

PERSONALYSIS[®]

**ESSENTIALS
REPORT**

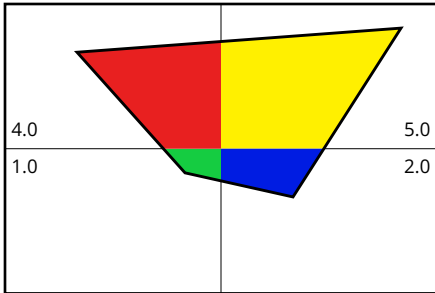


Prepared for:

Hank Haskell

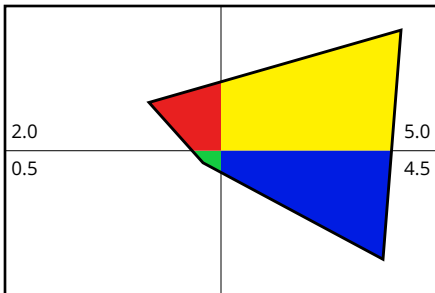
Hank Haskell

Summary



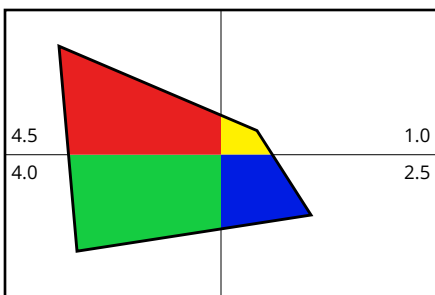
PREFERRED (choose to)

Hank likes coaching and facilitating roles. Enjoys being busy, and promoting and orchestrating organizational activities. In approach, is service-oriented, accommodating, friendly, but forceful. When leading, prefers a wide span of control, is democratic, and coordinates the work of others. To get things done, remains flexible and focuses on the big picture as well as the specific task at hand. Frustrated by dull routines and tedious detail.



SOCIAL (expect to)

Hank expects others to involve everyone and discuss the available options. They should explain the rationale for plans and share ideas. Expects to take part and have input. If approached right, will be a team player who promotes high morale. To overcome problems, gathers other opinions, looks at the big picture, and seeks harmony. Does not respond well to those who are too controlling and limit alternatives.



INSTINCTIVE (need to have)

Hank needs to focus on a goal, structure a plan of action and carry it to completion. Motivated to ask "what," "when" and "how." Looks for the competency and expertise needed when calculating what to do. In decision making, focuses on an outcome and pushes for a result. Under pressure, brings tasks to closure. Self-confidence is increased by successfully accomplishing each task. Frustrated by loss of independence, predictability and control.

Date completed: 8/18/2015

What is Personalanalysis?

Personalanalysis offers a more complete picture of your personality. Where other profiling instruments provide a simple snapshot of personality, Personalanalysis captures three productive aspects of behavior and defines stress reactions. The result is a more accurate assessment of how and why you do what you do. The Personalanalysis difference is the ability to go further, provide greater detail, and give a more thorough interpretation.

All human beings share a common operating system: patterns of thinking, feeling, and behaving that make up their personalities. But no two people are exactly alike; everyone has a unique collection of characteristics, drives, and motivations. Personalanalysis offers insights into your unique personality helping you to use your strengths to be and do your best, both personally and professionally.

The Elements of Personalanalysis: Dimensions

Dimensions identify aspects of your personality. Common to all humans, these are primary motivations that are necessary for your overall sense of well-being. When these motivational needs are met, you function well and feel good. Personalanalysis identifies three core motivations: 1) preferred work activities, 2) expectations of social interaction and communication, and 3) instinctive requirements for confidence, security and effectiveness.

Hank's Profile

PREFERRED (choose to)

This dimension identifies the activities you most enjoy. Your colors define the tasks and work you like to do—what you find rewarding and energizing. Your colors will reveal where you have a natural drive to learn, grow, and contribute your best—and where you are most likely to fully engage in what you are doing.

SOCIAL (expect to)

This dimension is the most visible part of your personality and defines how you naturally connect and communicate with others. Your colors reveal your expectations of a respectful way to communicate and work with others. When these expectations are met, you will be more open to relating and cooperating with others.

INSTINCTIVE (need to have)

This dimension defines the powerful motivations for personal confidence, security, and control that each human being requires for well-being. The colors of this dimension identify the behavior you use (what you must have or do) to establish and maintain these needs. When used proactively, your behavioral strengths will help you to feel effective and self-assured.

The Framework of Personal Analysis

Colors provide a quick, objective way to understand why you do what you do. Each color represents a specific set of tendencies and behaviors. You use your color strengths to communicate and interact, perform work that you enjoy and to take the actions most likely to ensure your sense of safety, control and confidence.

Every individual is a combination of color strengths, and no color or color combination is better than any other. The colors in your profile represent your unique pattern of strengths. It is perfectly normal for your color strengths to change from one dimension to another.

EXPEDITE

RED is motivated to **initiate action** and **stay moving**. Focused on tasks and tangible outcomes, RED has high energy, intense focus, and a sense of urgency.

COLLABORATE

YELLOW is motivated to **adapt** and be **flexible**. Focused on people and possibilities, YELLOW is inclusive, highly responsive, interactive, and opportunistic.

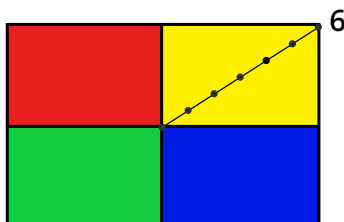
ANALYZE

GREEN is motivated to **maintain stability** and **organization**. Focused on details, structure, and predictability, GREEN is analytical, methodical, and systematic.

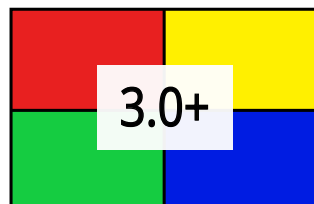
EXPLORE

BLUE is motivated to **anticipate** the future and **create clarity**. Focused on context, purpose, and potential impacts, BLUE is sensitive to subtleties, curious, and inventive.

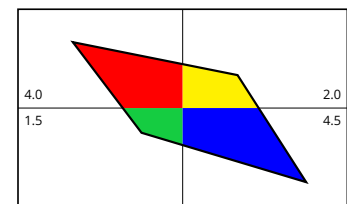
Numbers represent the measure of intensity of the behavior of each color. Every color is measured in each dimension. Colors with 3 points or greater are significant: they represent behavioral strengths that you will likely recognize and relate to. The higher the number, the more intense the color strength will be and the more likely you are to rely on it in that dimension.



Numbers represent the intensity of your color strengths. Each color is measured on a scale of 0-6 points.



Colors with 3.0 points or more in any dimension represent your strengths in that dimension.

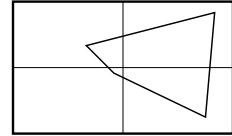
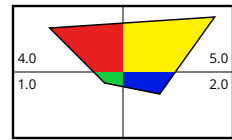


The total number of points in each dimension is 12. The shape displays the points graphically.

Preferred (choose to)

Hank likes coaching and facilitating roles. Enjoys being busy, and promoting and orchestrating organizational activities. In approach, is service-oriented, accommodating, friendly, but forceful. When leading, prefers a wide span of control, is democratic, and coordinates the work of others. To get things done, remains flexible and focuses on the big picture as well as the specific task at hand. Frustrated by dull routines and tedious detail.

Hank Haskell



<div style="display: flex; justify-content: space-around;"> <div style="background-color: red; color: white; padding: 10px; border-radius: 10px; width: 45%;">EXPEDITE</div> <div style="background-color: yellow; padding: 10px; border-radius: 10px; width: 45%;">COLLABORATE</div> </div>	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Energy: I am motivated by the work, and it is rewarding. <input checked="" type="checkbox"/> Meaningful: My efforts contribute to something I care about. <input checked="" type="checkbox"/> Fulfilling: I am challenged to grow and develop in areas that interest me.
<div style="display: flex; justify-content: space-around;"> <div style="border: 2px solid green; padding: 10px; border-radius: 10px; width: 45%;">ANALYZE</div> <div style="border: 2px solid blue; padding: 10px; border-radius: 10px; width: 45%;">EXPLORE</div> </div>	

Energized By

- Facilitating quick action
- Mobilizing groups
- Collaborative execution
- Capitalizing on opportunities
- Variety and fast pace

Drained By

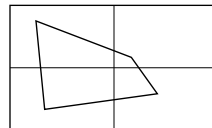
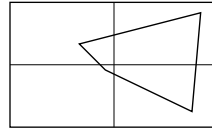
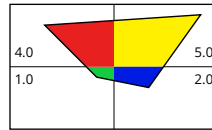
- Strategic planning
- Complex problem solving
- Scenario modeling
- Depth and detail

Preferred (choose to)

Likes to: achieve results

Energized by:

- Pursuing tangible outcomes
- Fast pace
- Focused action
- Experimentation
- Practical application



Likes to: coordinate action

Energized by:

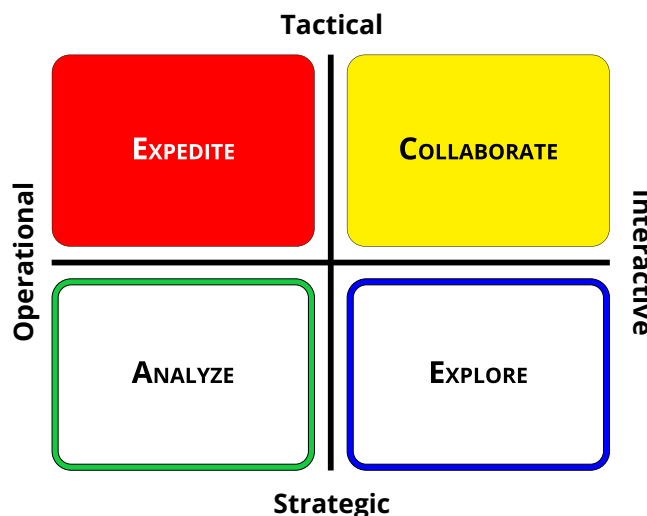
- Helping others
- Variety
- Facilitating outcomes
- Group collaboration
- Influencing/Inspiring

Drained by:

- Independent projects
- Limited flexibility
- Maintaining systems
- Compliance
- Research/Details

Drained by:

- Long-term planning
- Large groups
- Attention to detail
- Structure and process
- Conceptualizing



Likes to: create greater efficiency

Energized by:

- Maintaining systems
- Monitoring/Tracking
- Planning/Prioritizing
- Creating Structure/Order
- Following proven process

Drained by:

- Variability
- Unstructured group activities
- Unclear, changing priorities
- Lack of process
- Rapid change

Likes to: generate solutions

Energized by:

- Designing solutions
- Exploring ideas
- Diagnosing/Strategizing
- Coaching/Consulting
- Deep learning

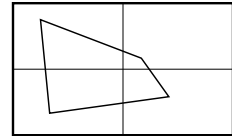
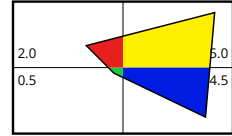
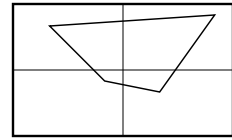
Drained by:

- Repetitive tasks
- Tactical, precise focus
- Methodical processes
- Quick, constant action
- Large group activities

Social (expect to)

Hank expects others to involve everyone and discuss the available options. They should explain the rationale for plans and share ideas. Expects to take part and have input. If approached right, will be a team player who promotes high morale. To overcome problems, gathers other opinions, looks at the big picture, and seeks harmony. Does not respond well to those who are too controlling and limit alternatives.

Hank Haskell



<table border="1" style="width: 100%; height: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; text-align: center; border: 2px solid red; padding: 10px;">EXPEDITE</td> <td style="width: 50%; text-align: center; background-color: yellow; padding: 10px;">COLLABORATE</td> </tr> <tr> <td style="width: 50%; text-align: center; border: 2px solid green; padding: 10px;">ANALYZE</td> <td style="width: 50%; text-align: center; background-color: blue; padding: 10px;">EXPLORE</td> </tr> </table>	EXPEDITE	COLLABORATE	ANALYZE	EXPLORE	<p>HOW we speak/express ourselves</p> <p>WHEN interacting and relating with others</p> <p>WHAT we hear/listen for</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Sincerity: Good intentions <input checked="" type="checkbox"/> Respect: I acknowledge and value you
EXPEDITE	COLLABORATE				
ANALYZE	EXPLORE				

Approach

- Expressive
- Inclusive
- Curious, responsive
- Flexible, adaptive
- Personal, relational

Effortful

- Moving to closure quickly
- Exclusion
- Brevity, simplicity
- Adhering to structure, plan, agenda

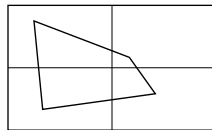
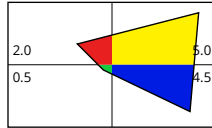
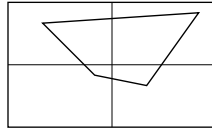
Social (expect to)

Expect to be straightforward

Do:

- Lead with the point
- Speak your mind
- Provide direction
- Stay focused/on-point

Appreciates: Brevity, Candor



Expect to be responsive

Do:

- Invite me to discuss
- Be personal; connect with me as a person
- Ask for my help
- Ask for my opinion

Appreciates: Responsiveness, Positivity

Avoids: Complexity

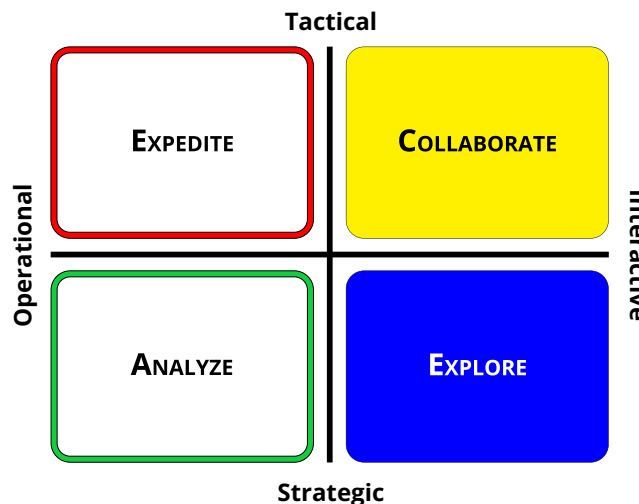
Don't

- Waste time
- Be ambiguous/vague
- Bury important facts in details
- Go off-topic
- Bypass/go around

Avoids: Directness

Don't

- Be abrupt
- Focus only on outcomes
- Confront or embarrass publicly
- Ignore 'small talk'
- Cut off people/discussions



Expects to be prepared

Do:

- Provide structure
- Lead with process
- Be specific/explicit/exact
- Schedule

Appreciates: Definition, Precision

Expects to be curious

Do:

- Ask for my input
- Share context
- Ask questions
- Be open

Appreciates: Distinctions, Transparency

Avoids: Ambiguity

Don't:

- Interrupt/talk over
- Ignore protocols/rules/agreements
- Generalize/assume
- Commit without a plan
- Expect impromptu participation

Avoids: Assumptions

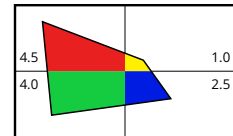
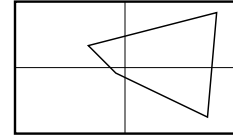
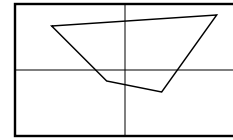
Don't:

- Dismiss/ignore questions
- Ignore/minimize context
- Push for answers/input
- Ask for input if decision is already made
- Withhold information

Instinctive (need to)

Hank needs to focus on a goal, structure a plan of action and carry it to completion. Motivated to ask “what,” “when” and “how.” Looks for the competency and expertise needed when calculating what to do. In decision making, focuses on an outcome and pushes for a result. Under pressure, brings tasks to closure. Self-confidence is increased by successfully accomplishing each task. Frustrated by loss of independence, predictability and control.

Hank Haskell



EXPEDITE	COLLABORATE
ANALYZE	EXPLORE

- I have access to information I find **valid** and **valuable**.
- I have the **ability** to take action for who and what I care about.
- I feel **confident** and in **control**.

Core Needs

- Clear goal/predictable path forward
- Specific responsibilities
- Concrete plan of action
- Personal experience and history
- Ability to initiate action/accomplish objective

Stressors

- Depending on others
- Speculation
- Unclear priorities
- Ambiguity

Instinctive (need to)

Need to have or know

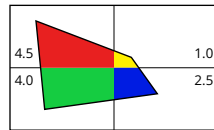
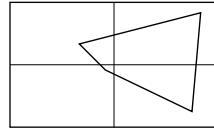
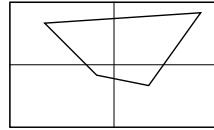
- A goal or target
- Personal experience
- Visible activity, progress

Must: Move forward, achieve

Avoids:

- Depending on others
- Delays
- Complexity
- Status quo

Stressor: Inability to take action



Need to have or know

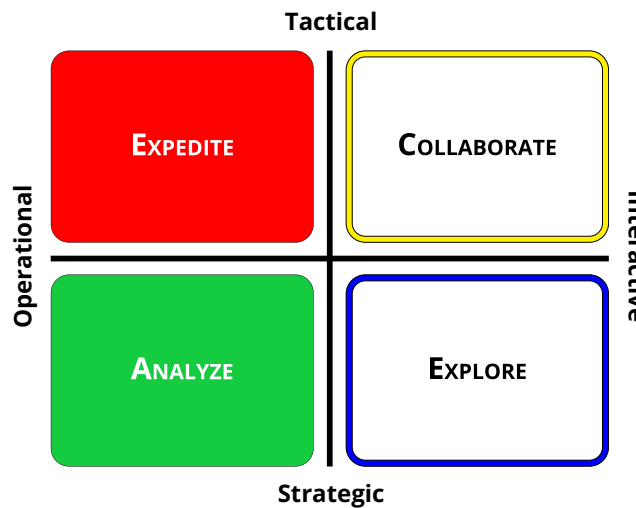
- A broad overview
- Opportunities/upsides
- To know who is involved

Must: Gather opinions, discuss options

Avoids:

- Conflict
- Isolation
- Inability to “crowdsource”
- Negatives/risks

Stressor: Exclusion



Need to have or know

- Justification and data
- A detailed plan/process
- Specific responsibilities

Must: Analyze and reduce risks

Avoids:

- Speculation
- Surprises
- Unclear priorities
- Unproven/inexact assertions

Stressor: Unpredictability

Need to have or know

- Context and rationale
- Time to think and reflect
- Multiple views, perspectives

Must: Clarify, anticipate impacts

Avoids:

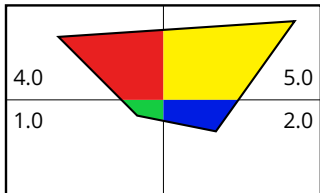
- Generalities
- Assumptions
- Arbitrary action
- Uninformed assertions

Stressor: Lack of clarity/purpose

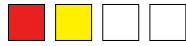
Hank Haskell

Strengths Snapshot

PREFERRED



Energized By



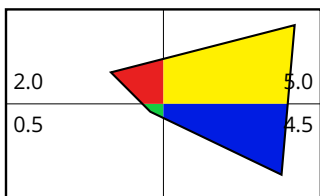
- Facilitating quick action
- Mobilizing groups
- Collaborative execution
- Capitalizing on opportunities
- Variety and fast pace

Drained By

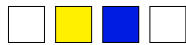


- Strategic planning
- Complex problem solving
- Scenario modeling
- Depth and detail

SOCIAL



Approach



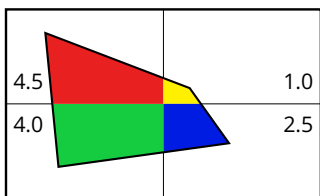
- Expressive
- Inclusive
- Curious, responsive
- Flexible, adaptive
- Personal, relational

Effortful



- Moving to closure quickly
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INSTINCTIVE

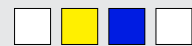


Core Needs



- Clear goal/predictable path forward
- Specific responsibilities
- Concrete plan of action
- Personal experience and history
- Ability to initiate action/ accomplish objective

Stressors



- Depending on others
- Speculation
- Unclear priorities
- Ambiguity

Notes

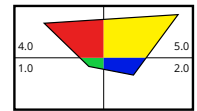
Hank Haskell

Working with Me

PREFERRED

When I am at my best

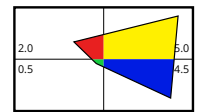
- Things I really enjoy doing are:
- I would be ecstatic if I never had to:



SOCIAL

When you need my attention/assistance

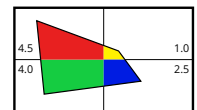
- Please do:
- Please don't:
- I feel disrespected/it is rude when:



INSTINCTIVE

When you need my support/commitment

- The information I need and trust is:
- Please assume positive intent when I do or say:
- When I am not able to _____ I get anxious and I _____.



STRESS

I collaborate best when:
My HOT button is:

Stress and Resilience

Stress is part of life. We all have limits, and sometimes events outside our control create the perfect conditions for frustration and overload. When that happens, our capacity to be our best and even function effectively is diminished. Our attention is captured by what's wrong rather than what's possible, and we often react by saying and doing things that create even more challenges.

There are things you can do to be less reactive and recover more quickly in stressful situations. In addition to basic self-care (eating right, exercise, sleep, time with family/friends), you can use your Personalities Profile to identify habits and practices that will increase your resilience. You can learn to deepen your capacity to stay present and focused in even the most challenging circumstances.

Under pressure, **RED** can become overactive, charging forward with extra force, hyperfocused on achieving a goal.

To bring attention back to the present and channel energy constructively:

- **Disconnect.** Get up and move. Physical activity helps—even if it is just to walk around the block or to get a drink of water.
- **Distract yourself.** Focus on another goal for at least 5 minutes. After that, either go back to your original focus or set a time to do so.
- **Don't** continue to push yourself or others. Adding more fuel to the RED fire will not help you achieve your goal; it will create more barriers.

Under pressure, **YELLOW** can become overactive, impulsive, unfocused, and arbitrary.

To bring attention back to the present and channel energy constructively:

- **Reconnect.** Take time to regain your focus by reaching out to others for support you and make you feel good.
- **Reengage** by discussing options with others who you know will offer a gentle challenge and new perspective.
- **Don't** keep the drama alive. Avoid spreading and increasing your own negativity by sharing your emotions and upset in an effort to get support.

Under pressure, **GREEN** can become stuck, focused on what's missing, what's different, and potential risks.

To bring attention back to the present and channel energy constructively:

- **Disconnect.** Step back and create distance between yourself and the situation.
- **Distract** yourself by physically organizing something: clean your desk, attack the stack of unread articles, clear out the expired bottles of condiments in the back of the fridge, etc.
- **Don't** give in to temptation by gathering data to justify your position. Listing all of the wrongs won't make things right; it just blocks your ability to find solutions.

Under pressure, **BLUE** can become overwhelmed, anticipating multiple futures and expanding complexity.

To bring attention back to the present and channel energy constructively:

- **Disconnect.** Step back, let it all go; read a book, walk out into nature, or hug your pets.
- **Distract** yourself by asking questions that shift you into the practical needs of the current situation. What is essential right now? What is good enough for now?
- **Don't** isolate yourself. Your mind can be your biggest ally, but it isn't always objective. Talk to trusted friends you can count on for a new perspective.

PREFERRED (choose to)

Energized by:

- Focused action
- Applying/improving
- Fast-pace/challenge
- Facilitating outcomes
- Group collaboration
- Variety
- Creating structure
- Maintaining systems
- Improving processes
- Exploring solutions
- Coaching/consulting
- Innovation

Drained by:

- Large groups
- Attention to detail
- Structure/process
- Working independently
- Compliance
- Repetition
- Variation
- Rapid change
- Experimentation
- Following process
- Implementing solutions
- Frequent group activity

SOCIAL (expect to)

Approach:

- Candid
- Brief
- Focus on the point
- Responsive
- Participative
- Focus on the positive
- Precise/accurate
- Detailed
- Focus on protocol/rules
- Curious/questioning
- Shares context
- Focus on clarity

Effortful:

- Complexity
- Hypotheticals
- Small talk
- Absolutes
- Confrontation
- Directness
- Generalization
- Spontaneity
- Interruptions
- Assertions
- Simplicity
- Structure

INSTINCTIVE (need to)

Core Needs:

- Focus/Target/Goal
- Direct experience
- Progress
- Opinions
- Discussion
- Opportunities
- Justification, data, proof
- Detailed plan, process
- Predictability
- Context, purpose
- Multiple perspectives
- Time to reflect, consider

Stressors:

- Depending on others
- Delays
- Complexity
- Isolation
- Inflexibility
- Negativity/downsides
- Absence of history, proof
- Surprises
- Experimentation
- Reactive thinking
- No access to information
- Omissions

PERSONALYSIS[®]

———— Work better, together.[™] ————

TAKE THE NEXT STEPS

Individual Development

Team Success

Leadership Effectiveness

Organizational Culture

www.personalysis.com



hello@personalysis.com