Sid Tester

December 18, 2012

AI Report: - Attribute Index - Emotional Intelligence

This Innermetrix Attribute Index was authored by Jay Niblick, the Founder and CEO of Innermetrix. It is the modern interpretation of Dr. Robert S. Hartman's Formal Axiology, a science that helps us understand how we reason and make decisions. The six core dimensions examined herein play a vital role in how we see the world, and respond to it. This Attribute Index will help you understand how you reason and make judgments or decisions.

Innermetrix, Inc.

www.innermetrix.com

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.

Sid Tester

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.

Sid Tester

External Decision Making Pattern Summary

Your external clarity pattern indicates that you are someone who focuses on the efficiency in situations. Although you are good at understanding people and being empathetic, this is not your highest strength. Efficient organization and completion of objectives, and of the work function in particular, are where you place the most attention much of the time. Individual personal needs or values are important, but even more important to you are performance or organizational needs. You are very good at big picture thinking (planning it) and street level operations (getting it done). You are practical and responsible, and you enjoy working in a structured environment with challenging roles. Overall development level in the Systems and Tasks dimensions is equal and high, while the People dimension has moderate development, but is under developed in comparison. 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

Efficient and productive organization and fulfillment of work

Conceptual thinking

Organizing

Schematic and or detail oriented thought

30,000 foot views

Minimizers

Communication and people skills

Human awareness

Balancing people needs with organizational and objective needs

Motivators

Responsibility to authority

Status and recognition

Sense of belonging

Needs for Growth

Better people awareness and possibly the development of communication skills. Keeping people's individual needs as highly valued or as important as that of the other dimensions of thinking.

Targets for Reinforcement (R) and Development (D)

Empathetic outlook (D)

Understanding attitude (D)

Attention to detail (R)

Preferred Environment

Clearly defined responsibility and relationship with authority; goal-oriented production. Management of process oriented outcomes more so than human development responsibility.

Sid Tester

Internal Decision Making Pattern Summary

The medium self-actualized clarity pattern is ideally balanced. Although all three dimensions are balanced very well, all three of them are in the 66th percentile of potential development. You are completely balanced between valuing yourself for your own true unique abilities and worth, your role/s in life and the way in which you carry out those roles now and in the future. You possess a good internal source of energy or strength. Your abilities for self-esteem, handling stress, remaining committed, being persistent and having results orientation are good. You are probably comfortable in a wide variety of situations, both social and business. Your overall level of development for the People, Tasks and Systems dimensions is moderate. 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

Good sense of self ability

Generous, easy going, dependable

Good self awareness

Good role appreciation

Good problem management

Minimizers

Trouble with getting easily bored with status in life that fails to challenge all three dimensions of thought personally

Overall level of development in all three core areas

Self assessment

Personal commitment

Sense of mission

Motivators

Self improvement

Material possessions

Sense of mission

Needs for Growth

To increase your clarity scores for each of the three dimensions of thought.

Sid Tester

Targets for Reinforcement (R) and Development (D)

Self esteem (D)

Role awareness (D)

Self direction (D)
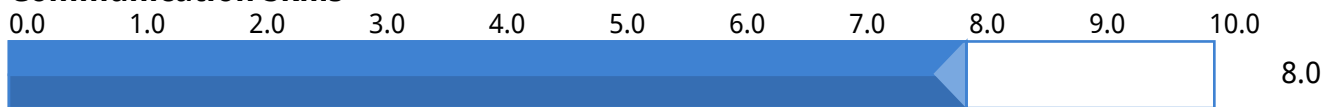
Sid Tester

Attribute Index | Report Summary

This graph summarizes the 7 Categories that comprise this Talent Profile. A description and mean score for each category is on the following page.

For years, people have taught that a person's intellectual intelligence is the greatest predictor of success. In the past 10 years, however, researchers have found that this isn't necessarily the case -- that in actuality, a person's emotional intelligence quotient (EQ) might be a greater predictor of success than her IQ. What is emotional intelligence? When Drs. Mayer, Ph.D., and Salovey, Ph.D., introduced the term "emotional intelligence", they used the term to describe a person's ability to understand personal emotions and the emotions of others and to act appropriately based on this understanding.
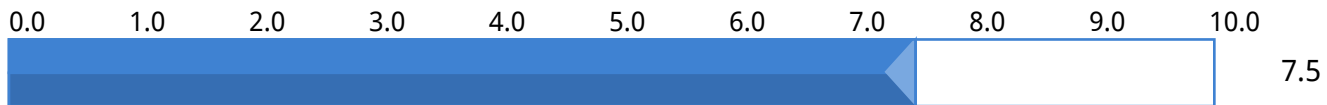
Report Component Graphs

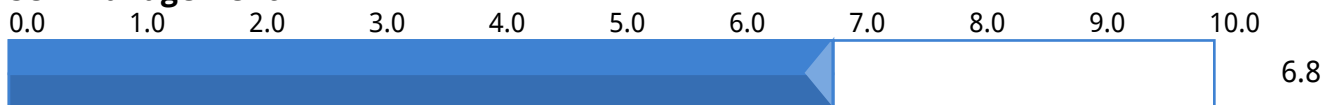**Communication Skills** — 8.0

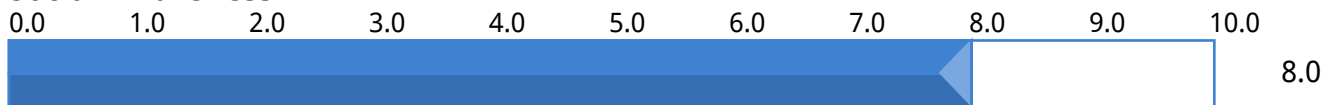**Interpersonal Skills** — 8.0

Personal Motivators — 7.5

Self Awareness — 6.8

Self Management — 6.8

Social Awareness — 8.0

Social Skills — 8.1
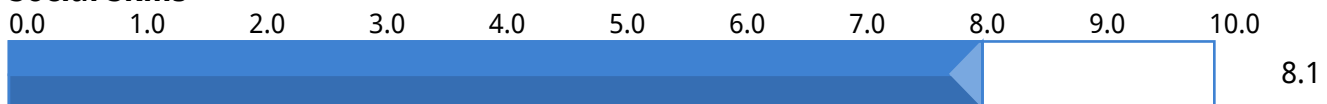
Sid Tester

Communication Skills (8.0)

Can Sid communicate effectively with a variety of other people? This measures Sid's ability to relate to others and to understand them accurately. This category is composed of the following capacities: Freedom From Prejudices, Handling Rejection, Evaluating What Is Said, Sense of Timing, and Understanding Attitude.

Interpersonal Skills (8.0)

How does Sid approach getting along with others? This measures Sid's ability to interact with clients, customers, and coworkers on a daily basis.

Personal Motivators (7.5)

"What drives Sid?" Different cognitive values cause Sid to have a different motivation. There are no "good" or "bad" scores in this category. Instead, these score are an indication of the degree of influence that each of the six personal motivators exert.

Self Awareness (6.8)

How aware is Sid of her own unique abilities, her limitations, and how confident is she in these? This category examines how Sid feels about herself, the ability she has to be objective and accurate in this assessment and how strongly she beleives in what she sees inside herself.

Self Management (6.8)

Is Sid an effective manager of Sid? This category takes a look at how Sid manages herself, and the capacities she possesses to allow her to develop herself.

Social Awareness (8.0)

This is Sid's ability to understand the reality that surround her and that requires atention, hi is able to reflect about it and in some cases of acting to transform it.

Social Skills (8.1)

How well does Sid relate with others in a social setting? This category takes a look at Sid's ability to interact with others productively, understand them, collaborate on business with them, and lead or manage them.
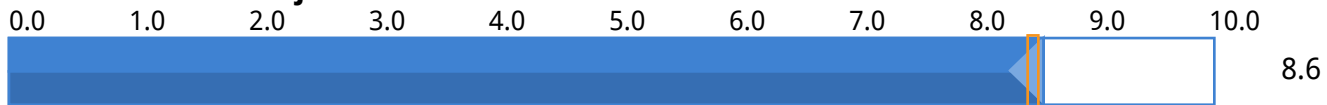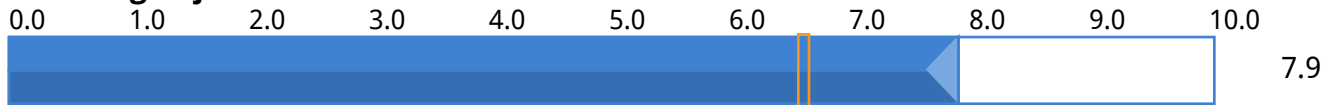
Category Description

Can Sid communicate effectively with a variety of other people? This measures Sid's ability to relate to others and to understand them accurately. This category is composed of the following capacities: Freedom From Prejudices, Handling Rejection, Evaluating What Is Said, Sense of Timing, and Understanding Attitude.
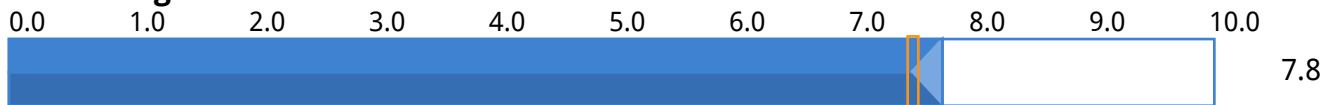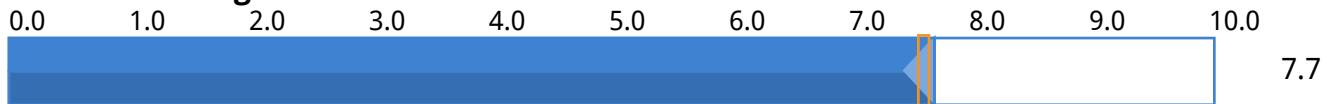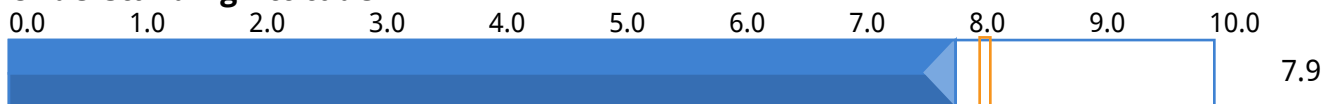
Category Component Graphs

Freedom From Prejudices

0.0	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0	9.0	10.0

8.6

Handling Rejection

0.0	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0	9.0	10.0

7.9

Evaluating What Is Said

0.0	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0	9.0	10.0

7.8

Sense of Timing

0.0	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0	9.0	10.0

7.7

Understanding Attitude

0.0	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0	9.0	10.0

7.9

Sid Tester

Category Component Descriptions

Freedom From Prejudices (8.6)
evaluates Sid's ability to prevent prejudices from entering into and affecting an interpersonal relationship.

Handling Rejection (7.9)
evaluates Sid's ability to avoid taking rejection or criticism in an overly personal manner.

Evaluating What Is Said (7.8)
evaluates Sid's openness toward other people and her willingness to hear what others are saying, rather than what she thinks they should say or they are going to say.

Sense of Timing (7.7)
evaluates Sid's ability to evaluate a situation in such a way that statements, decisions, and actions are the most effective, accurate, and timely.

Understanding Attitude (7.9)
evaluates Sid's ability to read between the lines and to understand body language, reticence, stress, and emotions.
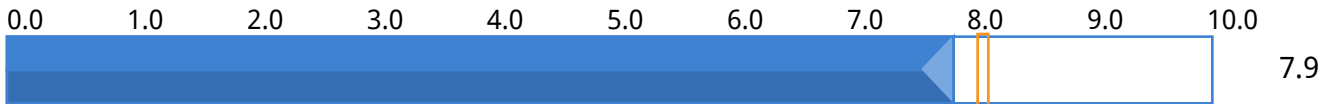
Sid Tester

Category Description

How does Sid approach getting along with others? This measures Sid's ability to interact with clients, customers, and coworkers on a daily basis.
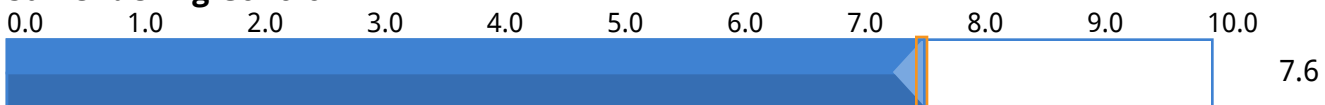
Category Component Graphs

Attitude Toward Others

0.0	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0	9.0	10.0

7.9

Freedom From Prejudices

0.0	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0	9.0	10.0

8.6

Realistic Expectations

0.0	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0	9.0	10.0

8.1

Surrendering Control

0.0	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0	9.0	10.0

7.6

Category Component Descriptions

Attitude Toward Others (7.9)
evaluates Sid's ability to maintain a positive, open and objective attitude towards others.

Freedom From Prejudices (8.6)
evaluates Sid's ability to prevent prejudices from entering into and affecting an interpersonal relationship.

Realistic Expectations (8.1)
evaluates whether Sid's expectations (in either quality of production or quality of performance) of others can realistically be met.

Surrendering Control (7.6)
evaluates Sid's ability to surrender control of a given situation or outcome to another person or a group of people.
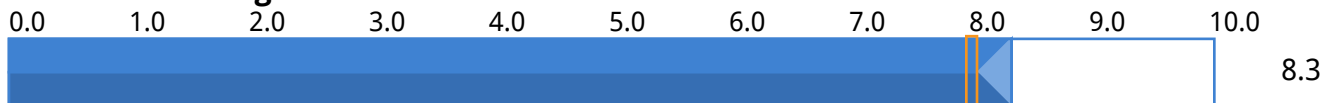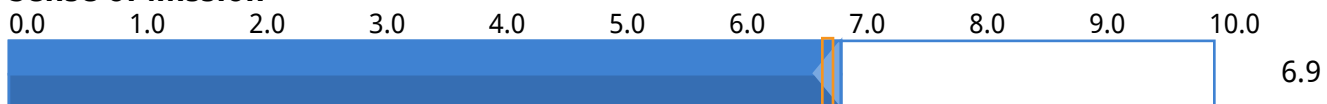
Sid Tester

Category Description

"What drives Sid?" Different cognitive values cause Sid to have a different motivation. There are no "good" or "bad" scores in this category. Instead, these score are an indication of the degree of influence that each of the six personal motivators exert.
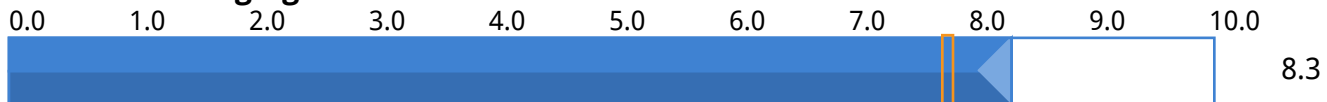
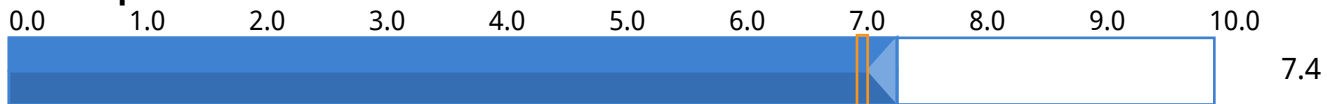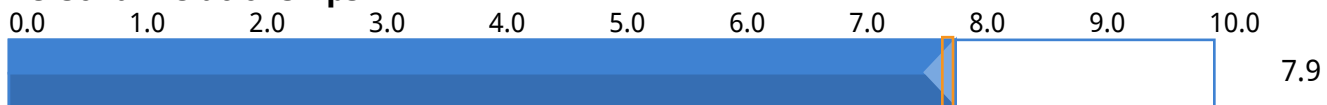## Category Component Graphs

Status and Recognition

0.0	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0	9.0	10.0

8.3

Sense of Mission

0.0	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0	9.0	10.0

6.9

Sense of Belonging

0.0	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0	9.0	10.0

8.3

Self Improvement

0.0	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0	9.0	10.0

7.4

Personal Relationships

0.0	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0	9.0	10.0

7.9

Material Possessions

0.0	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0	9.0	10.0

6.4

Sid Tester

Category Component Descriptions

Status and Recognition (8.3)
evaluates the importance for Sid of social status and recognition.

Sense of Mission (6.9)
evaluates the importance and commitment Sid gives to her ideals and goals.

Sense of Belonging (8.3)
evaluates the importance of feeling like part of a team or a member of a group for Sid's motivation.

Self Improvement (7.4)
evaluates Sid's motivation to improve herself.

A

Personal Relationships (7.9)
evaluates how motivated Sid is in forming personal relationships with the people with whom she works.

Material Possessions (6.4)
evaluates the importance of money or material possessions in Sid's motivation.
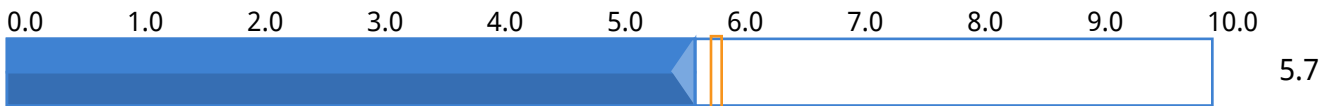
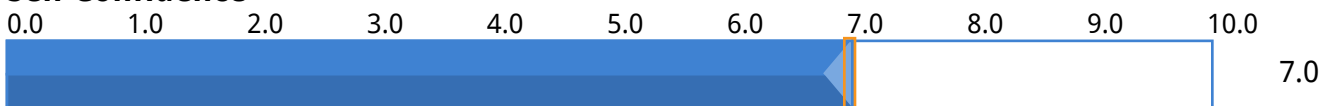Sid Tester

A

Category Description

How aware is Sid of her own unique abilities, her limitations, and how confident is she in these? This category examines how Sid feels about herself, the ability she has to be objective and accurate in this assessment and how strongly she beleives in what she sees inside herself.
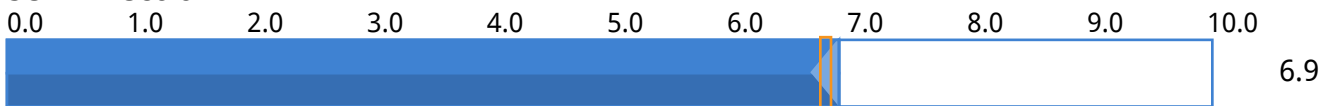
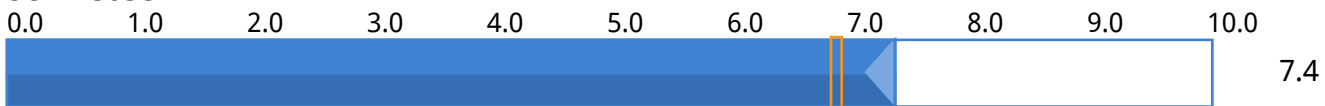## Category Component Graphs

Self Assessment

0.0	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0	9.0	10.0

5.7

Self Confidence

0.0	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0	9.0	10.0

7.0

Self Direction

0.0	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0	9.0	10.0

6.9

Self Esteem

0.0	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0	9.0	10.0

7.4

Category Component Descriptions

Self Assessment (5.7)
evaluates Sid's ability to identify her personal management strengths and weaknesses practically and objectively.

Self Confidence (7.0)
evaluates Sid's ability to develop and to maintain inner strength based on the desire to succeed and on her belief that she possesses the capabilities to succeed.

Self Direction (6.9)
evaluates Sid's internal drive to excel in and believe in her chosen career path.

Self Esteem (7.4)
evaluates Sid's ability to realize and appreciate her own unique self worth.
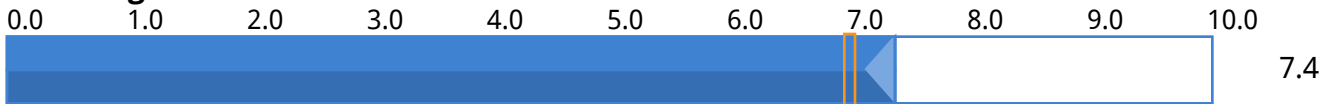
Sid Tester

Category Description

Is Sid an effective manager of Sid? This category takes a look at how Sid manages herself, and the capacities she possesses to allow her to develop herself.

Category Component Graphs
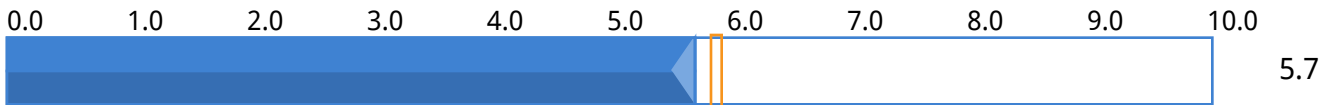
Handling Stress

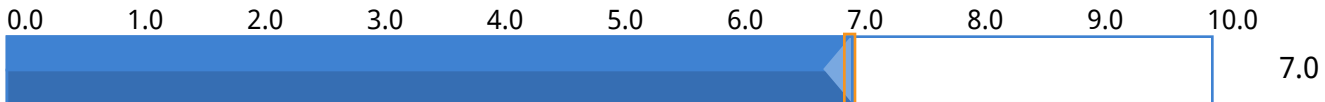| 0.0 | 1.0 | 2.0 | 3.0 | 4.0 | 5.0 | 6.0 | 7.0 | 8.0 | 9.0 | 10.0 |

7.4

Personal Accountability

| 0.0 | 1.0 | 2.0 | 3.0 | 4.0 | 5.0 | 6.0 | 7.0 | 8.0 | 9.0 | 10.0 |

7.9

Realistic Personal Goal Setting

| 0.0 | 1.0 | 2.0 | 3.0 | 4.0 | 5.0 | 6.0 | 7.0 | 8.0 | 9.0 | 10.0 |

7.3

Self Assessment

| 0.0 | 1.0 | 2.0 | 3.0 | 4.0 | 5.0 | 6.0 | 7.0 | 8.0 | 9.0 | 10.0 |

5.7

Self Confidence

| 0.0 | 1.0 | 2.0 | 3.0 | 4.0 | 5.0 | 6.0 | 7.0 | 8.0 | 9.0 | 10.0 |

7.0

Self Control

| 0.0 | 1.0 | 2.0 | 3.0 | 4.0 | 5.0 | 6.0 | 7.0 | 8.0 | 9.0 | 10.0 |

5.6

Self Discipline and Sense of Duty

| 0.0 | 1.0 | 2.0 | 3.0 | 4.0 | 5.0 | 6.0 | 7.0 | 8.0 | 9.0 | 10.0 |

6.9
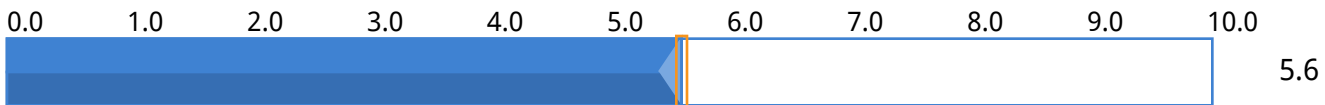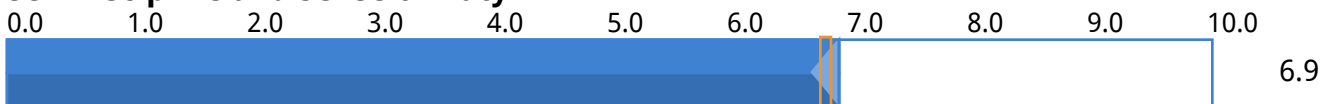
Sid Tester

Category Component Descriptions

Handling Stress (7.4)
evaluates Sid's ability to balance and to defuse inner tensions and stresses, which if allowed to build up, might interfere with her ability to perform up to her potential.

Personal Accountability (7.9)
evaluates Sid's ability to be responsible for the consequences of her own decisions and actions, and not shift the focus or blame for poor performance to somewhere else or on others.

Realistic Personal Goal Setting (7.3)
evaluates Sid's ability to set goals for herself that can be achieved using available resources and operating within a projected timeframe.

Self Assessment (5.7)
evaluates Sid's ability to identify her personal management strengths and weaknesses practically and objectively.

Self Confidence (7.0)
evaluates Sid's ability to develop and to maintain inner strength based on the desire to succeed and on her belief that she possesses the capabilities to succeed.

Self Control (5.6)
evaluates Sid's ability to remain calm, rational and objective internally when faced with an external stressful and emotional situation.

Self Discipline and Sense of Duty (6.9)
evaluates how strongly Sid feels the need to be consistent and true to herself in her actions.

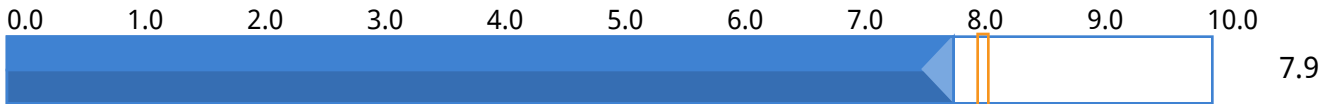Sid Tester

Category Description

This is Sid's ability to understand the reality that surround her and that requires atention, hi is able to reflect about it and in some cases of acting to transform it.

Category Component Graphs

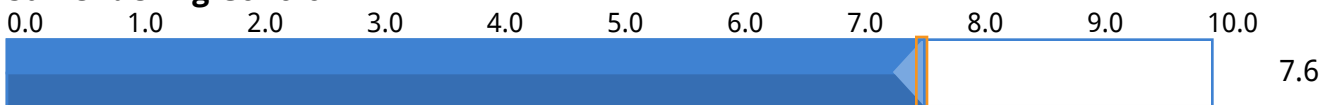**Attitude Toward Others**

7.9

Empathetic Outlook

7.9

Freedom From Prejudices

8.6

Realistic Expectations

8.1

Surrendering Control

7.6

Category Component Descriptions

Attitude Toward Others (7.9)
evaluates Sid's ability to maintain a positive, open and objective attitude towards others.

Empathetic Outlook (7.9)
evaluates Sid's capacity to perceive and understand the feelings and attitudes of others or to place herself in the shoes of another.

Freedom From Prejudices (8.6)
evaluates Sid's ability to prevent prejudices from entering into and affecting an interpersonal relationship.

Realistic Expectations (8.1)
evaluates whether Sid's expectations (in either quality of production or quality of performance) of others can realistically be met.

Surrendering Control (7.6)
evaluates Sid's ability to surrender control of a given situation or outcome to another person or a group of people.
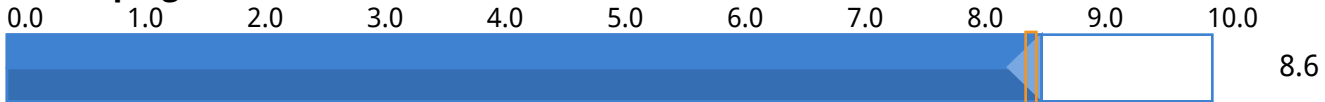
Sid Tester

Category Description

How well does Sid relate with others in a social setting? This category takes a look at Sid's ability to interact with others productively, understand them, collaborate on business with them, and lead or manage them.
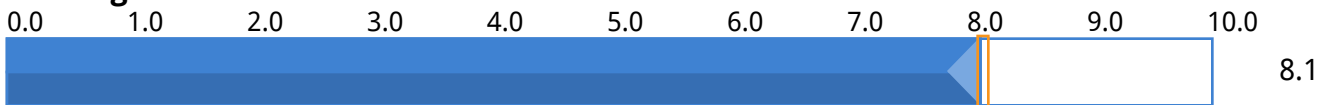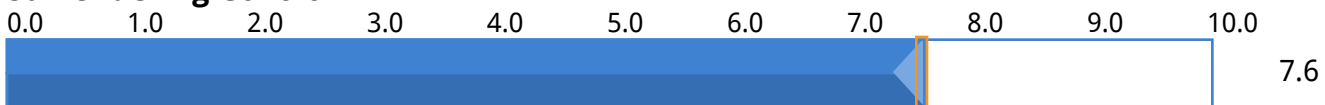
Category Component Graphs

Developing Others

0.0	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0	9.0	10.0

8.6

Flexibility

0.0	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0	9.0	10.0

8.0

Leading Others

0.0	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0	9.0	10.0

8.1

Surrendering Control

0.0	1.0	2.0	3.0	4.0	5.0	6.0	7.0	8.0	9.0	10.0

7.6

Category Component Descriptions

Developing Others (8.6)
evaluates Sid's ability to understand the needs, interests, strengths and weaknesses of others, and to use effectively this information for the purposes of developing others.

Flexibility (8.0)
evaluates Sid's ability to readily integrate, modify, and respond to changes with minimal personal resistance.
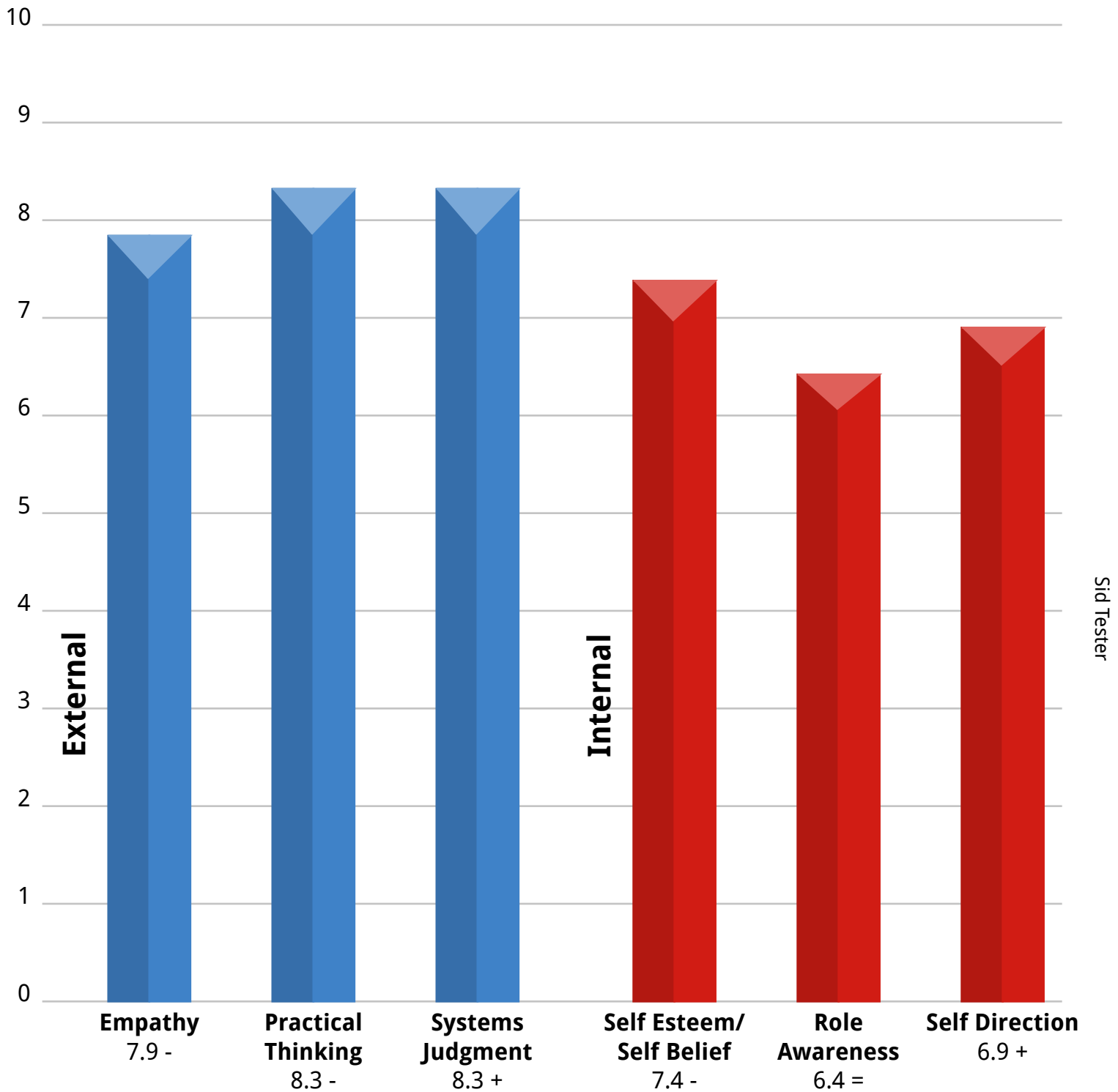
Leading Others (8.1)
evaluates Sid's ability to organize and to motivate people into getting things accomplished in a way that makes everyone feel a sense of order and direction.

Surrendering Control (7.6)
evaluates Sid's ability to surrender control of a given situation or outcome to another person or a group of people.

Sid Tester

0.94 / 0.85

Sid Tester

Integrative Ability (9.0)
Theoretical Problem Solving (9.0)
Problem Solving (8.9)
Using Common Sense (8.9)
Realistic Goal Setting For Others (8.8)
Problem and Situation Analysis (8.8)
Developing Others (8.6)
Freedom From Prejudices (8.6)
Understanding Motivational Needs (8.6)
Correcting Others (8.5)
Attention To Detail (8.3)
Conceptual Thinking (8.3)
Concrete Organization (8.3)
Practical Thinking (8.3)
Quality Orientation (8.3)
Respect For Policies (8.3)
Respect For Property (8.3)
Results Orientation (8.3)
Sense of Belonging (8.3)
Status and Recognition (8.3)
Systems Judgment (8.3)
Seeing Potential Problems (8.2)
Diplomacy (8.1)
Attitude Toward Honesty (8.1)
Evaluating Others (8.1)
Leading Others (8.1)
Realistic Expectations (8.1)
Sensitivity To Others (8.1)
Balanced Decision Making (8.0)
Flexibility (8.0)
Following Directions (8.0)
Personal Accountability (7.9)
Handling Rejection (7.9)
Emotional Control (7.9)
Attitude Toward Others (7.9)
Empathetic Outlook (7.9)
Human Awareness (7.9)
Monitoring Others (7.9)
Personal Relationships (7.9)

Relating To Others (7.9)
Understanding Attitude (7.9)
Project and Goal Focus (7.8)
Problem Management (7.8)
Evaluating What Is Said (7.8)
Sense of Timing (7.7)
Accountability For Others (7.7)
Creativity (7.6)
Intuitive Decision Making (7.6)
Surrendering Control (7.6)
Self Starting Ability (7.6)
Persuading Others (7.5)
Proactive Thinking (7.5)
Consistency and Reliability (7.4)
Handling Stress (7.4)
Self Esteem (7.4)
Self Improvement (7.4)
Job Ethic (7.4)
Realistic Personal Goal Setting (7.3)
Long Range Planning (7.3)
Initiative (7.2)
Personal Drive (7.2)
Persistence (7.1)
Self Management (7.1)
Self Confidence (7.0)
Conveying Role Value (6.9)
Enjoyment Of The Job (6.9)
Role Confidence (6.9)
Self Direction (6.9)
Self Discipline and Sense of Duty (6.9)
Sense of Mission (6.9)
Gaining Commitment (6.7)
Meeting Standards (6.7)
Personal Commitment (6.7)
Material Possessions (6.4)
Project Scheduling (6.4)
Role Awareness (6.4)
Self Assessment (5.7)
Self Control (5.6)

Sid Tester