

# Thinking Pattern Reports

Professional Profile

Prepared for

Demo Sample

Thinking is the doorway

  
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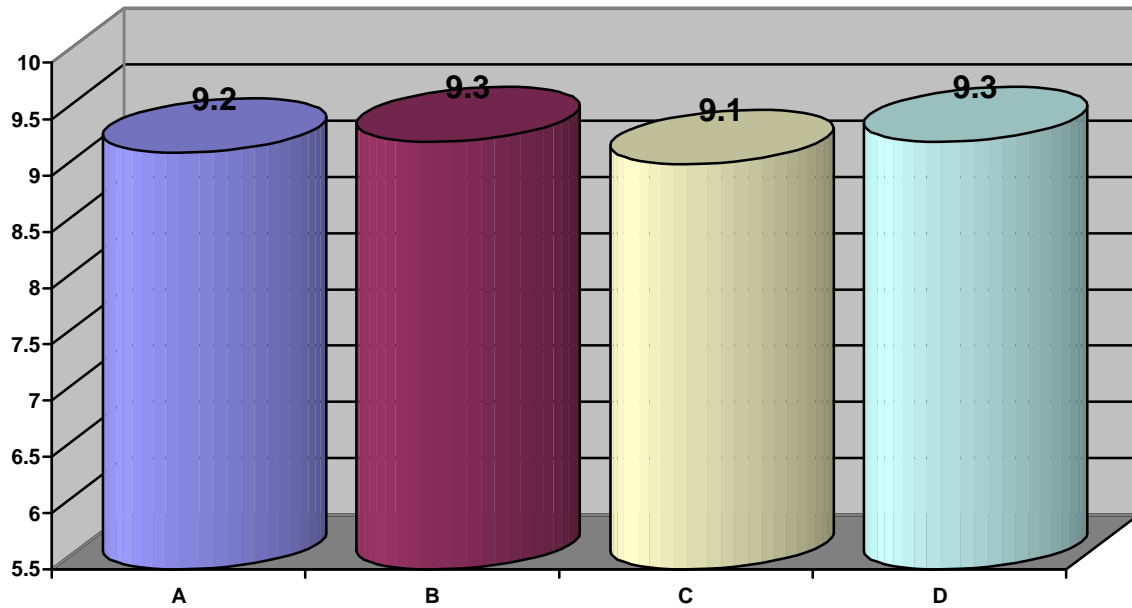
## ***Professional Profile***

### **OVERALL TENDENCIES**

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- 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.

## Professional Profile OVERALL INDIVIDUAL SCORECARD



<b>Low Risk</b> (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	<b>8.8 to 10.0</b>
<b>Situational Risk</b> (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)	<b>8.5 to 8.79</b>
<b>Conditional Risk</b> (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	<b>8.2 to 8.49</b>
<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.19</b>

<b>A) Will You Fit Into The Organization? (9.2)</b>
<b>B) How Well Can You Manage Yourself? (9.3)</b>
<b>C) How Well Can You Think, Solve Problems, And Make Decisions? (9.1)</b>
<b>D) Can You Lead? (9.3)</b>

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## **Professional Profile**

### **TOP TEN CRITICAL SUCCESS COMPETENCIES**

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Listed below are your top ten Critical Success Competencies. These competencies are listed in order of the talent you currently display for paying attention to and valuing them. The first competency listed is your strongest, which is then followed by the rank order of the remainder of the competencies.

<b>Rank</b>	<b>Description</b>	<b>Strength/Development</b>
1	Ability to see the big picture.	Primary Strength
2	Having optimism and believing that the best can and will happen.	Primary Strength
3	Understanding what it will take to solve a problem.	Primary Strength
4	Having backup plans for those times when things do not work out.	Primary Strength
5	Willingness to learn from your mistakes.	Primary Strength
6	Ability to think beyond your immediate situation.	Primary Strength
7	Helping others to have the confidence to take risks.	Primary Strength
8	Ability to make decisions with confidence.	Primary Strength
9	Consistency and reliability.	Secondary Strength
10	Understanding what needs be done and how to get the job done.	Secondary Strength

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## **Professional Profile**

### **FIVE KEY DEVELOPMENT AREAS**

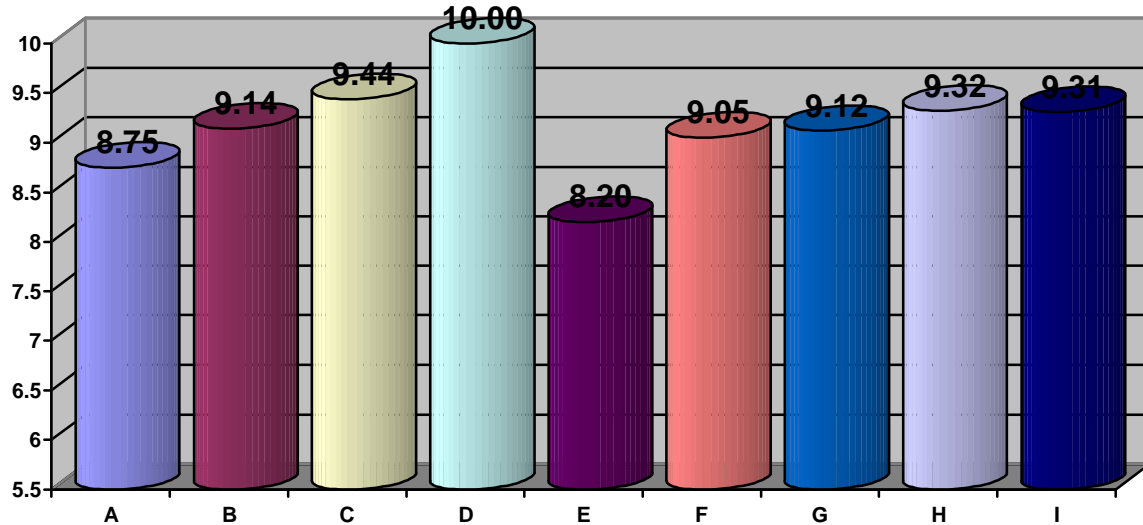
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Listed below are five key development areas from the Critical Success Competencies. These competencies are listed in order of the area which needs the most development followed by the other four in the order of their rank.

<b>Rank</b>	<b>Description</b>	<b>Strength/Development</b>
1	Difficulty managing stresses and anxieties.	Primary Development
2	May not stay focused on getting things done.	Secondary Development
3	Difficulty fitting into the organization.	Secondary Development
4	Difficulty relying on your common sense.	Secondary Strength
5	May not see a problem before it hits you in the face.	Secondary Strength

## Professional Profile INDIVIDUAL SCORE CARD

### WILL YOU FIT INTO THE ORGANIZATION?

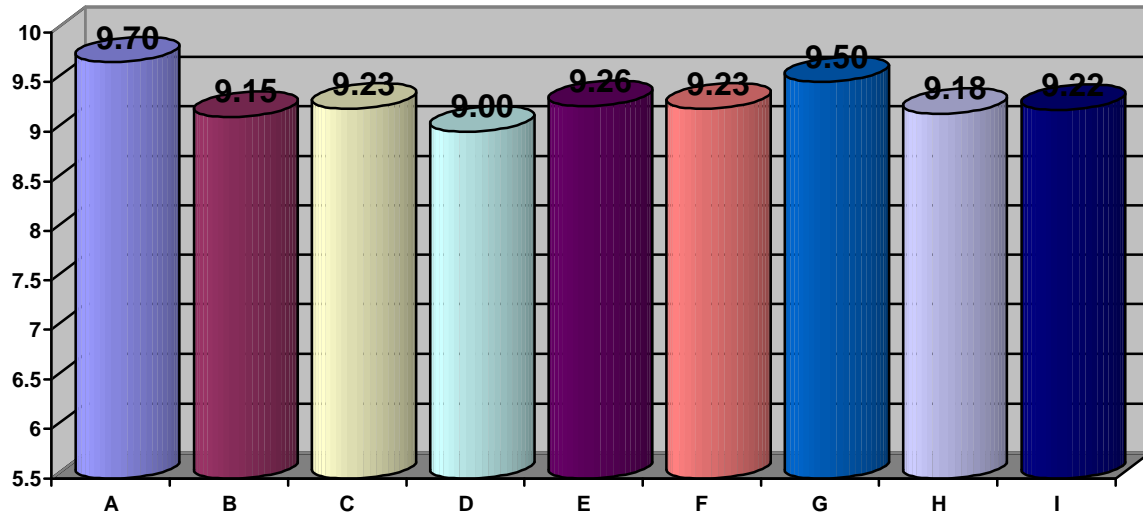


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<b>A) Maintaining a positive attitude toward those in authority (8.75)</b>
<b>B) Willingness to listen attentively (9.14)</b>
<b>C) Willingness to learn from your mistakes (9.44)</b>
<b>D) Ability to see the big picture, to think long range (10.00)</b>
<b>E) Ability to manage your stresses and anxieties (8.20)</b>
<b>F) Willingness to be a team player, a member of the organization (9.05)</b>
<b>G) Willingness to do what the team asks (9.12)</b>
<b>H) Dependability in good times and bad (9.32)</b>
<b>I) Willingness to match personal priorities to organizational needs (9.31)</b>

## Professional Profile INDIVIDUAL SCORE CARD

### HOW WELL CAN YOU MANAGE YOURSELF?

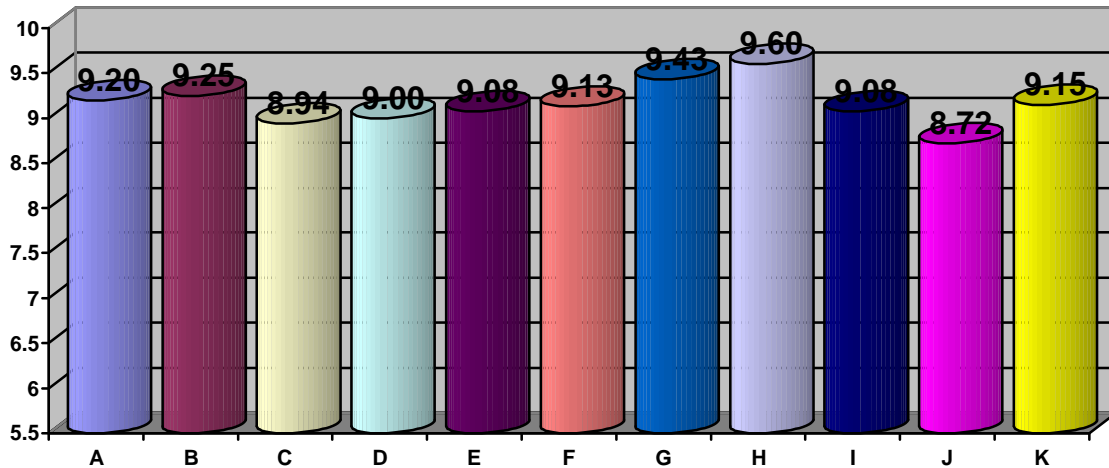


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<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.19</b>

<b>A) Having optimism and believing that the best can and will happen (9.70)</b>
<b>B) Having no fear of success or failure (9.15)</b>
<b>C) Understanding what you can and cannot do (9.23)</b>
<b>D) Ability to accept responsibility for your decisions (9.00)</b>
<b>E) Ability to set realistic goals (9.26)</b>
<b>F) Paying attention to consequences (9.23)</b>
<b>G) Having backup plans for those times when things do not work out (9.50)</b>
<b>H) Willingness to do whatever it takes to accomplish your goals (9.18)</b>
<b>I) Willingness to be honest with yourself and others (9.22)</b>

## Professional Profile INDIVIDUAL SCORE CARD

### HOW WELL CAN YOU THINK, SOLVE PROBLEMS, AND MAKE DECISIONS?



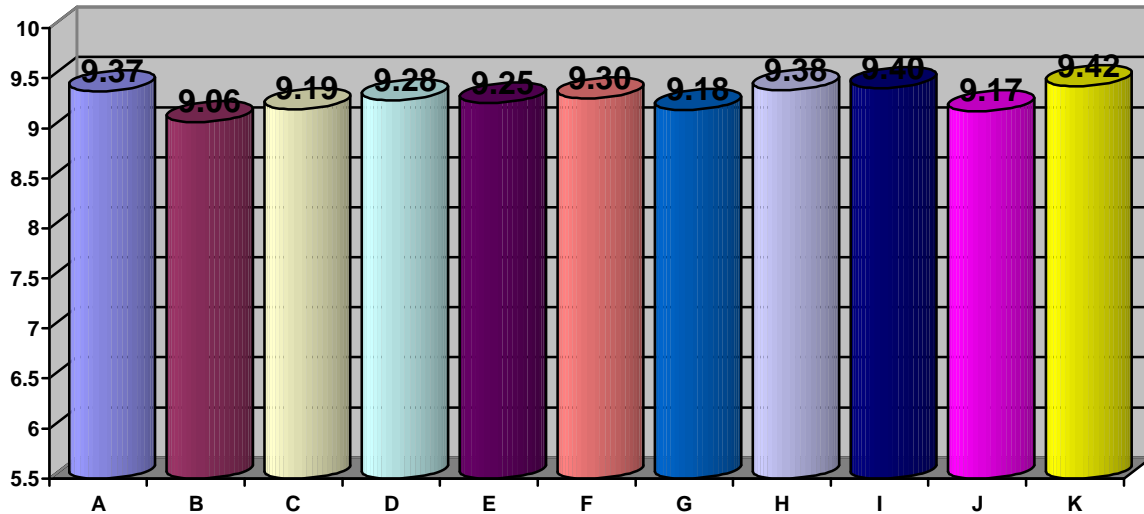
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<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.19</b>

<b>A) Willingness to listen to other viewpoints (9.20)</b>
<b>B) Having good 'gut instincts' (9.25)</b>
<b>C) Having good 'street smarts' and common sense thinking (8.94)</b>
<b>D) Ability to see a problem before it hits you in the face (9.00)</b>
<b>E) Ability to keep your composure in stressful situations (9.08)</b>
<b>F) Willingness to take the time to find out what is causing a problem (9.13)</b>
<b>G) Ability to think beyond your immediate situation (9.43)</b>
<b>H) Understanding what it will take to solve a problem (9.60)</b>
<b>I) Having a good sense of timing (9.08)</b>
<b>J) Willingness to stay focused on getting things done (8.72)</b>
<b>K) Ability to pay attention to doing things right (9.15)</b>



## Professional Profile INDIVIDUAL SCORE CARD

### CAN YOU LEAD?



<b>Low Risk</b> (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	<b>8.8 to 10.0</b>
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<b>Conditional Risk</b> (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	<b>8.2 to 8.49</b>
<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.19</b>

<b>A) Understanding what needs be done and how to get the job done (9.37)</b>
<b>B) Communicating a sense of optimism, vision, and purpose (9.06)</b>
<b>C) Sticking by a decision once it is made (9.19)</b>
<b>D) Willingness to change directions when necessary (9.28)</b>
<b>E) Setting realistic priorities (9.25)</b>
<b>F) Getting things done on time (9.30)</b>
<b>G) Staying on track until the job is done (9.18)</b>
<b>H) Consistency and reliability (9.38)</b>
<b>I) Ability to make decisions with confidence (9.40)</b>
<b>J) Willingness to take risks for what you believe is right (9.17)</b>
<b>K) Helping others to have the confidence to take risks (9.42)</b>