



## Rod Kurt Dominguez

May 2, 2025

This Innermetrix DISC Plus Profile combines the best of two world-class profiles authored by the Founder and CEO of Innermetrix, Jay Niblick. The DISC Index measures your preferred Behavioral style and the Values Index measures your motivational style and drivers. Together they will help you understand HOW you prefer to get things done, and WHY you're motivated to do 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.

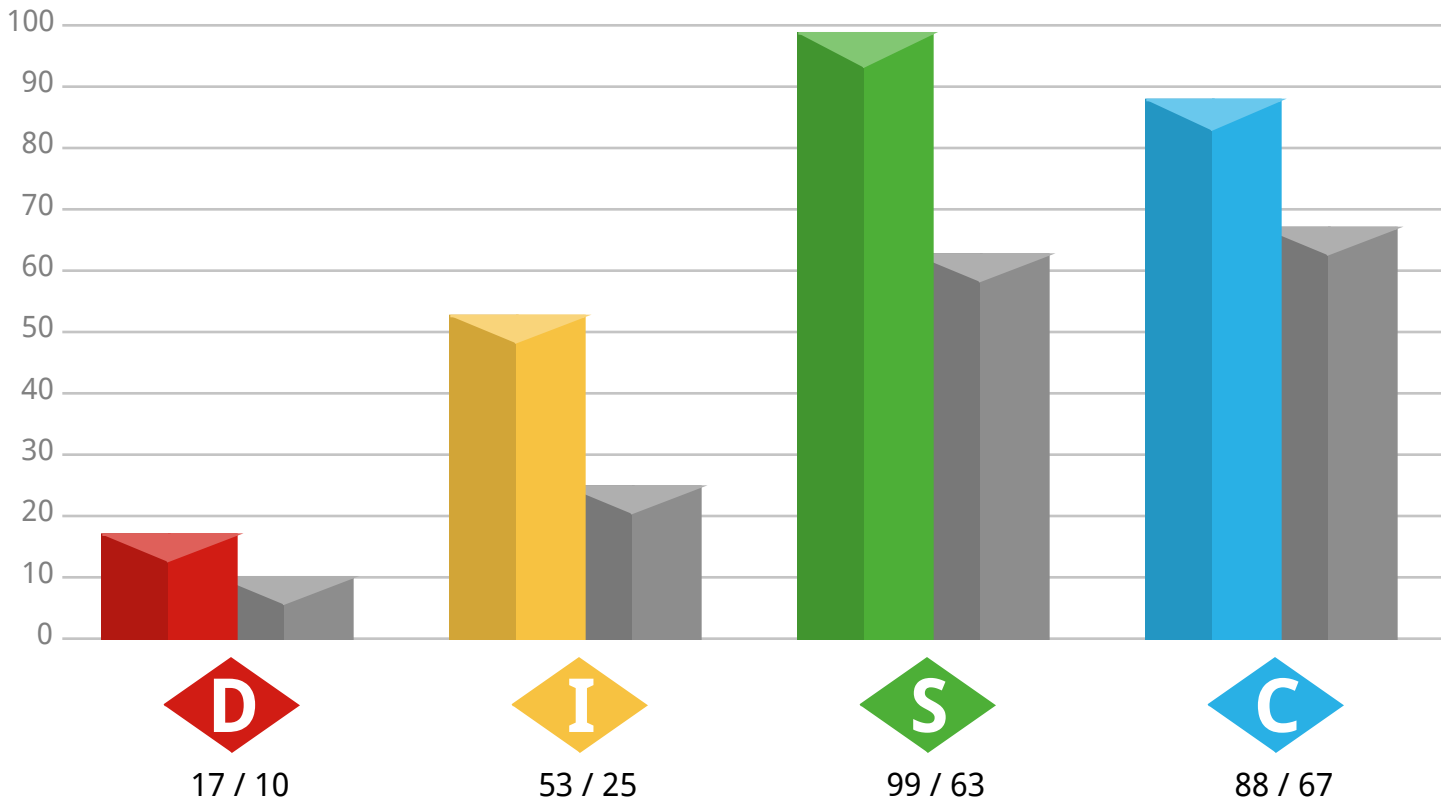


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## Natural and Adaptive Styles Comparison



Rod Kurt Dominguez

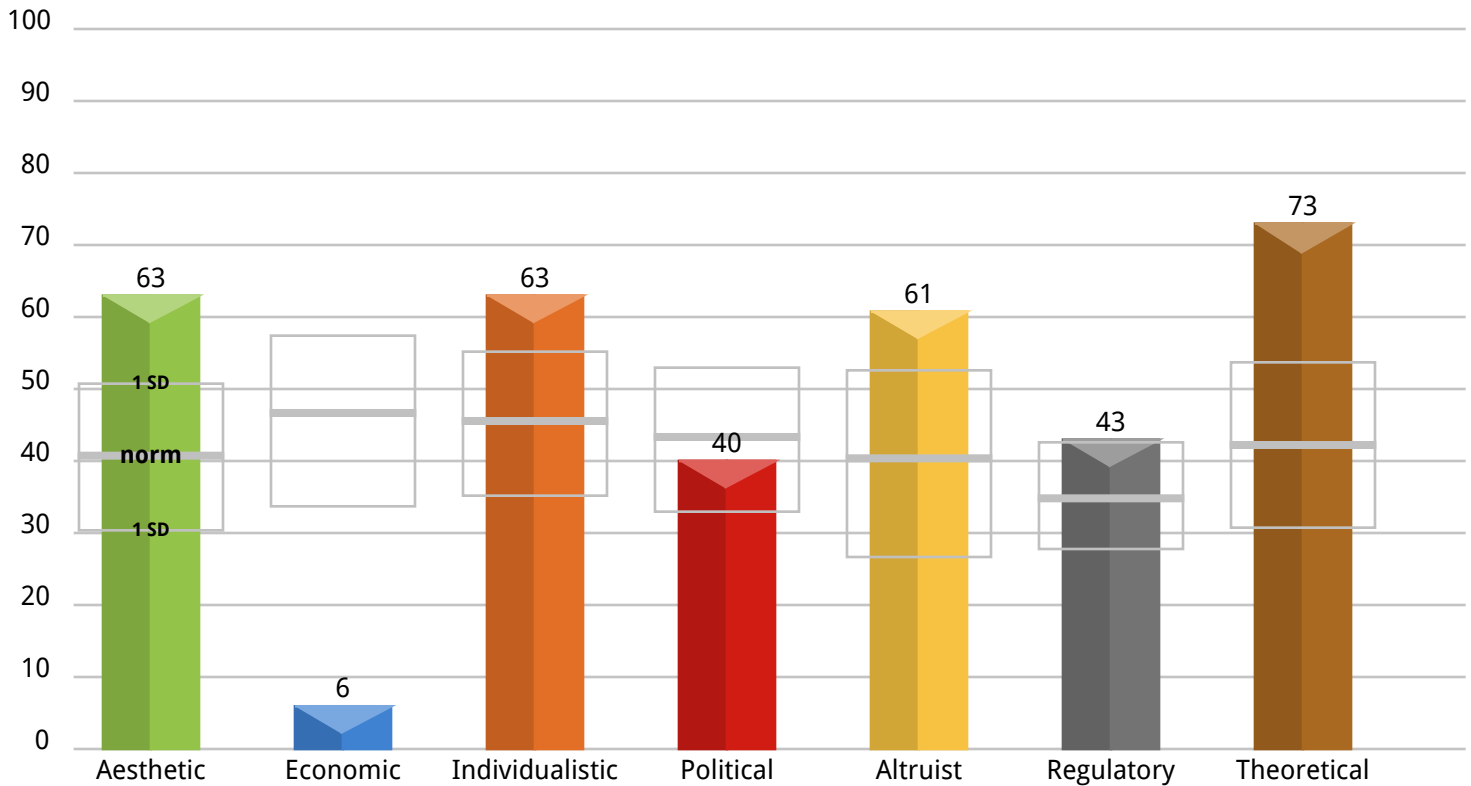
**Natural Style:** The natural style is how you behave when you are being most natural. It is your basic style and the one you adopt when you are being authentic and true to yourself. It is also the style that you revert to when under stress or pressure. Behaving in this style, however, reduces your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

### 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 adapt to this style for too long you may become stressed and less effective.



## Executive Summary of your Values



Rod Kurt Dominguez

High Aesthetic	You very much prefer form, harmony and balance. You are likely a strong advocate for green initiatives and protecting personal time and space.
Very Low Economic	You may try to help meet customers' needs (internal and external) before your own.
High Individualistic	You have no problem standing up for your own rights and may impart this energy into others as well.
Average Political	You are flexible, able to take or leave the power or clout that comes with the job title or assignment.
High Altruist	You have a high desire to help others learn, grow, and develop.
High Regulatory	You have a strong preference for following established systems or creating them if none present.
Very High Theoretical	You are passionate about learning for its own sake. You are continually in learning mode and bringing a very high degree of technical or knowledge base credibility.

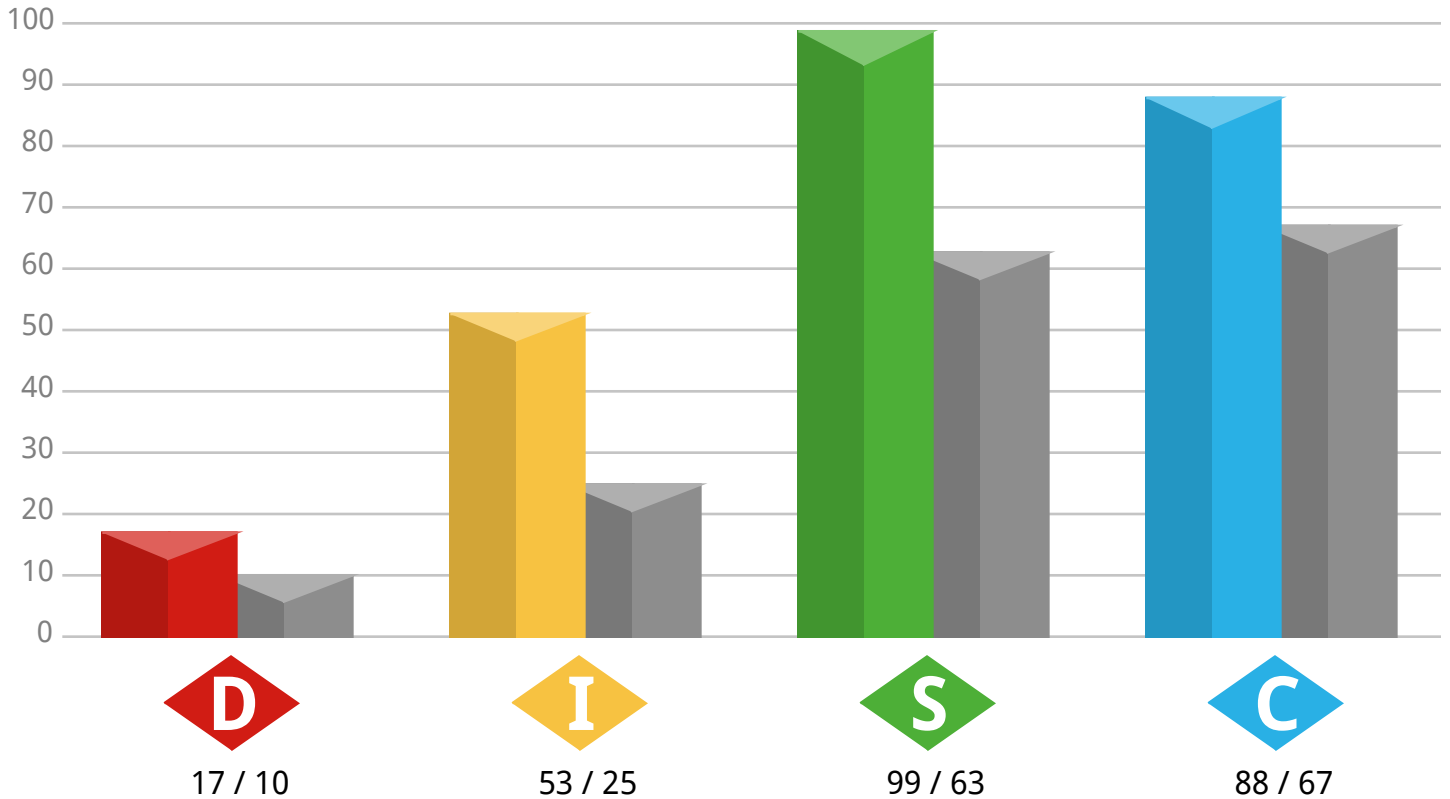


# The DISC Index

**HOW** do you prefer to use your talents based on your natural behavioral style?



## Natural and Adaptive Styles Comparison



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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
- **Cautious** — 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 the 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 DISC 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 DISC 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.

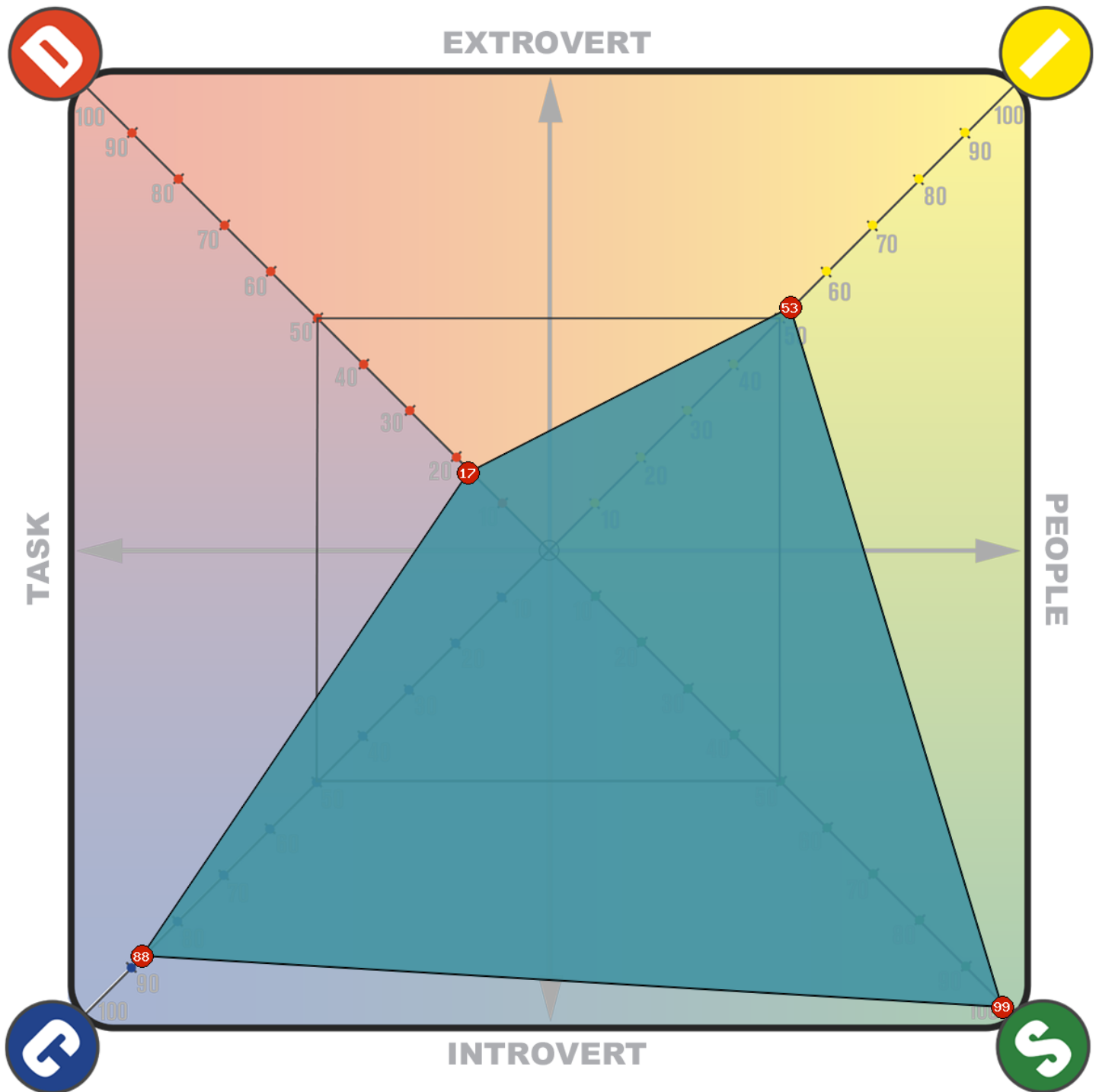


## A closer look at the four components of your behavioral style

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

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## Decisive

### Your approach to problem-solving and obtaining results

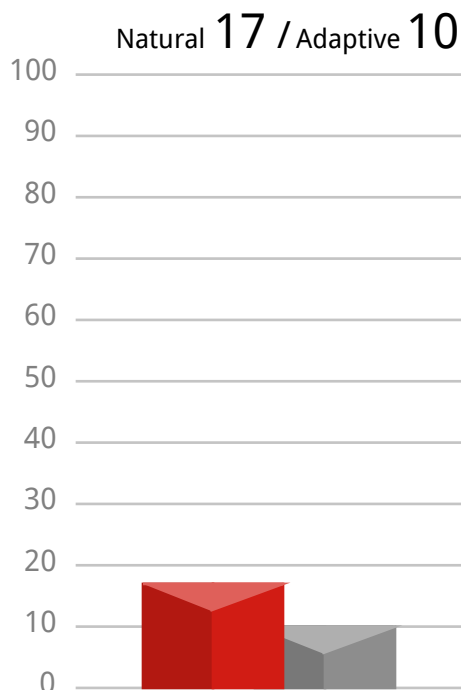
The D in DISC represents Decisiveness. Your score on this scale, represented below, shows your location on the D spectrum based on the pattern of your responses. A high score doesn't mean good, and a low score doesn't mean bad, as this is a spectrum or continuum of behavioral traits. For example:

#### 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.



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

- You like specialized assignments or work.
- When it comes to solving problems you prefer to analyze the problem and evaluate potential solutions before jumping to conclusions.
- You appreciate and like standardized controls and policies to avoid surprises along the way.
- You are considered pretty modest in your approach with others and are open to deferring to stronger opinions when they exist.
- You can be considered "quiet" in team settings or when in the midst of heated debates.
- You like taking a slower, more methodical approach to making decisions.



## Interactive

### Your approach to interacting with people and display of emotions

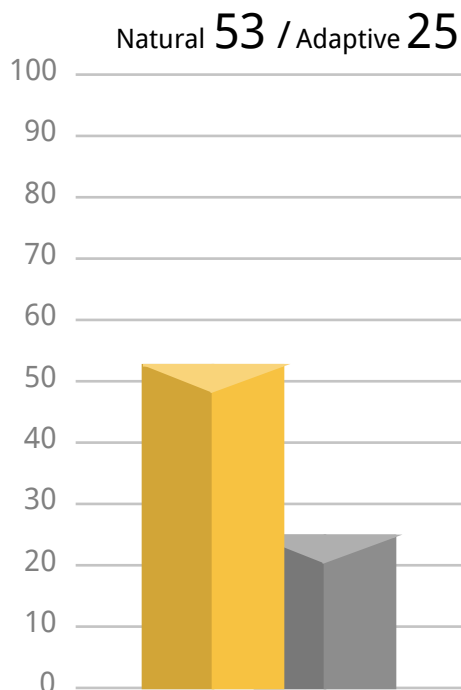
The I in DISC represents Interactive. Your score on this scale represented below shows your location on the I spectrum based on the pattern of your responses. A high score doesn't mean good, and a low score doesn't mean bad, as this is a spectrum or continuum of behavioral traits. For example:

#### 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.



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

- You like a flexible environment that allows for creativity.
- You can be an effective coach or counselor for others.
- You work best when you are able to interact with others.
- You may sometimes promise a bit more than you can deliver because of your natural optimism.
- People may find you charming to meet and to converse with on a variety of topics.
- You appreciate an open-door policy with both peers and supervisors.



## Stabilizing

### Your approach to the pace of the work environment

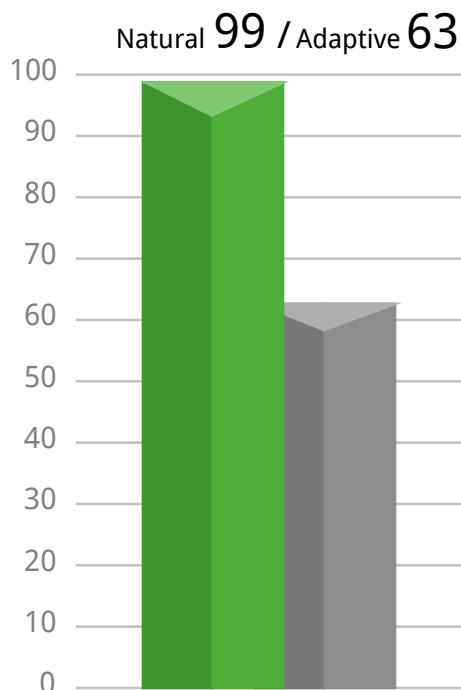
The S in DISC represents Stabilizing. Your score on this scale represented below shows your location on the S spectrum based on the pattern of your responses. A high score doesn't mean good, and a low score doesn't mean bad, as this is a spectrum or continuum of behavioral traits. For example:

#### 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.



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

- You desire a high level of structure and order.
- You are very loyal when it comes to existing operating procedures.
- You are an excellent team player.
- You possess excellent listening skills – some of the best.
- You dislike any personal conflicts or hostility of any kind.
- You require significant time to adjust to change.



## Cautious

### Your approach to standards, procedures, and expectations

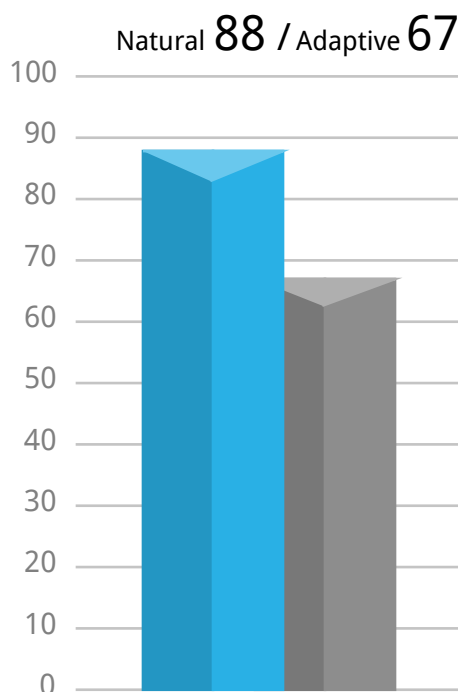
The C in DISC represents Cautiousness. Your score on the scale represented below shows your location on the C spectrum based on the pattern of your responses. A high score doesn't mean good, and a low score doesn't mean bad, as this is a spectrum or continuum of behavioral traits. For example:

#### 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.



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

- You prefer a more conventional approach when possible (e.g., "If it isn't broken, don't fix it").
- "Rules are made to be followed."
- You are known as an accurate fact-finder by others.
- You tend to approach new ideas and directions with skepticism and caution.
- You expect high quality control and accuracy in all that you do or with anything you are involved with.
- You like things to be done the "right" way according to standard operating procedure.



### 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 express a sense of humor, but you become very serious about work tasks and projects, especially in the desire to maintain a high quality control.
- You score like those who desire to become the best they can, or an expert, in a specific area.
- Tend to be rather friendly and easy-going in interacting with others.
- You have the ability to handle people with patience, and demonstrate high technical competence in your area of expertise.
- Response pattern indicates that you have the ability to be a strong achiever in technical performance and expertise within the organization.
- You have the ability to self-manage much of your own organizational activity and workload.
- You place high expectations on yourself and others, and are able to help coach others into a stronger quality orientation.
- May become verbally disappointed when standards aren't met, or when the team project becomes delayed.



### 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:

- When taking risks, you score like those who take calculated, educated risks only after a thoughtful analysis of the facts and data, and have analyzed options and potential outcomes.
- You keep a careful eye on the organizational clock and maintain a keen awareness of time-lines for systems and projects.
- May tend to get bogged down in details during some decision-making processes. The reason is that you may keep the data-gate open too long: There may be more information forthcoming that might impact the direction of the decision.
- You set high performance standards for yourself and others, and expect all to meet those standards.
- Evaluates others on the job by their own use of procedures, standards, and quality action.
- Extremely high sense of quality control and detail orientation in all you do for the team or organization.
- You appreciate an occasional word of reassurance from their supervisor or board, as long as it is sincere input.
- On work related projects you tend to be restrained and reticent in showing emotions, and may not be extremely verbal at a team meeting, unless asked for input or if the topic is one of high importance to you.



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:

- Sufficient time for effective planning.
- Clear and specific job descriptions, and role responsibilities.
- Having sufficient time to consider alternatives prior to making changes.
- Complete explanations of the nature of a process or systems used.
- A greater emphasis on tasks, organizational work, business, or profits.
- Becoming more comfortable with faster decision-making.
- A democratic environment in which you can influence and offer direction.
- Work assignments of high precision and accuracy to capitalize on your high detail orientation.





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:

- Sincerity from peers and colleagues.
- Quality control standards that are adhered to by all members of the organization, not just by a few people.
- Complete explanations of systems and processes that impact your work environment.
- A home life that is supportive of the work demands.
- A work environment with minimal hostility and pressure that sometimes reduce quality and effectiveness.
- When changes are made they are controlled changes, and made only when proven to be necessary changes.
- Security in knowing that the products and services are of highest quality.
- Identification with a high quality company and colleagues that one can be proud of.



Each behavioral style contains certain unique strengths as a result of how your four behavioral dimensions relate to each other. 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:

- Ready, willing, and able to assist others on the team with a specialized project. All they have to do is ask.
- High degree of quality-control orientation.
- Brings a positive sense of humor.
- Frequently seen by others as an expert in your area of responsibility, and willing to share the expertise with others.
- Precise in the things you offer to a complex process or solution.
- People oriented in a stable and sincere way.
- Conscientious: You do things the correct way, the first time.
- Excellent at motivating others toward the team goals.



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:

- An environment that supports your critical thinking skills.
- Standard, accepted operating procedures that support sometimes complex processes.
- Specific lines of authority and reporting structure.
- A work environment with a predictable pattern of activity so as to monitor quality processes.
- Time to reflect and think about pros and cons to solutions.
- Environment where you can interact with people in a comfortable, non-hectic manner.
- Clear areas of responsibility with minimal ambiguities.
- A work environment that sincerely cares for the people in it.



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:

- Hold a bit of a grudge.
- Promise a bit more than you can deliver, bite off more than you can chew.
- Oversell your own ideas too strongly.
- Resist changes and have a lower sense of urgency.
- Be overly optimistic in ability to persuade or manage others.
- May provide a false sense of buy-in to others on the team, then resist passive-aggressively.
- Become overly sensitive to criticism.
- Require an overly complete explanation of details before changes are made.



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 in being taught and learning.

### **How you prefer to share knowledge or teach:**

- Leads through factual and emotional persuasion.
- Balances individual and group work for the participants.
- Shows patience with tedious, technical, and specialty tasks and helping others to learn.
- Very accurate in presenting information.
- Likes to have an active learning environment.
- Shows authority by demonstrating trust and participation with the group.
- Structures events to inspire participants to act on their own ideas and visions.

### **How you prefer to receive knowledge or learn:**

- Seeks inspiration and excitement in the learning process.
- Likes controlled variety in the learning environment.
- Prefers learning in groups, but can also work very effectively alone.
- Collects data and analyzes information.
- Integrates experiences with practical applications and ideas.
- Likes active testing of ideas and experiences.
- Interacts frequently with others.



This page is unique in this report because it is the only one that doesn't speak directly to you, rather to 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 you:**

- Be certain to remember to provide specific action steps and details for all involved.
- Provide a specific, step-by-step timetable with names and responsibilities.
- Offer input on how to make the ideas become reality.
- Do your homework, because others will have already done their share of it.
- Make an organized appeal for support and contributions.
- Be certain that individual responsibilities are clear, and there are no ambiguities.
- Ask for input regarding people and specific assignments.

### **Things to avoid to effectively communicate with you:**

- Don't legislate.
- Avoid being impersonal or judgmental.
- Don't be vague or ambiguous.
- Don't use quick manipulations of ideas.
- Don't leave the idea or plan without backup support.
- Don't stick too rigidly to the agenda.
- Don't offer assurances and guarantees you can't fulfill.



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?

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**Interacting:**

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

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**Stabilizing:**

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

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**Cautiousness:**

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

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**Overall Natural Style:**

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

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**Overall Adaptive Style:**

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

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**Strength-based insights:**

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

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### **Communication Dos and Don'ts:**

What did you learn from understanding your preferred communication style?

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### **Ideal Job Climate:**

How well does your current climate fit your behavioral style?

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### **Effectiveness:**

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

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### **Motivation:**

How can you stay more motivated?

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### **Improvement:**

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

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### **Training/Learning:**

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

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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)

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**Limiting Success:**

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

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# The Values Index

**WHY** are you motivated to use your talents based on your drivers of engagement?



### 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.
- **Altruist** - 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 rank 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.



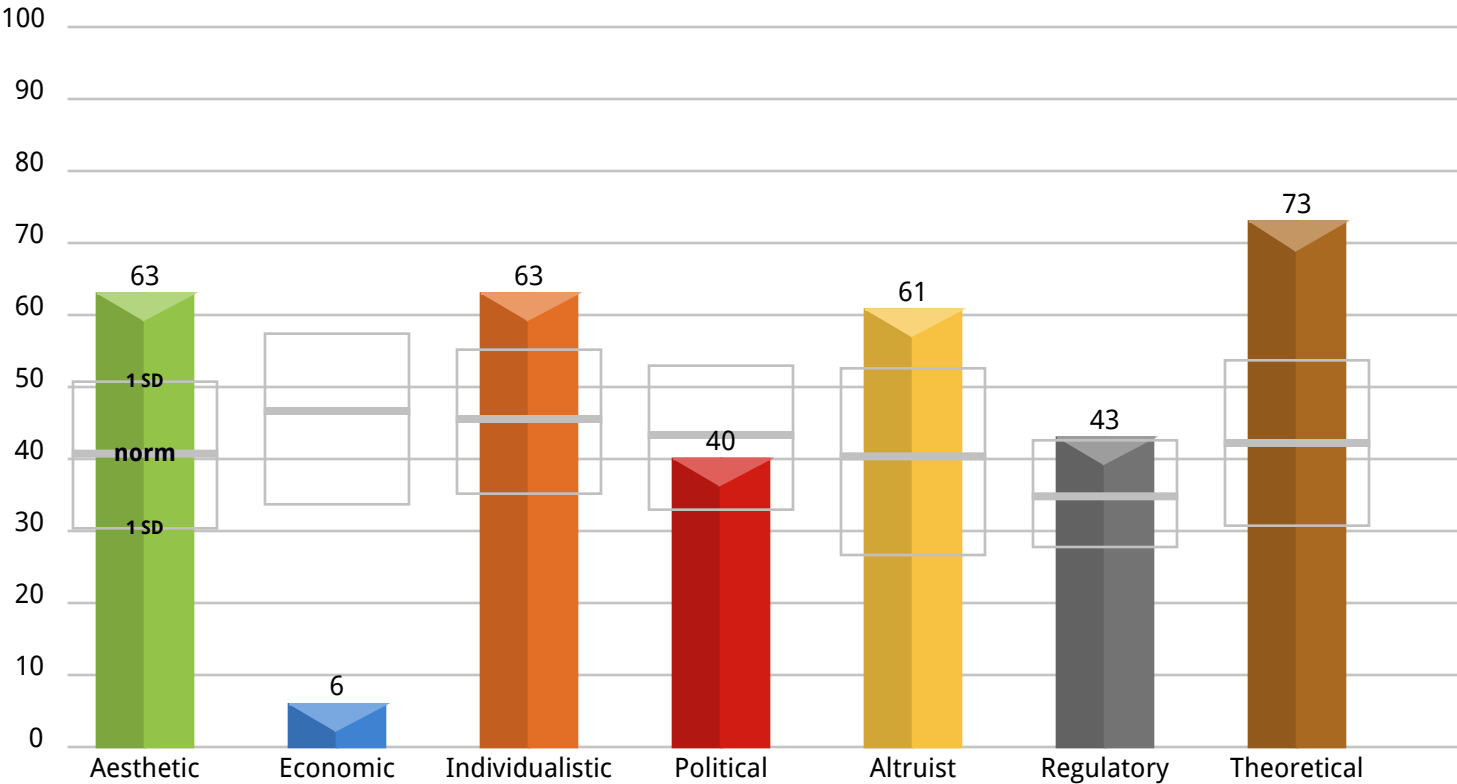
## A closer look at the seven dimensions

Values help influence behavior and action and can be considered somewhat of a hidden motivation because they are not readily observable. Understanding your values helps 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

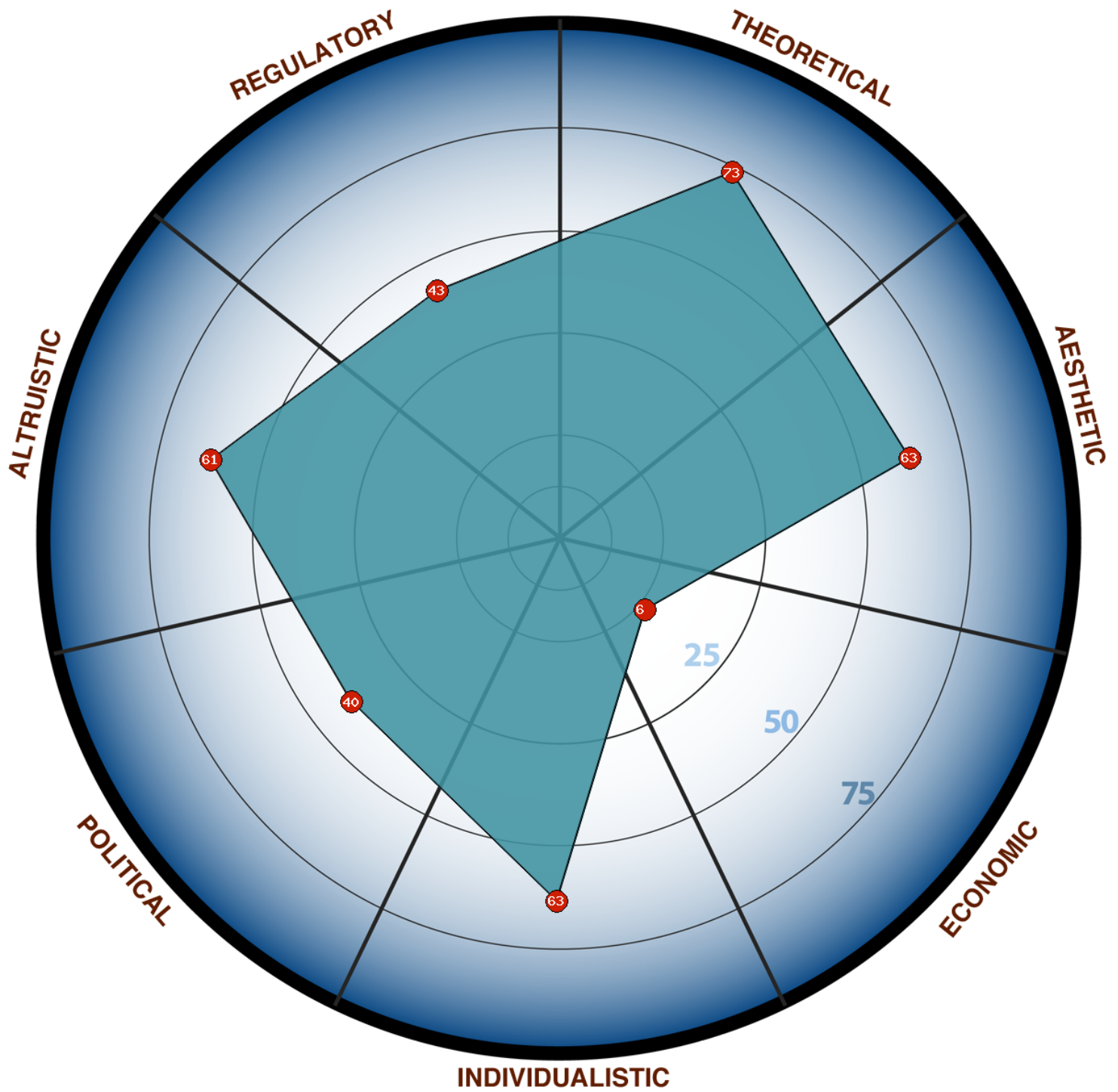


Executive Summary of your Values

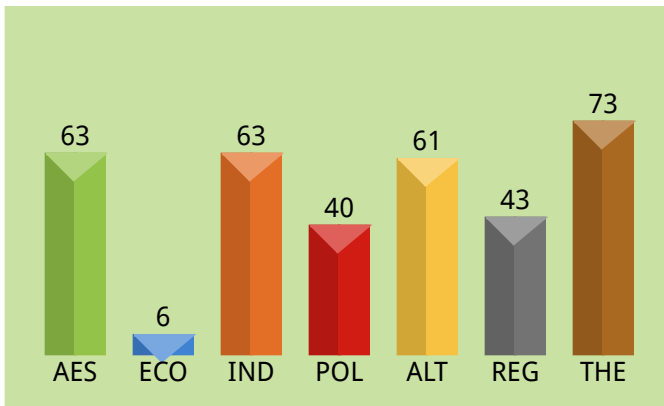


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High Aesthetic	You very much prefer form, harmony and balance. You are likely a strong advocate for green initiatives and protecting personal time and space.
Very Low Economic	You may try to help meet customers' needs (internal and external) before your own.
High Individualistic	You have no problem standing up for your own rights and may impart this energy into others as well.
Average Political	You are flexible, able to take or leave the power or clout that comes with the job title or assignment.
High Altruist	You have a high desire to help others learn, grow, and develop.
High Regulatory	You have a strong preference for following established systems or creating them if none present.
Very High Theoretical	You are passionate about learning for its own sake. You are continually in learning mode and bringing a very high degree of technical or knowledge base credibility.



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## 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.

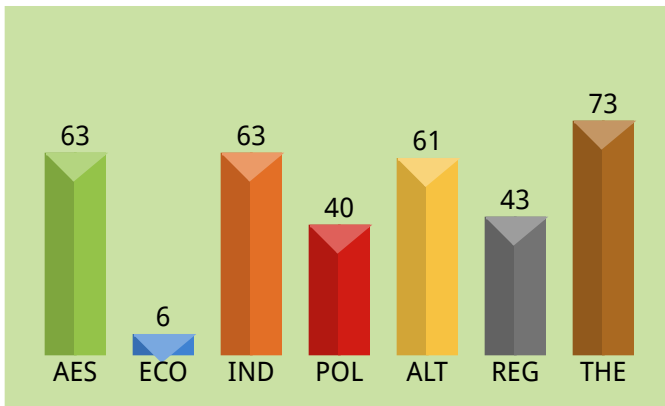
### General Traits:

- You work better in that are pleasant aesthetically or environmentally responsible.
- You appreciate and support efforts at conservation and preservation.
- You find rewards not just from pay for work, but in results that help protect the environment or achieve better balance in life or the world.
- You will utilize creativity and artful expression to persuade or influence others.
- You enjoy helping, teaching, and coaching others, especially in areas of creative expression.

### Key Strengths:

- You take strong interest in how an objective or work can help support the environment or balance in life.
- You will be a creative problem solver.
- You will bring a creative outside view to discussions.
- You are able to defuse a tense situation with a humorous quip or comment.
- You tend to look for what is beautiful in any subject rather than what is ugly.





## The Aesthetic Dimension:

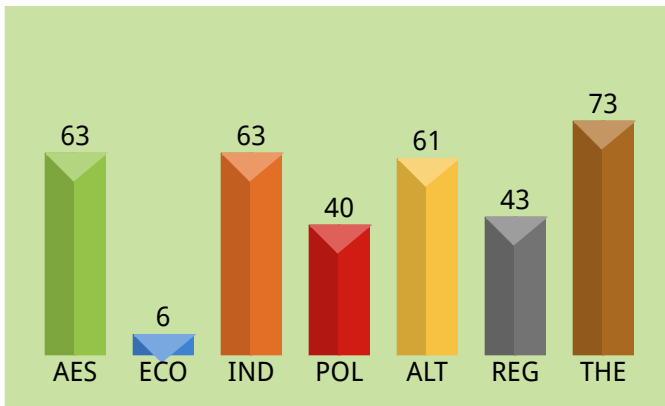
The main motivation in this value is the drive to achieve balance, harmony and find form or beauty. Environmental concerns or "green" initiatives are also typically prized by this dimension.

### Motivational Insights:

- You bring a lot of creativity to the table. Be certain that this is encouraged to its fullest potential.
- You don't allow others to over-use or abuse your creative nature.
- You explore potential of more involvement with environmental or "green" initiatives.
- You support willingness to bring form or harmony to haphazard systems or workspace areas.
- You show a genuine interest in the expressed thoughts or emotions of others.

### Your Training/Learning Insights:

- You link new knowledge to new ways to be creative or achieve better harmony and balance in work and life.
- You have the ability to connect training and development to other's needs and interests.
- As you learn new things in training or professional development, attempt to link those to your ability to see new or creative solutions in the future.

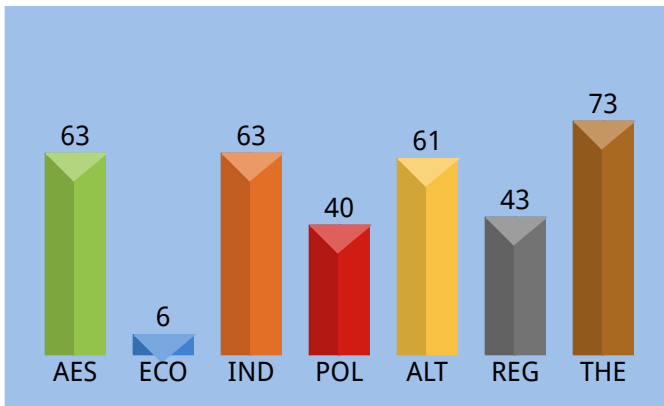


## The Aesthetic Dimension:

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.

### Continual Improvement Insights:

- You could benefit from being a little more pragmatic.
- You could get lost in creativity and imagination if not kept somewhat reined in and on target.
- You need to remember that sometimes function is all there is time for, or all that is needed (don't deliver a Cadillac when a Chevy will suffice).
- You may need to focus on the practical or economic side of an issue more frequently.
- Remember that it is OK that some don't appreciate artistry, balance or harmony as much as you.



## The Economic Dimension:

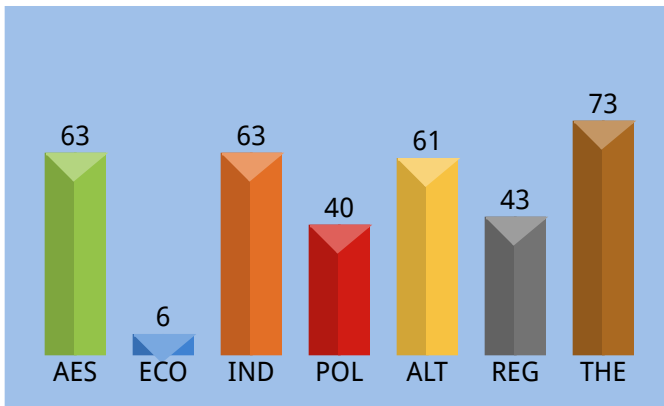
This dimension examines the motivation for security from economic gain, and to achieve practical returns. The preferred approach of this dimension is a professional one with a focus on bottom-line results.

### General Traits:

- The lower Economic drive here may also indicate that you may not be solely motivated by competitive financial incentives such as accelerated commissions in the compensation plan.
- You score in a range that indicates a lower interest in materialistic things, or that you have already achieved a level of material security.
- While not driven by money, some in this score range may be sensitive to perceived inequities in wages and salaries, and do not want to be taken advantage of in that process.
- Since this values area may help to determine one's money-motivation, the results indicate that you may be motivated more by things other than a high paycheck (although that may still be important).
- You should check the full results and graph of the inventory to determine those values that were ranked in a higher field than the Economic area.

### Key Strengths:

- You are an excellent team player and team member.
- You are sensitive and responsive to the "people-side" of work related activities.
- You see a wider spectrum of the picture, not just the economic view.
- You rarely (if ever) look at a project with a "what's in it for me?" perspective.
- You are less concerned with monetary compensation, and find higher rewards in other (higher) value dimensions in this report.



### The Economic Dimension:

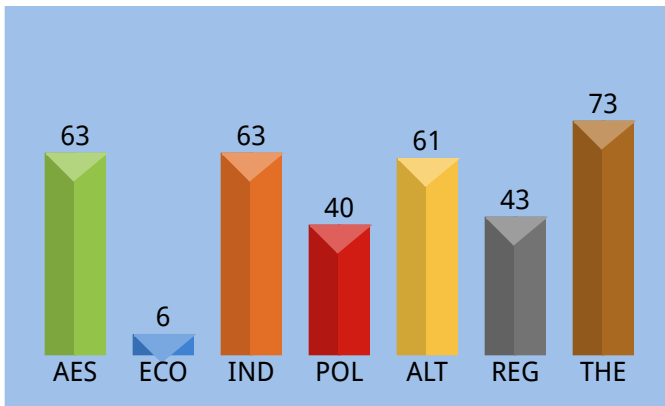
This dimension examines the motivation for security from economic gain, and to achieve practical returns. The preferred approach of this dimension is a professional one with a focus on bottom-line results.

### Motivational Insights:

- You prefer praise for continued contributions to the job, sometimes even without highly visible recognition.
- Look for a variety of work projects or tasks.
- You prefer when job enrichment strategies are structured into the reward system, not just economic rewards.
- You should allow time in the schedule for helping others.
- You prefer that the strengths of the "total person" are considered with regard to rewards and incentives. Perhaps preferring non-tangible or environmental rewards.

### Your Training/Learning Insights:

- You score like those who appreciate additional training functions and are supportive of the trainer and activities.
- You score like those who enjoy a more cooperative learning style.
- You may prefer less competition between learning groups.
- You may prefer team-oriented activities, to work and share ideas with others.
- You come to a training or development function typically without a 'What's in it for me?' attitude.

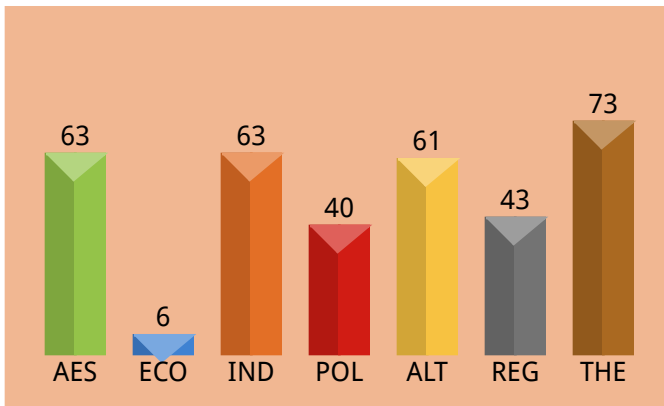


## The Economic Dimension:

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.

### Continual Improvement Insights:

- You may need to learn to say "no" more often.
- You may not hear the 'revenue clock' ticking on some projects.
- You may tend to over commit both on and off the job, such as with community organizations, etc.
- You may avoid making tough decisions that may negatively impact others on the team.
- You should avoid spreading yourself too thin by taking on responsibilities that could be delegated to others.



### 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:

- You enjoy working in your own way and own methods.
- You enjoy work and assignments, which gives you standing in the eye of others and evokes respect.
- You like freedom in your own work area.
- You experience a feeling of accomplishment in being recognized for completing a tough assignment in a creative way.
- Your high individualism may be demonstrated in creative problem solving and a higher risk-taking attitude.

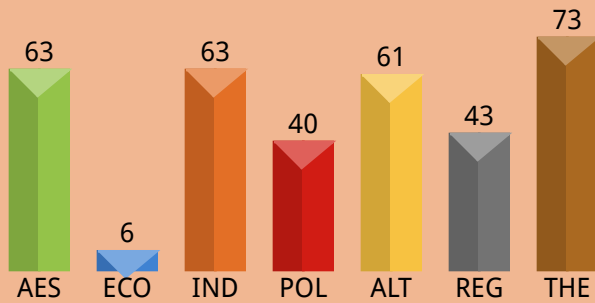
#### Key Strengths:

- You are not afraid to take calculated risks.
- You have the ability to take a stand and not be afraid to be different in either ideas or approaches to problem solving.
- You bring a variety of different and energetic ideas to the workplace.
- You bring creative ideas.
- You enjoy making presentations to small or large groups and are generally perceived as an engaging presenter by your audiences.



### 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.

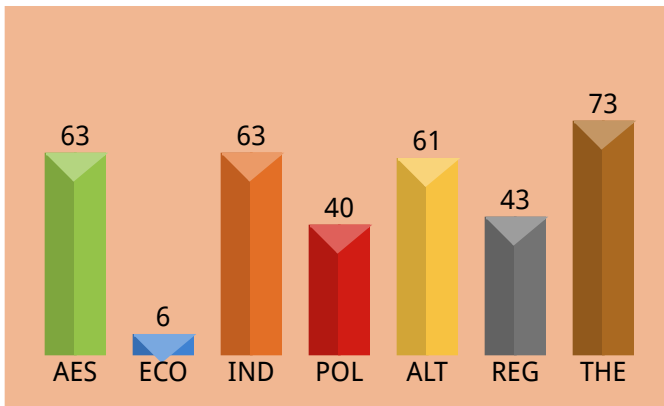


### Motivational Insights:

- You may bring a variety of strengths to the team that may not have been utilized; explore the possibilities of expanding these opportunities.
- You prefer an environment where you have space to demonstrate your unique contributions to the team.
- Many people who score like you enjoy making presentations to small or large groups. Explore this possibility.
- You will appreciate 'air-time' at meetings to share ideas with others on the team.
- You should be allowed bandwidth to grow and experiment with new projects, ideas, and responsibilities.

### Your Training/Learning Insights:

- Your learning and professional development activities should be flexible, having a wide variety of options.
- You should attempt to provide enough creative space for you to express your uniqueness.
- You should allow for some experimental or non-routine types of options.
- You should link some of the benefits of the learning activity to enhancing ability to make a special and unique contribution to the team.



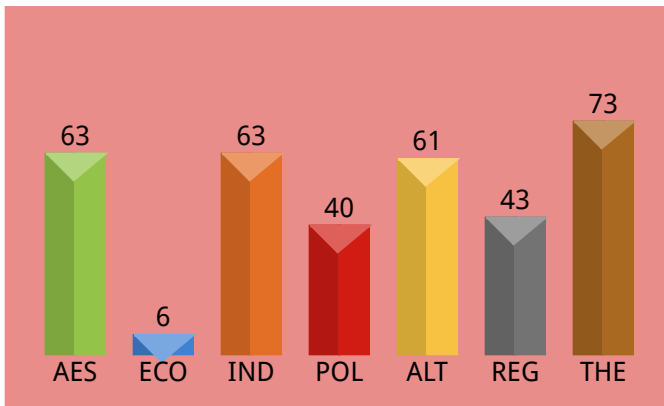
### The Individualistic Dimension:

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.

### Continual Improvement Insights:

- Sometimes your 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, rather than discussing the topic of the presentation.
- Your potential value clashes with others may be reduced through increased awareness and sensitivity to the needs of others.
- You may need to remember that your good ideas aren't the only good ideas.
- You 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:

- You may be seen as a stabilizing force in day-to-day team operations.
- You have the ability to take or leave the control-factors of group leadership roles.
- You demonstrate flexibility in being able to lead a team when necessary, and to support the team when necessary.
- You bring a sense of balance to some power-issues that may emerge occasionally.
- You show an appropriate balance between seeking leadership roles and supporting roles without being an extremist in either direction.

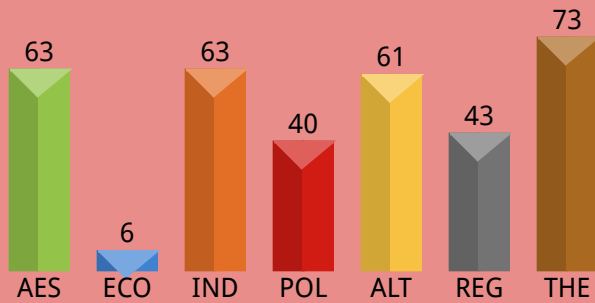
#### Key Strengths:

- You bring flexibility to the team. Able to lead when asked, but able to support when asked as well.
- You are a stabilizing force on the team.
- You are able to appreciate the needs of both the higher and lower Political individuals on the team.
- You are perceived by others on the team as neither dictatorial nor dependent with regard to team projects and goals.
- You show appropriate respect to leaders of a project, as well as ability to offer suggestions for change.



### The Political Dimension:

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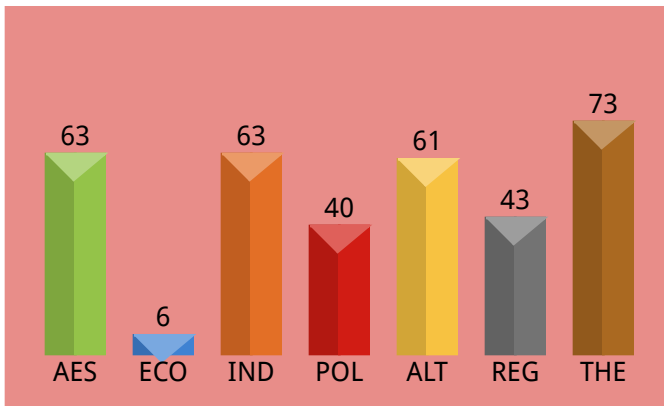


### Motivational Insights:

- Don't forget that you have the ability to be a stabilizing agent between high-control and high-support on special team functions and initiatives.
- You bring a power seeking drive typical of many business professionals, since your score is very near the national mean on this scale.
- Give your input to the team in order to gain a middle-of-the-road insight and understanding of work related issues.
- Review other Values drives that might be higher or lower than the Political score in this report in order to gain a greater understanding of specific keys to managing and motivating.

### Your Training/Learning Insights:

- You score like those who are supportive in a variety of work activities and development.
- You will respond with flexibility to either cooperative or competitive team activities.
- You score like those who participate openly in training activities without trying to dominate the event.
- You show ability to lead a training event as well as support and participate.



### 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.

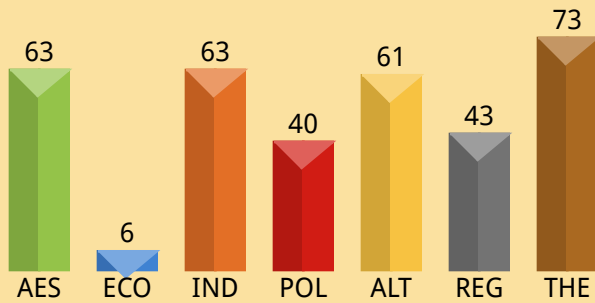
### Continual Improvement Insights:

- You may need to shift gears into either a more supportive role or a greater leadership role at times.
- When issues of team leadership emerge, you may need to take a more visible stand on some problem-solving situations.
- Examine other Values drives in this report in order to gain increased understanding of areas for continuous improvement.



### 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.

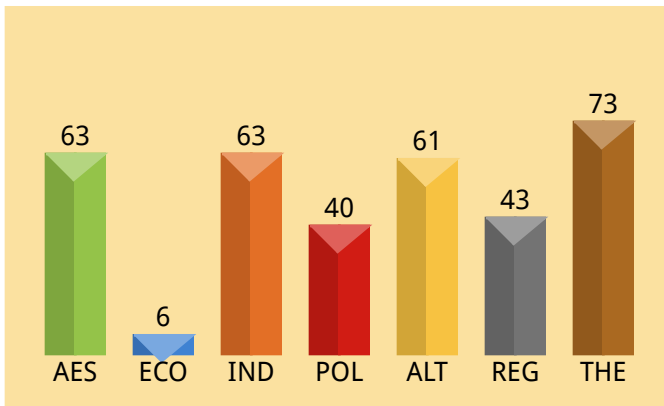


#### General Traits:

- You have a high service-ethic.
- Your philosophy is "Better to give than receive," sometimes even in an organizational environment.
- You openly share Altruistic love or appreciation for others.
- You like helping, teaching, and coaching others.
- You show a high sincerity-factor and helping attitude is demonstrated in the things you do.

#### Key Strengths:

- You are a social person more than solitary, and like networking.
- You are always willing to share time, talent, and energy to help the organization or the cause.
- You have a high degree of willingness to give time to help, teach, and coach others.
- You treat others with high personal regard and respect.
- You are enthusiastic and enjoy working in team environments or social settings.



### The Altruistic Dimension:

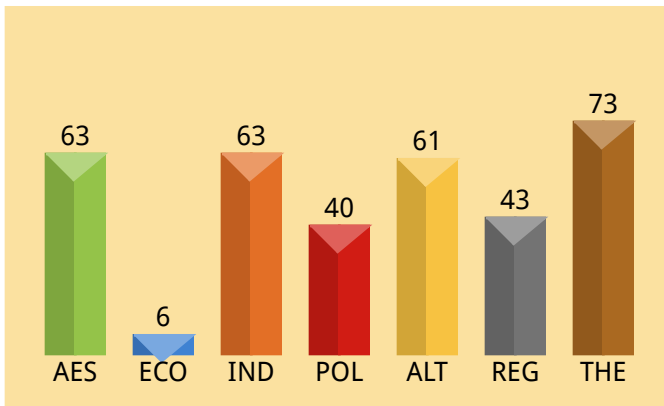
This drive is an expression of the need or drive to benefit others in a humanitarian sense. There is a genuine sincerity in this dimension to help others, give of one's time, resources and energy, in aid of others.

### Motivational Insights:

- Self-monitor to make sure your giving doesn't become too much or impractical.
- You support the innate willingness to share time and talent with others in the organization.
- You should seek a professional outlet that allows you to help others.
- You could be more easily taken advantage of by others because of your sincerity and desire to be helpful.
- You should provide flexibility to allow for helping others on the team.

### Your Training/Learning Insights:

- Your learning and development should be linked to the potential to help others.
- You should link courses and training to the knowledge gained that may potentially be shared with others on the team, or externally.
- Your training and professional development will assist in personal growth and development and in being better at any job role.



### The Altruistic Dimension:

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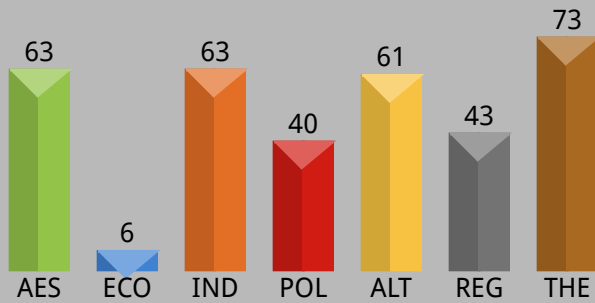
### Continual Improvement Insights:

- You need to watch to ensure that your giving nature is not abused or taken advantage of.
- You need to remember that support and service efforts need to be practical as well.
- You may need to say "no" more often.
- You can lose focus on personal work in favor of helping others with theirs.
- You can give away too much time, talent and energy.



### 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.

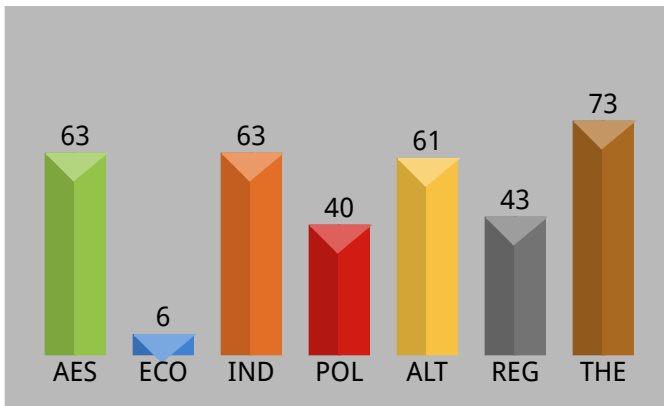


#### General Traits:

- You prefer documenting activity and like lists.
- You respect tradition a lot.
- You believe in sticking to what works.
- You are accurate, detailed and follow procedures.
- You are likely to have your own specific "way" of doing many things.

#### Key Strengths:

- You maintain focus throughout projects.
- You are efficient and effective in organizing tasks and most work.
- You achieve a sense of accomplishment based on the quality of the work.
- You maintain timelines and meet deadlines.
- You have high attention to details.



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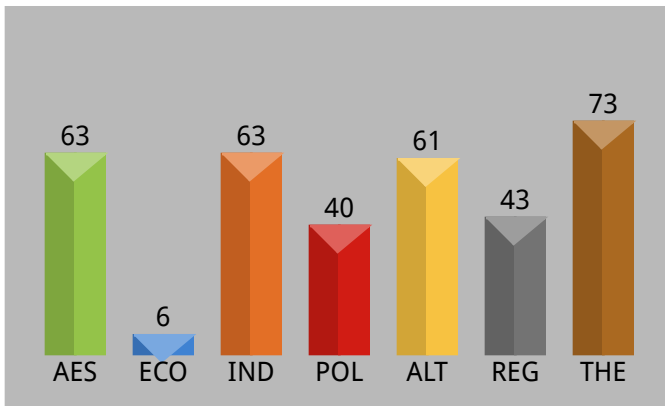
### Motivational Insights:

- You should avoid disrupting your schedules and flow unnecessarily.
- You prefer a structured and routine environment to work in.
- You prefer to receive personal criticism in a constructive manner and in private.
- Work quickly to correct missing needs or inaccuracies to maintain productivity.
- You prefer detailed, written and specific guidelines to follow.

### Your Training/Learning Insights:

- You will prefer learning activities that are structured and detailed.
- You are a well disciplined learner.
- You like to understand the why behind the what when learning new things.



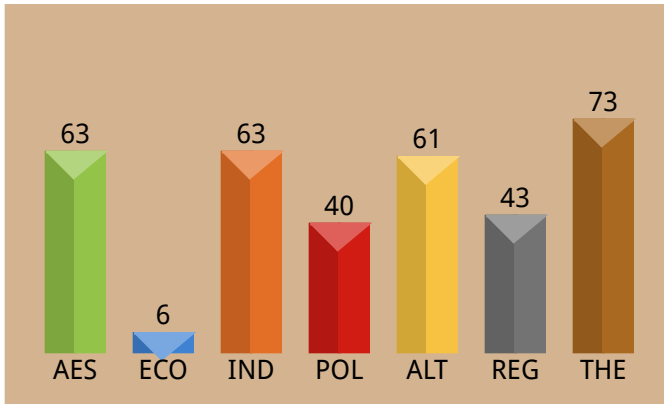


## The Regulatory Dimension:

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.

### Continual Improvement Insights:

- You should be consistent in enforcing rules for everyone.
- Explore a little. Discovering new ways to do things can be rewarding.
- It might not hurt to let go sometimes and have no prescribed path to follow.
- You shouldn't get too hung up on the rules.
- You should realize that others have their own way of doing things too and be open to that.



## The Theoretical Dimension:

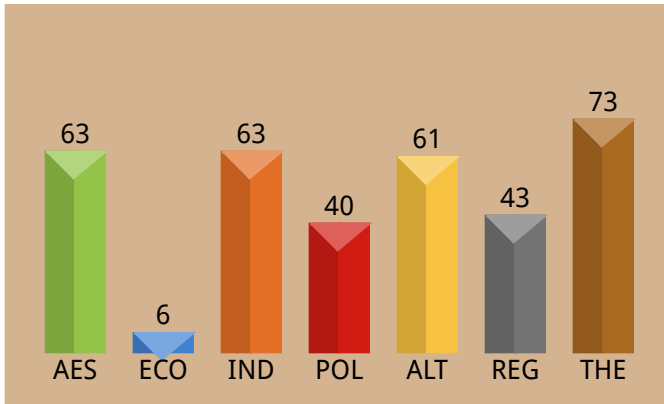
The drive to understand, gain knowledge, or discover the “truth”. This motivation can often be to gain knowledge for knowledge sake. Rational thinking, reasoning and problem solving are important to this dimension.

### General Traits:

- You enjoy learning for learning's sake.
- You have many interests outside the workplace.
- You have a very high knowledge-base and credibility-base.
- You are willing to take risks to learn something new.
- You are interested in new methods and how they can be applied to existing structures.

### Key Strengths:

- You can usually answer new questions that hit the team or knows where to find answers.
- You do the prep-work and homework and come to the meeting or event well-prepared.
- You demonstrate logic in approach to problems and patience to analyze an array of solutions.
- Others may seek out you to answer their questions because they know of your strong knowledge base.
- You score as a very active problem-solver.



## The Theoretical Dimension:

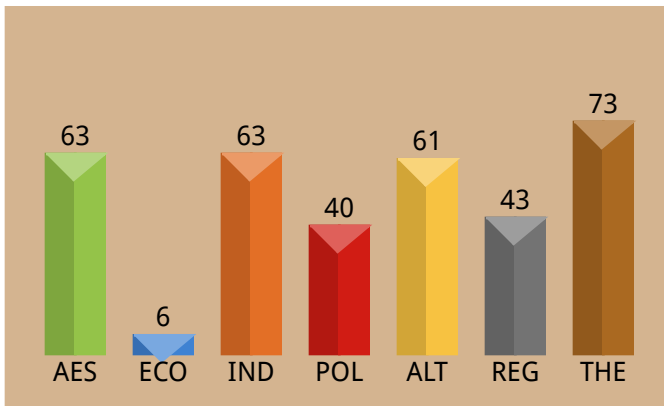
The drive to understand, gain knowledge, or discover the “truth”. This motivation can often be to gain knowledge for knowledge sake. Rational thinking, reasoning and problem solving are important to this dimension.

### Motivational Insights:

- Look for opportunities to teach as well as to learn.
- You can be a constructive critic for new ideas or when evaluating existing projects and protocol.
- You need opportunities to explore a variety of knowledge-based areas and to act on them.
- Identify your interests and seek related information. Topical mail, brochures, and info-sheets... don't throw them into the recycle bin.
- You will provide a high degree of technical credibility when dealing with customers or internal stakeholders who need very detailed information for decision-making.

### Your Training/Learning Insights:

- You score like those who may have their own on-going personal development program already in progress.
- You enjoy learning even for its own sake, and will be supportive of most training and development endeavors.
- You can be depended upon to do your homework... thoroughly and accurately.
- You are actively engaged in learning both on and off the job.



## 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.

### Continual Improvement Insights:

- You shouldn't rush from one learning experience to another. Make certain there are some practical applications.
- You score like some who need coaching on time management.
- You need to bring a balance at times between the strong desires to acquire new knowledge base, and the reality of the practical applications, if any.
- Your sense of urgency may vacillate depending on the level of mind-share you are willing to invest.
- You may sometimes bog down in details and minutia when needing to see the big picture.



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:**

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?

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

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Your final step to making sure you really benefit from the information in this report is to understand how your values 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):

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

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