



ADVanced Insights Profile

WHAT WHY HOW

Ronald Reagan

January 5, 2010

This Innermetrix ADVanced Insights Profile combines the best of three world-class profiles. The Attribute Index measures how you think and make decisions. The Values Index measures your motivational style and drivers and the DISC Index measures your preferred Behavioral style. Together they create WHAT, WHY and HOW (i.e., What natural talents do you have, Why are you motivated to use them and How do you prefer to use them.)

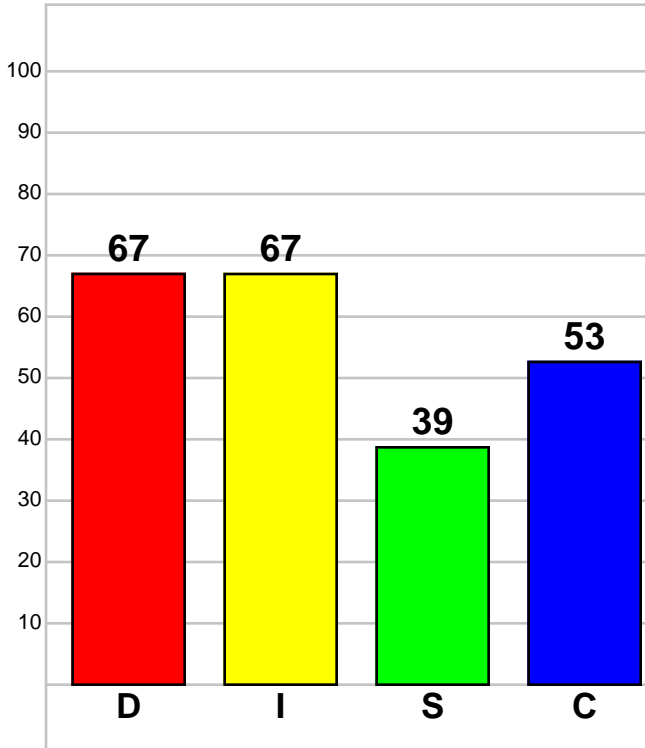
This level of self-awareness and discovery are the core to achieving peak performance in any role or endeavor, to ensure that you properly align what you do best with how you do it and why.

Innermetrix, Inc.

<http://www.innermetrix.com>

Natural and Adaptive Styles Comparison

Natural Style

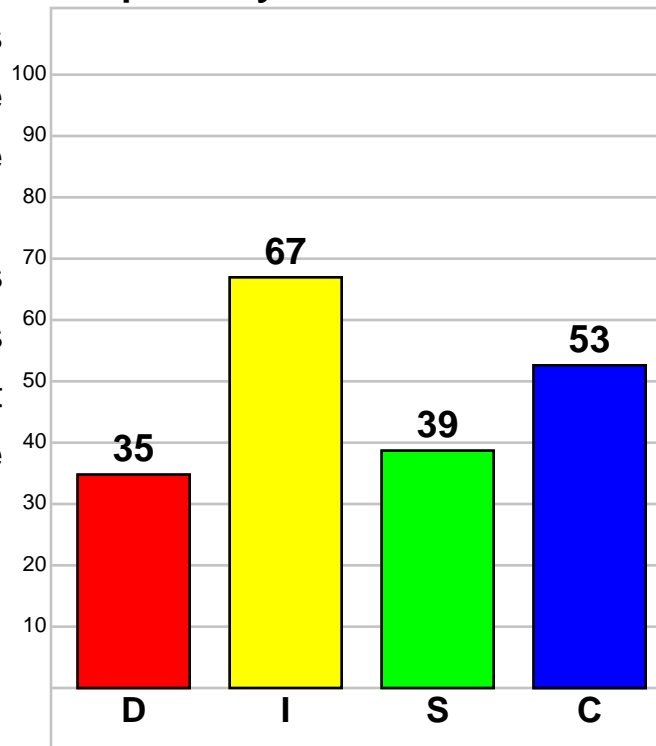


Natural Style: The natural style is how you behave when you are being most natural. It is your basic style and the one you adopt when you are being authentic and true to yourself. It is also the style that you revert to when under stress or pressure. Behaving in this style, however, reduces your stress and tension and is comforting. When authentic to this style you will maximize your true potential more effectively.

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Adaptive Style: The adaptive style is how you behave when you feel you are being observed or how you behave when you are aware of your behavior. This style is less natural and less authentic for you or your true tendencies and preferences. When forced to adopt to this style for too long you may become stressed and less effective.

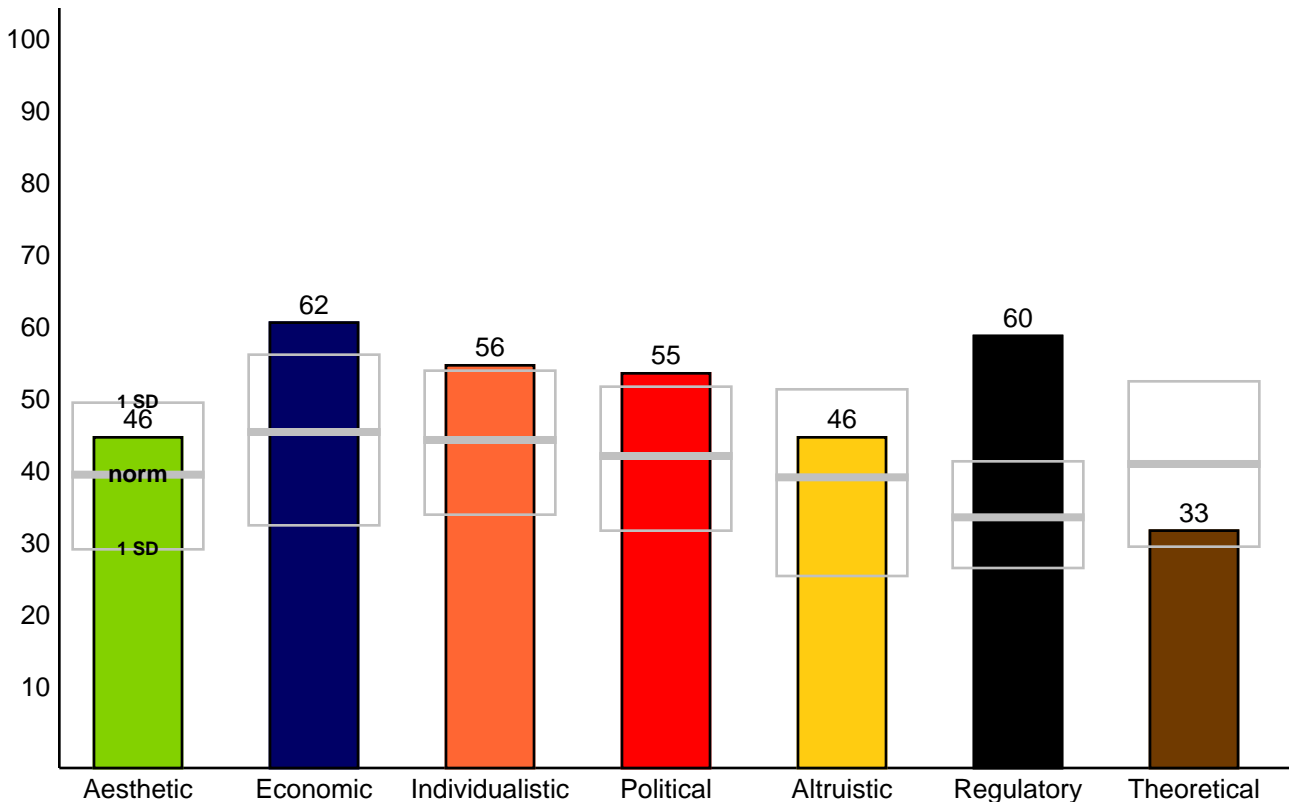
Adaptive Style



Executive Summary of Ronald's Values

Average Aesthetic	Is able to appreciate the benefit for balance and harmony without losing sight of the practical side of things.
High Economic	A high drive for economic gain helps provide motivation through long projects and assignments.
High Individualistic	Has no problem standing up for own rights, and may impart this energy into others as well.
High Political	Able to accept the credit or take the blame, with 'the buck stops here' attitude.
Average Altruistic	Concerned for others without giving everything away; a stabilizer.
High Regulatory	Strong preference for following established systems or creating them if none present.
Average Theoretical	Able to balance the quest for understanding and knowledge with the practical needs of a situation.

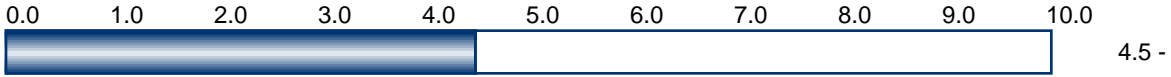
Ronald Reagan



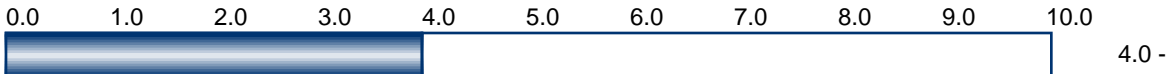
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External

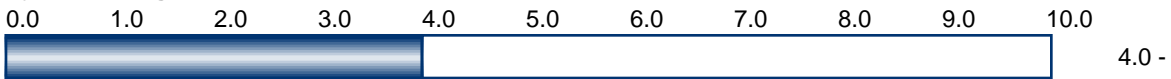
Empathy



Practical Thinking

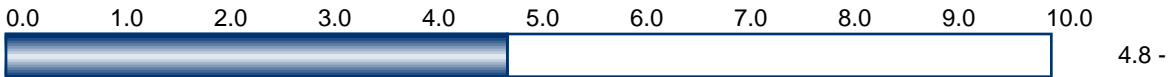


Systems Judgement

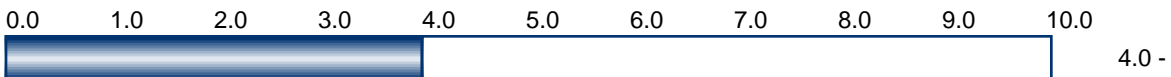


Internal

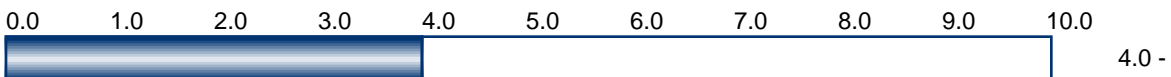
Self Esteem



Role Awareness



Self Direction



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DISC Index

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About This Report

Research conducted by Innermetrix shows that the most successful people share the common trait of self-awareness. They recognize the situations that will make them successful, and this makes it easy for them to find ways of achieving objectives that fit their behavioral style. They also understand their limitations and where they are not effective and this helps them understand where not to go or how not to be as well. Those who understand their natural behavioral preferences are far more likely to pursue the right opportunities, in the right way, at the right time, and get the results they desire.

This report measures four dimensions of your behavioral style. They are:

- **Decisive** — your preference for problem solving and getting results
- **Interactive** — your preference for interacting with others and showing emotion
- **Stability** — your preference for pacing, persistence and steadiness
- **Cautiousness** — your preference for procedures, standards and protocols

This report includes:

- **The Elements of DISC** — educational background behind the profile, the science and the four dimensions of behavior
- **The DISC Dimensions** — a closer look at each of your four behavioral dimensions
- **Style Summary** — A comparison of your natural and adaptive behavioral styles
- **Behavioral Strengths** — A detailed strengths-based description of your overall behavioral style
- **Communication** — Tips on how you like to communicate and be communicated with
- **Ideal Job Climate** — Your ideal work environment
- **Effectiveness** — Insights into how you can be more effective by understanding your behavior
- **Behavioral Motivations** — Ways to ensure your environment is motivational
- **Continual Improvement** — Areas where you can focus on improving
- **Training & Learning Style** — Your preferred means of sharing and receiving styles
- **Relevance Section** — making the information real and pertinent to you
- **Success connection** — connecting your style to your own life

The Elements of DISC-Index

This DISC-Index report is unique in the marketplace for a number of reasons. You just completed the first ever click & drag DISC instrument on the market. This was constructed in a precise manner to allow for ease of responses, even in the midst of many difficult decisions. This intuitive interface allows you to focus on your answers, not the process.

Also, unlike other DISC instruments, this instrument allows you to rank all four items instead. As a result, this instrument produces zero waste in responses. Some instruments ask you to choose two items out of four, and leave two items blank. Those instruments have a 50% waste of terms, and do not provide for an efficient response process. The DISC Index instrument eliminates that response problem.

Another unique aspect of this DISC-Index report is that we present the D-I-S-C aspects of your behavior both as separate entities and as a dynamic combination of traits. This report presents the first time that each of the D-I-S-C elements are separated and developed as pure entities of themselves. This can serve as an important learning tool as you explore the deeper aspects of DISC. Your unique pattern of DISC traits is developed through the context of this report. Additionally, the following four pages will be devoted to exploring your DISC scores as separate components within the unique combination of traits that you exhibit.

A comment on contradictions: you may read some areas of this report that may contradict other text. This is due to the fact that many of us show contradictory behaviors in the normal course of our daily operations. Each of us are at times talkative and other times more reflective, depending on how we are adapting our behavior. The expression of these contradictions is a demonstration of the sensitivity of this instrument to determine these subtle differences in our natural and adaptive style.

A closer look at the four components of your behavioral style

Decisive	Interactive	Stabilizing	Cautious
Problems: How you tend to approach problems and make decisions	People: How you tend to interact with others and share opinions	Pace: How you prefer to pace things in your environment	Procedures: Your preference for established protocol/standards
High D Demanding Driving Forceful Daring Determined Competitive Responsible Inquisitive Conservative Mild Agreeable Unobtrusive Low D	High I Gregarious Persuasive Inspiring Enthusiastic Sociable Poised Charming Convincing Reflective Matter-of-fact Withdrawn Aloof Low I	High S Patient Predictable Passive Complacent Stable Consistent Steady Outgoing Restless Active Spontaneous Impetuous Low S	High C Cautious Perfectionist Systemic Careful Analytical Orderly Neat Balanced Independent Rebellious Careless Defiant Low C

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Decisive

Your approach to problem-solving and obtaining results

The D in DISC represents Decisiveness. Your score on this scale, represented below, shows your location on the D spectrum based on the pattern of your responses. A high score doesn't mean good, and a low score doesn't mean bad, as this is a spectrum or continuum of behavioral traits. For example:

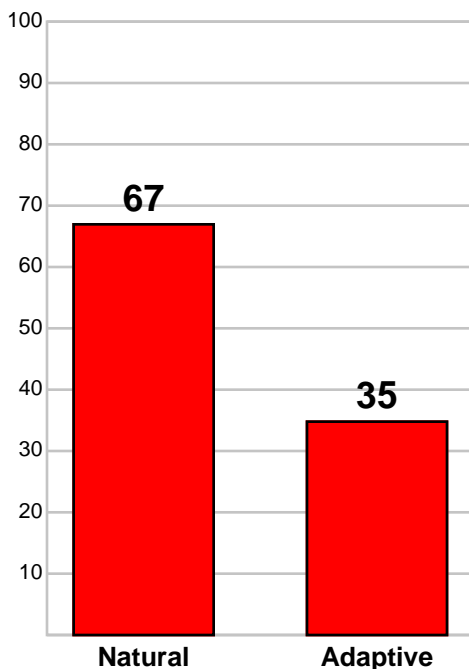
Higher D —

Tend to solve new problems very quickly and assertively. They take an active and direct approach to obtaining results. The key here is new problems such as those that are unprecedented or haven't happened before. There may also be an element of risk in taking the wrong approach or developing an incorrect solution, but those with a High D score are willing to take those risks, even if they may be incorrect.

Lower D —

Tend to solve new problems in a more deliberate, controlled, and organized manner. Again, the key here is new and unprecedented problems. The Lower D style will solve routine problems very quickly because the outcomes are already known. But, when the outcomes are unknown and the problem is an uncertain one, the Lower D style will approach the new problem in a calculated and deliberate manner by thinking things through very carefully before acting.

Ronald Reagan



Your score shows a moderately high score on the 'D' spectrum. The comments below highlight some of the traits specific to just your unique score.

- You can be a high risk-taker, but usually not too extreme.
- You would rather focus on the big picture, not the details which you can view as minutia.
- When under pressure, you can become more of a one-way communicator (from you to others).
- You have no problem accepting the credit or taking the blame for results (e.g., The buck stops here.)
- You tend to be very direct and forthright in communicating with others.
- You tend to be very decisive about problems, options, and new directions to take.

Interactive

Your approach to interacting with people and display of emotions.

The I in DISC represents Interactive. Your score on this scale represented below shows your location on the I spectrum based on the pattern of your responses. A high score doesn't mean good, and a low score doesn't mean bad, as this is a spectrum or continuum of behavioral traits. For example:

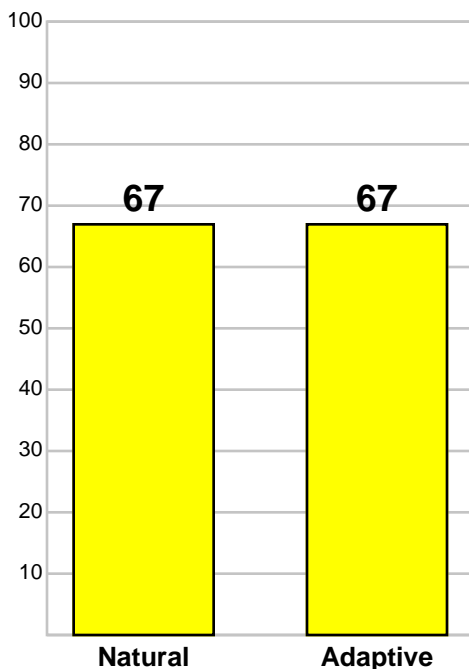
Higher I —

Tend to meet new people in an outgoing, gregarious, and socially assertive manner. The key here is new people whom one hasn't met before. Many other styles are talkative, but more so with people that they've known for some time. The Higher I scores are talkative, interactive and open even with people whom they have just initially met. People scoring in this range may also be a bit impulsive. Generally speaking, those with the Higher I scores are generally talkative and outgoing.

Lower I —

Tend to meet new people in a more controlled, quiet and reserved manner. Here's where the key word "new people" enters the equation. Those with Lower I scores are talkative with their friends and close associates, but tend to be more reserved with people they've just recently met. They tend to place a premium on the control of emotions, and approach new relationships with a more reflective approach than an emotional one.

Ronald Reagan



Your score shows a moderately high score on the 'I' spectrum. The comments below highlight some of the traits specific to just your unique score.

- You are influential and talkative.
- You strongly prefer a democratic and not dictatorial professional environment or relationships.
- You make an effective coach or counselor for others on the team.
- You prefer an environment with plenty of people contact.
- You are sociable and outgoing with others.
- You are affable and friendly when meeting new people.

Stabilizing

Your approach to the pace of the work environment

The S in DISC represents Stabilizing. Your score on this scale represented below shows your location on the S spectrum based on the pattern of your responses. A high score doesn't mean good, and a low score doesn't mean bad, as this is a spectrum or continuum of behavioral traits. For example:

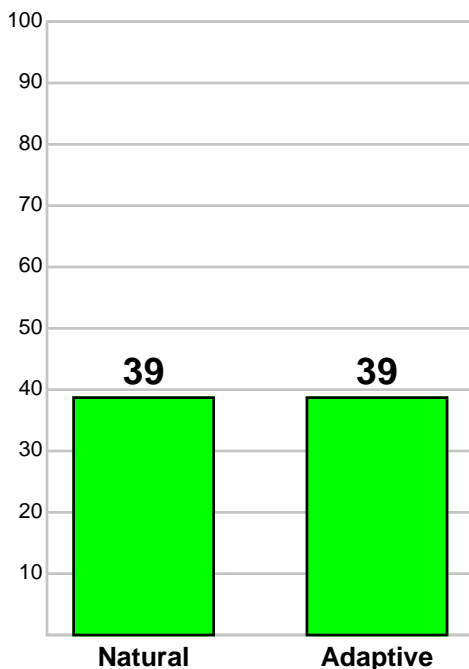
Higher S —

Tend to prefer a more controlled, deliberative and predictable environment. They place a premium on security of a work situation and disciplined behavior. They also tend to show a sense of loyalty to a team or organization, and as a result, may have a greater longevity or tenure in a position than some other styles. They have an excellent listening style and are very patient coaches and teachers for others on the team.

Lower S —

Tend to prefer a more flexible, dynamic, unstructured work environment. They value freedom of expression and the ability to change quickly from one activity to another. They tend to become bored with the same routine that brings security to the Higher S traits. As a result, they will seek opportunities and outlets for their high sense of urgency and high activity levels, as they have a preference for spontaneity.

Ronald Reagan



Your score shows a low average score on the 'S' spectrum. The comments below highlight some of the traits specific to just your unique score.

- You respect the established ways, but are open to change when it is deemed necessary.
- You appreciate the need of others to have more freedom and less structure.
- You prefer a moderately structured environment, not too much - not too little.
- You are comfortable acting alone to determine the best course of action.
- Change is fine with you as long as it is needed.
- You are flexible enough to deal with change openly and without fear.

Cautious

Your approach to standards, procedures, and expectations.

The C in DISC represents Cautiousness. Your score on the scale represented below shows your location on the C spectrum based on the pattern of your responses. A high score doesn't mean good, and a low score doesn't mean bad, as this is a spectrum or continuum of behavioral traits. For example:

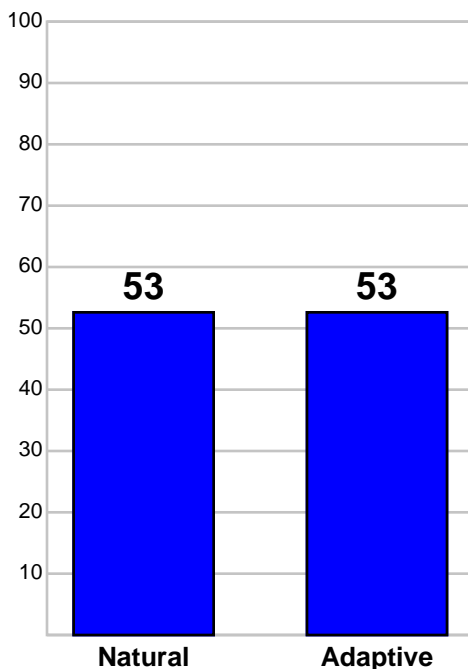
Higher C —

Tend to adhere to rules, standards, procedures, and protocol set by those in authority whom they respect. They like things to be done the right way according to the operating manual. Rules are made to be followed is an appropriate motto for those with higher C scores. They have some of the highest quality control interests of any of the styles and frequently wish others would do the same.

Lower C —

Tend to operate more independently from the rules and standard operating procedures. They tend to be bottom-line oriented. If they find an easier way to do something, they'll do it by developing a variety of strategies as situations demand. To the Lower C scores, rules are only guidelines, and may be bent or broken as necessary to obtain results.

Ronald Reagan



Your score shows a high average score on the 'C' spectrum. The comments below highlight some of the traits specific to just your unique score.

- You are quite analytical and enjoy a higher level of details and data.
- You really like to get things done correctly the first time.
- Compared to others you work with you might be seen as more resistant to change and disorder.
- Your approach to brand new ideas and change is one of caution and careful consideration.
- Your approach to working with others is usually tactful and respectful.
- You are sensitive to high quality control and have a need for accuracy.

Natural Style Pattern:

Your natural style is the way you tend to behave when you aren't thinking about it. This is where you are most comfortable (natural). This is also the style you will revert back to when under stress or moving too quickly to be consciously thinking about modifying your behavior. Finally, this is the style you should seek to be true to in your daily roles. Being natural will return better results with less effort and stress. The following statements are true to just your unique natural style:

- Able to think quickly on your feet.
- Likes to maintain control over the project or systems activities.
- Able to direct the actions of others on the team using both a charming influence and a firm delegation of tasks and responsibilities.
- Projects emotional strength and a leadership power in working with others.
- A strong competitor, and very active self-starter.
- Able to combine both direction of others and persuasion of others into a powerful skill of inspiring others to reach their maximum potential.
- Very strong verbal and persuasive skills. This is created by the Higher D and Higher I preferences.
- Tends to be confident and independent person who is a self-starter and has a strong competitive edge.

Adaptive Style pattern:

This is the style of behavior you adapt to when you are conscious of your own behavior, when you feel you are being observed or whenever you are trying to better fit a situation. This is not a natural style for you, but still one of your two styles none the less. In other words, it is the way you feel you "should" behave when thinking about it. The statements below are specific to your individual Adaptive style:

- Wants to be seen as one who can help initiate complex processes and activity.
- Shows a special characteristic of being able to help others on the team to visualize the activities necessary to lead to success in a complex project or design.
- Job related decisions are made by gathering facts and considering the needs of the people involved.
- Has the ability to carry out detailed action plans, and verbalize the steps in an articulate manner.
- May fear losing on a project or proposal.
- Motivated to accomplish complex tasks by working enthusiastically with people.
- May overuse position power or detail orientation to get your way.
- When the organizational urgency gets high, you can work with the team to restore comfort and also get the urgent project done successfully.

Based on your behavioral style there are certain opportunities for becoming more effective by being aware of how you prefer, and enjoy, to behave. The items below may assist you in your professional development growth. By understanding these items you may find explanations for why you may be stuck in some areas of your life and why other aspects give you no trouble at all. You could be more effective by:

- Have variety, many activities, and an occasional surprise to keep you from getting bored.
- Having a system for record-keeping or organization.
- Being a little more aware of your impact on other people, especially in pressure situations.
- Greater focus on the immediate work tasks and less on socializing at times.
- Freedom to express your own ideas, initiatives, and creativity.
- Positions of leadership or higher responsibility.
- Opportunities for involvement with a wide variety of people both internal and external.
- Remembering that not everyone shares your high sense of urgency.

Your behavioral style will cause you to be motivated by certain factors in your environment. Having these present may make you feel more motivated, and productive. The following are things that you may want in your surroundings to feel optimally motivated:

- Procedures that can support a quality initiative and have the flexibility to be changed when necessary.
- Awards to confirm ability, competence, or achievements.
- Interesting activities outside of the work environment. Some peers with similar scores may like to be involved in volunteer and community activities.
- Freedom of speech, and people to listen.
- Complete explanations of systems and processes that impact your work environment.
- Information about suggested changes to be made in processes that may have an impact on quality.
- Sufficient time to consider all options before making a final decision.
- A variety of activities involving people, both on the job and off.

Each behavioral style contains certain unique strengths as a result of how your four behavioral dimensions relate to each another. Understanding your own unique behavioral strengths is an important part of putting your new level of self-awareness to work for your success and satisfaction. The following statements highlight specific strengths of your behavioral style:

- Excellent at initiating activity and direction for the team or organization.
- Able to juggle many projects and activities simultaneously and have a keen awareness of the status of each.
- Very skilled at verbal expression. Can deliver the same message using a persuasive style or an authoritative style with equal confidence.
- Able to make decisions quickly and to take the credit or blame for the outcome of decisions.
- Response pattern indicates a strong tendency to work toward making things happen rather than waiting for things to happen.
- You demand high performance of yourself and others on the team.
- Initiatives new ideas and promotes them by energizing others.
- Excellent in presentations to large or small groups. You bring a poised, confident, and engaging message to any audience.

Your behavioral style plays a significant role in determining what aspects of an environment you like. The items below will help you understand what will define an ideal working climate for you. Based on how you prefer to behave an ideal climate for you is one that provides you with:

- Freedom of speech and expression.
- Activities to get and maintain attention of others.
- Quality standards in which to support and maintain.
- Operating procedures that support sometimes complex processes.
- Building a network of people and contacts with groups.
- Activities with many opportunities for interaction with people.
- Public recognition for accomplishments.
- Time to reflect and think about pros and cons to solutions.

Along with strengths, all behavioral styles come with areas that could become weaknesses - if depended upon or not acknowledged. The trick is not to manufacture a weakness in the first place by depending on these things.

Here are a few items that could become problematic for you if not acknowledged or known. Your awareness of the potentials below is your best step in making sure they remain only potential problems. Due to your behavioral style, you may tend to:

- Sometimes overuse an "ends justify the means" perspective.
- Lose interest in the project or initiative once the challenge is gone and it has become more of a routine.
- Set expectations for yourself and others that are overly ambitious or unrealistic.
- Become more easily angry or belligerent when under pressure or when threatened.
- Not be sensitive enough to others needs.
- Be a selective listener, hearing only what you want to hear at times.
- Be somewhat intimidating to others due to your aggressiveness and dominance.
- Become impatient, especially with slower-moving or slower-thinking people.

Based on how you tend to behave you have certain preferences for how you like to convey information, teach, instruct or share knowledge with others. This is also true of how you like to receive information and learn. Understanding your behavioral preferences here will help increase your effectiveness in teaching or instructing others, and being taught and learning.

How you prefer to share knowledge or teach:

- May sometimes overuse the 'ends justify the means' adage.
- May become somewhat angry or belligerent when under pressure or when threatened.
- May lose interest in the project or initiative once the challenge is gone and it has become more of a routine.
- May not always verbalize the complete story of a project or intention; rather, may withhold some information on purpose.
- Could be a bit more willing to share talents to help others grow in their own learning and professional development.
- May be a selective listener, hearing only what you want to hear at times.
- Could increase sensitivity to others and increase the sincerity-factor a bit.

How you prefer to receive knowledge or learn:

- Self-defined goals, and flexibility in being able to modify assignments.
- Doesn't like cloudy or vague issues... will seek black and white alternatives.
- Responds to extrinsic motivation such as praise and encouragement.
- Prefers learning with groups, but can work independently when necessary.
- Develops own learning strategies.
- Seeks practicality and results.
- Responds to intrinsic and extrinsic motivation in a nearly equal manner.

This page is unique in this report because it is the only one that doesn't speak directly to you, rather those who interact with you. The information below will help others communicate with you more effectively by appealing to your natural behavioral style. The first items are things others SHOULD do to be better understood by you (Do's) and the second list is of things others SHOULD NOT do (Don'ts) if they want you to understand them well.

Things to do to effectively communicate with Ronald:

- Be specific about what's needed to be done, and who is going to do it.
- When agreeing, support the ideas and potential results, not the person.
- Put the details in writing, but don't plan on discussing them too much.
- Motivate and persuade by referring to objectives and expected results.
- Do your homework and be prepared with goals, objectives, support materials, etc., but don't plan on using all of them. Have the material with you as support.
- Get to the point quickly, and don't ramble.
- Be clear in your explanations.

Things to avoid to effectively communicate with Ronald:

- Don't forget or lose things necessary for the meeting or project.
- When disagreeing, don't let it reflect on anyone personally.
- Don't leave decisions hanging in the air.
- Don't be short-tempered, cold, or tight-lipped.
- Avoid making guarantees and assurances when there is a risk in meeting them.
- Don't confuse or distract from the business issues at hand.
- Avoid rambling discussion, and wasting time.

In order to make the most out of the information in this report it is important that you connect it to your life in a tangible way. To help you make this information your own, and pull out the most relevant parts, fill in the blanks below.

Decisiveness:

How is your 'D' score relevant to your life?

Interacting:

How is your 'I' score relevant to your life?

Stabilizing:

How is your 'S' score relevant to your life?

Cautiousness:

How is your 'C' score relevant to your life?

Overall Natural Style:

What is one way in which you natural style relates to your life?

Overall Adaptive Style:

What is one way in which you adaptive style relates to your life?

Strength-based insights:

What specific strengths do you think connect to your success more than any other?

Communication Dos and Don'ts:

What did you learn from understanding your preferred communication style?

Ideal Job Climate:

How well does your current climate fit your behavioral style?

Effectiveness:

What is one way in which you could become more effective?

Motivation:

How can you stay more motivated?

Improvement:

What is something you learned that you can use to improve your performance?

Training/Learning:

What did you learn that could help you instruct others better, or learn more effectively?



Your final step to making sure you really benefit from the information in this report is to understand how your behavioral style contributes to, and perhaps hinders, your overall success.

Supporting Success:

Overall, how can your unique behavioral style support your success? (cite specific examples)

Limiting Success:

Overall, how could your unique behavioral style get in the way of your success? (cite specific examples)

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Values Index

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About This Report

Research conducted by Innermetrix shows that the most successful people share the common trait of self-awareness. They recognize the situations that will make them successful, and this makes it easy for them to find ways of achieving objectives that resonate with their motivations. They also understand their limitations and where they are not effective and this helps them understand what does not inspire them or what will not motivate them to succeed. Those who understand their natural motivators better are far more likely to pursue the right opportunities, for the right reasons, and get the results they desire.

This report measures seven dimensions of motivation. They are:

- **Aesthetic** - a drive for balance, harmony and form.
- **Economic** - a drive for economic or practical returns.
- **Individualistic** - a drive to stand out as independent and unique.
- **Political** - a drive to be in control or have influence.
- **Altruistic** - a drive for humanitarian efforts or to help others altruistically.
- **Regulatory** - a drive to establish order, routine and structure.
- **Theoretical** - a drive for knowledge, learning and understanding.

The Elements of the Values Index

This Values Index is unique in the marketplace in that it examines seven independent and unique aspects of value or motivation. Most other values instruments only examine six dimensions of value by combining the Individualistic and Political into one dimension. The Values Index remains true to the original works and models of two of the most significant researchers in this field, thus delivering to you a profile that truly helps you understand your own unique motivations and drivers.

Also, the Values Index is the first to use a click & drag approach to ranking the various statements in the instrument, which makes taking the instrument more intuitive, natural and in the end you can actually create the order you see in your mind on the screen.

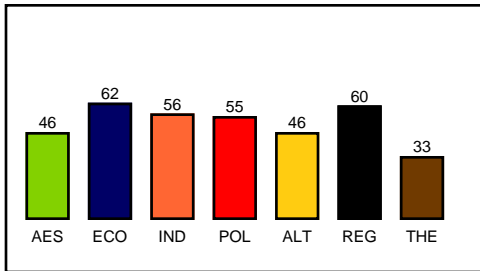
Finally, the Values Index instrument contains the most contemporary list of statements to make your choices more relevant to your life today, which helps ensure the most accurate results possible.

A closer look at the seven dimensions

Values help influence behavior and action and can be considered somewhat of a hidden motivation because they are not readily observable. Understanding your values help to tell you why you prefer to do what you do.

It is vital for superior performance to ensure that your motivations are satisfied by what you do. This drives your passion, reduces fatigue, inspires you and increases drive.

Value	The Drive for
Aesthetic	- Form, Harmony, Beauty, Balance
Economic	- Money, Practical results, Return
Individualistic	- Independence, Uniqueness
Political	- Control, Power, Influence
Altruistic	- Altruism, Service, Helping others
Regulatory	- Structure, Order, Routine
Theoretical	- Knowledge, Understanding



The Aesthetic Dimension: The main motivation in this value is the drive to achieve balance, harmony and find form or beauty. Environmental concerns or “green” initiatives are also typically prized by this dimension.

General Traits:

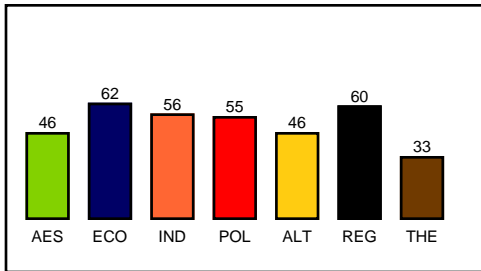
- Possesses a healthy balance between form and function.
- Possesses the average level of aesthetic appreciation, near the national mean.
- Works equally well with the artistic and non-artistic types.
- Can work well with others to create and innovate.
- Respects other's need to express their creativity.

Key Strengths:

- Appreciates a sense of balance between work and life, but is not paralyzed without it.
- Appreciates renewable and environmentally friendly (green) approaches.
- Values conservation efforts as both renewing but also practical.
- Willing to help others strictly out of support or appreciation of their efforts.
- Enjoys certain artistic aspects or ideas, but on a normal level without being extreme.

Motivational Insights:

- Appreciates the need for conservation efforts and preserving balance and harmony in the surroundings.
- Believes that art and form can be uplifting and positive, even for those with no artistic ability.
- Balances team efforts between doing it right and doing it enjoyably.
- Possesses a level of artistic interest or appreciation that is right at the national mean.
- Balance between work and life are important.



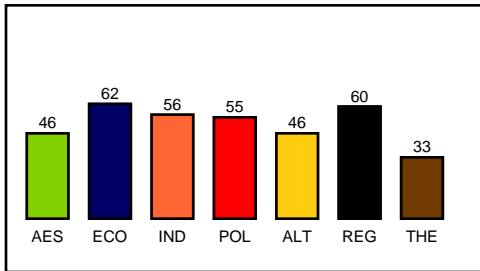
The Aesthetic Dimension: The main motivation in this value is the drive to achieve balance, harmony and find form or beauty. Environmental concerns or “green” initiatives are also typically prized by this dimension.

Training/Learning Insights:

- Supportive of a variety of training and professional development efforts.
- Works fine with either team learning, or individual learning.
- Likes to learn for the sake of personal development and growth.
- Learning should be equal parts form and function, not all function.

Continual Improvement Insights:

- Since this score is at the national mean, it is important to review other Values drives for a more complete look at areas for quality improvement.
- You may benefit by taking a more visible position on teams.
- You could benefit by ensuring your life is well balanced between personal and professional worlds.
- Remember that it is OK that some don't appreciate artistry, balance or harmony and you can serve as a bridge between those who do and don't see value in such things.



The Economic Dimension: This dimension examines the motivation for security from economic gain, and to achieve practical returns. The preferred approach of this dimension is a professional one with a focus on bottom-line results.

General Traits:

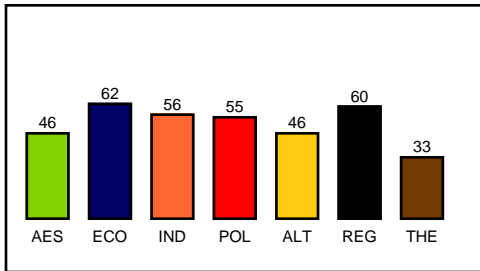
- Sales, technical, or management training programs should demonstrate a bottom-line financial potential as a result of the training effort.
- May take the position that the ends justify the means.
- Goal driven, especially financial goals.
- Motivated by money and bonuses as recognition for a job well done.
- Knowledge for the sake of knowledge may be viewed as a waste of time, talent, energy, and creativity.

Key Strengths:

- Profit driven and bottom-line oriented.
- Highly productive.
- Keeps an ear to the revenue-clock, his own and the organization's.
- Able to multi-task in a variety of areas, and keep important projects moving.
- Makes a decision with practicality and bottom-line dollars in mind.

Motivational Insights:

- Be certain to reward performance, and encourage participation as an important member of the team.
- Make certain that economic rewards are fair, clearly communicated, and provide a high-end return for those willing to work for it.
- Provide coaching to help reduce the potential visible "greed-factor" which may appear.
- Reward high performance in tangible and monetary ways with individual and team recognition.
- Provide recognition and rewards (e.g., bonuses) as soon as possible, not just at the end of the quarter or year.



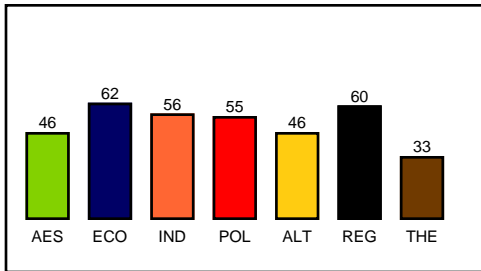
The Economic Dimension: This dimension examines the motivation for security from economic gain, and to achieve practical returns. The preferred approach of this dimension is a professional one with a focus on bottom-line results.

Training/Learning Insights:

- Link learning outcomes to the ability to become more effective in increasing earnings for both himself and the organization.
- Scores like those who want information that will help them increase bottom-line activity and effectiveness.
- Attempt to provide some rewards or incentives for participation in additional training and professional development.
- If possible, build in some group competition as a part of the training activities.

Continual Improvement Insights:

- While this high economic drive may be a significant motivating factor in achieving goals, it may also become a visible "economic factor" especially in sales people, and others sharing this very economic drive.
- There may need to be an increased sensitivity to the needs of others, and less demonstration of potential selfishness.
- May need to work on balancing other Values scales and appreciating the strengths that others bring, even those who may not share this high Economic drive.
- Some may need to hide the dollar signs in their eyes in order to establish the most appropriate rapport with others.
- Some scoring in this range may need to learn how to mask that greed factor so as not to alienate a prospect, customer, client or others on the team.



The Individualistic Dimension: The Individualistic dimension deals with one's need to be seen as unique, independent, and to stand apart from the crowd. This is the drive to be socially independent and have opportunity for freedom of personal expression.

General Traits:

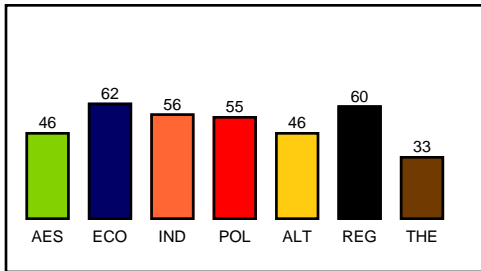
- The pattern of responses indicates that Ronald has a strong desire to be his own person.
- Enjoys work and assignments, which gives one standing in the eye of others and evokes respect.
- Independent.
- Likes freedom in his own work area.
- Experience a feeling of accomplishment in being recognized for completing a tough assignment in a creative way.

Key Strengths:

- Ability to take a stand, and not be afraid to be different in either ideas or approaches to problem solving.
- Desires to be an individual and to celebrate differences.
- Realizes that we are all individuals and have ideas to offer.
- Brings a variety of different and energetic ideas to the workplace.
- Brings creative ideas.

Motivational Insights:

- Allow freedom to make his own decisions about how an assignment should be completed.
- Provide an environment where Ronald has space to demonstrate his unique contributions to the team.
- Ronald may bring a variety of strengths to the team that may not have been utilized; explore the possibilities of expanding these opportunities.
- Be patient in allowing for expression of his uniqueness and sense of humor.
- Let him work with an idea, develop it, and run with it for a while before making a judgement.



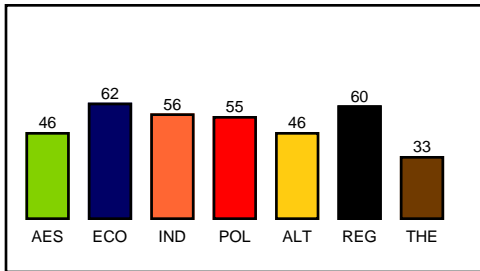
The Individualistic Dimension: The Individualistic dimensions deals with one's need to be seen as unique, independent, and to stand apart from the crowd. This is the drive to be socially independent and have opportunity for freedom of personal expression.

Training/Learning Insights:

- Learning and professional development activities should be flexible, having a wide variety of options.
- Attempt to provide enough creative space for him to express his uniqueness.
- Allow for some experimental or non-routine types of options.
- Link some of the benefits of the learning activity to enhancing ability to make a special and unique contribution to the team.

Continual Improvement Insights:

- Sometimes the very unique approaches do not always result in complete success, and may sometimes cause conflict with others if sensitivity is not used.
- Sometimes individuals with this high Individualistic score if in a presentation situation, may spend excess time telling (or selling) the audience on their own uniqueness, rather than discussing the topic of the presentation.
- Potential value clashes with others may be reduced through increased awareness and sensitivity to the needs of others.
- May need to remember that his good ideas aren't the only good ideas.
- May need to listen more to others and speak less.



The Political Dimension: This drive is to be seen as a leader, and to have influence and control over one's environment or success. Competitiveness is often associated with those scoring high in this motivation.

General Traits:

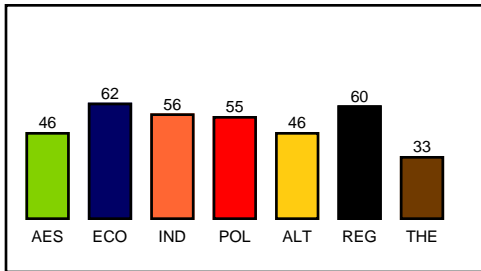
- Is comfortable being in a leadership position and seeks those roles.
- Bottom-line approach to getting things done.
- Enjoys a feeling of accomplishment in getting a difficult job done on his own.
- Desires leadership and is ready for the accountability that comes with it.
- Is accountable for actions and decisions: Is ready to take the credit or the blame.

Key Strengths:

- A 'buck stops here' approach to business and getting things done.
- A high energy level to work hard at meeting goals.
- Accepts struggle and hard work toward a goal.
- Able to plan and design work projects for teams to accomplish.
- Able to plan and control his own work tasks.

Motivational Insights:

- Appreciates occasional public recognition and praise for successes.
- Scores like others who may feel stifled if surrounded by many constraints.
- Provide freedom to take risks, but also indicate the boundaries and limits to the risk-taking freedom.
- May like to be seen as a catalyst for change.
- May need to be more willing to share the attention and successes for wins.



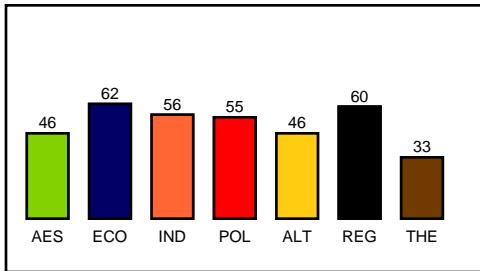
The Political Dimension: This drive is to be seen as a leader, and to have influence and control over one's environment or success. Competitiveness is often associated with those scoring high in this motivation.

Training/Learning Insights:

- Link learning successes with potential to increase personal credibility and motivation of teams when working with others.
- Provide for individual recognition for exceptional performance.
- If group activities are involved, attempt to build in some competition and group leadership events.
- Some who share this score range may prefer independent study instead of group or team learning activities.
- Provide for a variety of learning and professional development options.

Continual Improvement Insights:

- May need to be more sensitive to the needs of others on the team.
- May be perceived as one who oversteps authority without cause.
- May show impatience with others who don't see the big picture as clearly.
- May need to soften his own agenda at times and allow for other ideas and methods to be explored.
- May project a high sense of urgency which may also translate to some as a high intensity.



The Altruistic Dimension: This drive is an expression of the need or drive to benefit others in a humanitarian sense. There is a genuine sincerity in this dimension to help others, give of one's time, resources and energy, in aid of others.

General Traits:

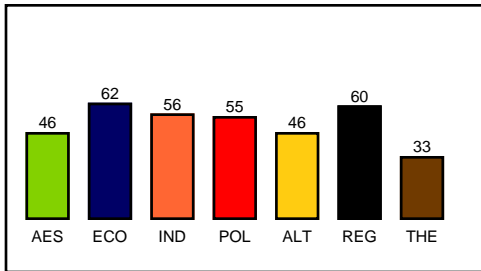
- Balances helping others with personal concerns very effectively.
- Very much in line with the average level of altruism seen in business environments.
- Is able to see the points of view from both the higher and lower Altruistic score locations.
- Will not create an imbalance between own needs and those of others.
- Has a good sense for when to freely help others, and when to say "No."

Key Strengths:

- A solid balanced view of helping others without doing everything for them.
- Possesses a realistic and practical approach to helping others help themselves.
- Appreciates the need to help others without sacrificing one's own self too much.
- Willing to pitch in and help others as needed.
- Sees value in benefiting others through personal actions.

Motivational Insights:

- Is practical in how much to help others versus other objectives.
- Possesses a healthy balance between a self focus and a focus on others.
- Will strike a moderate level of giving and taking in interactions with others.
- Has a very typical level of appreciation for others relative to the general working world.
- Will be good judge of how much to involve others versus making the command decision.



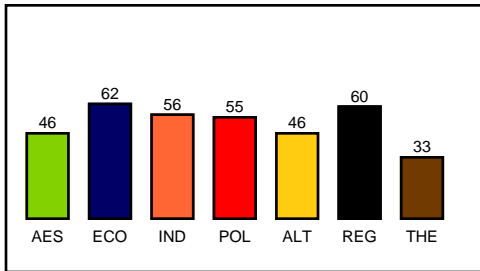
The Altruistic Dimension: This drive is an expression of the need or drive to benefit others in a humanitarian sense. There is a genuine sincerity in this dimension to help others, give of one's time, resources and energy, in aid of others.

Training/Learning Insights:

- To better motivate by incorporating other motivators that are higher in drive and score locations.
- Is flexible between learning with a team or learning independently.
- Enjoys learning that highlights both their own personal gain, but also some altruistic aspect as well.
- Likely supportive of the trainers themselves.

Continual Improvement Insights:

- Will be more influenced by other motivations in the report that are higher and when connected with, will return much more passion and drive.
- Might benefit from taking more of a lead, as opposed to waiting for others to lead.
- Needs to know that efforts to help others are practical and deliver a business benefit as well.
- Respect those who may not share your interest in understanding or benefiting others.



The Regulatory Dimension: The Regulatory drive indicates one's drive to establish order, routine and structure. This motivation is to promote rules and policies, a traditional approach and security through standards and protocols.

General Traits:

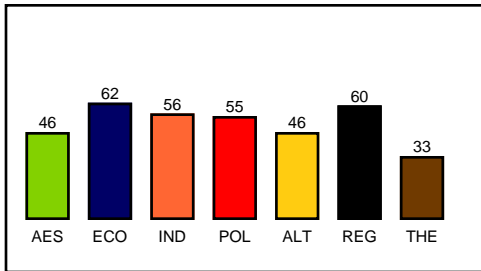
- Supports a more traditional view of things.
- Accurate, detailed and follows procedures
- Believe in preparing properly before taking action.
- Prefers documenting activity and likes lists.
- Is likely to have their own specific "way" of doing many things.

Key Strengths:

- High attention to details.
- Provides a sound stabilizing base for dynamic situations.
- Maintains timelines and meets deadlines.
- Produces detailed and accurate work.
- Maintains focus throughout projects.

Motivational Insights:

- Provide Ronald with detailed, written and specific guidelines to follow.
- Ensure adequate information, resources and time to complete tasks.
- Work quickly to correct missing needs or inaccuracies to maintain productivity.
- If Ronald recommends changing the established way of doing things, it is probably a significant need.
- Avoid disrupting schedules and flow unnecessarily.



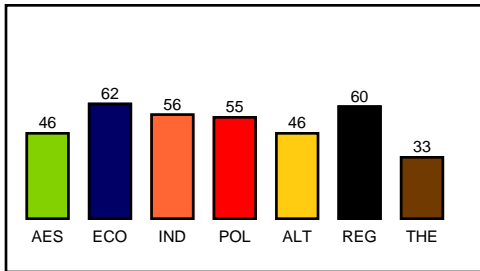
The Regulatory Dimension: The Regulatory drive indicates one's drive to establish order, routine and structure. This motivation is to promote rules and policies, a traditional approach and security through standards and protocols.

Training/Learning Insights:

- Will prefer learning activities that are structured and detailed.
- A well disciplined learner.
- Likes to understand the why behind the what when learning new things.

Continual Improvement Insights:

- Put things in writing.
- Be consistent in enforcing rules for everyone.
- Explore a little. Discovering new ways to do things can be rewarding.
- Realize that change can be good, productive and needed.
- Don't get too hung up on the rules.



The Theoretical Dimension: The drive to understand, gain knowledge, or discover the “truth”. This motivation can often be to gain knowledge for knowledge sake. Rational thinking, reasoning and problem solving are important to this dimension.

General Traits:

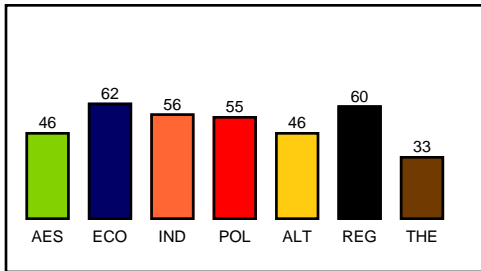
- A score near the mean indicates the Theoretical need is not unimportant, yet not a primary driving factor in the motivational behavior.
- Bringing a sense of balance and stability to a variety of technical issues and features impacting the team.
- Ronald typically won't get bogged down in minutia, nor will he ignore the details when decision-making.
- Be able to understand the needs of the big picture issues, and appreciate the needs of the minutia issues without being an extremist.
- Ronald may provide a balance between the very high theoretical approaches, and the very low approaches, and be able to communicate with each side.

Key Strengths:

- Ronald would demonstrate awareness of the necessary technical features, and an appropriate on-the-job response as needed.
- Brings flexibility to the team, that is, being detail-oriented when necessary, and being practically-oriented other times.
- A stabilizing force on the team.
- Able to appreciate the needs of both the high and lower Theoreticals.
- Shows curiosity about technical details without getting bogged down.

Motivational Insights:

- Remember that Ronald has the ability to be a balancing and stabilizing agent on high knowledge-driven issues, without being an extremist toward either side.
- Ronald brings a knowledge-drive typical of many business professionals, i.e., near the national mean.
- Include the perspective Ronald brings in order to gain a middle-ground understanding.
- Check for other values drives that may be higher or lower than this one in order to gain



The Theoretical Dimension: The drive to understand, gain knowledge, or discover the “truth”. This motivation can often be to gain knowledge for knowledge sake. Rational thinking, reasoning and problem solving are important to this dimension.

Training/Learning Insights:

- Rather flexible and accepting of most training programs offered in the organization.
- Able to see the need for training, and also realize the importance of practical information.
- Understands the needs of the high Theoreticals who want more information, and the lower Theoreticals who want only the necessary information.
- Because this score range is near the national mean, please check other areas of higher or lower values drive for additional insight into professional development needs.

Continual Improvement Insights:

- May need to be a bit more demonstrative on some complex theoretical issues.
- May be asked to take a firmer stand or position on team initiatives.
- May need to examine other values drives to determine the importance of this Theoretical drive factor.

Use this sheet to help you track which motivators are well aligned and which are not, and what you can do about it.

Action Step: Looking at your Values Index report, find which motivators are the most powerful for you (i.e., which ones are highest and farthest above the norm). Write down the top two in the space below, and record how well your current roles align with these motivators (i.e., how well what you do satisfies what you are passionate about).

	Alignment				
	Poorly				Highly
Motivator #1: _____	1	2	3	4	5
Motivator #2: _____	1	2	3	4	5

Legend:

- 2-4 = Poor
- 4-5 = Below Average
- 6-7 = Average
- 8-9 = Excellent
- 10 = Genius

Tally your score here:

Ronald Reagan

To reach Genius levels of passion, you must increase alignment of your environment with your passions.

Motivator #1: what aspects of your company or role can you get involved in that would satisfy this motivator?

Motivator #2: what aspects of your company or role can you get involved in that would satisfy this motivator?



Your final step to making sure you really benefit from the information in this report is to understand how your behavioral style contributes to, and perhaps hinders, your overall success.

Supporting Success: Overall, how well do your motivators and drivers help support your success? (cite specific examples):

Limiting Success: Overall, how do your natural drivers or motivators not support your success? (cite specific examples):

Ronald Reagan

Attribute Index

Ronald Reagan

Over fifty years of scientific research has revealed that there are three distinct styles of decision-making. Each of us can make decisions in these three ways, but we tend to develop a preference for one more than the other two. This preference becomes a subconscious force, affecting the decisions we make on a daily basis and shaping how we perceive the world around us and ourselves.

The three decisional styles are the personal, the practical, and the analytical. These dimensions can be examined in the form of patterns based on two distinct factors unique to axiology.

The Personal Style: People with a preference for this style of making decisions tend to see the world from a personal point of view, or with concern for the individuals involved. They see people in a unique, individual light and are more concerned about others than the results and theory. This involves a personal involvement with, concentration on, or investment in people. To this style, the world is filled with people needing to be understood.

The Practical Style: People with a preference for this style of making decisions tend to see things in very practical, no nonsense, real-world, task oriented manner. They are more concerned with results than others and theory. They see people in comparative ways as they relate to others. To this style, the world is an objective waiting to be achieved.

The Analytical Style: People with a preference for this style of making decisions tend to see the world from a theoretical perspective, more in an abstract way than a concrete one. They see people as part of a system and tend to think in very black and white terms. They are more concerned with thinking about things, and analysis than actual results or personal concerns of others. To this style, the world is a problem to be explored and solved.

To some extent we are all capable of making all three kinds of decisions, but our preference tends to be for one more than the other two. Here's a simple example of the three in contrast to each other. One of each style are sitting around a table trying to figure out what to do. While the Personal style is focused on the needs of the workers involved and how best to utilize their talents, the Practical doesn't really care as much about the personal needs, or if it is done right, he just wants to get it done. Finally there is the Analytical who sees no reason to worry about the people involved or even getting it done if it isn't going to be done correctly.

We all have different balances of these three styles; that's what makes our decisions and actions different from each other's. These ways of making decisions, and how we use them, are at the core of who we are. They are behind our preferences, our strengths, and our weaknesses. In the following pages you will find a list of capacities which are the result of your unique combination of these three decisional styles. It is this understanding of your individual strengths and weaknesses that will enable you to affect change in your life and achieve greater personal success. It is only by first understanding something that we are then able to change it.

External Decision Making Pattern Summary

You have a balanced view of all three dimensions of thought (People, Tasks and Systems). You see all three dimensions with the same level of clarity so there is no imbalance between either of the three. You appreciate and possess equal levels of ability for working with systems, rules, structure, concrete organization, detailed planning, and people; but all of these levels are also not as developed as they could be. You have low levels of development in all three dimensions. This could be caused by some significant stress in your life right now. Significant emotional events can cause a temporary lack of clarity in all the dimension of thought so this is something that should be considered as a cause for these scores. Level of development speaks to your ability to "see" a specific dimension. The more clearly we see a dimension of thought, the more able we are to use it; therefore the better we are at it.

Maximizers

Versatility in dealing with people, performance or Systems equally
Change oriented, open to lack of order

Minimizers

Underdeveloped levels of clarity in all three dimensions of thought
Lack of external motivation
Difficulty valuing or understanding others
Understanding and communicating with others
Planning and organizing
Schematic thinking

Motivators

Internal factors rather than external ones

Needs for Growth

Clarity levels in all three dimensions of thought. Awareness and understanding of how balanced low scores may impact roles, duties and objective success of a given position.

Targets for Reinforcement (R) and Development (D)

Sensitivity toward others (D)
Practical Thinking (D)
Results Orientation (D)

Preferred Environment

An atmosphere where there is an open exchange of ideas with readily available feedback; the sharing of responsibilities and decisions. A role, which does not demand too, much of any of the three roles allows the most complete usage of all three external dimensions of thought.

Internal Decision Making Pattern Summary

The low self-actualized pattern is ideally balanced in all three dimensions of thought, but overall development is low. Although completely balanced, you do not see these three dimensions of thought, as clearly as you could, and as a result you may not be as proficient as possible in a variety of areas at this time in your life. You may be suffering from lower self esteem, combined with some confusion about the best role for yourself right now due to these doubts you are unsure how to proceed. Indecisiveness, insecurity and lack of drive will be the result while you are in this situation. Your overall level of development for the People, Tasks, and Systems dimensions is low. Level of development speaks to your ability to "see" a specific dimension. The more clearly we see a dimension of thought, the more able we are to use it; therefore the better we are at it.

Maximizers

Balanced approach to inner self evaluation
Easy going
Lack of anxiety caused by imbalanced dimensional view

Minimizers

Lack of development of primary dimensions of thought:
Self esteem
Role awareness
Self direction

Motivators

Self improvement
Material possessions
Sense of mission

Needs for Growth

To develop abilities in the core dimensions of thought (people, tasks, systems). Identify barriers or obstacles that may be limiting the use of any of these areas.

Targets for Reinforcement (R) and Development (D)

Self esteem (D)
Role awareness (D)
Self direction (D)



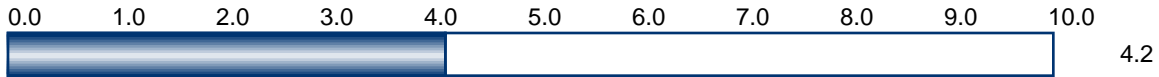
Anthony Robbins Company LSR Profile Summary

Report Summary

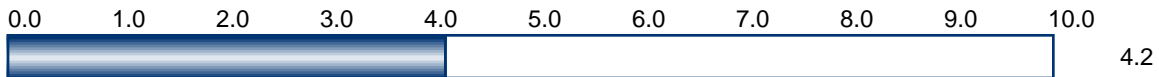
This graph summarizes the 6 categories that comprise this Innermetrix Talent Profile. A description and mean score for each category is on the following page. .

Report Component Graphs

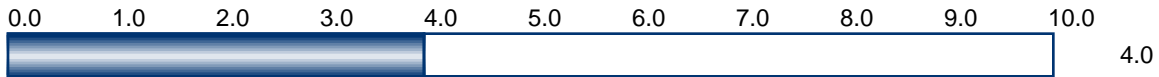
Robbins-Clarity of Mind and Body



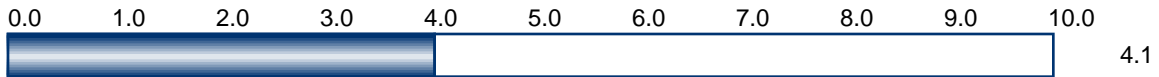
Robbins-Culture



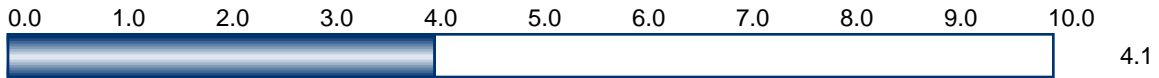
Robbins-Individual Excellence



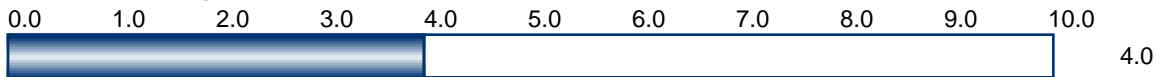
Robbins-Influencing Others



Robbins-Pipeline



Robbins-Planning and Preparation



Ronald Reagan

Robbins-Clarity of Mind and Body (4.2)

Our greatest strength comes from within. Absolute certainty and clarity arise from strong values and beliefs about who we are and what we want are lives to be about and then being congruent with those beliefs and values. We can not influence others unless we have mastered this congruency. Attitude and psychology (peak state) is 80% of success.

Robbins-Culture (4.2)

Ability to establish rapport easily with others. Creating an atmosphere and environment for the highest good of the team therefore supporting the ultimate vision, purpose, and mission.

Robbins-Individual Excellence (4.0)

Achieving your highest desires and results with an unbelievable skill level of persistence. Changing your approach as necessary but never abandoning your ultimate vision no matter what obstacles you encounter. Tapping into your full potential and giving 100% of yourself everyday.

Robbins-Influencing Others (4.1)

Leaders and influencers are fearless in designing and creating visions towards constant advancement and achievement. They will tolerate no less. Not only do they live up to their high standards and make an impression on the world but help others to tap into their unlimited potential, gifts, and unique form of greatness.

Robbins-Pipeline (4.1)

Fearlessly increasing the boundaries of your influence and striving for consistent growth in your field.

Robbins-Planning and Preparation (4.0)

Success on any major level involves accepting responsibility for your own thoughts and ACTIONS. Planning, preparation, a winning mind-set and seeking resources and opportunities are a must.

Category Description

Our greatest strength comes from within. Absolute certainty and clarity arise from strong values and beliefs about who we are and what we want are lives to be about and then being congruent with those beliefs and values. We can not influence others unless we have mastered this congruency. Attitude and psychology (peak state) is 80% of success.

Category Component Descriptions

Quality Orientation (4.0)

evaluates Ronald's affinity for seeing details, grading them against a preset standard (either his own or externally assigned), and identifying flaws.

Role Awareness (4.0)

evaluates Ronald's ability to be aware of his role in the world or within a given environment as well as understanding expectations and how those expectations are to be met.

Self Direction (4.0)

evaluates Ronald's internal drive to excel in and believe in his chosen career path.

Self Esteem (4.8)

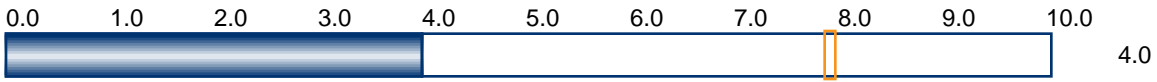
evaluates Ronald's ability to realize and appreciate his own unique self worth.

Self Management (4.0)

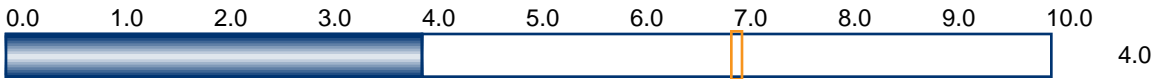
evaluates Ronald's ability to manage himself and develop his own abilities.

Category Component Graphs

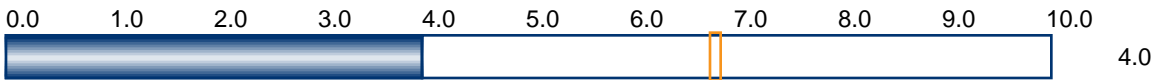
Quality Orientation



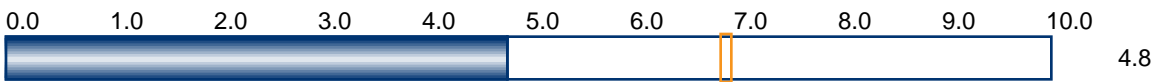
Role Awareness



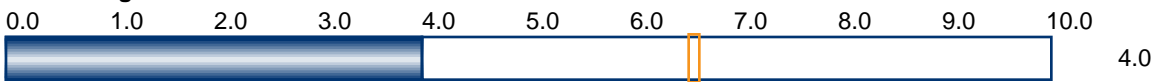
Self Direction



Self Esteem



Self Management



Category Description

Ability to establish rapport easily with others. Creating an atmosphere and environment for the highest good of the team therefore supporting the ultimate vision, purpose, and mission.

Category Component Descriptions

Personal Relationships (4.5)

evaluates how motivated Ronald is in forming personal relationships with the people with whom he works.

Relating To Others (4.5)

evaluates Ronald's ability to coordinate personal insights and knowledge of others into effective interactions.

Results Orientation (4.0)

evaluates Ronald's ability to identify the actions necessary to complete tasks and to obtain results.

Sense of Belonging (4.0)

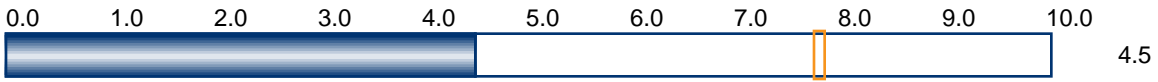
evaluates the importance of feeling like part of a team or a member of a group for Ronald's motivation.

Status and Recognition (4.0)

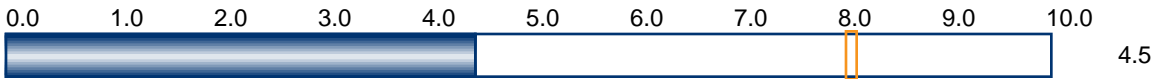
evaluates the importance for Ronald of social status and recognition.

Category Component Graphs

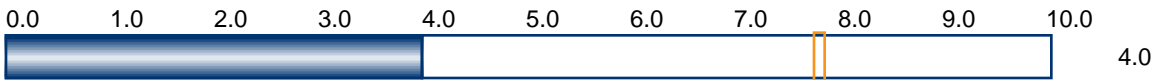
Personal Relationships



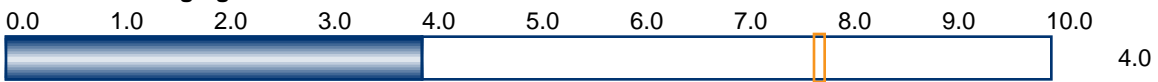
Relating To Others



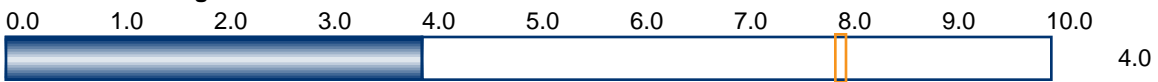
Results Orientation



Sense of Belonging



Status and Recognition



Category Description

Achieving your highest desires and results with an unbelievable skill level of persistence. Changing your approach as necessary but never abandoning your ultimate vision no matter what obstacles you encounter. Tapping into your full potential and giving 100% of yourself everyday.

Category Component Descriptions

Flexibility (4.0)

evaluates Ronald's ability to readily integrate, modify, and respond to changes with minimal personal resistance.

Personal Drive (4.0)

evaluates how strongly Ronald feels the need to achieve, to accomplish, or to complete his work.

Role Confidence (4.0)

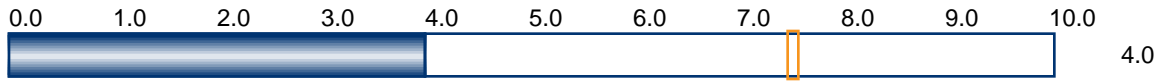
evaluates Ronald's ability to develop and to maintain an inner strength based on the belief that he will succeed.

Self Starting Ability (4.0)

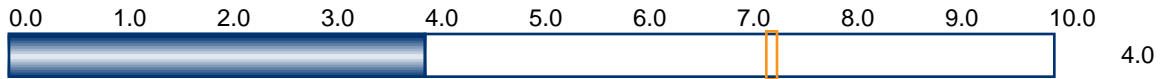
evaluates Ronald's ability to find his own motivation for accomplishing a task and the degree to which he will maintain that course in the face of adversity.

Category Component Graphs

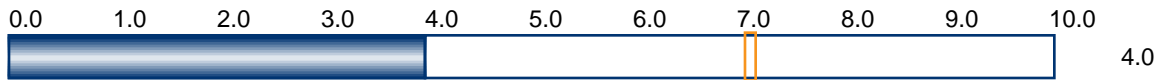
Flexibility



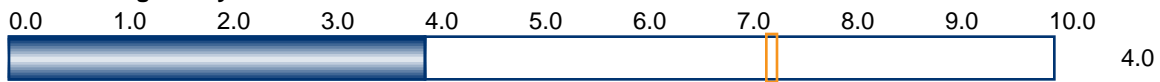
Personal Drive



Role Confidence



Self Starting Ability



Ronald Reagan

Category Description

Leaders and influencers are fearless in designing and creating visions towards constant advancement and achievement. They will tolerate no less. Not only do they live up to their high standards and make an impression on the world but help others to tap into their unlimited potential, gifts, and unique form of greatness.

Category Component Descriptions

Conceptual Thinking (4.0)

evaluates Ronald's ability to see the big picture and then to determine which direction to take, and how resources should be used to attain future goals.

Evaluating Others (4.4)

evaluates Ronald's ability to make realistic and accurate judgments about another, to evaluate his or her strengths and weaknesses, and to understand his or her manner of thinking, acting, and behaving.

Handling Rejection (4.0)

evaluates Ronald's ability to avoid taking rejection or criticism in an overly personal manner.

Persuading Others (4.0)

evaluates Ronald's ability to present his viewpoint in such a way that it is accepted by others.

Sensitivity To Others (4.4)

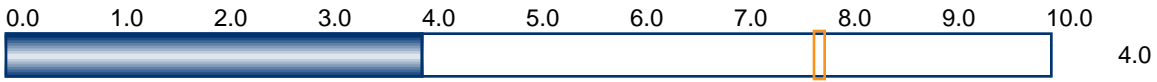
evaluates Ronald's ability to be sensitive and aware of the feelings of others but not to allow this awareness to get in his way when faced with making objective decisions.

Understanding Motivational Needs (4.0)

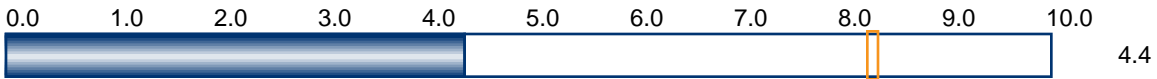
evaluates Ronald's ability to understand the needs and desires of employees and to use this knowledge to motivate them to succeed.

Category Component Graphs

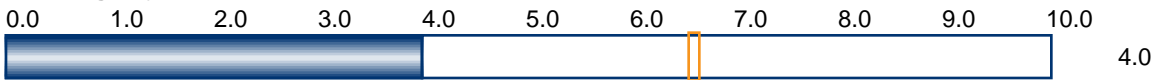
Conceptual Thinking



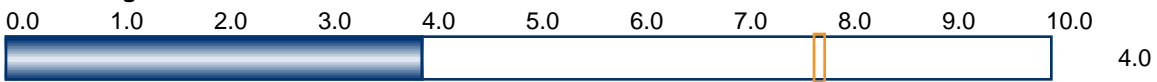
Evaluating Others



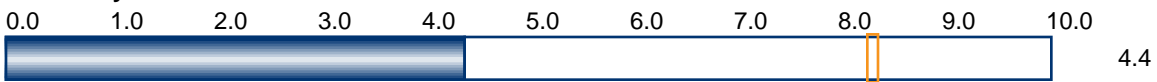
Handling Rejection



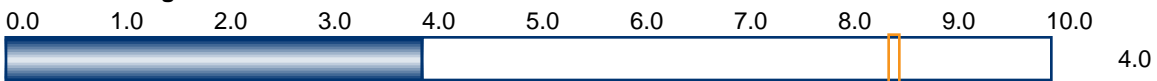
Persuading Others



Sensitivity To Others



Understanding Motivational Needs



Ronald Reagan

Category Description

Fearlessly increasing the boundaries of your influence and striving for consistent growth in your field.

Category Component Descriptions

Creativity (4.6)

evaluates Ronald as an innovative thinker whose views of himself and the world allow him to think outside the box.

Initiative (4.0)

evaluates Ronald's ability to direct his energy toward the completion of a goal without an external catalyst.

Integrative Ability (4.0)

evaluates Ronald's ability to identify the elements of a problem situation, to understand which components are critical, and to decide what to do.

Practical Thinking (4.0)

evaluates Ronald's ability to realistically identify problems and solutions in practical terms, rather than in theoretical or conceptual terms.

Proactive Thinking (4.0)

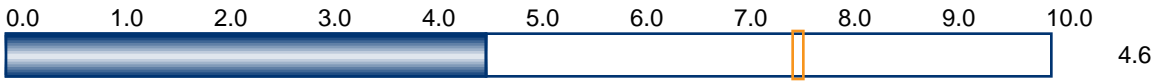
evaluates Ronald's ability to determine the future implications of current decisions and actions.

Using Common Sense (4.0)

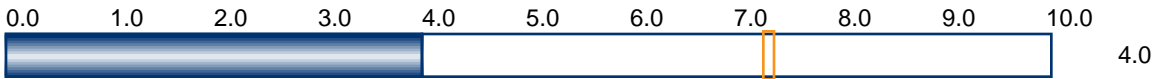
evaluates Ronald's ability to focus on practical thinking, to see the world clearly, and to make common sense decisions.

Category Component Graphs

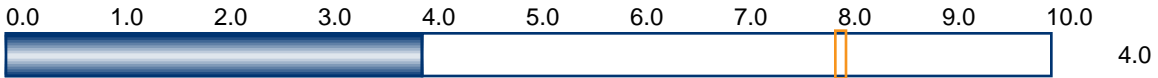
Creativity



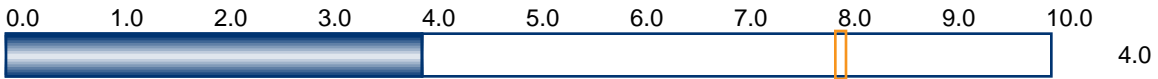
Initiative



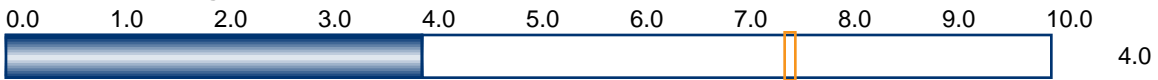
Integrative Ability



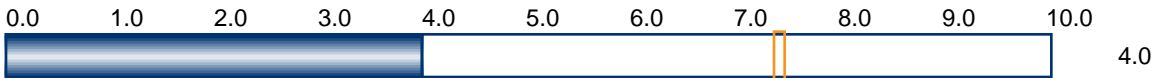
Practical Thinking



Proactive Thinking



Using Common Sense



Ronald Reagan

Category Description

Success on any major level involves accepting responsibility for your own thoughts and ACTIONS. Planning, preparation, a winning mind-set and seeking resources and opportunities are a must.

Category Component Descriptions

Attention To Detail (4.0)

evaluates Ronald's ability to see and to pay attention to details.

Concrete Organization (4.0)

evaluates Ronald's understanding of the immediate, concrete needs of a situation and to establish an effective plan of action for meeting those needs.

Following Directions (4.0)

evaluates Ronald's ability to hear, understand, and follow directions or instructions effectively. This is his willingness to postpone making personal decisions, or taking action, until he has listened to what he is being asked to do.

Long Range Planning (4.0)

evaluates Ronald's ability to identify and to evaluate resources and to plan for their utilization throughout the execution of comprehensive, long-range projects.

Problem and Situation Analysis (4.0)

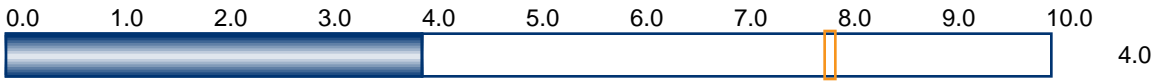
evaluates Ronald's ability to identify the elements of a problematic situation and to understand which components are critical.

Project Scheduling (4.0)

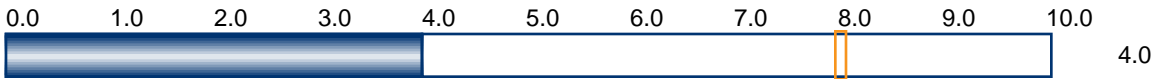
evaluates Ronald's ability to understand the proper allocation of resources for the purpose of getting things done within a defined timeframe.

Category Component Graphs

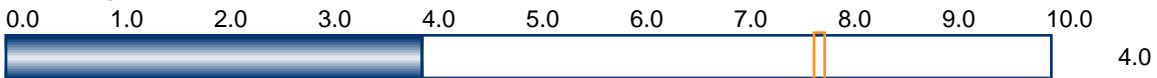
Attention To Detail



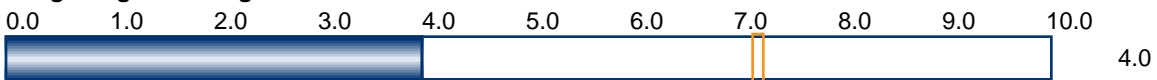
Concrete Organization



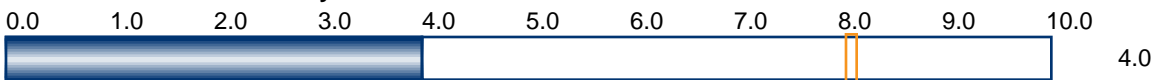
Following Directions



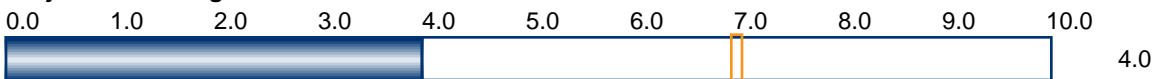
Long Range Planning



Problem and Situation Analysis



Project Scheduling

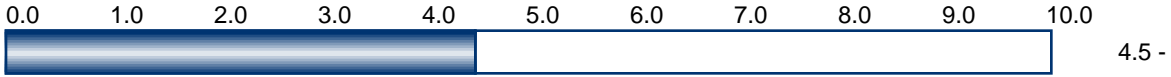


Ronald Reagan

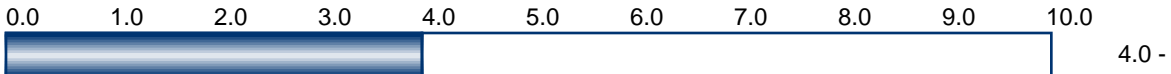
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External

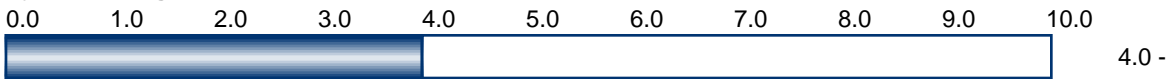
Empathy



Practical Thinking

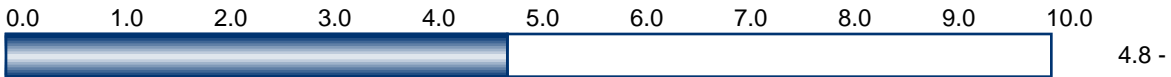


Systems Judgement

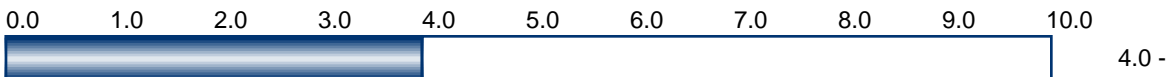


Internal

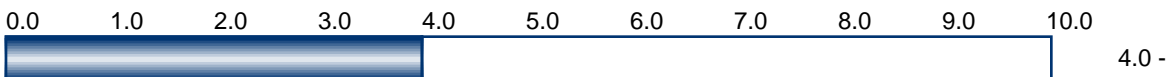
Self Esteem



Role Awareness



Self Direction



Ronald Reagan

Accountability For Others (5.7)	Material Possessions (4.0)
Personal Accountability (5.6)	Meeting Standards (4.0)
Handling Stress (4.8)	Persistence (4.0)
Self Esteem (4.8)	Personal Commitment (4.0)
Self Improvement (4.8)	Personal Drive (4.0)
Creativity (4.6)	Persuading Others (4.0)
Intuitive Decision Making (4.6)	Practical Thinking (4.0)
Surrendering Control (4.6)	Proactive Thinking (4.0)
Attitude Toward Others (4.5)	Problem Management (4.0)
Empathetic Outlook (4.5)	Problem Solving (4.0)
Human Awareness (4.5)	Problem and Situation Analysis (4.0)
Monitoring Others (4.5)	Project Scheduling (4.0)
Personal Relationships (4.5)	Project and Goal Focus (4.0)
Relating To Others (4.5)	Quality Orientation (4.0)
Understanding Attitude (4.5)	Realistic Goal Setting For Others (4.0)
Evaluating Others (4.4)	Realistic Personal Goal Setting (4.0)
Realistic Expectations (4.4)	Respect For Policies (4.0)
Sensitivity To Others (4.4)	Respect For Property (4.0)
Attention To Detail (4.0)	Results Orientation (4.0)
Attitude Toward Honesty (4.0)	Role Awareness (4.0)
Balanced Decision Making (4.0)	Role Confidence (4.0)
Conceptual Thinking (4.0)	Seeing Potential Problems (4.0)
Concrete Organization (4.0)	Self Assessment (4.0)
Consistency and Reliability (4.0)	Self Confidence (4.0)
Conveying Role Value (4.0)	Self Control (4.0)
Correcting Others (4.0)	Self Direction (4.0)
Developing Others (4.0)	Self Discipline and Sense of Duty (4.0)
Diplomacy (4.0)	Self Management (4.0)
Emotional Control (4.0)	Self Starting Ability (4.0)
Enjoyment Of The Job (4.0)	Sense of Belonging (4.0)
Evaluating What Is Said (4.0)	Sense of Mission (4.0)
Flexibility (4.0)	Sense of Timing (4.0)
Following Directions (4.0)	Status and Recognition (4.0)
Freedom From Prejudices (4.0)	Systems Judgment (4.0)
Gaining Commitment (4.0)	Theoretical Problem Solving (4.0)
Handling Rejection (4.0)	Understanding Motivational Needs (4.0)
Initiative (4.0)	Using Common Sense (4.0)
Integrative Ability (4.0)	
Job Ethic (4.0)	
Leading Others (4.0)	
Long Range Planning (4.0)	