

Axiometrics™

Enhanced Professional Report

Prepared for
Demo Sample



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Thinking Science

The Thinking Style Assessment is not a psychological, intelligence, or aptitude test. Unlike self report assessments, this assessment objectively captures a person's thinking pattern.

This **Thinking Style** report documents the brain's natural selection process when making decisions. Understanding the ability to process information is directly linked to strengths and potential blocks to performance.

Thinking and mental processing ability, like musical talent or sports talent, can be learned and improved. Some talents can be great assets in some situations, but can become a hindrance in other situations.

It is important to focus more time identifying and
Maximizing Strengths

Than spending time
Minimizing the effects of Limitations

24 Thinking Styles

There are many ways to classify thinking and how we process information. These Thinking Styles are based on the manner in which people process information obtained from the world around them. There are three core styles (outlined below) that form the basis for the 24 Thinking Styles.

- **Personal Styles - Attentive to People - Primarily Utilize Intuitive Thinking:** People with this primary style rely on 'gut' instincts to decide what is important and needs attention. They will concentrate on issues involving people. They are open to ideas and input from others. They are more focused on the direction they feel is important than knowing the details. They follow hunches and intuitions regardless of the consequences. They focus on accepting others as they are.
- **Practical Styles - Attentive to Tasks - Primarily Utilize Practical Thinking:** People with this primary style concentrate on getting things done 'Now', and may consider the consequences after the decision has been made. They evaluate alternatives to identify the most practical, timely, and workable solutions. They are quick to identify crisis issues and focus on identifying common-sense ways to resolve them. They organize planning around concrete, immediate needs and focus on Integer range, tactical, and logistic issues and goals.
- **Structured/Proactive Styles - Attentive to Systems - Primarily Utilize Conceptual Thinking:** People with this primary style focus on planning and identifying the consequences of situations and decisions and analyze alternatives against expectations. They focus on Integer range, strategic goals and issues. They process information into the 'Big Picture', looking at how the parts fit together to make the whole. They look for connecting threads and trends when understanding situations and considering alternatives and look for the perfect solution. They may delay decisions until the necessary information is available, the time and opportunity are right, and all avenues have been explored.

For each main style above there are eight sub-combinations for a total of 24 thinking styles. For each main style, four styles are traditional or conventional and four styles are associated with an unconventional mindset or way of viewing or relating to information and/or the tendency towards being innovative.

There will always be two styles listed. If a person has just one primary style then the dimension will be listed twice. If the individual is unconventional or creative in how they view and process information than this classification will be listed before the styles.

The following pages provide a general overview of your World Thinking Style.

Thinking Style

Personal Proactive Style

Overview

Individuals with the Personal Proactive Style are guided by strong ideals and a vision of the future. Their intuitive feelings serve as a check on decisions and actions, as well as a source for new direction. People who have this pattern have a strong commitment to make certain that things are done right. However, this commitment can turn into insistence that their way is correct, regardless of the circumstances. These individuals may delay decisions and actions until they are certain that they are on the right track.

For people with this pattern, knowing their mission is more important than knowing the individual steps toward completing their goal. As a result, these individuals believe that planning is important, but will likely leave the details of planning to others. People who have this pattern may develop goals that are challenging but unrealistic and still hold onto them. They will tend to work better with others in a structured environment as opposed to working alone or in an unstructured environment.

People who have this pattern have a strong sense of respect for individuality, uniqueness and worth of others. They will pay attention to their commitment and obligation to other people. They tend to shift from being trusting and open to being demanding and critical, especially when others do not measure up to their expectations.

Individuals with this pattern have the ability to see and understand another person's point of view, but tend to compare what they hear against preset ideas and expectations. In conversation, their openness and availability will likely depend on the alignment of what they are hearing with what they are expecting.

Thinking Style

Problem Solving

These individuals will be good at looking for and having intuitive feelings about the outcomes that need to take place to solve a problem. When working with others, they need to make sure they keep an open mind and not judge potential solutions before they have been thought out completely. In applying a solution to a problem, they also need to be flexible in case the potential solution is not working. They may have a tendency to get stuck on their idea and keep pushing to make it happen despite the circumstances they are presented with. They need to be sure to solicit next steps from others, as they have a tendency to neglect looking at the specific details needed to make a solution a reality.

Thinking Style Strengths

- Ability to project commitment to, belief in, and enthusiasm for what they believe in
- Show concern for others' questions, needs, and interests
- Attention to being thorough in a presentation
- Ability to anticipate another person's potential objections
- Ability to keep a conversation focused on relevant issues and see the big picture
- Will focus attention on building trust and respect

Thinking Style Potential Limitations

- Say more and promise more than is necessary to develop trust
- Get bogged down in details and ask too many questions
- May become overly concerned about developing a personal tie in conversations with strangers
- Rely too heavily on intuitive feelings and hunches
- Promise more than can be realistically delivered
- Become so excited about what they are talking about that they neglect to pay attention to the other person
- Spend too much time trying to validate their point of view when they feel passionate about the topic
- Respond too competitively, impulsively, and emotionally when others object to their idea or point of view

How to Improve Your Thinking Style

- Be a more patient listener
- Pay more attention to non-verbal signals and timing to keep a conversation on track
- Avoid being overly competitive when dealing with people who disagree with your ideas and opinions
- Keep personal issues from interfering with a conversation
- Learn to confront and handle objections in a practical, timely manner
- Tone down the enthusiasm to convert others on ideas they are passionate about

Prioritized Strengths

This section contains descriptions of specific strengths based on your unique thinking pattern. Your top twelve strengths are in order with your greatest strength first. This page contains the first six strengths with the remaining six strengths on the following page.

Seeing Potential Problems: (Managing Problems)

You have a good capacity for identifying what the crucial issues are in complex and confusing situations and how these issues are integrated into the overall perspective of the problem situation. You know what is important and needs attention, can see the heart of the problem and can identify alternatives for resolving the problem in an effective manner.

Conceptual Organization: (Planning and Organizing)

Your individualism can generate a strong need to do things in your own way and this individualism combined with your ability to see and understand how to organize can lead to innovative and novel ways to build and carry out organizational plans.

Using Common Sense: (Managing Problems)

You have a well developed ability to see and understand how to get things done in a practical, common sense way and understand what is important and needs immediate attention. You may not, however, always rely on or utilize this capacity, making this ability a source of potentially untapped strength.

Concrete Organization: (Planning and Organizing)

Your highly individualistic and unconventional thinking gives you the capacity to see how to organize things in ways which others, who think in a more structured and habitual manner may overlook. Your individualism may, however, lead you to be cautious and skeptical in your thinking to the point that you delay organizational activities.

Short Range Planning: (Planning and Organizing)

You have the ability to understand why setting short term, tactical goals is important and the capacity to focus your energies to carry out that task. You are an individualist and an unconventional thinker and may not always spend all of the time necessary to plan results because you will stay busy making things happen according to your expectations.

Role Satisfaction: (Managing Self)

You are confident that what you are doing not only is what is best for you but also that your social/role accomplishments will serve a useful function for yourself and for society. This confidence and feeling of personal competence will build an urgency to get things done and to push ahead with energy and commitment.

Prioritized Strengths Continued

Insight Into Others: (Managing Others)

You have very keen insight into others which gives you the ability to evaluate their potential for both good and bad, to functionally evaluate the ability of others to perform, to see opportunities for development with others which are good for you and for them, and to be aware of the needs and concerns of others.

Intuitive Insight: (Managing Problems)

You have a well developed ability for intuitive thinking. This gives you the capacity for identifying a fruitful direction or a potential problem area by the strength of your inner, gut feelings and instincts about what is right or wrong.

Sensitivity To Others: (Managing Others)

You have the ability to objectively and realistically evaluate both the positive and negative potential of others and the positive or negative consequences of your relationships with others. Moreover, you have the capacity to be open and available without risking becoming too trusting and too involved.

Self Assessment: (Managing Self)

You have the capacity to realistically see and accept your strengths and limitations. You know what you are capable of doing, what it will take to accomplish your goals, and what will give you both a sense of contribution as well as a sense of satisfaction.

Realistic Goal Setting: (Planning And Organizing)

You have the ability to see and understand how to set goals which will reflect a direction which is both motivating and rewarding. However, the uncertainty you are currently experiencing about which direction is best for you can lead to delays in your decisions and actions.

Consistency: (Getting Things Done)

You have strong confidence about what you can do which leads to a sense of comfort and acceptance with your current circumstances. Your confidence gives you a sense of personal competence and satisfaction with what you are doing and acts as a springboard to action as well as personal justification that what you are doing is right for you.

Prioritized Limitations

This section contains descriptions of the potential limitations based on your unique thinking pattern. Your top five limitations are listed in order with your most significant limitation first.

Health/Tension Index: (Managing Self)

You currently do not see or value yourself as well as the world around you. As a result are subject to anxiety and stress effects. Seek feedback to identify development steps to reduce this stress and spend time and energy doing things you like to do which can help to relieve the anxiety and stress symptoms.

Attitude Toward Authority: (Managing Activities)

Your strong individualism will lead you to covertly or overtly disregard existing authority. You feel the need to challenge authority simply for the sake of doing so. Seek feedback to evaluate your biases against authority and help you evaluate whether your rejection of authority is based on logic or emotion.

Proactive/Conceptual Thinking: (Managing Problems)

You tend to become so involved with what you are doing at the present moment that you do not see or pay attention to the consequences of your decisions and actions. Build a reminder system to act as a check to help you examine the consequences of your thinking. Seek feedback and help from others to pay attention to the direction of your thinking and planning.

Long Range Planning: (Planning and Organizing)

You tend to be naturally skeptical about the value of spending time and energy on long range planning. You should attend a workshop that teaches you the value of long range planning and provides techniques for developing realistic and workable plans.

Attention To Planning: (Planning and Organizing)

Your naturally cautious, skeptical thinking which helps you see what is wrong can also cause you to discount the need for planning and organizing. Attend a workshop that teaches you the value of planning and provides techniques for building planning habits.

Communication Synergy

The Communication Synergy Overview contains customized information on how your individual performance in groups may be affected by both your World and Self thinking styles.

CORE COMMUNICATION STRENGTHS

What you do well when working with other people

BEING FAIR AND CONSISTENT

- Sets priorities in relationships
- Evaluates problems from all perspectives
- Deals with conflicting issues in a positive manner

LISTENING, DELEGATING AND DEVELOPING

- Assigns tasks clearly and specifically
- Keeps communications clear and to the point
- Makes certain that each person knows what is expected
- Gives feedback in a positive manner

COOPERATING AND SHARING

- Reinforces the value of cooperation and sharing

CORE COMMUNICATION LIMITATIONS

What you need to be aware of when working with others

COOPERATING AND SHARING

- Likely to try too hard to be positive and supportive
- Likely to be too open to ideas and input from others
- Too willing to listen to opposing viewpoints

BEING FAIR AND CONSISTENT

- Concern about being fair can lead to issues being overlooked

Thinking Style Dimensions

A person's thinking ability is reflected in how they access their talents, skills, and attitudes across the core thinking style dimensions. Their overall thinking style is a result of the blend of their world and self thinking processes. This section of the report defines the three core world and self dimensions.

The three core thinking dimensions of People, Task, and Systems are exhibited as follows:

- **People (Intuitive Thinking)** is measured by assessing Empathy and Self Esteem
- **Task (Practical Thinking)** is measured by assessing Practical Judgment and Role Awareness; and
- **System (Conceptual Thinking)** is measured using Systems Judgment and Self Direction

The table below provides a definition for each of these dimensions.

Core Dimensions	External World Dimensions	Internal Self Dimensions
<p>PEOPLE Intuitive Thinking</p>	<p>Empathy (Personal Styles) The ability to see, understand, and appreciate the unique value of others. The ability to relate easily to and make intuitive judgments about others and situations.</p>	<p>Self Esteem The ability to see, understand, appreciate, and accept one's worth as a unique individual. The ability to realistically see one's strengths and limits.</p>
<p>TASK Practical Thinking</p>	<p>Practical Judgment (Practical Styles) The ability to see, understand, and appreciate the practical, functional worth of material things. The ability to execute tasks and operational activities to attain Integer-term results.</p>	<p>Role Awareness The ability to see and understand one's functional worth, one's social or job role, and one's place in the world. The ability to identify with one's role and purpose.</p>
<p>SYSTEM Conceptual Thinking</p>	<p>System Judgment (Proactive, Structured Styles) The ability to see, understand, and appreciate the need for systems, order, structure and standards. The aptitude for conceptual, strategic thinking and planning to attain Integer-term results.</p>	<p>Self Direction The ability to see and understand one's sense of mission and commitment to inner ideals. The ability to be perceptive about self concept and purpose. The ability to plan for the future and set goals.</p>

Thinking Clarity and Attention

Clarity

Clarity is a measure of an individual's natural ability to see and understand each value dimension. The greater a person's clarity the more accuracy and precision they have in the judgments that are made in that dimension. Each level of clarity has its own strengths and limitations.

- ▮ **Crystal Clear:** The ability to be very insightful, to distinguish differences both good and bad, and to be sensitive to all aspects of the dimension.
- ▮ **Clear:** The ability to be in touch with key aspects of the dimension but to overlook some aspects due to filtering some information in and filtering other information out.
- ▮ **Visible:** The ability to be in touch with and distinguish some specific aspects of a dimension clearly but overlook or not see other aspects due to selective filtering.
- ▮ **Transition:** Indicates the value dimension in question is likely to be unavailable for accurate and consistent decision making leading to mistakes in judgment.

Attention

Attention is a measure of a person's natural ability to filter data and information to make a decision. Like clarity, attentiveness or inattentiveness can be a strength or a limitation depending on the demands of the environment and degree of balance with the other dimensions.

- ▮ **Over Attentive:** Having a bias toward the dimension and a tendency to place a great deal of importance on the dimension.
- ▮ **Attentive:** Having a balanced and generally positive view of the dimension and the ability to pay attention to the dimension without losing perspective of other dimensions.
- ▮ **Cautious:** Exhibiting caution and skepticism regarding the dimension. Tending not to focus or rely on the dimension to make decisions.
- ▮ **Inattentive:** Filtering out the dimension, not seeing the importance of it. Tending to be skeptical or critical and undervalue the dimension. (Note: good clarity may reduce some effects of inattentiveness, as the brain can readily access the information.)

Unconventional (World Only)

The classification of unconventional represents 'out - of - the - box' thinking or mindset. It indicates an individual's natural ability to see things and respond to them in ways which others overlook because they think in habitual ways.

World Thinking Style

This page displays the individual's clarity and attention scores for the three World Thinking Style Dimensions. Note that the direction of the bar indicates the focus of the person's attention. The statements under each bar indicate the individual's general strengths and limitations for the dimension.

WORLD THINKING STYLE -- Personal Proactive (World Directed)

EMPATHY

CLARITY -- CRYSTAL CLEAR 7-1-0



You are a keenly perceptive individual who has an excellent capacity for seeing and appreciating the inner worth and unique individuality of others. You have the ability to be optimistic and concerned about others. You do tend, however, to be selectively open overlooking flaws in those who meet your biases and expectations but becoming impatient with and critical of others when you feel that they do not measure up.

PRACTICAL JUDGMENT

CLARITY -- CRYSTAL CLEAR 7-1-0



You have an excellent capacity for practical, common sense thinking and for concrete organization. You tend to be somewhat skeptical and cautious in your thinking leading to a 'Doubting Thomas Attitude' when dealing with practical situations. You tend to rely on what you think ought to be the case rather than your excellent common sense.

SYSTEM JUDGMENT

CLARITY -- CRYSTAL CLEAR 6-0-0



You are an individualist who will tend to overtly or covertly get things done in your own unique way. You may tend to be unconventional and novel in your thinking seeing ways of solving problems which others may miss. Your individualism can, however, lead to overly cautious and skeptical attitudes which may also lead to a 'chip on the shoulder' attitude when things do not work out as you expect.

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Self Thinking Style

This page displays the individual's clarity and attention scores for the three Self Thinking Style Dimensions. Note that the direction of the bar indicates the focus of the person's attention. The statements under each bar indicate the individual's general strengths and limitations for the dimension.

SELF ESTEEM																				
CLARITY -- CRYSTAL CLEAR																	6-1			
Inattentive							Cautious				Attentive			Over-attentive						
-100	-95	-90	-85	-80	-75	-70	-65	-60	-55	50	+55	+60	+65	+70	+75	+80	+85	+90	+95	+100
<p>You have an excellent capacity for seeing and understanding your own inner self worth and unique individuality. You tend, however, to not give yourself enough credit, to measure yourself against your own idealistic and perfectionistic expectations or against the expectations of others. In either case, you are likely to blow up your imperfections and to be overly sensitive to what others think or say about you.</p>																				

ROLE AWARENESS																				
CLARITY -- CLEAR																	11-3			
Inattentive							Cautious				Attentive			Over-attentive						
-100	-95	-90	-85	-80	-75	-70	-65	-60	-55	50	+55	+60	+65	+70	+75	+80	+85	+90	+95	+100
<p>You have a very good capacity to see and understand the importance of social/role image, of social status and recognition. You do, however, tend to pay too much attention to your social/role image and role responsibilities. As a result, you may overestimate either the importance of your social/role accomplishments and social image or potentially become overconfident, overestimating your ability to perform.</p>																				

SELF DIRECTION																				
CLARITY -- CRYSTAL CLEAR																	5-1			
Inattentive							Cautious				Attentive			Over-attentive						
-100	-95	-90	-85	-80	-75	-70	-65	-60	-55	50	+55	+60	+65	+70	+75	+80	+85	+90	+95	+100
<p>You have an excellent capacity to see and appreciate your self direction and inner principles which organize and guide your conduct. You have an excellent ability to see and set clear, realistic self goals but at this time, you do have some doubts and questions about what direction is best for you. This doubt about your future direction can leave you in a holding pattern somewhat hesitant about pushing ahead.</p>																				

(956/944) -- (01.65/05.33)

Strength Summary Chart Part 1

The chart on this page provides a customized summary of key skills and talents based on the World Style profile. It should be noted that the strengths and development needs must be considered in the context of their current situation such as a job or a relationship.

Skills And Talents	Primary Strength	Secondary Strength	Secondary Development	Primary Development
	Excellent ability to utilize the competency and translate the talent into decisions. Limited potential for making errors in the decision making process.	Very good ability to utilize the competency in well defined situations. In less defined situations there is more potential for making errors in the decision making process.	Limited ability to utilize the competency indicating a condition in which there is increased potential for errors in the decision making process.	Restricted ability to utilize the competency indicating that there is significant potential risk of making errors in the decision making process.
Managing Others				
- Insight Into Others	ü			
- Attitude Toward Others	ü			
- Prejudice/Bias Index	ü			
- Sensitivity To Others	ü			
- Listening To Others	ü			
- Talking At The Right Time	ü			
Managing Activities				
- Meeting Established Standards	ü			
- Doing Things Right		ü		
- Attention To Policies And Procedures		ü		
- Meeting Schedules And Deadlines	ü			
- Attitude Toward Authority		ü		
- Attention To Concrete Detail	ü			
Managing Problems				
- Evaluating What To Do	ü			
- Using Common Sense	ü			
- Intuitive Insight	ü			
- Seeing Potential Problems	ü			
- Proactive/Conceptual Thinking		ü		

Strength Summary Chart Part 2

The chart on this page provides a customized summary of key skills and talents based on the Self Style profile. It should be noted that the strengths and development needs must be considered in the context of their current situation such as a job or a relationship.

Skills And Talents	Primary Strength	Secondary Strength	Secondary Development	Primary Development
	Excellent ability to utilize the competency and translate the talent into decisions. Limited potential for making errors in the decision making process.	Very good ability to utilize the competency in well defined situations. In less defined situations there is more potential for making errors in the decision making process.	Limited ability to utilize the competency indicating a condition in which there is increased potential for errors in the decision making process.	Restricted ability to utilize the competency indicating that there is significant potential risk of making errors in the decision making process.
Planning And Organizing				
- Realistic Goal Setting	ü			
- Integer Range Planning	ü			
- Integer Range Planning		ü		
- Concrete Organization	ü			
- Conceptual Organization	ü			
- Attention To Planning		ü		
Getting Things Done				
- Self Confidence	ü			
- Goal Directedness		ü		
- Results Oriented		ü		
- Ambition	ü			
- Persistence	ü			
- Consistency	ü			
Managing Self				
- Self Esteem		ü		
- Self Assessment	ü			
- Self Control	ü			
- Role Satisfaction	ü			
- Flexibility/Adaptability		ü		
- Health/Tension Index			ü	