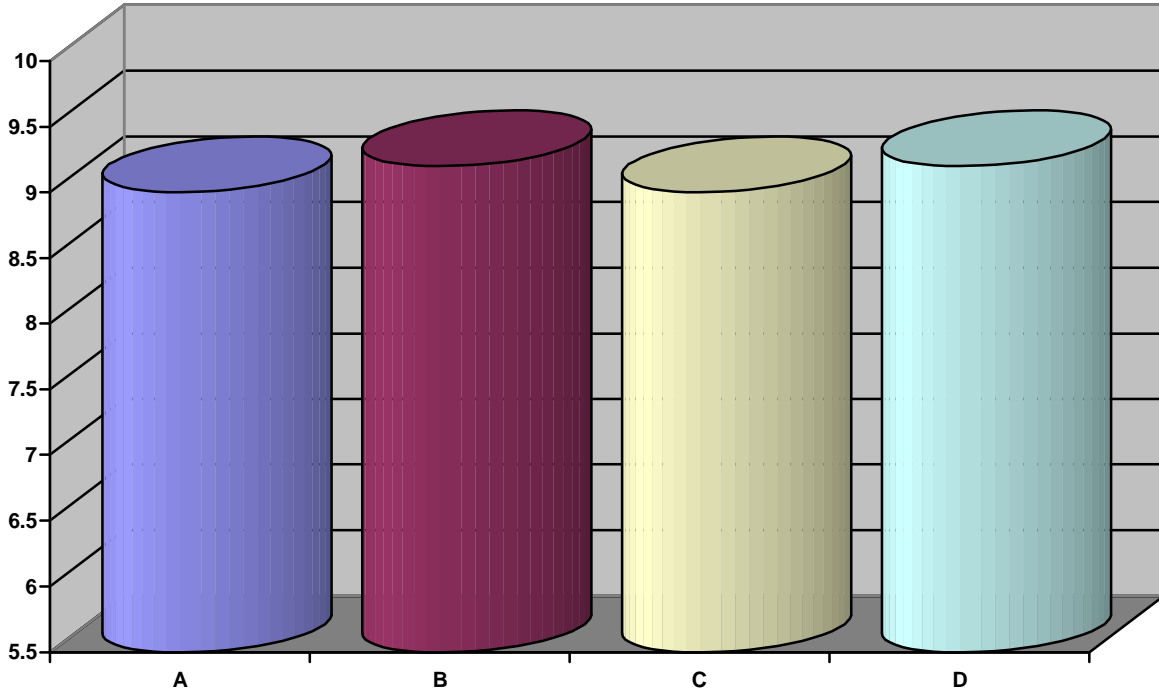
- Talent - 8.88
- Access - 9.08
- Risk Level - 8.98

SELF SKILLS - LOW RISK

- Talent - 9.04
- Access - 9.44
- Risk Level - 9.24

Leadership Screen with Nine Pathways

Global Graph



Low Risk (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	9.021 to 10.0
Situational Risk (Very good ability to utilize the capacity especially in well defined areas; however, there are specific situations that can interfere with the translation into decisions)	8.791 to 9.02
Conditional Risk (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	8.391 to 8.79
Real Risk (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	6.0 to 8.39

A) People (Situational Risk) — This section measures the ability to make sound and objective decisions about others and to build relationships.
B) Task (Low Risk) — This section measures the ability to see and understand what is happening in a practical, concrete manner.
C) System (Situational Risk) — This section measures the ability to see, understand and appreciate planning, strategic thinking and issues, conceptual organizing and consistency and conformity.
D) Self (Low Risk) — This capacity measures the ability to see, understand and be sensitive to personal uniqueness, confidence and competency and goals and self organization.

PEOPLE Values (Prioritized Core Strengths)

- 1) Sets priorities in relationships (Very Good Access)
- 2) Assigns tasks clearly and specifically (Very Good Access)
- 3) Encourages others and provides positive reinforcement (Very Good Access)
- 4) Reinforces the value of cooperation and sharing (Very Good Access)
- 5) Evaluates problems from all perspectives (Very Good Access)
- 6) Deals with conflicting issues in a positive manner (Very Good Access)
- 7) Makes an effort to be pleasant, courteous and tactful (Very Good Access)
- 8) Helps people to have the confidence to take risks (Very Good Access)

PEOPLE Values (Prioritized Development Areas)

- 1) Will likely be too optimistic about others (Conditional Risk)
- 2) May try too hard to make others feel valuable (Conditional Risk)
- 3) Likely will not promote independence and freedom of choice (Conditional Risk)
- 4) Tends to be too concerned about taking care of the needs and interests of others (Conditional Risk)

TASK Values (Prioritized Core Strengths)

- 1) Knows what is needed to support decisions (Excellent Access)
- 2) Knows what needs to be done and what can be done (Excellent Access)
- 3) Can be counted on in good times and bad (Very Good Access)
- 4) Tracks the success and failure of decisions (Very Good Access)
- 5) Good sense of time and timing (Very Good Access)
- 6) Builds strategies for crisis intervention (Very Good Access)
- 7) Takes care of daily detail work (Very Good Access)
- 8) Finds out what is causing problems (Very Good Access)
- 9) Identifies crisis issues and minor problems (Very Good Access)

TASK Values (Prioritized Development Areas)

- 1) Likely to respond to problems in a skeptical, hesitant manner (Conditional Risk)
- 2) Skeptical, hesitant thinking leads them to miss critical issues (Conditional Risk)
- 3) Too hesitant, skeptical and worried about what others will think to take risks (Conditional Risk)

SYSTEM Values (Prioritized Core Strengths)

- 1) Emphasizes a common mission (Excellent Access)
- 2) Communicates optimism, vision and purpose (Excellent Access)
- 3) Pays attention to inventive thinking (Very Good Access)
- 4) Sets clear, relevant and realistic goals (Very Good Access)
- 5) Inventive and aware of critical issues (Very Good Access)
- 6) Plans for things not working out as expected (Very Good Access)
- 7) Has strong sense of ambition (Very Good Access)
- 8) Pays Attention To Long Term Goals (Very Good Access)

SYSTEM Values (Prioritized Development Areas)

- 1) Tend toward a chip on the shoulder attitude (Conditional Risk)
- 2) Likely to resist and get around standards, rules and codes (Conditional Risk)
- 3) Tends to get around standards or codes (Conditional Risk)
- 4) Do not keep commitments to plans and programs (Conditional Risk)

SELF Values (Prioritized Core Strengths)

- 1) Maintains a positive attitude toward themselves (Excellent Access)
- 2) Maintains a positive attitude toward the world (Excellent Access)
- 3) Empathizes vision, mission and purpose (Excellent Access)
- 4) Makes an effort to maintain principles in all matters (Very Good Access)
- 5) Identifies obstacles and ways to overcome them (Very Good Access)
- 6) Is optimistic and believes the best will work out (Very Good Access)
- 7) Promotes confidence things are being taken care of (Very Good Access)
- 8) Accepts responsibility their mistakes (Very Good Access)
- 9) Total commitment to goals (Very Good Access)

SELF Values (Prioritized Development Areas)

- 1) Does not consistently pay attention to doing things right (Conditional Risk)
- 2) Likely to restrict thinking to ideas which have immediate impact (Conditional Risk)
- 3) Insists on independence regardless of consequences (Situational Risk)

Priority List of Critical Leadership Performance Dimensions

Listed below are the Critical Leadership Performance Dimensions. These factors are listed in order of the talent you currently display for paying attention to and valuing them. The first Talent is your strongest, followed by the rank order of the remainder of the factors.

1. INSTILLING RESPONSIBILITY AND INTEGRITY
2. BUILDING TEAM SYNERGY
3. BUILDING TRUST AND A COMMON BOND
4. SETTING VISION, MISSION AND PURPOSE
5. FOCUSING ON RESULTS
6. PREPARATION AND TACTICS
7. FOSTERING INNOVATION AND CHANGE
8. DEVELOPING STRATEGY, DISCIPLINE
9. MAINTAINING CONSISTENCY AND CONFORMITY

Prioritized Leadership Values (Core Strengths)

1) Optimism, Seeing And Expecting The Best (Vision, Mission)

Maintains a positive attitude toward themselves

2) Optimism, Seeing And Expecting The Best (Vision, Mission)

Maintains a positive attitude toward the world

3) Knowing what is needed to get the job done (Preparation, Tactics)

Knows what is needed to support decisions

4) Knowing what is needed to get the job done (Preparation, Tactics)

Knows what needs to be done and what can be done

5) Respecting The Rights Of Each Person (Vision, Mission)

Emphasizes a common mission

6) Respecting The Rights Of Each Person (Vision, Mission)

Communicates optimism, vision and purpose

7) Personal Commitment, Dedication (Vision, Mission)

Reinforces personal commitment to do one's best

8) Walking The Walk, Keeping Promises (Integrity)

Accepts responsibility for consequences

9) Personal Discipline (Strategy, Discipline)

Identifies obstacles and ways to overcome them

10) Personal Competence And Confidence (Preparation, Tactics)

Has good problem solving ability

Prioritized Leadership Values (Development Areas)

1) Respecting Authority, Rules And Codes (Consistency, Conformity)

Tend toward a chip on the shoulder attitude

2) Respecting The Rights Of Each Person (Trust)

Tends to be too optimistic about others

3) Treating Each Person as Unique And Valuable (Trust)

May try too hard to make others feel valuable

4) Respecting The Rights Of Each Person (Trust)

May not promote independence and freedom of choice

5) Respecting Principles, Standards And Codes (Integrity)

Tends to get around standards or codes

6) Respecting Authority, Rules And Codes (Consistency, Conformity)

Likely to resist and get around standards, rules and codes

7) Treating Each Person as Unique And Valuable (Trust)

Tends to be too concerned about taking care of the needs and interests of others