



DISCPLUS

Jose Paolo Robledo

October 26, 2017

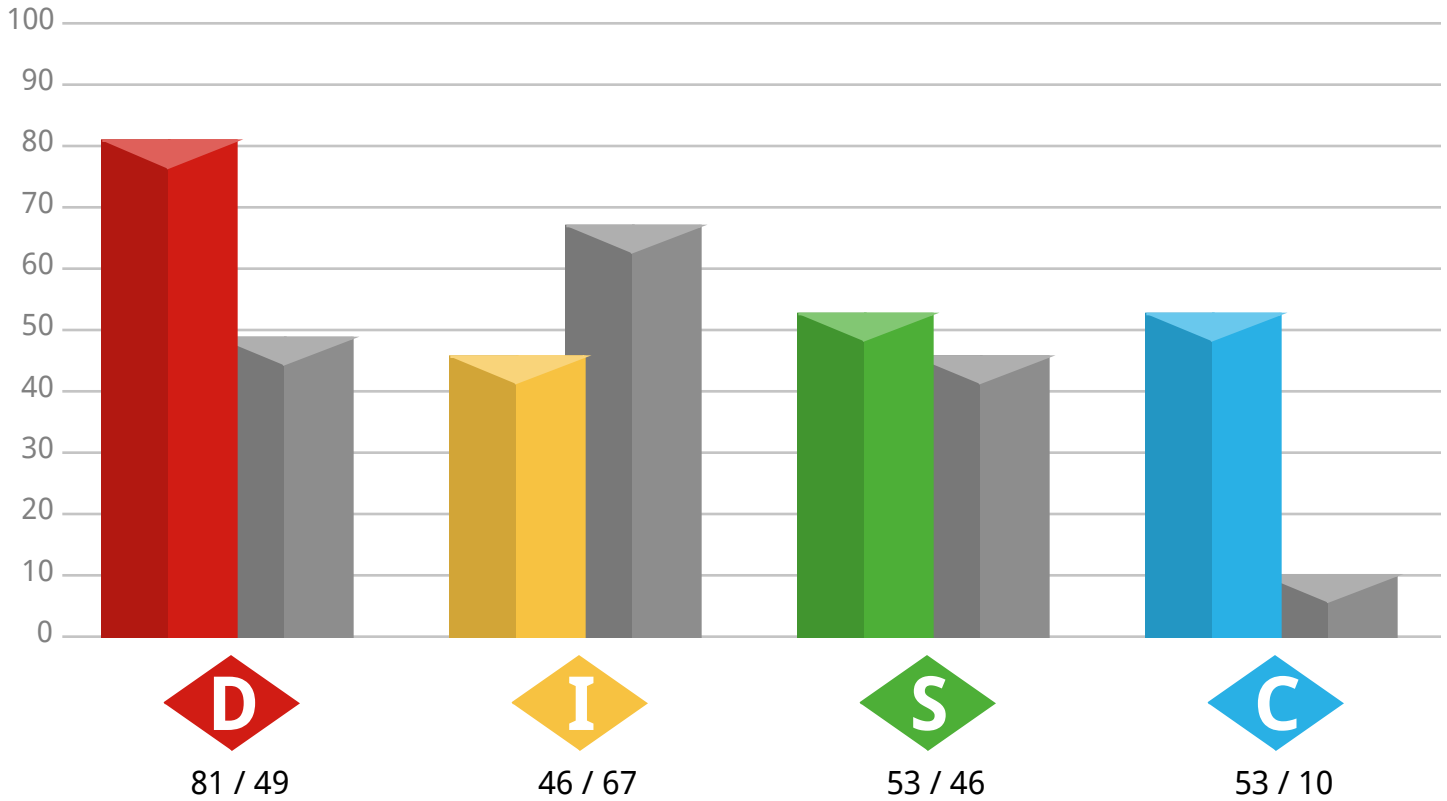
This Innermetrix DISC Plus Profile combines the best of two world class profiles. The DISC Index measures your preferred Behavioral style and the Values Index measures your motivational style and drivers. Together they will help you understand HOW you prefer to get things done, and WHY you're motivated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



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Natural and Adaptive Styles Comparison



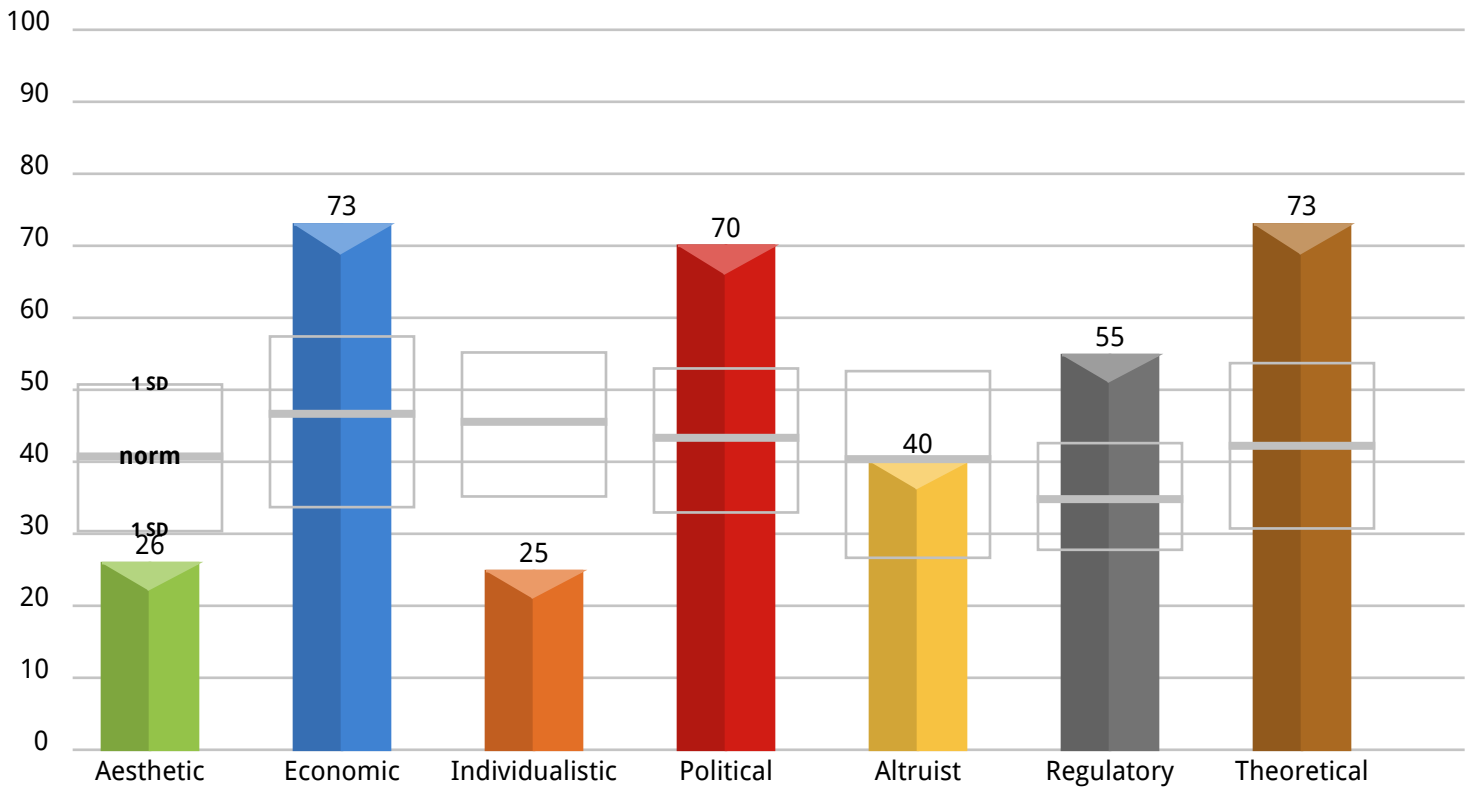
Jose Paolo Robledo

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 Jose Paolo's Values



Jose Paolo Robledo

Low Aesthetic	You have a bottom-line approach focusing on functionality over form or aesthetics.
High Economic	Your high drive for economic gain helps provide motivation through long projects and assignments.
Low Individualistic	You are able to support the efforts of the team without demanding the limelight; a supportive team player.
Very High Political	You are a very strong leader, and able to take control of a variety of initiatives and maintain control.
Average Altruist	You are concerned for others without giving everything away; a stabilizer.
High Regulatory	You have a strong preference for following established systems or creating them if none present.
Very High Theoretical	You are passionate about learning for its own sake. You are continually in learning mode and bringing a very high degree of technical or knowledge base credibility.

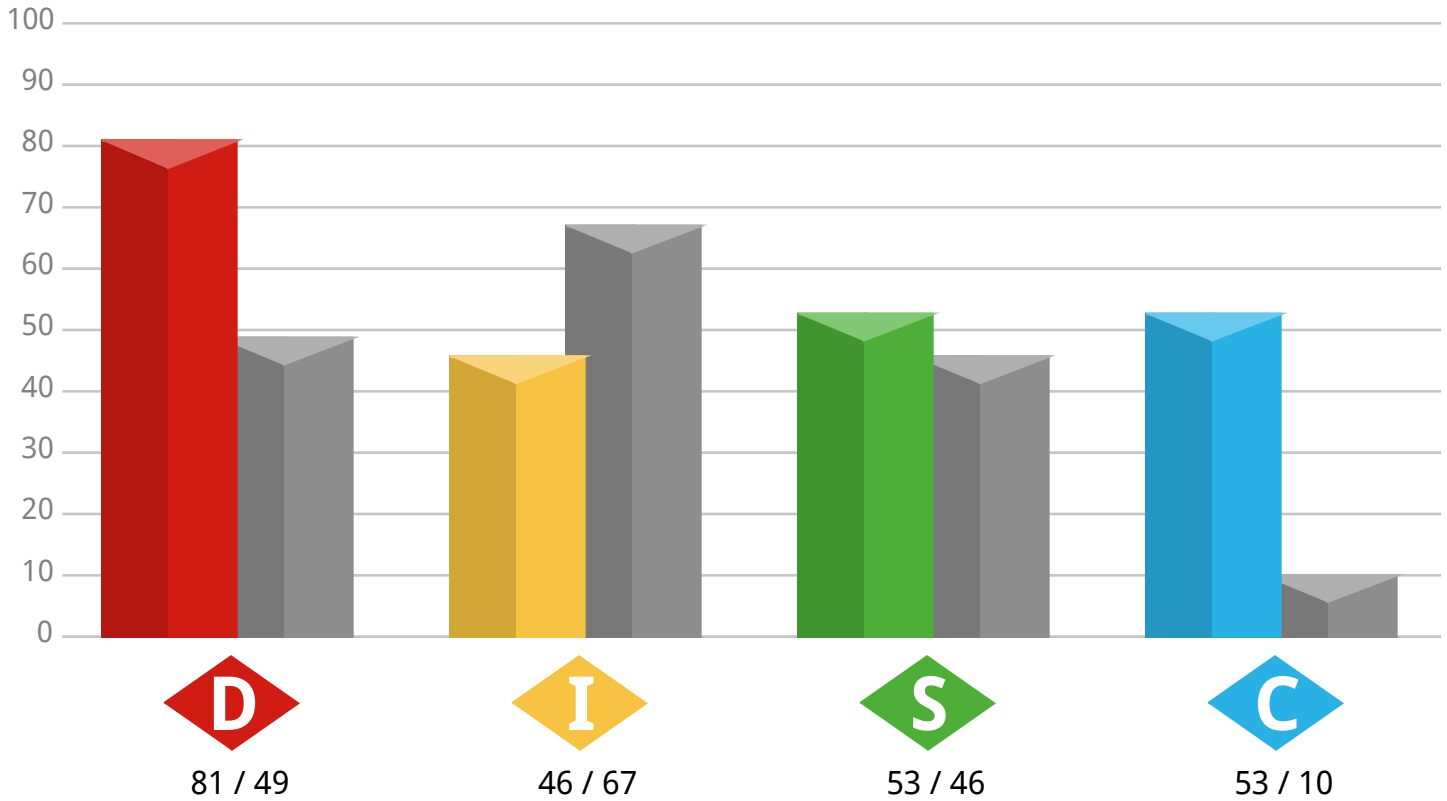


The DISC Index

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



Natural and Adaptive Styles Comparison



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About This Report

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

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

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

This report includes:

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



The Elements of the DISC-Index

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

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

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

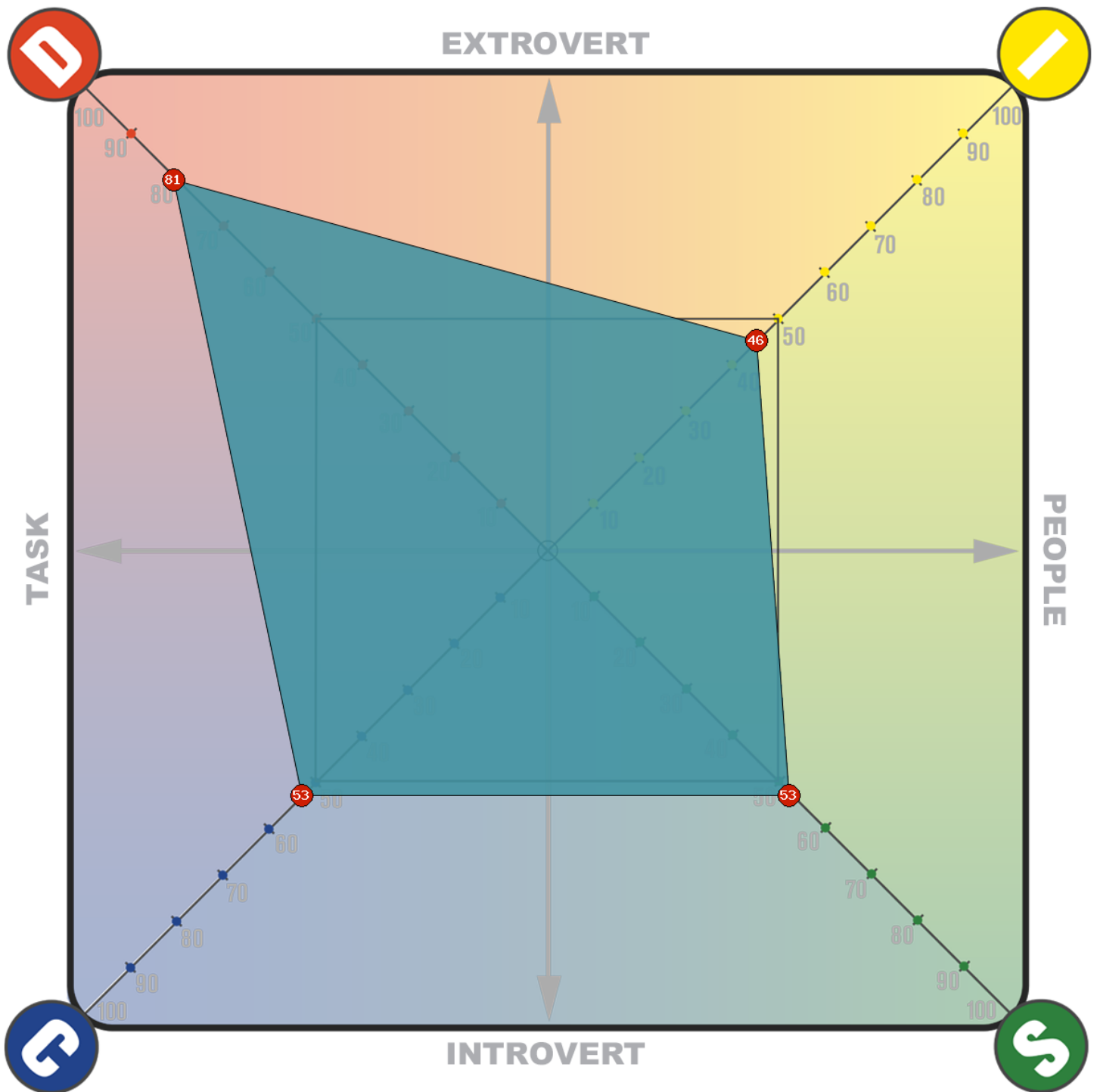
A comment on contradictions: You may read some areas of this report that may contradict other text. This is due to the fact that many of us show contradictory behaviors in the normal course of our daily operations. Each of us are at times talkative and other times more reflective, depending on how we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



A closer look at the four components of your behavioral style

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

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Decisive

Your approach to problem-solving and obtaining results

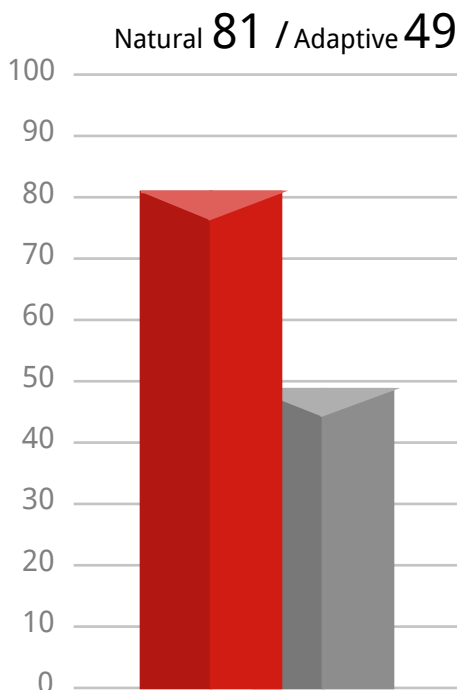
The D in DISC represents Decisiveness. Your score on this scale, represented below, shows your location on the D spectrum based on the pattern of your responses. A high score doesn't mean good, and a low score doesn't mean bad, as this is a spectrum or continuum of behavioral traits. For example:

Higher D —

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

Lower D —

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



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

- You can be very commanding and tend to take charge more than you follow.
- You demand high levels of results or performance, in both yourself and in others.
- You love a good challenge, seek freedom, and look for a lot of variety.
- You are always interested in the new, the innovative, and the cutting-edge ideas.
- You are a great source of innovation and new solutions, even if radical sometimes.
- You are very decisive and a risk-taker.



Interactive

Your approach to interacting with people and display of emotions.

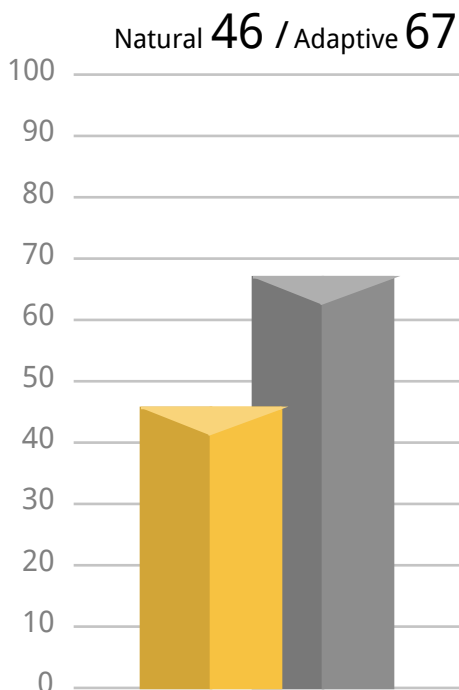
The I in DISC represents Interactive. Your score on this scale represented below shows your location on the I spectrum based on the pattern of your responses. A high score doesn't mean good, and a low score doesn't mean bad, as this is a spectrum or continuum of behavioral traits. For example:

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

- Make sure to encourage others in a more vocal or open way.
- You are able to persuade others in a convincing manner when necessary.
- You tend to be a stabilizing force when emotional issues hit the team.
- For really important tasks, you may prefer to work alone without too much involvement from others.
- Expressing more enthusiasm might help you connect with others more.
- You tend to be slightly more reflective than talkative.



Stabilizing

Your approach to the pace of the work environment

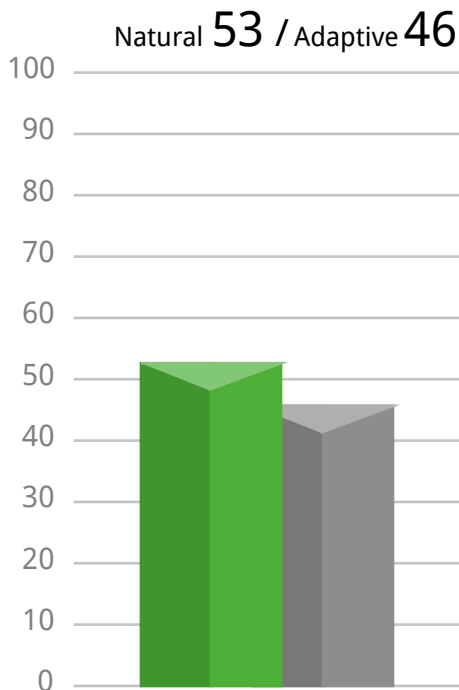
The S in DISC represents Stabilizing. Your score on this scale represented below shows your location on the S spectrum based on the pattern of your responses. A high score doesn't mean good, and a low score doesn't mean bad, as this is a spectrum or continuum of behavioral traits. For example:

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

- You tend to be a calming influence on those with whom you work.
- You are generally known as steadfast and dependable.
- When you need to, you can be flexible to change or new ideas.
- You can accept change, but you require a good argument for it first.
- If insufficient structure and order exist, you will create it.
- You prefer setting minimum levels of consistency and stability or control.



Cautious

Your approach to standards, procedures, and expectations.

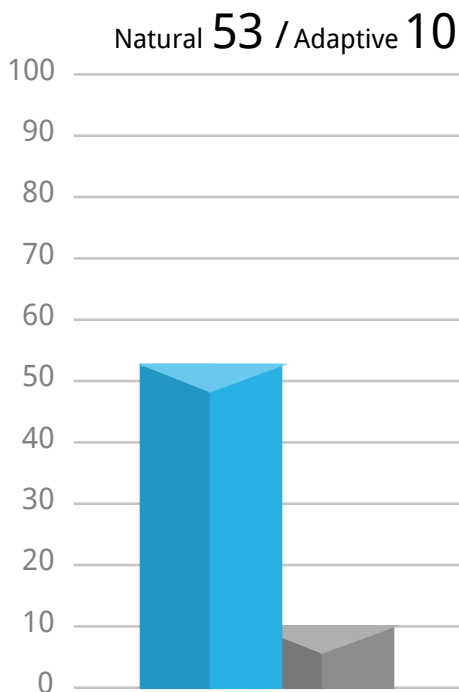
The C in DISC represents Cautiousness. Your score on the scale represented below shows your location on the C spectrum based on the pattern of your responses. A high score doesn't mean good, and a low score doesn't mean bad, as this is a spectrum or continuum of behavioral traits. For example:

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

- You are a very good critical thinker in the problem-solving context.
- Your approach to working with others is usually tactful and respectful.
- You appreciate very detailed explanations when doing complex tasks.
- You prefer an environment that is precise and detailed.
- Your preference is to adhere to the defined and proven way of doing things.
- You are quite analytical and enjoy a higher level of details and data.

Jose Paolo Robledo



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:

- May vacillate on some decisions, wanting to make the highest quality decision possible, and may keep the information-gate or data-gate open too long. The result may sometimes be decision-by-crisis. The Higher D and C preferences contribute to this.
- Day-to-day operations decisions are made very quickly and easily. There is substantially more time, effort, and caution put into larger decisions. The D and C traits account for this.
- When in high thought-processing mode, may be somewhat restrained in sharing ideas or expressing feelings. The Higher C and Lower I traits bring this restraint.
- Develops new systems and procedures to increase efficiency or quality control.
- Tends to be assertive and at the vanguard of leadership in new, creative ideas and solutions.
- Two somewhat opposing drives emerge: The drive for quick, visible results coupled with an equal drive for high quality control. In an ideal world both can be accomplished simultaneously. However, in reality, sometimes these two drives are very difficult to achieve. (We may achieve one at the expense of the other.) The High D and High C traits account for this.
- A drive toward aggression and assertiveness is softened a bit by an internal sensitivity. Decisiveness, quick thinking, and rapid reaction time are met with some hesitation due to a desire to investigate all facets of a problem and all potential solutions before making a final decision. This emerges from the High D and C combination, plus the Lower I and S combinations.
- Able to look at a project from both a big-picture perspective and the details and minutia that contribute to each step.



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:

- Displays a high energy level, especially in social situations, and is very good at meeting new people.
- You show the ability to speak to audiences and motivate others with poise, confidence, and excellent verbal skills.
- Motivated to be very well networked and you know a wide variety of people within the profession. This can be of enormous benefit to the team or organization as additional contacts become necessary.
- You show motivation for a strong determination towards own agenda, and will work to motivate others to that position.
- You have the ability to handle pressing problems in a casual manner, but still get the problem solved.
- You are motivated by promoting ideas and generating enthusiasm in others.
- You want to be known as very people oriented. You like people, and want to be liked in return.
- You show a high trust level in the ability of others on the team to carry out their responsibilities and commitments.



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:

- In an environment with minimum of oversight, interference, and organizational politics getting in your way.
- Trusting that others can deliver with competence and high standards.
- Verbalize your thoughts more and include others in the decision-making process more.
- Realizing that your desire for constant high quality work may slow your high-pressure decision-making time.
- Ask for more input from others.
- Resisting the need for total perfection every time, squeezing the trigger faster.
- Being more open to change.
- Time where you can work uninterrupted when necessary.



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:

- A system of support to assist with the details and follow-through.
- Supportive and encouraging working environment.
- Interesting activities outside of the work environment. Some with similar scores like to be involved in volunteer and community activities.
- Public recognition of accomplishments and meeting of goals.
- You want to work with a team of people with whom you can show your high trust level.
- Social recognition for success on a project or achieving a goal.
- Awards to confirm ability, skill, or achievements.
- Freedom of speech, and people to listen.



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:

- Brings a sense of rapid solutions and high quality control to the organization.
- Maintains a strong business focus on problems, ideas, and solutions.
- A very creative thinker and innovator.
- Provides hard work and heavy mind-share into creating the best possible answers to questions or problems.
- Maintains a high sense of urgency: The clock is ticking.
- Strong agent of change.
- Able to make decisions with the bottom-line in mind.
- Able to use imagination and calculated risk-taking in ways to create new solutions to problems, or new systems for success.



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:

- Activities to get and maintain attention of others.
- Activities with many opportunities for interaction with people.
- Freedom from many controls, detail, and paperwork.
- Freedom to move around, either in the office or around the country.
- Freedom from routine work.
- Public recognition for accomplishments.
- Freedom of speech and expression.
- A democratic supervisor and work environment.



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:

- Appear somewhat abrupt and blunt toward others without being aware of it.
- Be somewhat cool and aloof at times.
- Vacillate too much between decisions due to the need to re-examine evidence, or even the chance that new evidence may come in.
- Have a high need for perfection that may hamper your satisfaction until it is reached.
- Not share your ideas with others on the team enough.
- Work in a rapid burst for a while, followed by periods of re-examination or quiet reflection, which can cause delays.
- Place "all" items on the to-do list as priority number one.
- Get stuck in a loop between wanting to get it done quickly, but also perfectly.



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.
- Evaluations based on certifying that participants have certain skills.
- Shows authority by using rewards and punishments.
- Wants to provide participants with the ability to understand principles and concepts.
- Appreciates intellectual recognition.
- Leads group by inspiring each to be the best.
- Takes more of a "manager" training style than a collaborative one.

How you prefer to receive knowledge or learn:

- Doesn't like cloudy or vague issues... will seek black and white alternatives.
- Learns by considering possibilities and thinking through ideas.
- More interested in ideas and content than in people.
- Structures own learning.
- Prefers the concrete rather than the abstract.
- Will structure own activities only with explicit goals and outcomes established.
- Prefers individual work over interaction.



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 Jose Paolo:

- Be prepared for some start-stop events, due to potential indecision from keeping the data-gate open for more information.
- Do your homework and be prepared with goals, objectives, support materials, etc., but don't plan on using all of them. Have the material with you as support.
- Offer specific evidence about the probability of success or effectiveness of some of the options.
- Make an organized appeal for support and contributions to the project.
- Be accurate and realistic, don't over-inflate ideas or outcomes.
- Be clear in your explanations.
- Be specific about what needs to be done and who is going to do it.

Things to avoid to effectively communicate with Jose Paolo:

- Don't push too hard.
- Avoid asking rhetorical questions, or useless ones.
- Don't make decisions for others.
- Don't leave things up in the air, or to work out by chance.
- Don't use someone else's opinions as evidence, provide only hard facts and data.
- Avoid trying to build friendships and personal relationships.
- Avoid rambling discussion and wasting time.



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

Decisiveness:

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

Interacting:

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

Stabilizing:

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

Cautiousness:

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

Overall Natural Style:

What is one way in which 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

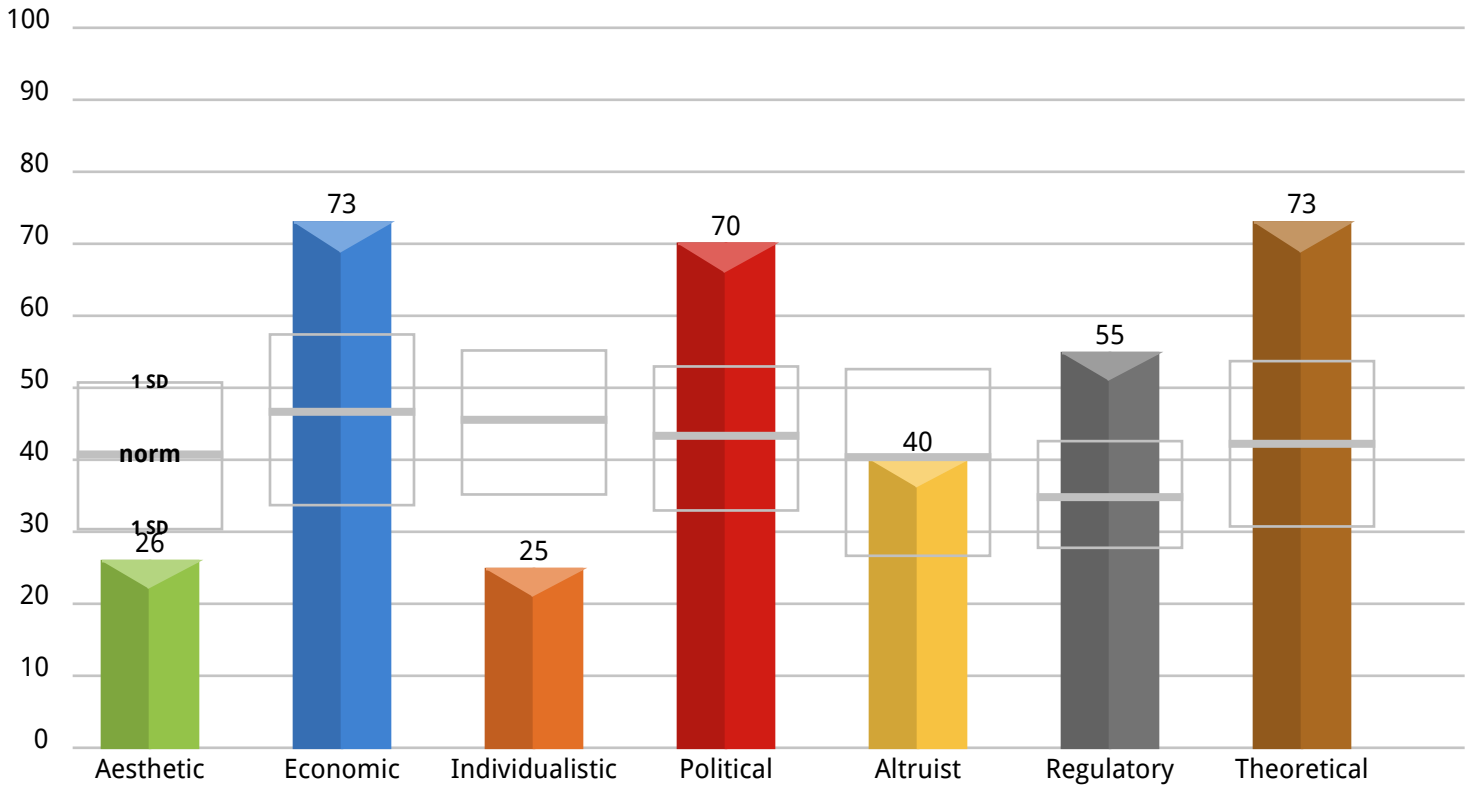
Values help influence behavior and action and can be considered somewhat of a hidden motivation because they are not readily observable. Understanding your values helps to tell you why you prefer to do what you do.

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

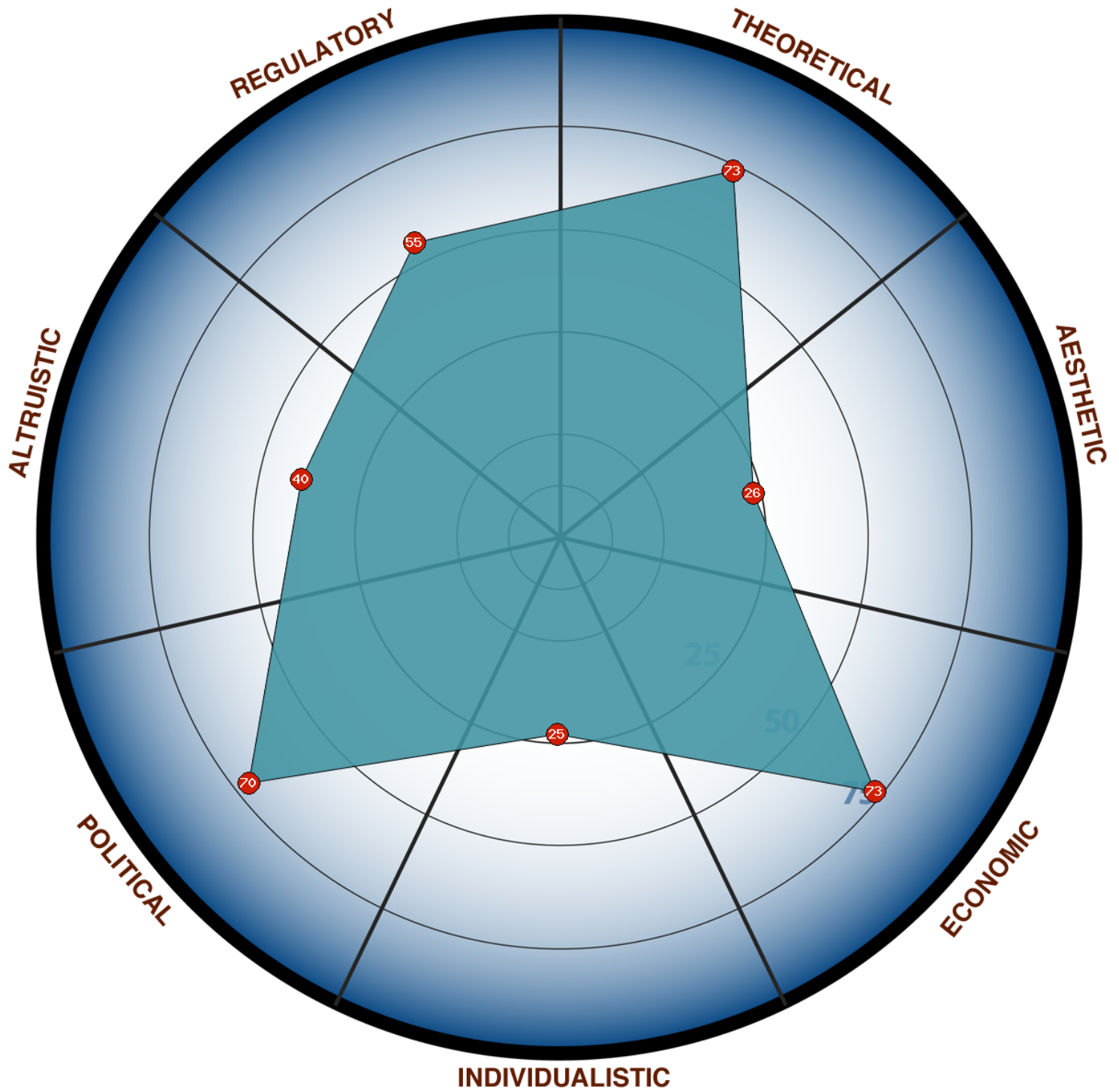


Executive Summary of Jose Paolo's Values

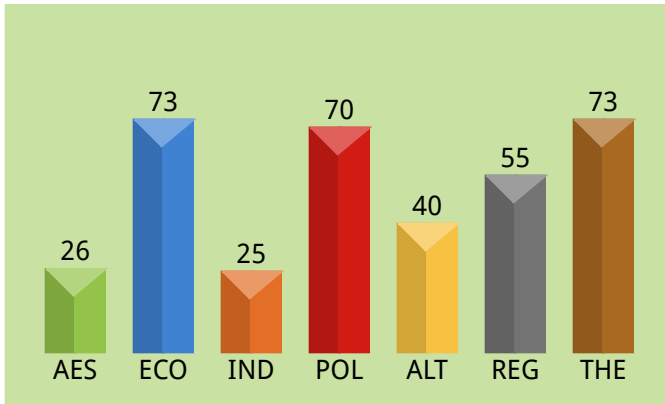


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Low Aesthetic	You have a bottom-line approach focusing on functionality over form or aesthetics.
High Economic	Your high drive for economic gain helps provide motivation through long projects and assignments.
Low Individualistic	You are able to support the efforts of the team without demanding the limelight; a supportive team player.
Very High Political	You are a very strong leader, and able to take control of a variety of initiatives and maintain control.
Average Altruist	You are concerned for others without giving everything away; a stabilizer.
High Regulatory	You have a strong preference for following established systems or creating them if none present.
Very High Theoretical	You are passionate about learning for its own sake. You are continually in learning mode and bringing a very high degree of technical or knowledge base credibility.



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The Aesthetic Dimension:

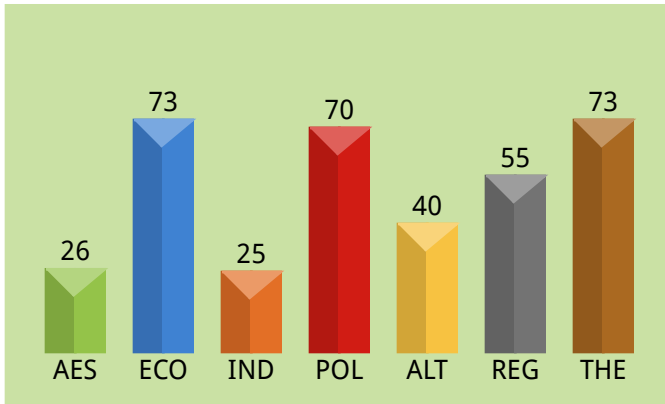
The main motivation in this value is the drive to achieve balance, harmony and find form or beauty. Environmental concerns or “green” initiatives are also typically prized by this dimension.

General Traits:

- You can take or leave aesthetically pleasing things.
- You can perform in unattractive or ugly work environments.
- You tend to take a practical approach to workplace aesthetics and appearance and surroundings.
- You are not as concerned with form and beauty in the work environment and allow others to attend to those items.
- You are rather practical when it comes to aesthetics or decoration of the environment; it should make business sense.

Key Strengths:

- You tend to take more of a bottom-line approach.
- You are a strong survivor even in heavy competition.
- To you, achieving balance and peace in life may take a back seat to results.
- You are less emotional than many and prefer practical transactions.



The Aesthetic Dimension:

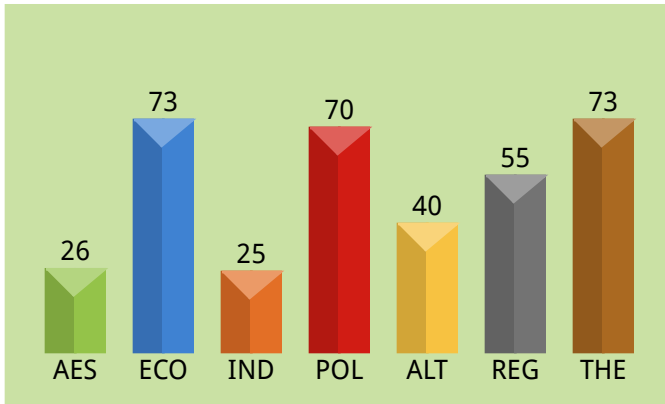
The main motivation in this value is the drive to achieve balance, harmony and find form or beauty. Environmental concerns or “green” initiatives are also typically prized by this dimension.

Motivational Insights:

- You stick to the bottom-line issues.
- To you, rational goals are more inspirational than emotional or feel-good ones.
- You connect topics to improvements in function, not things like harmony or beauty.
- To you, rational goals are the primary motivator.
- To maintain your optimal level of motivation, avoid getting involved with projects related to the aesthetics of the work environment. Leave it to others and enjoy the fruits of their efforts.

Training/Learning Insights:

- You teach/learn in a very practical way, nothing fancy.
- You will be flexible about the surroundings in which you learn.
- You should avoid lots of team interaction just for the sake of interaction; be certain there is a business reason.
- You will make sure to connect training benefits to business opportunities.
- You believe more team involvement would benefit from pointing out the practical reasons.

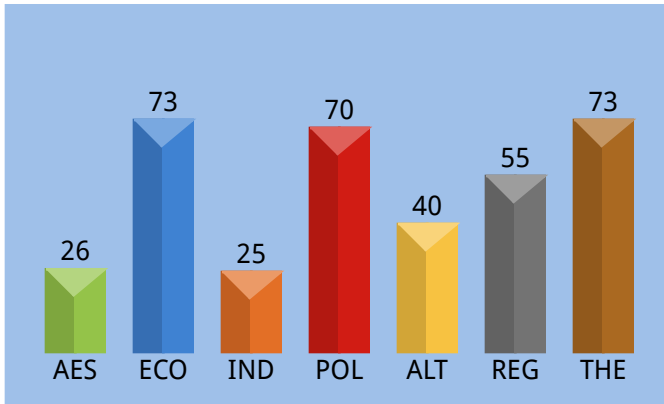


The Aesthetic Dimension:

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:

- Some might consider you somewhat unconcerned about aesthetics, artistic beauty or harmony.
- You may be seen as a bit overly businesslike.
- You should try to appreciate the value others have for artistic things, or trying to increase workplace aesthetics.
- Remember to respect the creativity of others.
- You need to remember that others have different levels of aesthetic values, and their opinions need to be respected.



The Economic Dimension:

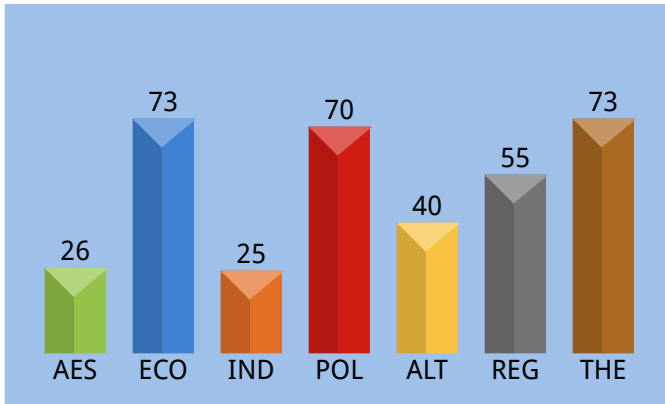
This dimension examines the motivation for security from economic gain, and to achieve practical returns. The preferred approach of this dimension is a professional one with a focus on bottom-line results.

General Traits:

- You may want to surpass others in wealth or materials.
- You are goal driven, especially financial goals.
- You are motivated by high pay, and attach importance to high earnings.
- People who score like you tend to be hard working, competitive, and motivated by financial rewards and challenging compensation plans.
- You are interested in what is useful and practical in meeting goals (usually economic ones).

Key Strengths:

- You pay attention to return on investment in business or team activity.
- You are able to multi-task in a variety of areas, and keep important projects moving.
- You will protect organizational or team finances fiercely.
- You are driven and motivated to achieve and win in a variety of areas.
- You are profit driven and bottom-line oriented.



The Economic Dimension:

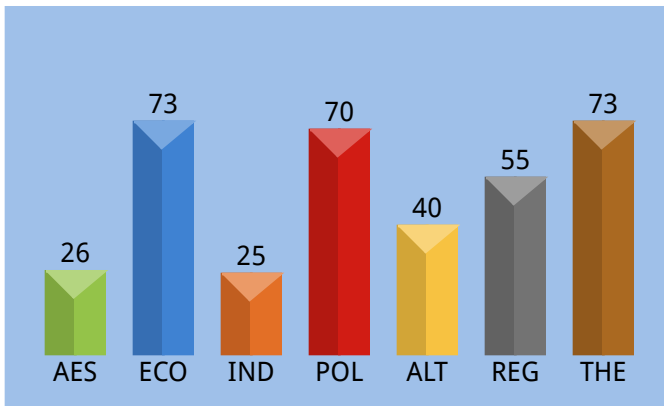
This dimension examines the motivation for security from economic gain, and to achieve practical returns. The preferred approach of this dimension is a professional one with a focus on bottom-line results.

Motivational Insights:

- You should provide coaching to help reduce the potential visible "greed-factor" which may appear.
- You should link training and meeting events to potential gains in business share or future income.
- You should be certain you are balancing your professional and personal life.
- You should remember that you have an ear to the revenue-clock. This may give you a keen economic awareness in projects and decision-making with the team.
- You should be certain to reward performance, and encourage participation as an important member of the team.

Training/Learning Insights:

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

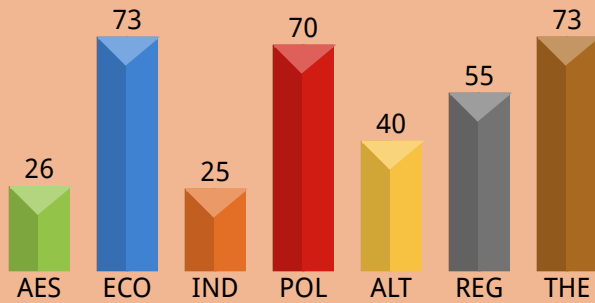


The Economic Dimension:

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



The Individualistic Dimension:

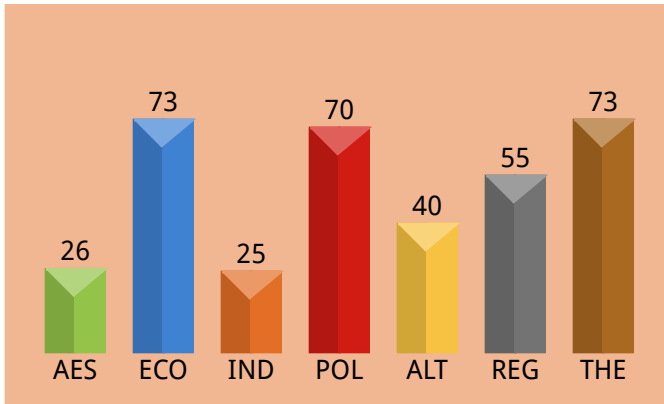
The Individualistic dimension deals with one's need to be seen as unique, independent, and to stand apart from the crowd. This is the drive to be socially independent and have opportunity for freedom of personal expression.

General Traits:

- You may prefer a team member position on various projects.
- You may sometimes spend great effort on a project without requiring public credit or recognition for your work.
- You may not require lots of 'air-time' at meetings, but may need to be encouraged to provide ideas verbally.
- You don't seek individual recognition above the group or team.
- You like helping people on the team.

Key Strengths:

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



The Individualistic Dimension:

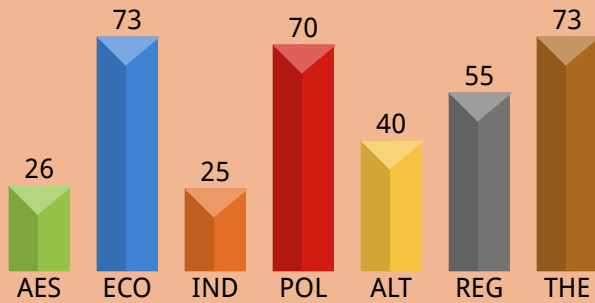
The Individualistic dimension deals with one's need to be seen as unique, independent, and to stand apart from the crowd. This is the drive to be socially independent and have opportunity for freedom of personal expression.

Motivational Insights:

- Don't accept leadership roles or increased authority unless mutually agreed upon.
- 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.
- Remember behind the scenes efforts and contributions and recognize those with sincere appreciation.
- You prefer choices as to extent and visibility of team membership or leadership that you might desire.
- Notice other higher plotting points on the Values graph and strive for an environment that amplifies those peaks.

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.

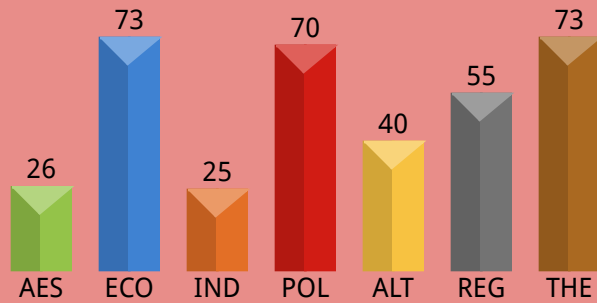


The Individualistic Dimension:

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:

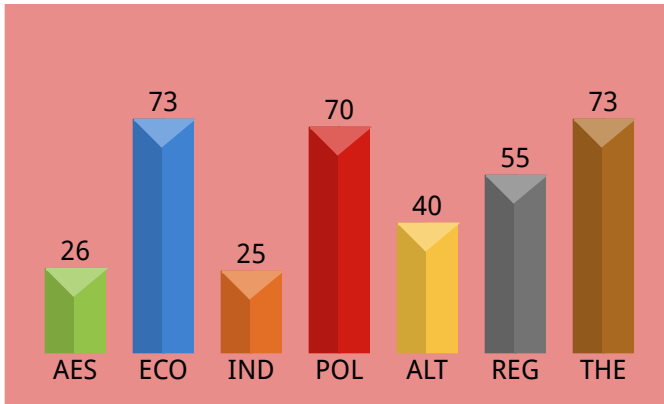
This drive is to be seen as a leader and to have influence and control over one's environment or success. Competitiveness is often associated with those scoring high in this motivation.

General Traits:

- You like to be your own boss, and to have control over time and resources to accomplish goals.
- You enjoy a feeling of accomplishment in getting a difficult job done on your own.
- You enjoy winning.
- You show a very high energy level in working toward goals and ambitions.
- You are a very active agent in tough decision-making roles.

Key Strengths:

- You have a strong 'buck stops here' approach to business and getting things done.
- You have a very 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:

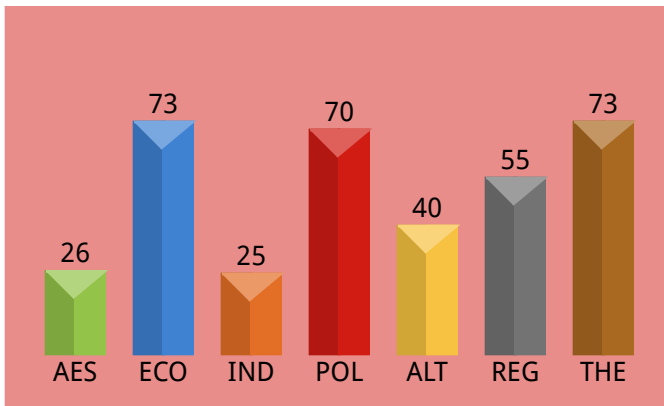
This drive is to be seen as a leader and to have influence and control over one's environment or success. Competitiveness is often associated with those scoring high in this motivation.

Motivational Insights:

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

Training/Learning Insights:

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

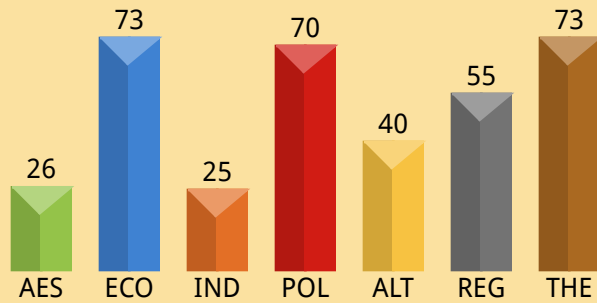


The Political Dimension:

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.

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 at times.
- 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:

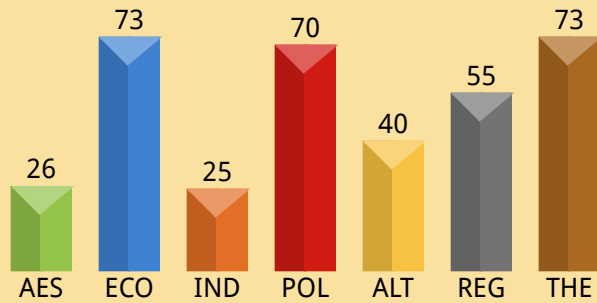
This drive is an expression of the need or drive to benefit others in a humanitarian sense. There is a genuine sincerity in this dimension to help others, give of one's time, resources and energy, in aid of others.

General Traits:

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

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:

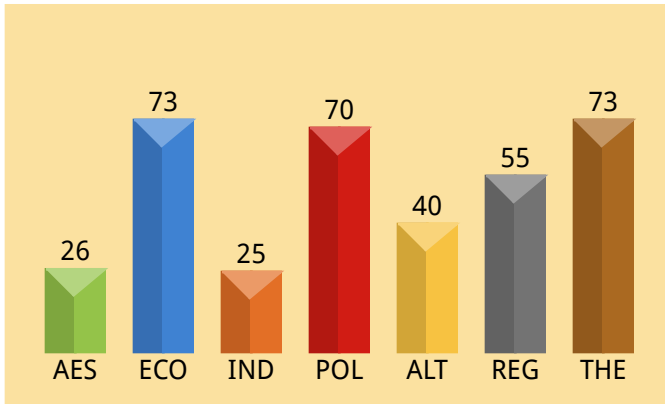
This drive is an expression of the need or drive to benefit others in a humanitarian sense. There is a genuine sincerity in this dimension to help others, give of one's time, resources and energy, in aid of others.

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.

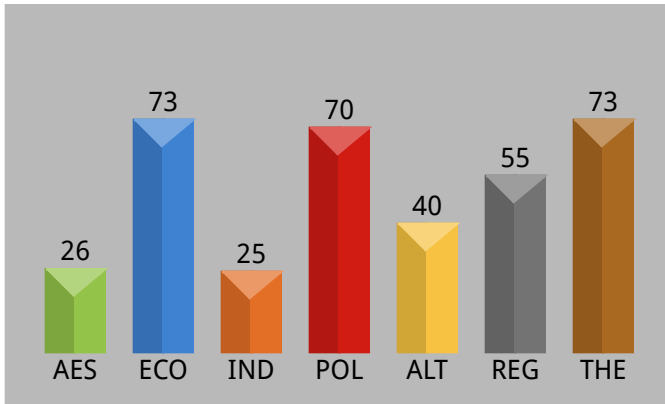


The Altruistic Dimension:

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 think flexibility and creativity are good as long as they are not out of control.
- You see rules as a key to results.
- You find security and certainty in structure and order.
- You are usually structured, orderly and concise.
- You tend to be highly organized.

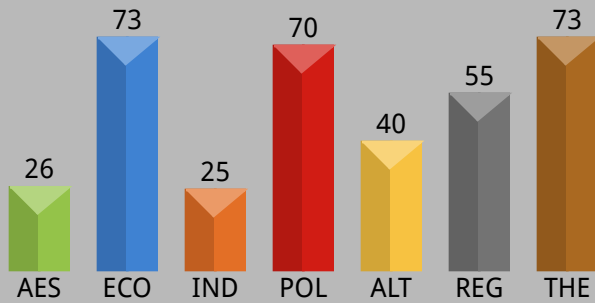
Key Strengths:

- You achieve a sense of accomplishment based on the quality of the work.
- You produce detailed and accurate work.
- You take pride in things that support tradition like national history, honor, duty.
- You are efficient and effective in organizing tasks and most work.
- You have high attention to details.



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.

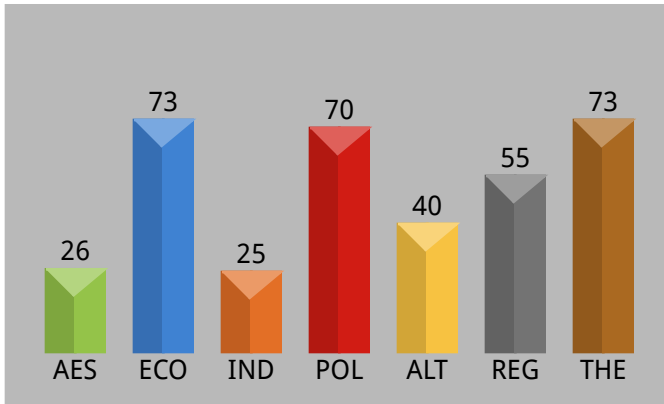


Motivational Insights:

- You prefer to receive personal criticism in a constructive manner and in private.
- If you recommend changing the established way of doing things, it is probably a significant need.
- Be patient when introducing new concepts or procedures. Give ample to adapt.
- You prefer a structured and routine environment to work in.
- You prefer detailed, written and specific guidelines to follow.

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.

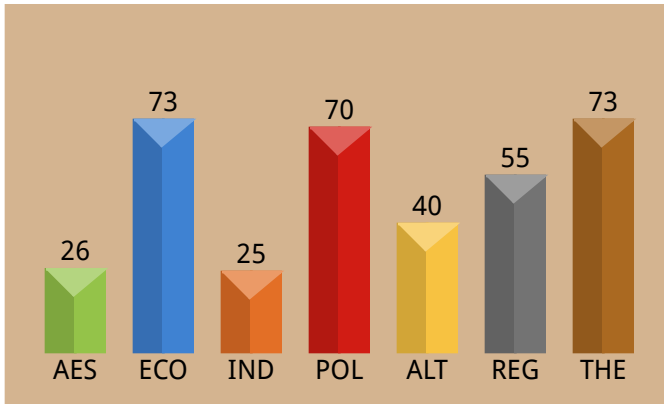


The Regulatory Dimension:

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:

- Explore a little. Discovering new ways to do things can be rewarding.
- It might not hurt to let go sometimes and have no prescribed path to follow.
- When in a high change environment, remember to be flexible.
- You should realize that others have their own way of doing things too and be open to that.
- You should put things in writing.



The Theoretical Dimension:

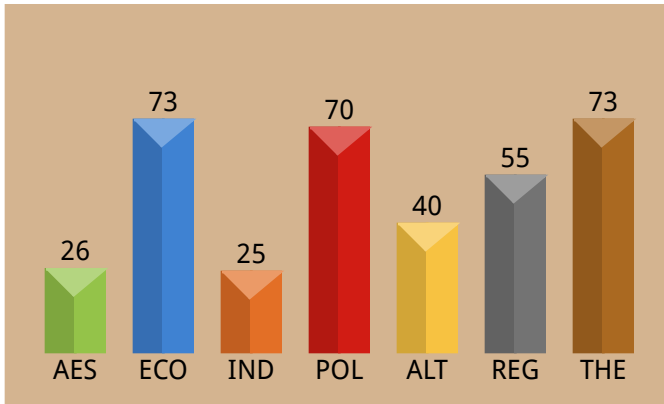
The drive to understand, gain knowledge, or discover the “truth”. This motivation can often be to gain knowledge for knowledge sake. Rational thinking, reasoning and problem solving are important to this dimension.

General Traits:

- You like to develop quick utilities or procedures that are a new way to look at existing job responsibilities.
- Others may consider you a strong intellectual.
- You like to go to trade shows and conventions in your area of interest and expertise to find new ideas and tools for the team and organization at large.
- You have a strong personal belief in life-long learning.
- You enjoy learning for learning's sake.

Key Strengths:

- When others (internal or external) have a question, even if you aren't familiar with it, you can usually create solutions.
- You can usually answer new questions that hit the team or knows where to find answers.
- You have an open-minded approach that comes from broad-based research.
- You demonstrate logic in approach to problems and patience to analyze an array of solutions.
- You do the prep-work and homework and come to the meeting or event well-prepared.



The Theoretical Dimension:

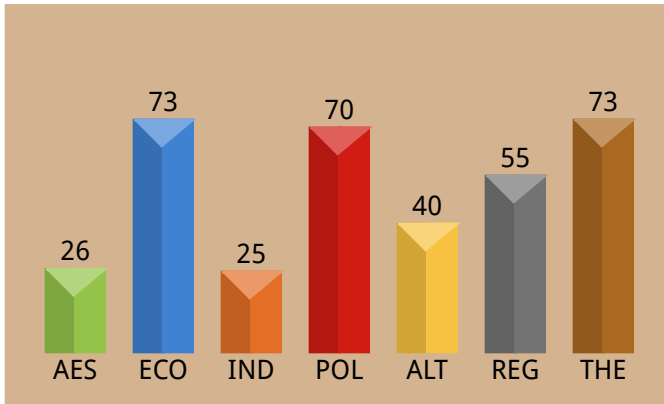
The drive to understand, gain knowledge, or discover the “truth”. This motivation can often be to gain knowledge for knowledge sake. Rational thinking, reasoning and problem solving are important to this dimension.

Motivational Insights:

- Identify your interests and seek related information. Topical mail, brochures, and info-sheets... don't throw them into the recycle bin.
- Classes, courses, conferences: Go and Learn.
- Look for opportunities to teach as well as to learn.
- You will provide a high degree of technical credibility when dealing with customers or internal stakeholders who need very detailed information for decision-making.
- Call upon your knowledge and expertise whenever possible at team meetings, and when in problem-solving mode.

Training/Learning Insights:

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



The Theoretical Dimension:

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

Continual Improvement Insights:

- You score like some who need coaching on time management.
- You need to bring a balance at times between the strong desires to acquire new knowledge base, and the reality of the practical applications, if any.
- You shouldn't rush from one learning experience to another. Make certain there are some practical applications.
- You may demonstrate some aloofness especially to those not as intellectually driven.
- You may sometimes bog down in details and minutia when needing to see the big picture.



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

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

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

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

Tally your score here:

Jose Paolo Robledo

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):
