



**DISCPLUS**

## **Maria Xaviera Caberte**

October 31, 2017

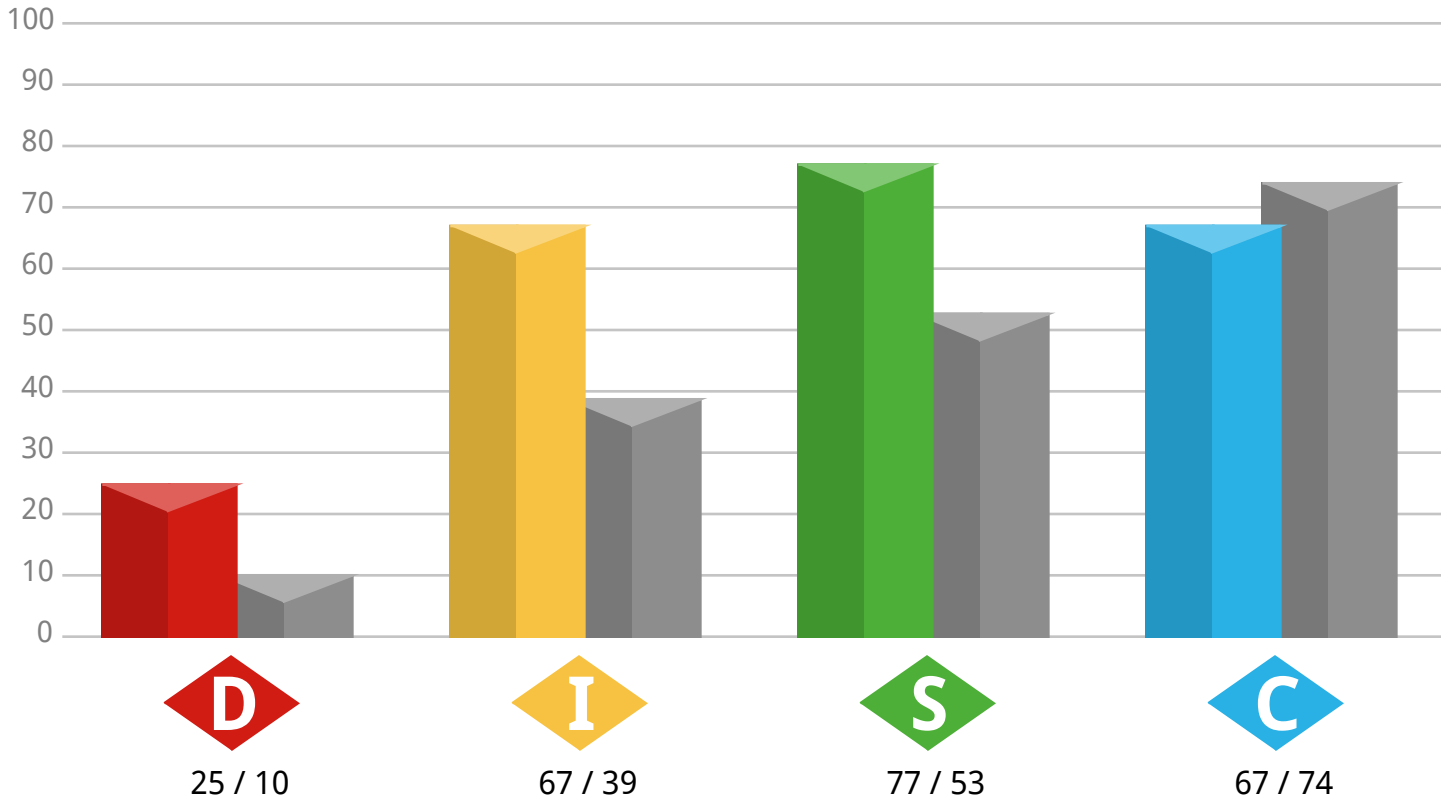
This Innermetrix DISC Plus Profile combines the best of two world class profiles. The DISC Index measures your preferred Behavioral style and the Values Index measures your motivational style and drivers. Together they will help you understand HOW you prefer to get things done, and WHY you're motivated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



Anthony Robbins Coaching  
[www.tonyrobbins.com](http://www.tonyrobbins.com)



## Natural and Adaptive Styles Comparison



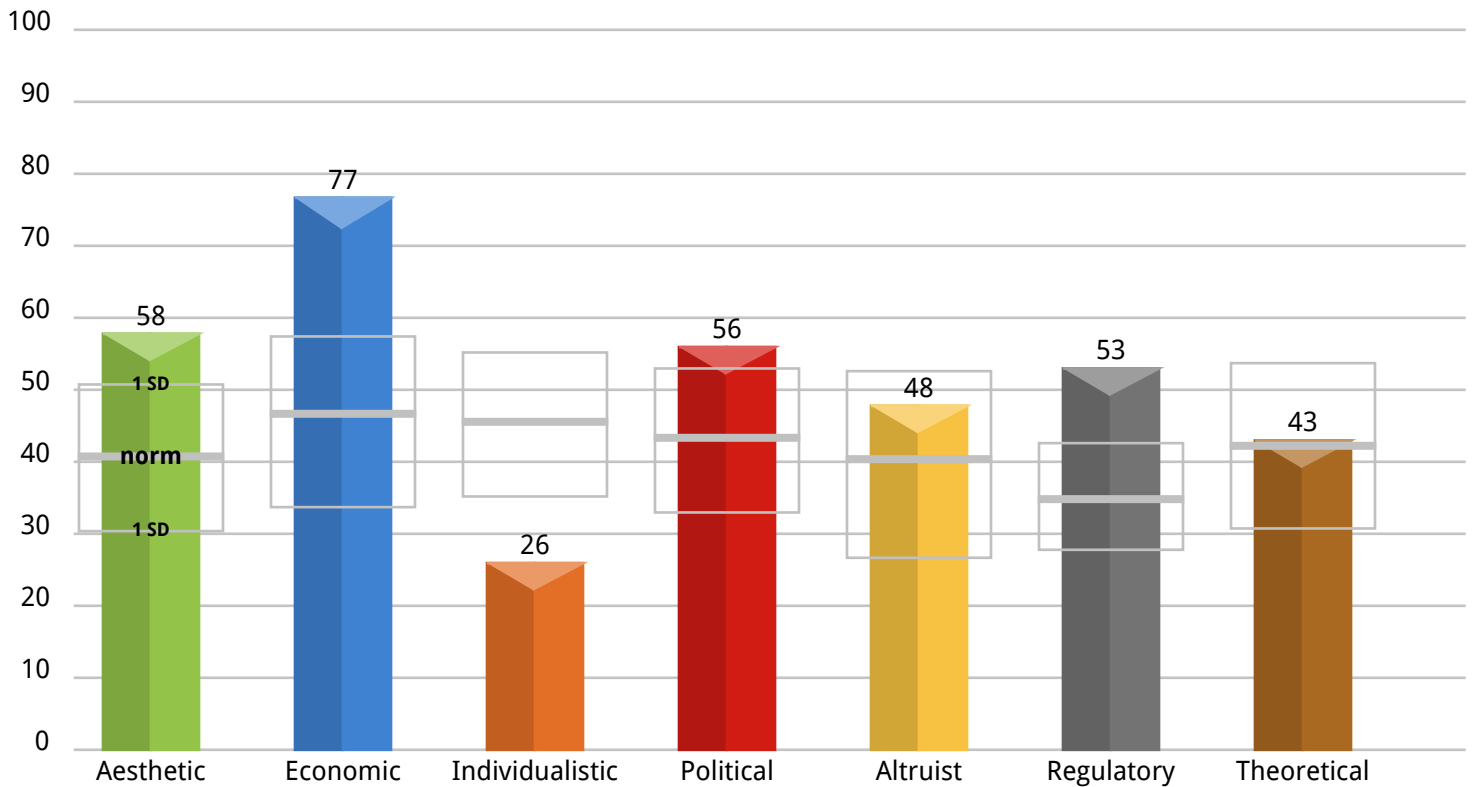
Maria Xaviera Caberte

**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 Maria Xaviera's Values



Maria Xaviera Caberte

<b>High Aesthetic</b>	You very much prefer form, harmony and balance. You are likely a strong advocate for green initiatives and protecting personal time and space.
<b>Very High Economic</b>	You are very competitive and bottom-line oriented.
<b>Low Individualistic</b>	You are able to support the efforts of the team without demanding the limelight; a supportive team player.
<b>High Political</b>	You are able to accept the credit or take the blame with a 'the buck stops here' attitude.
<b>Average Altruist</b>	You are concerned for others without giving everything away; a stabilizer.
<b>High Regulatory</b>	You have a strong preference for following established systems or creating them if none present.
<b>Average Theoretical</b>	You are able to balance the quest for understanding and knowledge with the practical needs of a situation.

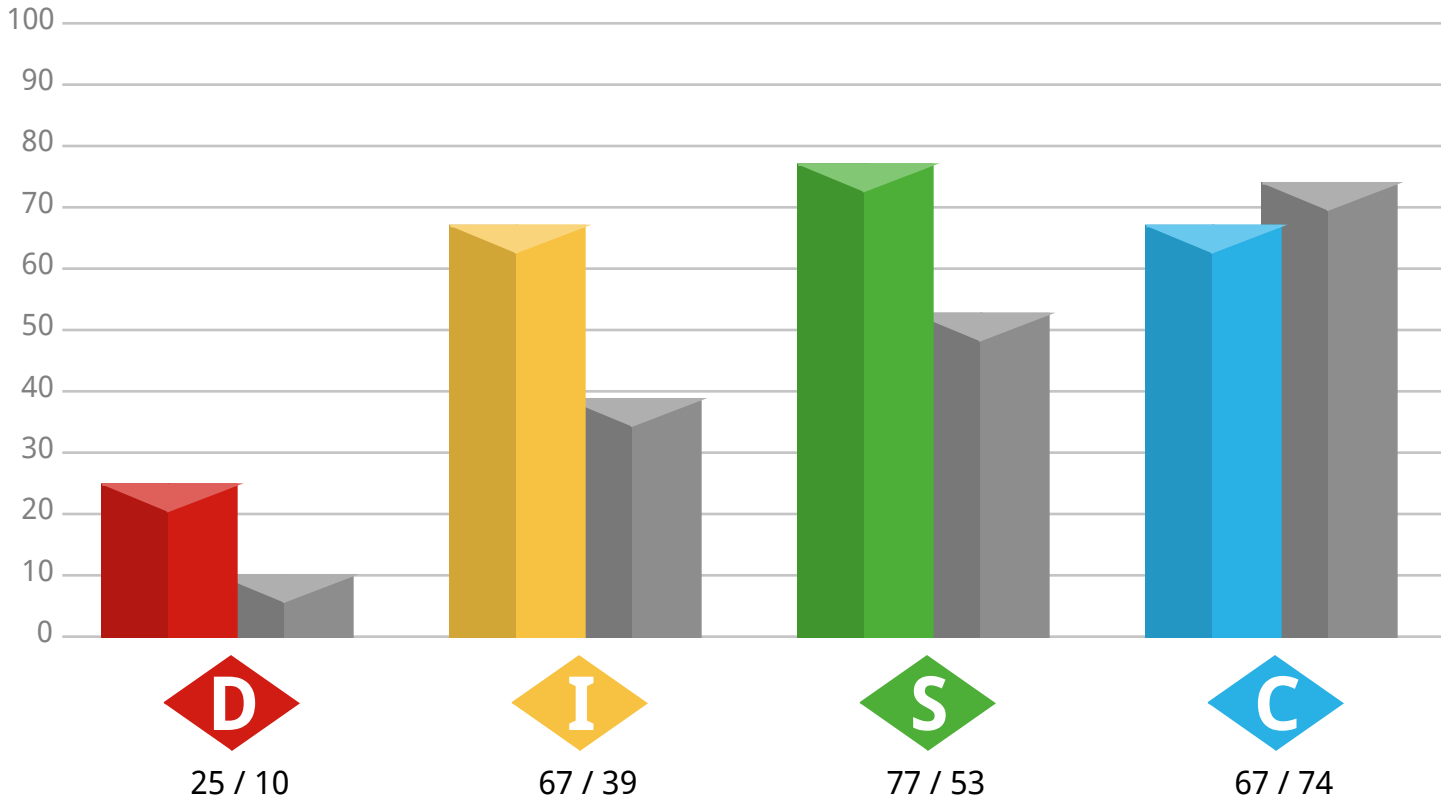


# The DISC Index

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



## Natural and Adaptive Styles Comparison



Maria Xaviera Caberte

**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.



## 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.

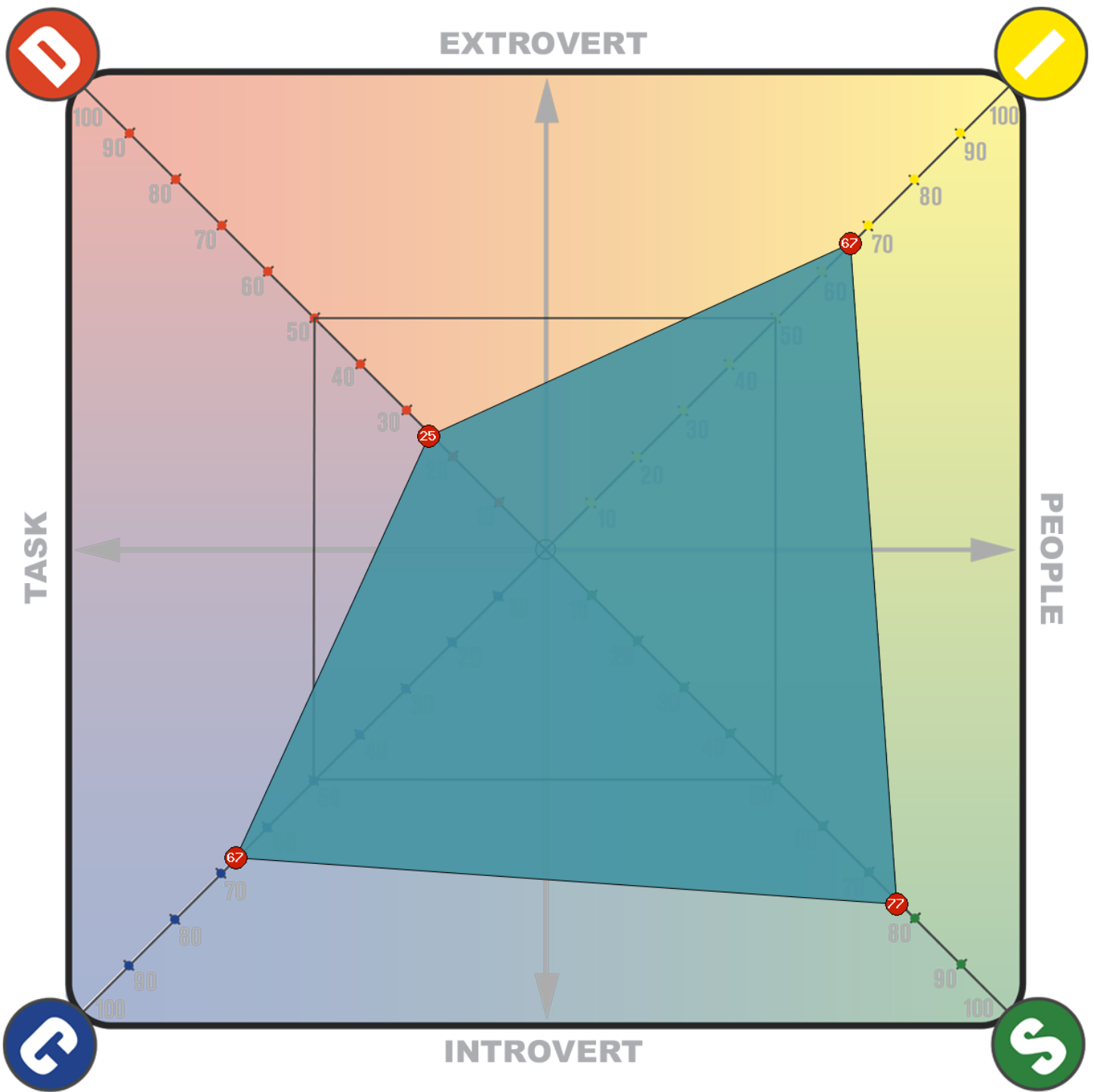
A comment on contradictions: You may read some areas of this report that may contradict other text. This is due to the fact that many of us show contradictory behaviors in the normal course of our daily operations. Each of us are at times talkative and other times more reflective, depending on how we 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>Unobtrusive</b>	<b>Gregarious</b> Persuasive Inspiring Enthusiastic Sociable Poised Charming Convincing Reflective Matter-of-fact Withdrawn <b>Aloof</b>	<b>Patient</b> Predictable Passive Complacent Stable Consistent Steady Outgoing Restless Active Spontaneous <b>Impetuous</b>	<b>Cautious</b> Perfectionist Systematic Careful Analytical Orderly Neat Balanced Independent Rebellious Careless <b>Defiant</b>
<b>Low D</b>	<b>Low I</b>	<b>Low S</b>	<b>Low C</b>

Maria Xavier Caberte



Maria Xavier Caberte



## Decisive

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

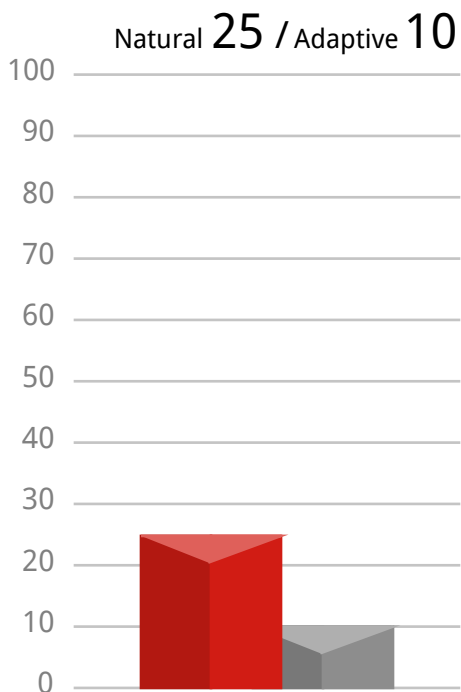
The D in DISC represents Decisiveness. Your score on this scale, represented below, shows your location on the D spectrum based on the pattern of your responses. A high score doesn't mean good, and a low score doesn't mean bad, as this is a spectrum or continuum of behavioral traits. For example:

#### 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 moderately low score on the 'D' spectrum. The comments below highlight some of the traits specific to just your unique score.

- You can be overly self-critical of your ability on certain issues or tasks.
- You prefer an environment with specialty work, or work that requires technical mastery.
- You might be hesitant to make important decisions quickly under time pressure.
- When you lead, you tend to do so by doing, not by delegating.
- You tend to be more modest than egocentric in dealing with others.
- You prefer to lead by setting an example, not outright instructing others.



## Interactive

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

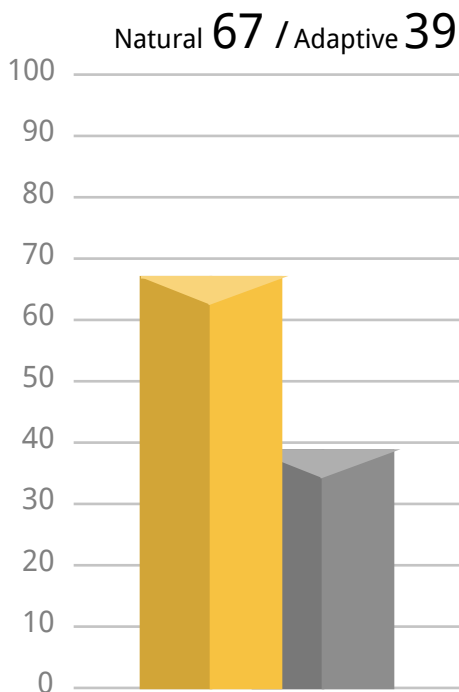
The I in DISC represents Interactive. Your score on this scale represented below shows your location on the I spectrum based on the pattern of your responses. A high score doesn't mean good, and a low score doesn't mean bad, as this is a spectrum or continuum of behavioral traits. For example:

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

- You bring a definite optimistic attitude to projects and tasks.
- You like to have an open-door policy with both peers and supervisors.
- You are sociable and outgoing with others.
- You tend to be always ready to converse with a group, even with people you've just met.
- You prefer an environment with plenty of people contact.
- You make an effective coach or counselor for others on the team.



## Stabilizing

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

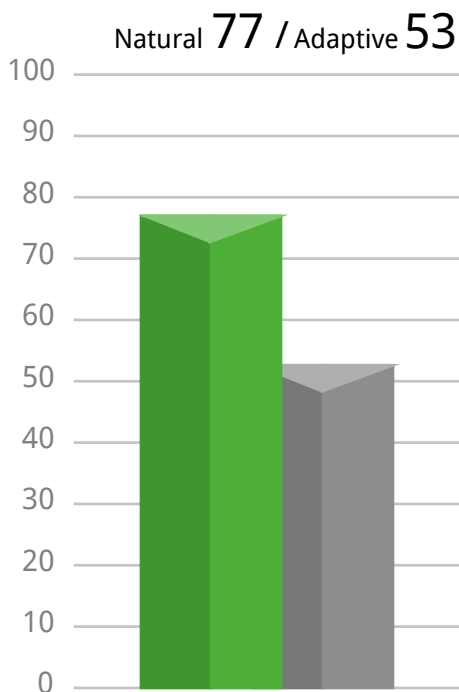
The S in DISC represents Stabilizing. Your score on this scale represented below shows your location on the S spectrum based on the pattern of your responses. A high score doesn't mean good, and a low score doesn't mean bad, as this is a spectrum or continuum of behavioral traits. For example:

#### 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 moderately high score on the 'S' spectrum. The comments below highlight some of the traits specific to just your unique score.

- You blend well with others and get along with a wide variety of others.
- You always demonstrate a high degree of follow-through.
- You bring a high sense of loyalty to the rules and regulations that govern projects, people, and processes.
- You always present a more relaxed and open approach to your work and how fast you must get it done.
- You can be fairly resistant to change.
- You strongly prefer a workplace with a sincere, personal, and agreeable environment with little hostility.



## Cautious

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

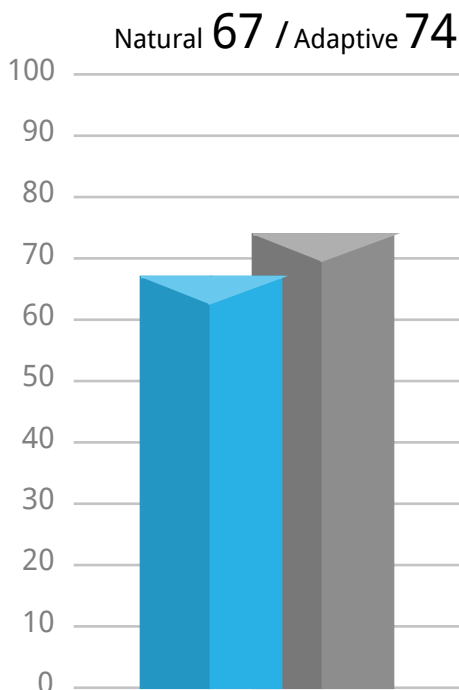
The C in DISC represents Cautiousness. Your score on the scale represented below shows your location on the C spectrum based on the pattern of your responses. A high score doesn't mean good, and a low score doesn't mean bad, as this is a spectrum or continuum of behavioral traits. For example:

#### 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 moderately high score on the 'C' spectrum. The comments below highlight some of the traits specific to just your unique score.

- You prefer a neat and clean work environment.
- You possess excellent critical thinking and problem solving ability.
- You like to use a lot of detail when explaining processes and tasks to others.
- You are excellent at gathering detailed information and examples.
- You believe that if it's worth doing, it's worth doing correctly the first time.
- You can be skeptical of brand new ideas or fads until they are sufficiently proven.



### **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:

- Tend to be more modest than egocentric, but you also have the ability to become assertive when necessary for emphasis or communication.
- May become verbally disappointed when standards aren't met, or when the team project becomes delayed.
- 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.
- 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 have the ability to focus on building your own skills and talents while also assisting others on the team in building their own skills.
- You have a large knowledge-base and a continuing appetite to learn more.
- You tend to be verbal and articulate about many different topics and issues.



### **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:

- On the job, there is a right way and a wrong way to complete all projects. Let's complete it the right way.
- 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.
- 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.
- 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.
- Appreciates security in projects, systems, and the job culture. Much of that security may be achieved by maintaining high standards of operational quality.
- Project decisions are made after careful consideration of all variables and inputs. This process may take a bit more time in the view of some others on the team, but the decision will be a quality outcome.
- You tend to judge others by objective standards, and want to be evaluated yourself by specific criteria as well.



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:

- Job description presented clearly and with no ambiguities.
- Having an efficient system in place to handle routine work more effectively.
- Associating with friendly, active people.
- Having the option to change certain methods or procedures in order to increase efficiency.
- Having reassurances that it is OK to take appropriate and calculated risks.
- Greater participation in team efforts and activities.
- Having sufficient time to consider alternatives prior to making changes.
- Learning to say "no" more often to requests from others, to prevent spreading yourself too thin.



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:

- Projects and challenges of a specialized nature to demonstrate skills and competence.
- Established procedures on which a base of successful processes can be built.
- A work environment with minimal hostility and pressure that sometimes reduce quality and effectiveness.
- Work tasks of a highly specialized nature to support your natural curiosity and detail orientation.
- Tasks completed the 'right' way the first time, so that errors don't have to be corrected later.
- A home life that is supportive of the work demands.
- To be included as a part of the work group in social functions.
- Quality control standards that are adhered to by all members of the organization, not just by a few people.



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:

- If given the responsibility to maintain high standards, those standards will be guarded and maintained.
- Approach to the job role is systematic, deliberate, and persistent in developing processes or finding solutions.
- Can be charming and persuasive in a variety of situations, and builds excellent social rapport.
- Can be depended upon to do what you say you will do.
- Has a rare ability of being able to calm people who are angry or upset.
- Remains objective in emotional situations.
- Able to reconcile various factions within a group, and do so in a sincere and stable manner.
- Builds good team relationships without being an extremist.



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:

- A work group providing close relationships with a small group of associates, rather than superficial relationships with a large group of people.
- Complete information, details, and examples with no gaps or surprises.
- Sufficient time to adjust to changes in the workplace or procedures.
- Appreciation for the long hours and work ethic on tough projects and assignments.
- Environment where you can interact with people in a comfortable, non-hectic manner.
- Freedom from intense pressured decisions.
- Security in the work setting to maintain high quality control standards.
- Few sudden shocks or unexpected problems.



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:

- Get overly bogged down in details, especially when the climate becomes pressured.
- Become indecisive in times of significant change or pressure.
- Be overly optimistic in ability to persuade or manage others.
- Overestimate the ability of others.
- React on impulse rather than thinking things through before responding.
- Resist changes and have a lower sense of urgency.
- Hang on too much to current or past procedures, especially when faced with impending change.
- Promise a bit more than you can deliver, bite off more than you can chew.



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:**

- Presents detailed information in a logical and sequential manner.
- Leads the group by encouraging cooperation.
- Likes to have an active learning environment.
- Prefers explicit instructions and measurement criteria to be established with the participants.
- Sincere participation with others as a co-learner or co-facilitator.
- Very accurate in presenting information.
- Wants to know performance outcomes, objectives, etc., and communicates these to the participants.

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

- Responds actively to others, and tends to take calculated learning risks.
- Wants to know performance outcomes, objectives, etc.
- Needs details and time to reflect on learning.
- Shows patience with tedious, technical, and specialty tasks.
- Does well with independent practice as well as working with others.
- Shows commitment, and wants to be personally involved in learning.
- Sincere participation 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 Maria Xaviera:**

- Be accurate and realistic, don't over-inflate ideas or outcomes.
- Do your homework, because others will have already done their share of it.
- Break the ice with a brief personal comment.
- Outline individual tasks and responsibilities in writing.
- Provide assurances about input and decisions.
- List pros and cons to suggestions you make.
- Be certain that individual responsibilities are clear, and there are no ambiguities.

### **Things to avoid to effectively communicate with Maria Xaviera:**

- Avoid being overly task-oriented.
- Don't threaten with position or power.
- Don't use unreliable evidence or testimonials.
- If you disagree, don't let it reflect on others personally, and don't let it affect the relationship.
- Don't rush into business or the agenda; provide some time to break the ice.
- Don't be rude, abrupt, or too fast-paced in your delivery.
- Don't stick to a strictly business agenda. Loosen up a little.



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

**Decisiveness:**

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

---

**Interacting:**

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

---

**Stabilizing:**

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

---

**Cautiousness:**

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

---

**Overall Natural Style:**

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

---

**Overall Adaptive Style:**

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

---

**Strength-based insights:**

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

---



**Communication Dos and Don'ts:**

What did you learn from understanding your preferred communication style?

---

**Ideal Job Climate:**

How well does your current climate fit your behavioral style?

---

**Effectiveness:**

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

---

**Motivation:**

How can you stay more motivated?

---

**Improvement:**

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

---

**Training/Learning:**

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

---



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

**Supporting Success:**

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

---

---

---

---

---

---

---

---

---

---

**Limiting Success:**

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

---

---

---

---

---

---

---

---

---

---



# 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.

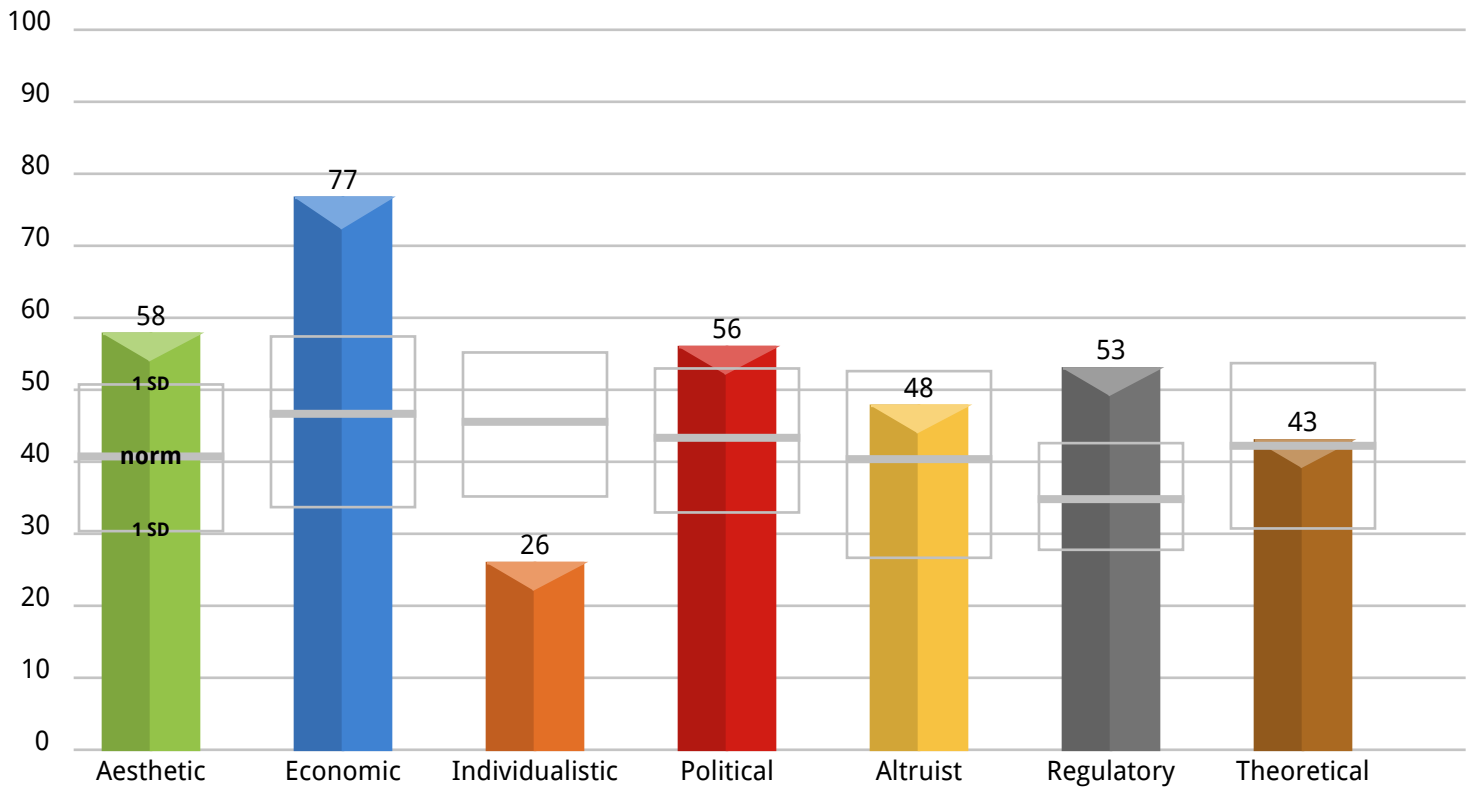
It is vital for superior performance to ensure that your motivations are satisfied by what you do. This drives your passion, reduces fatigue, inspires you and increases drive.

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

Maria Xavier Caberte

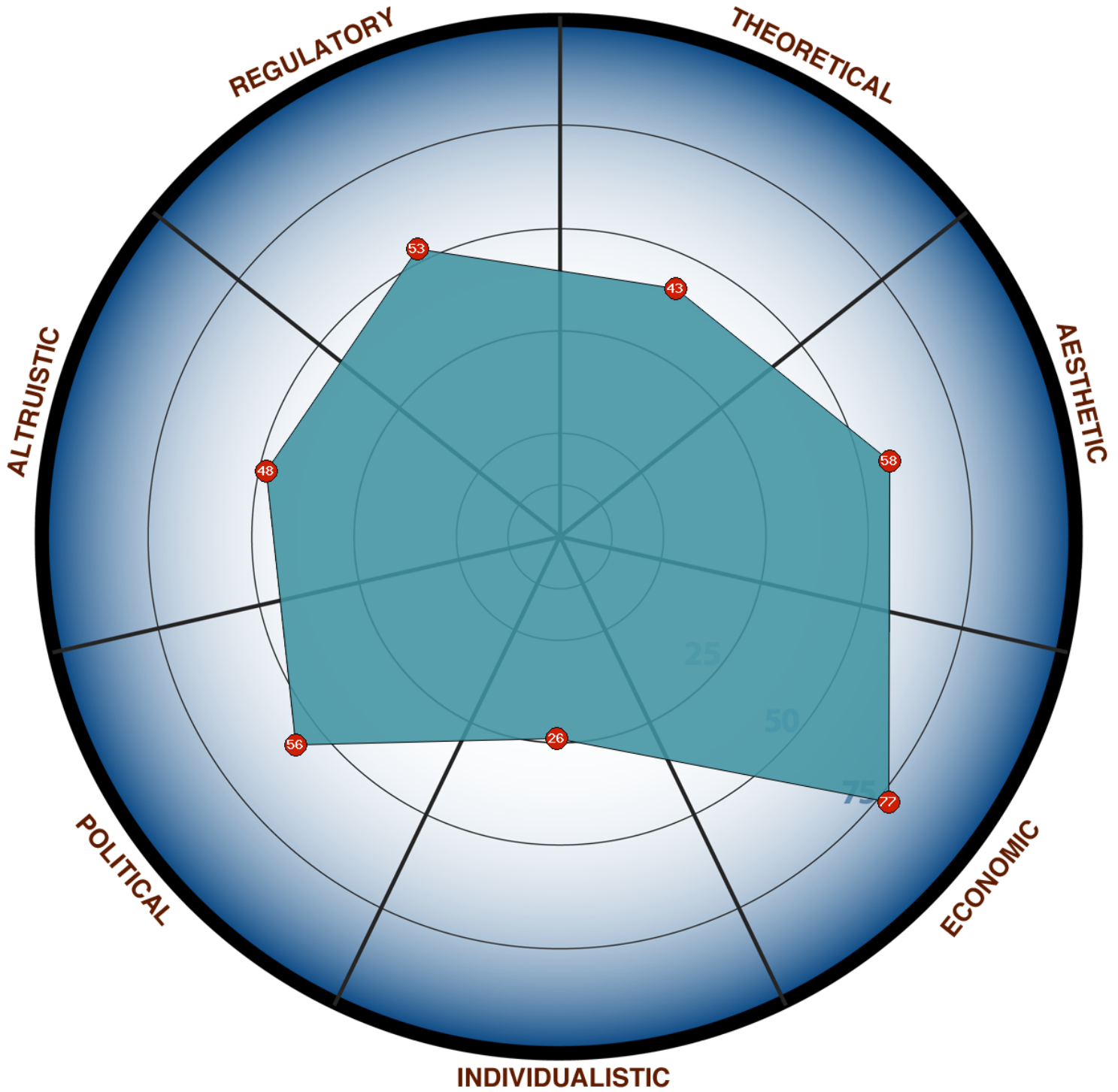


## Executive Summary of Maria Xaviera's Values

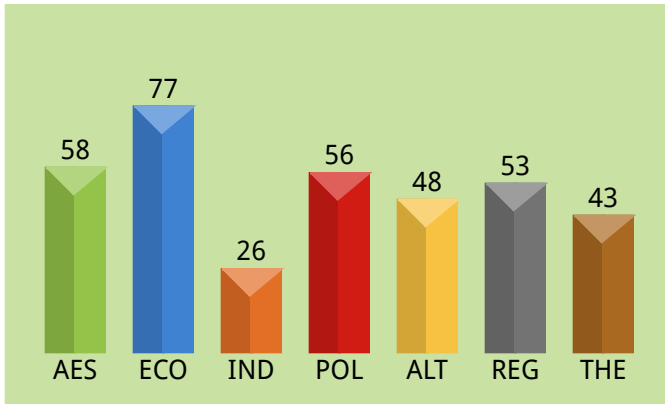


Maria Xaviera Caberte

<b>High Aesthetic</b>	You very much prefer form, harmony and balance. You are likely a strong advocate for green initiatives and protecting personal time and space.
<b>Very High Economic</b>	You are very competitive and bottom-line oriented.
<b>Low Individualistic</b>	You are able to support the efforts of the team without demanding the limelight; a supportive team player.
<b>High Political</b>	You are able to accept the credit or take the blame with a 'the buck stops here' attitude.
<b>Average Altruist</b>	You are concerned for others without giving everything away; a stabilizer.
<b>High Regulatory</b>	You have a strong preference for following established systems or creating them if none present.
<b>Average Theoretical</b>	You are able to balance the quest for understanding and knowledge with the practical needs of a situation.



Maria Xaviera Caberte



## The Aesthetic Dimension:

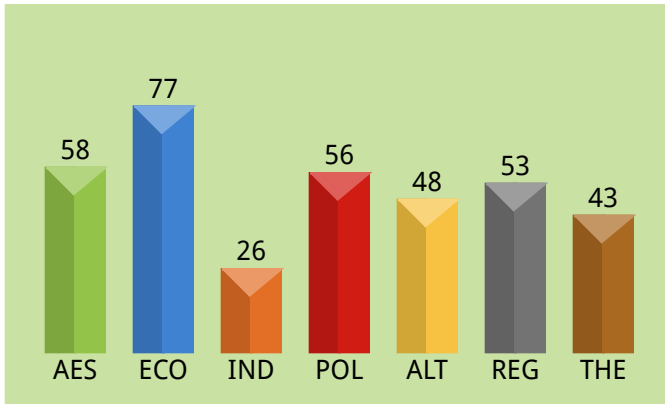
The main motivation in this value is the drive to achieve balance, harmony and find form or beauty. Environmental concerns or “green” initiatives are also typically prized by this dimension.

### General Traits:

- You may like rewards that are not always attached to economic rewards, and may include other types of appreciation.
- You prefer an enjoyable and visually pleasing work environment.
- You tend to appreciate the finer things in life (e.g., these may include design, clothes, music, art, etc.), but for their aesthetic value rather than any status reasons.
- You like to express yourself in artistic or creative ways.
- You will utilize creativity and artful expression to persuade or influence others.

### Key Strengths:

- You enjoy bringing people together who share common interests.
- You show the ability to see common things in new ways, and can bring creativity to the team as a result.
- You are able to defuse a tense situation with a humorous quip or comment.
- You will enthusiastically get involved in supporting artistic, or environmental initiatives in the workplace.
- You tend to want more than just the typical job satisfaction. You may want more work/life balance, more creativity and more aesthetically pleasing surroundings.



## The Aesthetic Dimension:

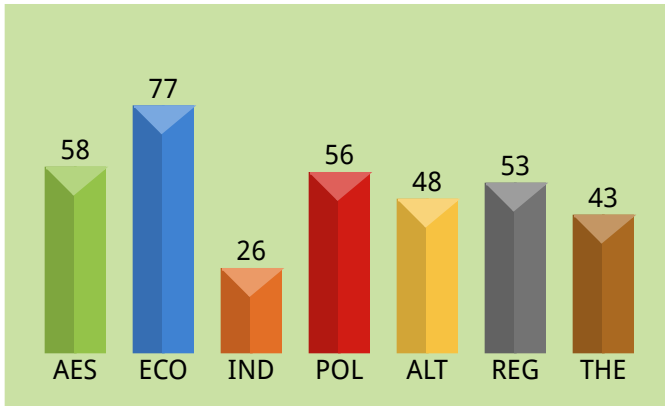
The main motivation in this value is the drive to achieve balance, harmony and find form or beauty. Environmental concerns or “green” initiatives are also typically prized by this dimension.

### Motivational Insights:

- You don't allow others to over-use or abuse your creative nature.
- You bring a lot of creativity to the table. Be certain that this is encouraged to its fullest potential.
- You allow for outside activities other than strictly work related all the time.
- You limit constraints on creativity or flexibility and allow freedom of expression.
- You support willingness to bring form or harmony to haphazard systems or workspace areas.

### 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.

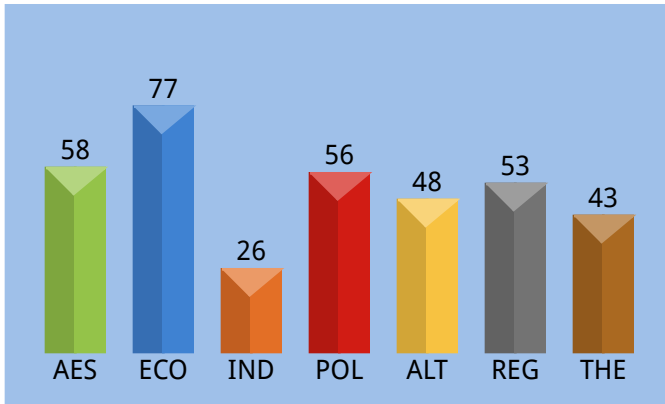


## The Aesthetic Dimension:

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.
- Remember that it is OK that some don't appreciate artistry, balance or harmony as much as you.
- You could use the creative mode as a safety blanket to avoid having to be overly practical.
- 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).



## The Economic Dimension:

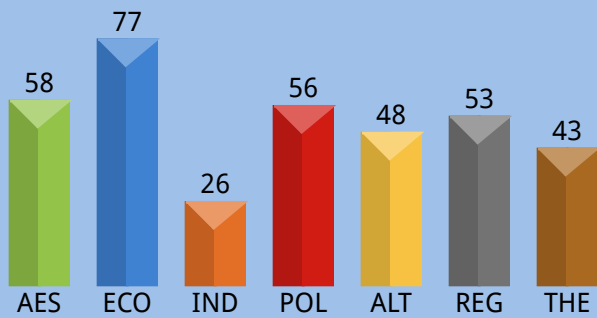
This dimension examines the motivation for security from economic gain, and to achieve practical returns. The preferred approach of this dimension is a professional one with a focus on bottom-line results.

### General Traits:

- You may fit the stereotype of the highly driven American businessperson, motivated by economic incentives.
- People who score like you tend to be hard working, competitive, and motivated most by financial rewards and challenging compensation plans.
- You need for education and training to be practical and useful, with a profit or economic motive.
- You are goal driven, especially financial goals.
- Sales, technical, or management training programs must demonstrate a bottom-line financial gain as a result of your participation.

### Key Strengths:

- You are profit driven and bottom-line oriented.
- You show a keen ear to the revenue-clock, your own and the organization's.
- You are highly productive.
- You are able to multi-task in a variety of areas, and keep important projects moving.
- You pay attention to return on investment in business or team activity.



## The Economic Dimension:

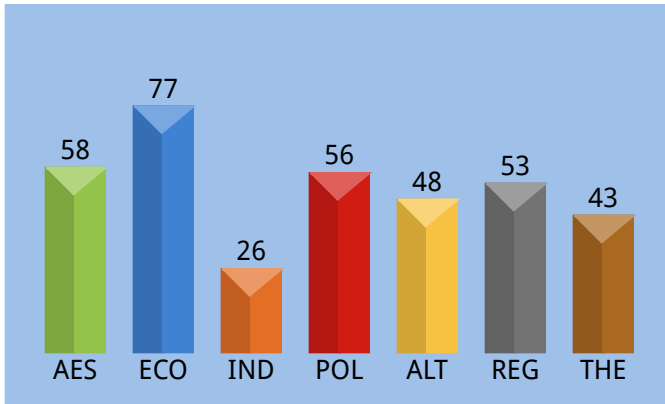
This dimension examines the motivation for security from economic gain, and to achieve practical returns. The preferred approach of this dimension is a professional one with a focus on bottom-line results.

### Motivational Insights:

- You are certain to reward performance, and encourage participation as an important member of the team.
- Be certain you are balancing your professional and personal life.
- You should provide recognition and rewards (e.g., bonuses) as soon as possible, not just at the end of the quarter or year.
- You realize that it's not just money that motivates, but also personal fulfillment in the job.
- You should reduce the potential visible "greed-factor" which may appear in your style.

### Training/Learning Insights:

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

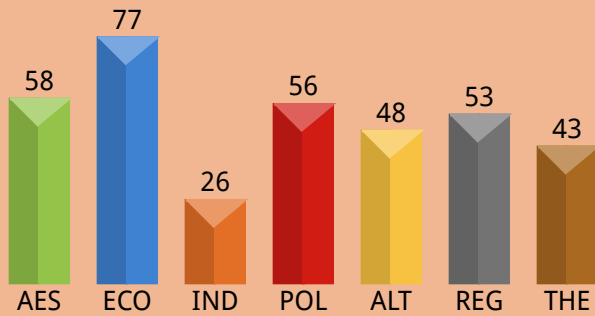


## The Economic Dimension:

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 how to mask that greed factor so as not to alienate a prospect, customer, or client.
- You may judge efforts of others by an economic scale only.
- You may need to work on balancing other Values scales and appreciating the strengths that others bring, even those who may not share this very strong Economic drive.
- While this very high economic drive may be a significant motivating factor in achieving your goals, it may also become a visible "greed factor" especially in sales people, and others sharing this very high economic drive.
- You may need to have an increased sensitivity to the needs of others, and less demonstration of potential selfishness.



## The Individualistic Dimension:

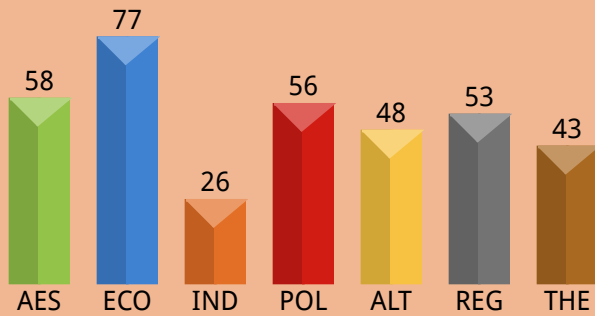
The Individualistic dimension deals with one's need to be seen as unique, independent, and to stand apart from the crowd. This is the drive to be socially independent and have opportunity for freedom of personal expression.

### General Traits:

- You don't seek individual recognition above the group or team.
- You may not require lots of 'air-time' at meetings, but may need to be encouraged to provide ideas verbally.
- While not requiring lots of attention for efforts, you still have a need for sincere appreciation for contributions made.
- You like helping people on the team.
- You may prefer a team member position on various projects.

### Key Strengths:

- You have the ability to support team efforts without requiring a lot of recognition.
- You score like some who may be considered the unsung heroes of a successful project or initiative.
- You are able to maintain work ethic even under pressure, so the project is met successfully and interpersonal stressors have been minimized.
- You are a stabilizing influence on the team.
- You may be seen by others as a stabilizing influence especially when the heated differences of extreme positions emerge when the team is under pressure.



## The Individualistic Dimension:

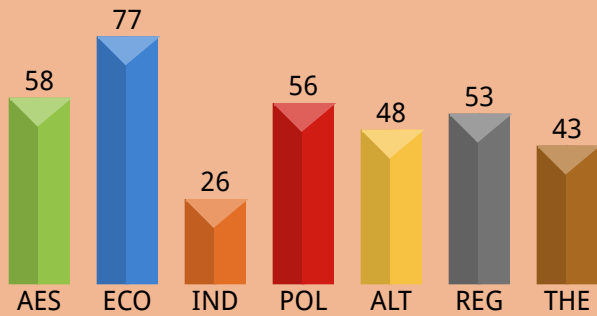
The Individualistic dimension deals with one's need to be seen as unique, independent, and to stand apart from the crowd. This is the drive to be socially independent and have opportunity for freedom of personal expression.

### Motivational Insights:

- You prefer choices as to extent and visibility of team membership or leadership that you might desire.
- Remember behind the scenes efforts and contributions and recognize those with sincere appreciation.
- Don't accept leadership roles or increased authority unless mutually agreed upon.
- Notice other higher plotting points on the Values graph and strive for an environment that amplifies those peaks.
- Those who score like you tend to demonstrate a high degree of teamwork and support for team efforts over the long haul. Take this into account when planning team projects.

### Training/Learning Insights:

- You may enjoy more team-oriented professional development activities.
- Some who score like you prefer more traditional types of learning, courses, and professional development.
- You tend to show a high degree of self-discipline in training courses.



## 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.

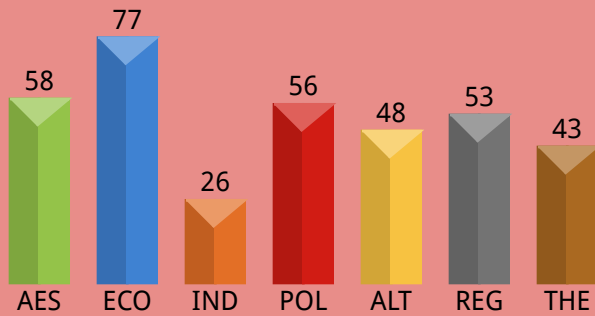
### Continual Improvement Insights:

- You may need to take a stronger stand at times on team issues that impact your work load or the parameters of your job responsibilities.
- Some who score like you may not be heard the first time by the team. Be certain to speak up a second or third time if necessary in order to be acknowledged.
- When presenting an idea to the team, remember that members may need a message with some attention-getting ingredients.
- You could benefit from being more willing to share opinions with others.



## 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 are accountable for actions and decisions: Are ready to take the credit or the blame.
- You enjoy winning.
- You seek competition.
- You are comfortable being in a leadership position and seek those roles.
- You like to be your own boss and to have control over time and resources to accomplish goals.

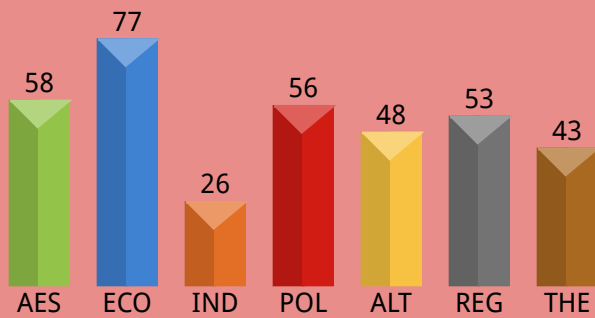
### Key Strengths:

- You have a 'buck stops here' approach to business and getting things done.
- You have a high energy level to work hard at meeting goals.
- You accept struggle and hard work toward a goal.
- You are able to plan and design work projects for teams to accomplish.
- You are able to plan and control your own work tasks.



## 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.

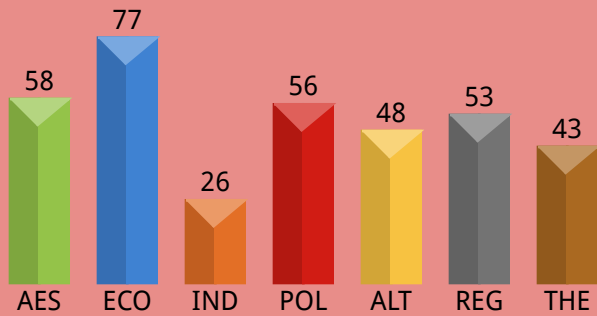


### Motivational Insights:

- You prefer an environment with minimal involvement with routine, detail, and paperwork.
- You enjoy status and esteem in the eyes of others.
- You prefer freedom to take risks, but also need the boundaries and limits to the risk-taking freedom.
- You appreciate occasional public recognition and praise for successes.
- You may like to be seen as a catalyst for change.

### Training/Learning Insights:

- You provide for a variety of learning and professional development options.
- You score like those who frequently show an interest in leading some training or professional development activities.
- If group activities are involved, attempt to build in some competition and group leadership events.
- You link learning successes with potential to increase personal credibility and motivation of teams when working with others.
- You provide for individual recognition for exceptional performance.

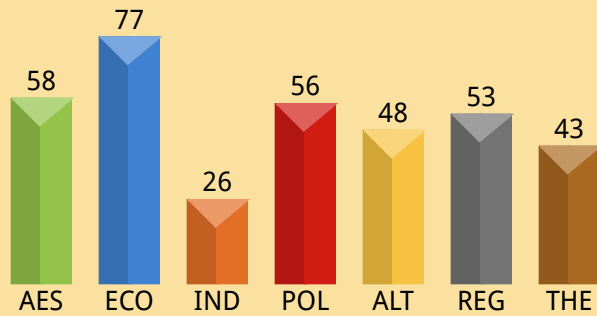


## The Political Dimension:

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



## The Altruistic Dimension:

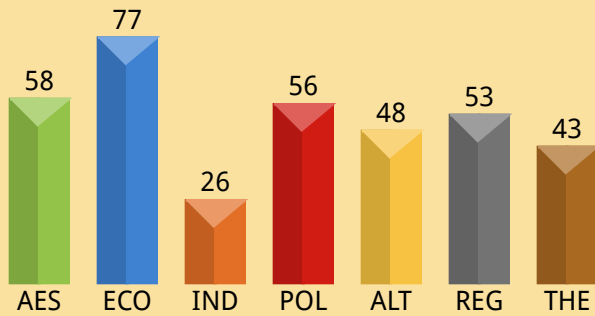
This drive is an expression of the need or drive to benefit others in a humanitarian sense. There is a genuine sincerity in this dimension to help others, give of one's time, resources and energy, in aid of others.

### General Traits:

- You have a good sense for when to freely help others and when to say "No."
- You can be a good mediator between those who give too much and those who don't give enough.
- You are able to see the points of view from both the higher and lower Altruistic score locations.
- You balance helping others with personal concerns very effectively.
- You are very much in line with the average level of altruism seen in business environments.

### Key Strengths:

- You have a solid balanced view of helping others without doing everything for them.
- You possess a realistic and practical approach to helping others help themselves.
- You appreciate the need to help others without sacrificing one's own self too much.
- You are willing to pitch in and help others as needed.
- You see value pitch in others through personal actions.



## The Altruistic Dimension:

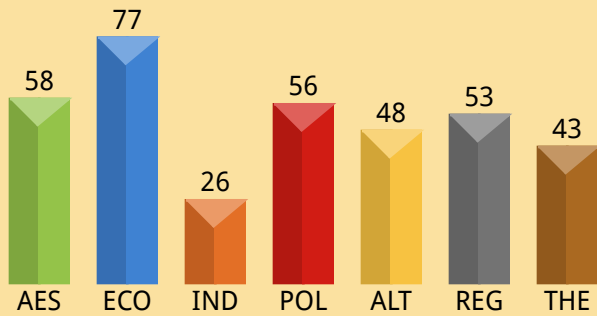
This drive is an expression of the need or drive to benefit others in a humanitarian sense. There is a genuine sincerity in this dimension to help others, give of one's time, resources and energy, in aid of others.

### Motivational Insights:

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

### Training/Learning Insights:

- You would be more motivated by incorporating other motivators that are higher in drive and score locations.
- You are flexible between learning with a team or learning independently.
- You enjoy learning that highlights both your own personal gain and some altruistic aspect as well.
- You are likely supportive of the trainers themselves.



## 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.

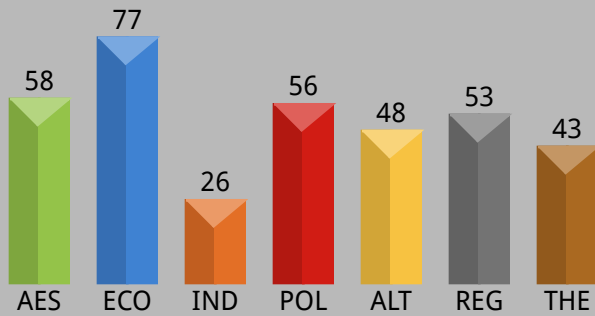
### Continual Improvement Insights:

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



## The Regulatory Dimension:

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



### General Traits:

- You are likely to have your own specific "way" of doing many things.
- You find security and certainty in structure and order.
- You subscribe to a "Rules are made to be followed" mentality.
- You support a more traditional view of things.
- You believe in sticking to what works.

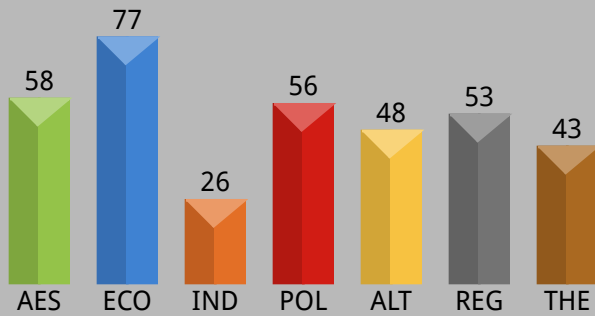
### Key Strengths:

- You maintain focus throughout projects.
- You take pride in things that support tradition like national history, honor, duty.
- You achieve a sense of accomplishment based on the quality of the work.
- You have high attention to details.
- You maintain timelines and meet deadlines.



## 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.



### Motivational Insights:

- You should avoid disrupting your schedules and flow unnecessarily.
- Be patient when introducing new concepts or procedures. Give ample to adapt.
- You prefer to receive personal criticism in a constructive manner and in private.
- You prefer detailed, written and specific guidelines to follow.
- Work quickly to correct missing needs or inaccuracies to maintain productivity.

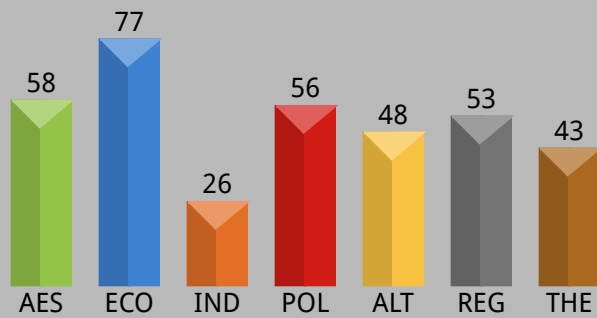
### Training/Learning Insights:

- 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.



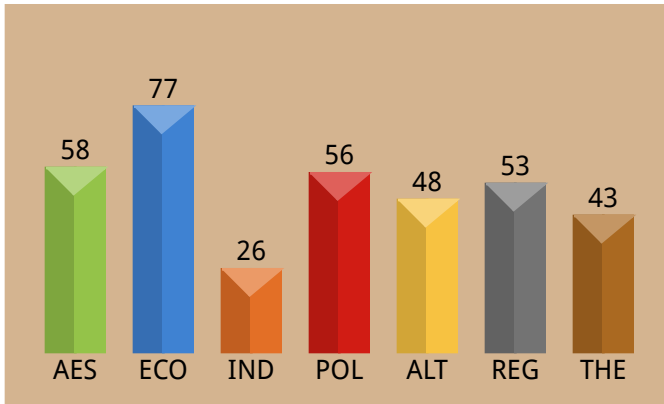
## The Regulatory Dimension:

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 realize that others have their own way of doing things too and be open to that.
- When in a high change environment, remember to be flexible.
- You could possibly be perceived by some to be too structured or rigid on certain issues.
- You should put things in writing.
- Explore a little. Discovering new ways to do things can be rewarding.



## The Theoretical Dimension:

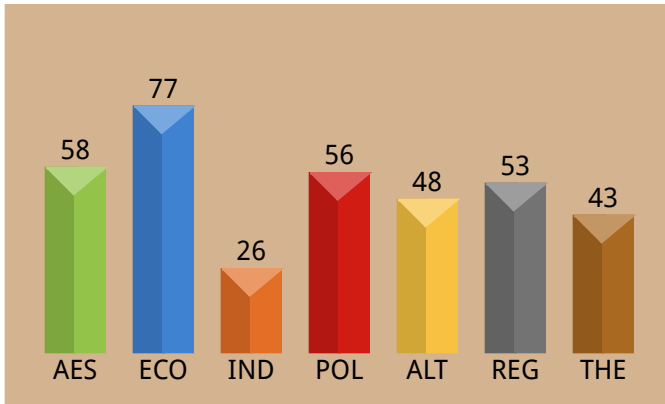
The drive to understand, gain knowledge, or discover the “truth”. This motivation can often be to gain knowledge for knowledge sake. Rational thinking, reasoning and problem solving are important to this dimension.

### General Traits:

- You may provide a balance between the very high theoretical approaches and the very low approaches and be able to communicate with each side.
- Your score in this range is near the typical businessperson's score.
- You typically won't get bogged down in minutia, nor will you ignore the details when decision-making.
- Your score near the mean indicates the Theoretical need is not unimportant, yet not a primary driving factor in your motivational behavior.
- You bring a sense of balance and stability to a variety of technical issues and features impacting the team.

### Key Strengths:

- You will demonstrate awareness of the necessary technical features and an appropriate on-the-job response as needed.
- You bring flexibility to the team, that is, being detail-oriented when necessary, and being practically-oriented other times.
- You are a stabilizing force on the team.
- You are able to appreciate the needs of both the high and lower Theoreticals.
- You show curiosity about technical details without getting bogged down.



## 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:

- Remember that you have the ability to be a balancing and stabilizing agent on high knowledge-driven issues, without being an extremist toward either side.
- You bring a knowledge-drive typical of many business professionals, i.e., near the national mean.
- Your perspective provides a middle ground understanding.
- Check for other values drives that may be higher or lower than this one in order to gain a more robust picture of specific keys to your motivation.

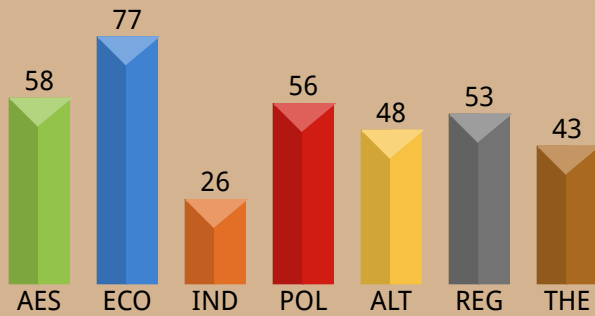
### Training/Learning Insights:

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



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



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

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

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

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

**Tally your score here:**

Maria Xaviera Caberte

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

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

---

---

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

---

---



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

---

---

---

---

---

---

---

---

---

---

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

---

---

---

---

---

---

---

---

---

---