

# Axiometrics™

## Executive Management Synopsis

Prepared for  
Demo Sample



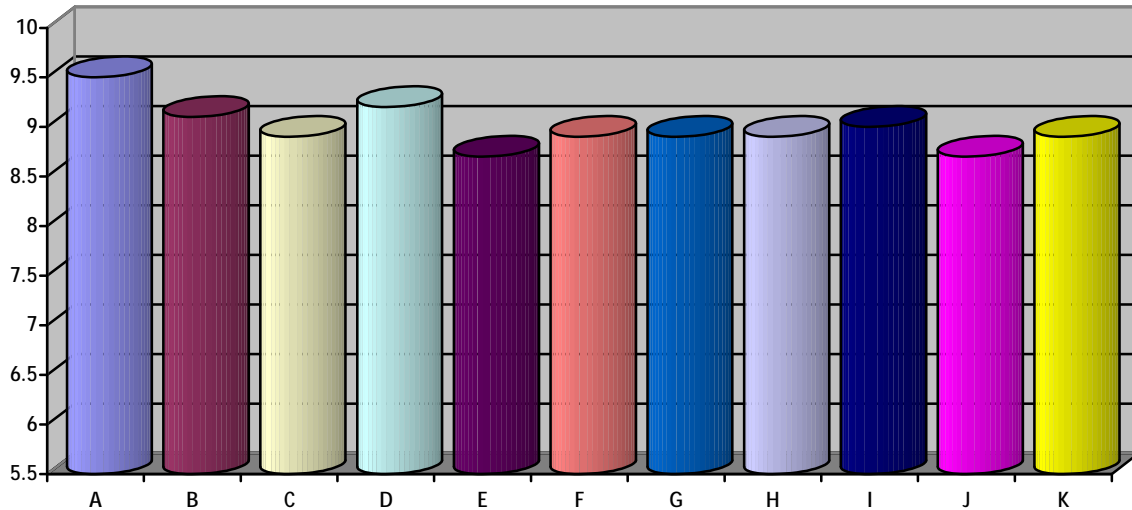
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- *Please do not read this report unless authorized to do so.*
- *The content should not be used as the sole source for decisions regarding hiring, placement, career moves or termination.*

## Executive Management Synopsis

### OVERVIEW GRAPH

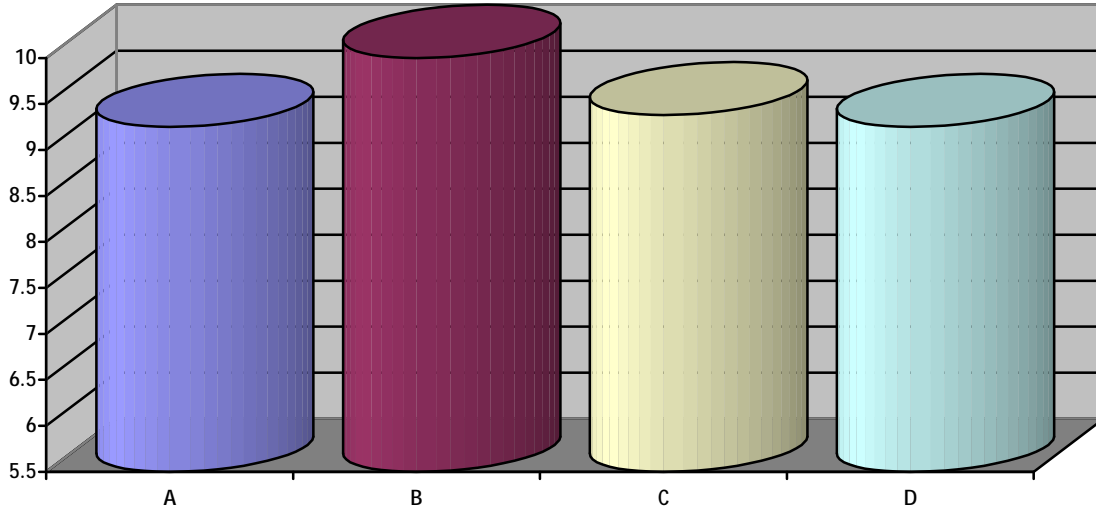


<b>Primary Strengths</b>	<b>9.4 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.39</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>6.0 to 8.29</b>

<b>A) Deciding What Needs To Be Done (Primary Strength)</b> — Identifies the issues that are relevant and need attention.
<b>B) Developing A Strategy (Secondary Strength)</b> — Measures the ability to pay attention to, and plan for, long range issues.
<b>C) Managing Activities (Secondary Strength)</b> — Measures the ability to see what is needed to get things done.
<b>D) Planning &amp; Organizing (Secondary Strength)</b> — Measures the ability to set goals, build plans, and translate them into action.
<b>E) Organizational Attitudes (Secondary Development)</b> — Measures willingness to work with the organization to get things done.
<b>F) Achievement Drive (Secondary Strength)</b> — Identifies the primary sources of drive which push an individual to act.
<b>G) Self Starting Ability (Secondary Strength)</b> — Measures the ability to marshal energy to consistently get things done.
<b>H) Stress Factors (Secondary Strength)</b> — Identifies issues which generate anxiety and how one manages the anxiety.
<b>I) Sources of Motivation (Secondary Strength)</b> — Identifies issues and values that are important.
<b>J) Relating With Others (Secondary Development)</b> — Measures the ability to see and appreciate others and deal with them on a daily basis.
<b>K) Communicating With Others (Secondary Strength)</b> — Measures the ability to listen and respond objectively and effectively.

## Executive Management Synopsis

### DECIDING WHAT NEEDS TO BE DONE



**DECIDING WHAT NEEDS TO BE DONE:** These capacities measure the ability to decide what issues are relevant and need attention from an intuitive, practical, conceptual and analytical perspective.

<b>Primary Strengths</b>	<b>9.4 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.39</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

**A) Intuitive Insight (Secondary Strength)** — The ability to rely on intuitive feelings and 'gut' instincts when making decisions about others.

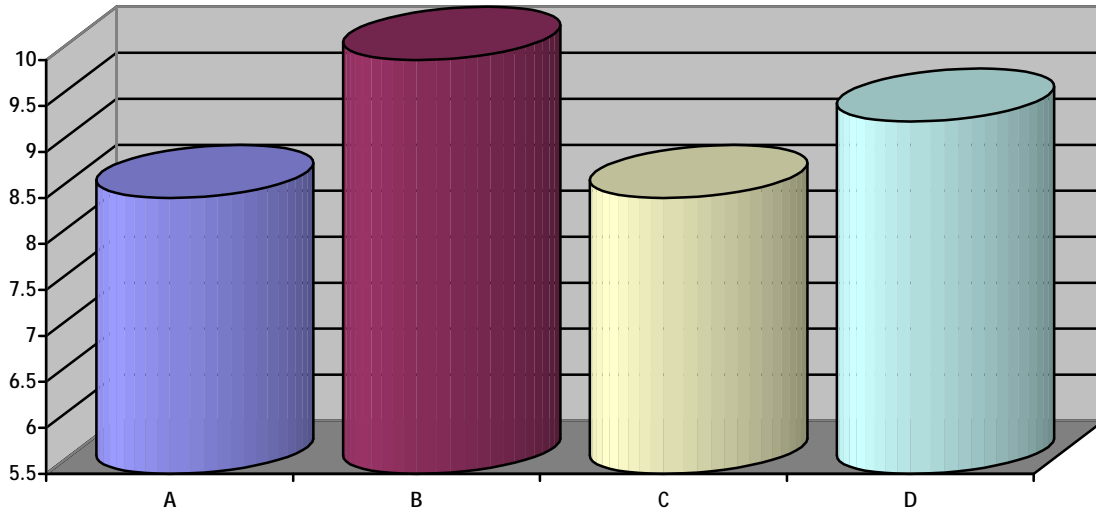
**B) Seeing The Big Picture (Primary Strength)** — This capacity measures the ability to not only see all of the pieces and angles of the picture but also the ability to see how the pieces fit together to make a whole.

**C) Common Sense Thinking (Secondary Strength)** — The ability to use one's practical thinking ability to see and understand what is happening.

**D) Long Term Goal Assessment (Secondary Strength)** — The ability to project a goal into the future and understand not only future consequences but also see how to plan to attain their goals.

## Executive Management Synopsis

### DEVELOPING A STRATEGY



**DEVELOPING A STRATEGY: These capacities measure the ability to plan for and manage long range, strategic issues.**

<b>Primary Strengths</b>	<b>9.4 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.39</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

**A) Proactive Thinking (Secondary Development)** — The ability to plan for consequences of actions and decisions rather than reacting to crises.

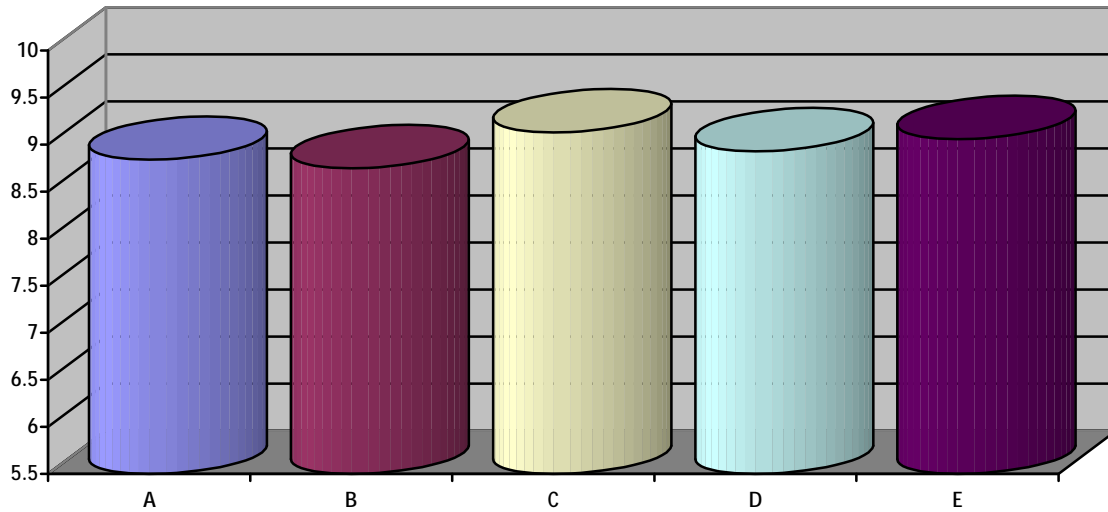
**B) Integrative Ability (Primary Strength)** — The ability to readily identify the heart of the problem, the critical elements of a situation and to generate alternatives for problems.

**C) Strategic Planning (Secondary Development)** — This capacity measures one's ability to pay attention to planning activities and long term goals.

**D) Realistic System Management (Secondary Strength)** — The ability to realistically see what is needed to organize activities and control the flow of events, such that projections and expectations are met.

## Executive Management Synopsis

### MANAGING ACTIVITIES



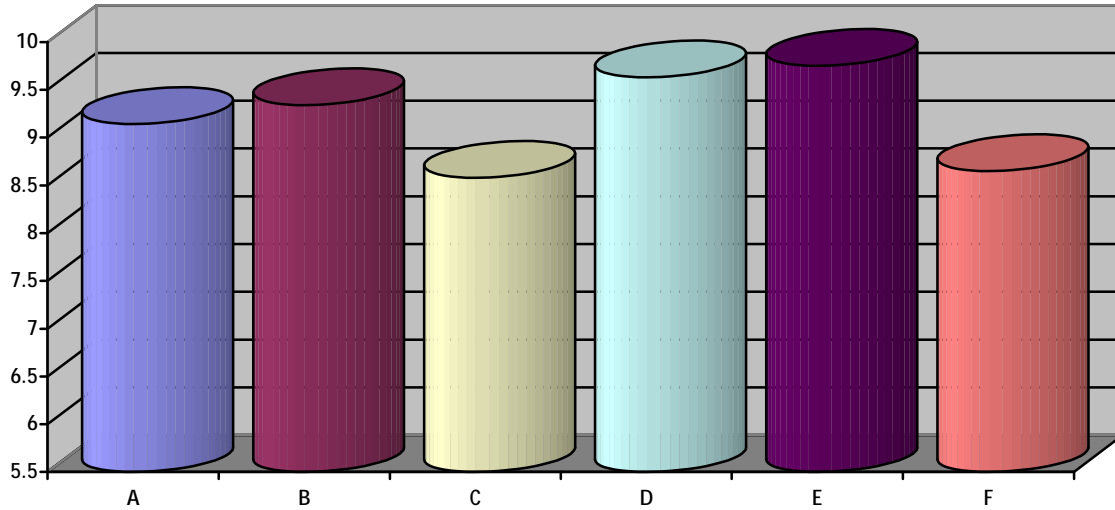
**MANAGING ACTIVITIES:** These capacities measure a person's ability to see what needs to be done, who needs to do the work and how things need to be done.

<b>Primary Strengths</b>	<b>9.4 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.39</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

<b>A) Evaluating What To Do (Secondary Development)</b> — The ability to identify problems and critical issues, to size up what needs to be done and what can be done in an effective manner.
<b>B) Attention To Concrete Detail (Secondary Development)</b> — The ability to clearly see and pay attention to flaws in things, people and situations.
<b>C) Logistical Planning (Secondary Strength)</b> — The ability to accurately see and understand what is needed to carry out objectives and meet the demands of situations.
<b>D) Personnel Assessment (Secondary Strength)</b> — The ability to assess the potential of an individual to function in a given situation and to understand how to develop that potential.
<b>E) Developing Procedures (Secondary Strength)</b> — The ability to translate what needs to be done into effective and efficient procedures.

## Executive Management Synopsis

### PLANNING AND ORGANIZING



**PLANNING AND ORGANIZING:** These capacities identify the short range and long range needs and implications of a situation, to set goals which are realistic and to develop plans of action which attain these goals in an effective and efficient manner.

<b>Primary Strengths</b>	<b>9.4 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.39</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

**A) Realistic Goal Setting (Secondary Strength)** — The ability to set goals which are within the boundary of available resources and which can be achieved within the projected time.

**B) Short Range Planning (Secondary Strength)** — The ability to set tactical goals and plans which are designed to handle concrete, immediate situational objectives.

**C) Long Range Planning (Secondary Development)** — The ability to see long range goals and to design plans and strategies for attaining these goals.

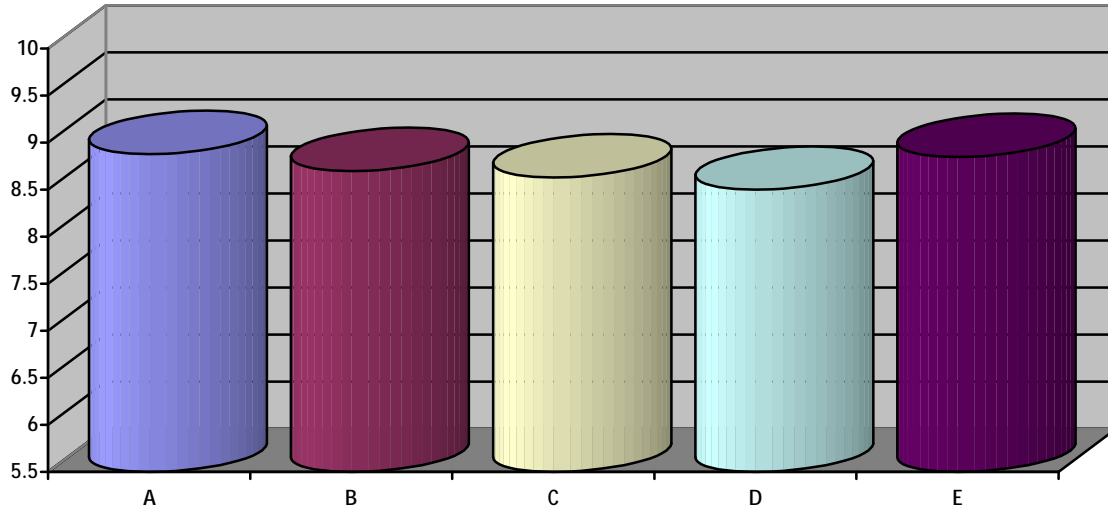
**D) Concrete Organization (Primary Strength)** — The ability to see the immediate, concrete needs of a situation and to set an action plan for meeting these needs.

**E) Conceptual Organization (Primary Strength)** — The ability to see the long range needs and implications of a situation and to build a plan for meeting these needs.

**F) Attention To Planning (Secondary Development)** — The ability to keep one's focus and attention on planning details and activities.

## Executive Management Synopsis

### ORGANIZATIONAL ATTITUDES



**ORGANIZATIONAL ATTITUDES:** These capacities measure a general work ethic and attitudes indicating their willingness to get things done in an effective and efficient manner.

<b>Primary Strengths</b>	<b>9.4 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.39</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

**A) Meeting Standards (Secondary Development)** — This component measures the degree to which an individual respects and conforms to established norms, values, rules and principles.

**B) Doing Things Right (Secondary Development)** — This component measures one's insistence that things are done right; i.e., the desire for excellence and perfection.

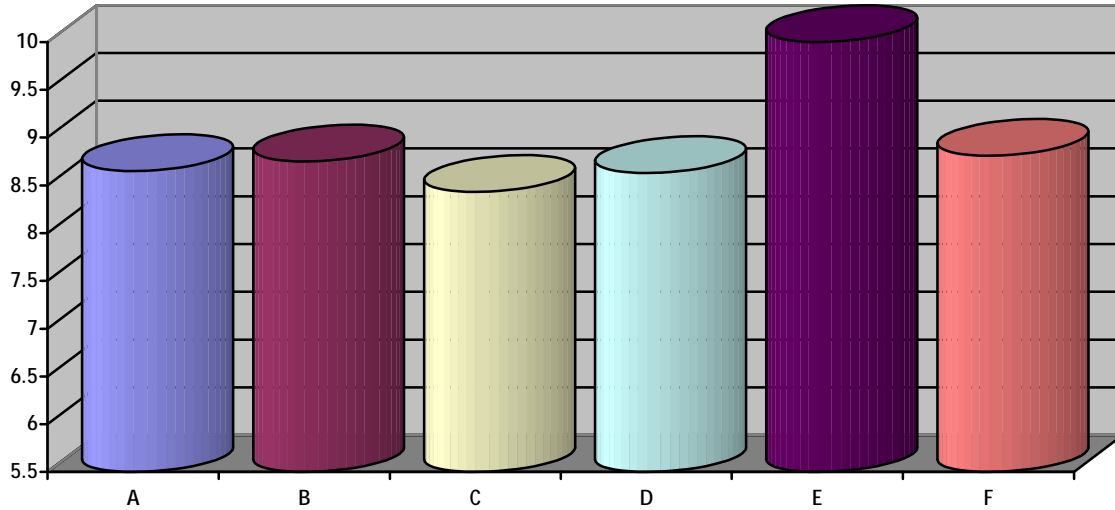
**C) Respect For Procedures (Secondary Development)** — This component measures one's sense of respect for and commitment to organizational policies and procedures.

**D) Attitude Toward Authority (Secondary Development)** — This capacity measures one's willingness to conform to existing sources of authority, order and control.

**E) Meeting Deadlines (Secondary Development)** — This component measures the ability and willingness to accept one's responsibility for meeting schedules and deadlines.

## Executive Management Synopsis

### ACHIEVEMENT DRIVE



**ACHIEVEMENT DRIVE:** These capacities are a composite of several internal value structures which provide the primary driving impetus for a person to continually strive for and perform at a higher than average level.

<b>Primary Strengths</b>	<b>9.4 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.39</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

**A) Goal Directedness (Secondary Development)** — The ability to be excited about and committed to personal and organizational goals and to marshal energy to push toward the attainment of these goals.

**B) Results Oriented (Secondary Development)** — The ability to pay attention to the achievement of concrete results making results a major factor motivating one to action.

**C) Need To Achieve (Secondary Development)** — Measures how strongly one needs to attain success; to feel valuable and worthwhile.

**D) Social Recognition (Secondary Development)** — The ability to clearly identify role functions and pay attention to social/role achievements.

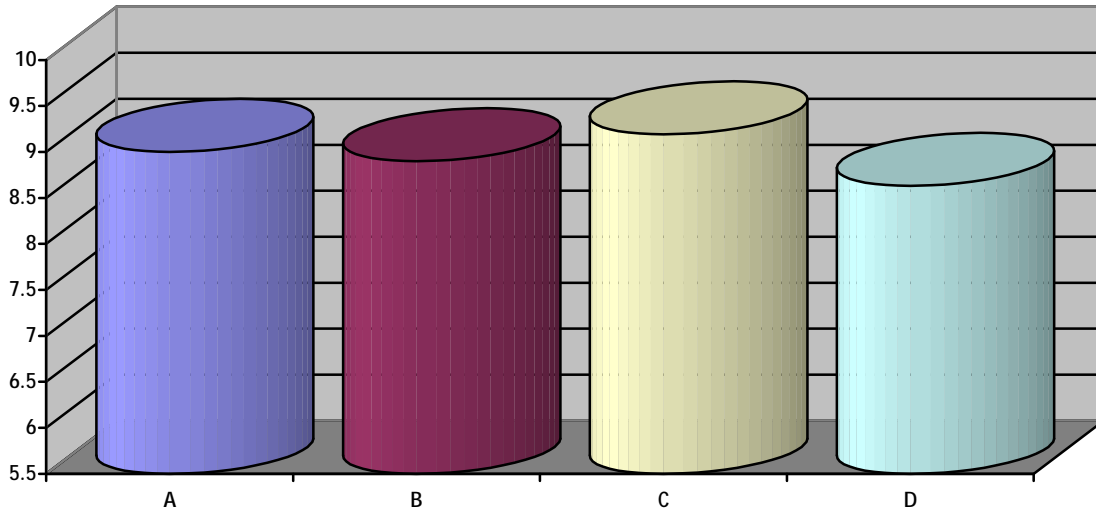
**E) Self Attitude (Primary Strength)** — Self Attitude indicates the degree to which a positive self attitude will act as a driving, motivating factor.

**F) Ambition (Secondary Development)** — The ability to set inner ideals, which become the standard for achievement and success. It is the strong sense of expectation and drive pushing one toward excellence.



## Executive Management Synopsis

### SELF STARTING ABILITY



**SELF STARTING ABILITY:** These capacities measure the ability to marshal energy to attain personal and organizational goals on one's own; the ability to be persistent and consistent.

<b>Primary Strengths</b>	<b>9.4 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.39</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

**A) Persistence (Secondary Strength)** — The ability of an individual to maintain direction in spite of the obstacles and to stay on target regardless of circumstances.

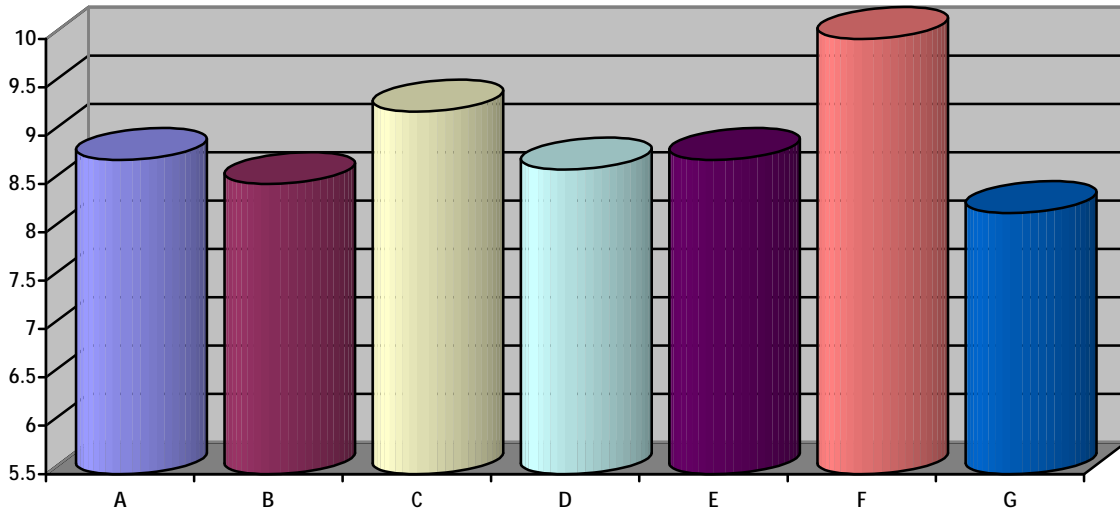
**B) Consistency (Secondary Development)** — The ability to maintain a sense of order, constancy and continuity in one's actions.

**C) Initiative (Secondary Strength)** — The ability to direct one's energies toward the completion of a task with a sense of urgency and mission.

**D) Role Satisfaction (Secondary Development)** — The ability to feel that one's social/role function is fulfilling and rewarding; the belief that what one is doing has a benefit.

## Executive Management Synopsis

### STRESS FACTORS



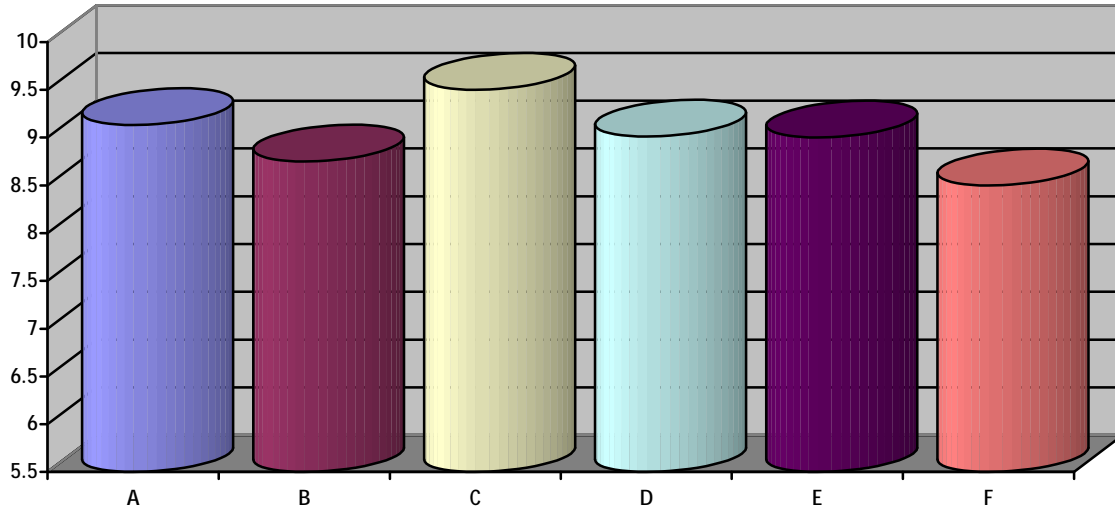
**STRESS FACTORS:** These capacities measure different types of anxieties and frustrations. The degree or level of anxiety and stress and the effect of the stress levels on an individual are identified.

<b>Primary Strengths</b>	<b>9.4 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.39</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

<b>A) Self Sufficiency (Secondary Development)</b> — This capacity indicates the degree of anxiety caused by self depreciation and the need for reassurance of self worth.
<b>B) Role Satisfaction (Secondary Development)</b> — This capacity measures the effect of social/role dissatisfaction or of false and unrealistic expectations.
<b>C) Goal Achievement (Secondary Strength)</b> — This capacity measures the effect of setting personal goals which are either unrealistic or do not demand one's best.
<b>D) Flexibility (Secondary Development)</b> — This capacity measures the effect of rigid self views and the imposition of these views on others.
<b>E) Handling Despair (Secondary Development)</b> — This capacity measures how well one can manage anxiety and frustration when things do not work out as planned.
<b>F) Attitude Index (Primary Strength)</b> — This capacity measures the anxiety which results from negative attitudes.
<b>G) Health Tension Index (Primary Development)</b> — This capacity measures how well one can balance and manage anxiety and frustration.

## Executive Management Synopsis

### SOURCES OF MOTIVATION



**SOURCES OF MOTIVATION:** These capacities are a composite of six motivators. They are a measurement of a person's attitude toward service, material possessions, recognition and status, personal development, sense of mission, and sense of belonging.

<b>Primary Strengths</b>	<b>9.4 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.39</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

**A) Service (Secondary Strength)** — This capacity measures the importance of seeing, appreciating and meeting the needs and interests of others.

**B) Money, Material Things (Secondary Development)** — This capacity measures the degree to which money and material wealth are important to an individual.

**C) Status, Recognition (Primary Strength)** — This capacity indicates the importance of receiving awards, plaques and other forms of social/role recognition.

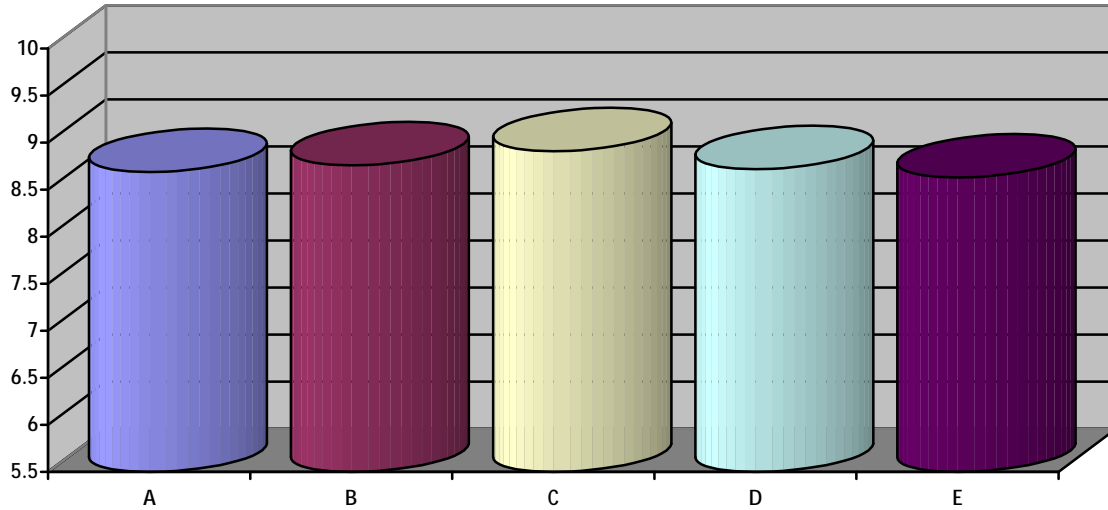
**D) Personal Development (Secondary Strength)** — This capacity measures the importance of a well designed plan for one's career development.

**E) Sense Of Mission (Secondary Strength)** — This capacity measures the degree of commitment to personal ideals, goals and principles.

**F) Sense Of Belonging (Secondary Development)** — This capacity measures the importance of being a member of a team and working in a comfortable place where one is liked and accepted.

## Executive Management Synopsis

### RELATING WITH OTHERS



**RELATING WITH OTHERS:** These capacities measure the ability to see and appreciate the needs and interests of others and the ability to deal with others in a concerned but objective manner.

<b>Primary Strengths</b>	<b>9.4 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.39</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

**A) Attitude Toward Others (Secondary Development)** — This component measures the ability to be positive, objective and tolerant in interactions with others.

**B) Prejudice/Bias Index (Secondary Development)** — This component measures the degree of prejudice and bias in attitudes toward others, indicating the degree to which these prejudices can interfere with relationships.

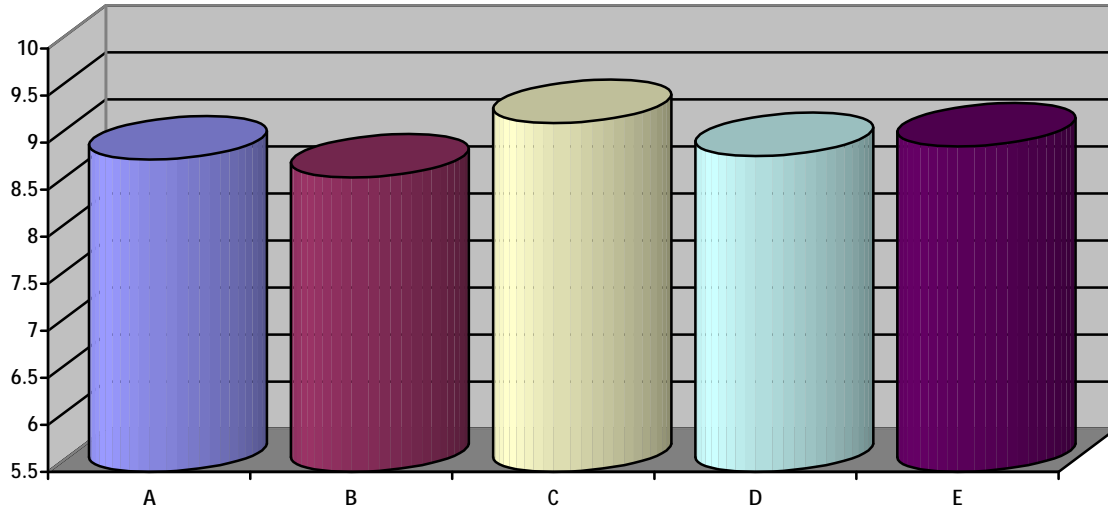
**C) Insight Into Others (Secondary Strength)** — This component measures the ability to see, understand and relate to the needs and interests of others.

**D) Patience With Others (Secondary Development)** — The ability to see and accept others as they are and to allow others to proceed at their own pace.

**E) Sensitivity To Others (Secondary Development)** — The degree to which one can be objective about others without allowing personal feelings, positive or negative, to interfere with making decisions.

## Executive Management Synopsis

### COMMUNICATING WITH OTHERS



**COMMUNICATING WITH OTHERS: These capacities measure the ability to listen and respond to others in an objective, effective and efficient manner.**

<b>Primary Strengths</b>	<b>9.4 to 10.0</b>
<b>Secondary Strengths</b>	<b>8.9 to 9.39</b>
<b>Secondary Development</b>	<b>8.3 to 8.89</b>
<b>Primary Development</b>	<b>less than 8.3</b>

**A) Listening To Others (Secondary Development)** — This component measures how well an individual listens to another person's point of view without imposing personal biases and expectations.

**B) Evaluating What Is Said (Secondary Development)** — This component measures the ability to focus on crucial issues and develop an objective evaluation about what is said.

**C) Developing A Response (Secondary Strength)** — This component measures how well one can organize constructive alternatives and incorporate them into a response that addresses the issues, is understandable, and is clear.

**D) Talking At The Right Time (Secondary Development)** — This component measures how well an individual can determine the correct thing to say and then say it at the right time.

**E) Understanding Attitudes (Secondary Strength)** — This component measures one's ability to be tolerant and understanding of others who have alternative or opposing viewpoints.

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**Executive Management Synopsis**  
**PRIORITIZED STRENGTHS**  
**(1-4)**

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**(1)Seeing The Big Picture: (Deciding What Needs To Be Done)**

You have the ability to see all of the pieces and angles of a picture, and at the same time, understand how all of these pieces fit together to form a total picture. You have the ability to understand how the parts of a puzzle can be fit together to form the puzzle itself.

**(2)Integrative Ability: (Developing A Strategy)**

You have a good capacity for identifying the crucial issues 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.

**(3)Self Attitude: (Drive Centers)**

You have a very dynamic, positive overall attitude that can overcome any temporary feelings of anxiety, despair or negative expectations and can generate a strong expectation that the best is possible for you. This sense of overall optimism can serve as a beacon to keep you pushing ahead and on track especially in difficult situations.

**(4)Attitude Index: (Stress Factors)**

You have the ability to maintain an extremely positive and optimistic overall personal attitude which builds an expectation that the best can and will happen to you. As a result of your optimism, you have the ability to deal with personal setbacks, misfortunes and mistakes as opportunities for development rather than as failures.

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**Executive Management Synopsis**  
**PRIORITIZED STRENGTHS**  
**(5-8)**

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**(5) 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.

**(6) 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.

**(7) Social Recognition: (Motivators)**

You see and accept the importance of status, social image and social/role accomplishments. Moreover, you are willing to commit your energies more readily to activities that will result in social recognition and reward as well as personal recognition in your current role situation.

**(8) Common Sense Thinking: (Deciding What Needs To Be Done)**

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.

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**Executive Management Synopsis**  
**PRIORITIZED STRENGTHS**  
**(9-12)**

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**(9)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.

**(10)Realistic System Management: (Developing A Strategy)**

You have the ability to see all perspectives in a balanced manner that helps you see and understand practical issues and ways of doing things as well as what is needed for maintaining structure, order and consistency in the environment. This combined ability gives you an understanding of what is needed for both effectiveness and efficiency.

**(11)Intuitive Insight: (Deciding What Needs To Be Done)**

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.

**(12)Long Term Goal Assessment: (Deciding What Needs To Be Done)**

You have the ability to see and understand how to set goals that will accomplish your long range strategies. You also have the ability to see the consequences of goals and plans. However, you may not always rely on this capacity or spend the time and energy needed to utilize this ability to pay attention to long range thinking and issues.



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## **Executive Management Synopsis**

### **PRIMARY STRENGTH COMMENTS**

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#### **Seeing The Big Picture: (Deciding What Needs To Be Done)**

You have the ability to see all of the pieces and angles of a picture, and at the same time, understand how all of these pieces fit together to form a total picture. You have the ability to understand how the parts of a puzzle can be fit together to form the puzzle itself.

#### **Integrative Ability: (Developing A Strategy)**

You have a good capacity for identifying the crucial issues 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.

#### **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.

#### **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.

#### **Self Attitude: (Drive Centers)**

You have a very dynamic, positive overall attitude that can overcome any temporary feelings of anxiety, despair or negative expectations and can generate a strong expectation that the best is possible for you. This sense of overall optimism can serve as a beacon to keep you pushing ahead and on track especially in difficult situations.

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***Executive Management Synopsis***  
**PRIMARY STRENGTH COMMENTS**

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**Attitude Index: (Stress Factors)**

You have the ability to maintain an extremely positive and optimistic overall personal attitude which builds an expectation that the best can and will happen to you. As a result of your optimism, you have the ability to deal with personal setbacks, misfortunes and mistakes as opportunities for development rather than as failures.

**Social Recognition: (Motivators)**

You see and accept the importance of status, social image and social/role accomplishments. Moreover, you are willing to commit your energies more readily to activities that will result in social recognition and reward as well as personal recognition in your current role situation.

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## ***Executive Management Synopsis*** **SECONDARY STRENGTH COMMENTS**

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### **Intuitive Insight: (Deciding What Needs To Be Done)**

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.

### **Common Sense Thinking: (Deciding What Needs To Be Done)**

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.

### **Long Term Goal Assessment: (Deciding What Needs To Be Done)**

You have the ability to see and understand how to set goals that will accomplish your long range strategies. You also have the ability to see the consequences of goals and plans. However, you may not always rely on this capacity or spend the time and energy needed to utilize this ability to pay attention to long range thinking and issues.

### **Realistic System Management: (Developing A Strategy)**

You have the ability to see all perspectives in a balanced manner that helps you see and understand practical issues and ways of doing things as well as what is needed for maintaining structure, order and consistency in the environment. This combined ability gives you an understanding of what is needed for both effectiveness and efficiency.

### **Logistical Planning: (Managing Activities)**

You have the ability to see and understand what is necessary to support plans, programs and strategies. However, the cautious manner in which you approach planning activities can lead you to delay such activities and the planned decisions and actions until you are certain that appropriate logistical support is available.

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## ***Executive Management Synopsis*** **SECONDARY STRENGTH COMMENTS**

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### **Personnel Assessment: (Managing Activities)**

You have the ability to realistically assess both the positive and negative potential of individuals giving you an objective understanding of what people are capable of accomplishing as well as clear insight into what is needed to allow an individual to develop to full potential.

### **Developing Functional Policy: (Managing Activities)**

You have the ability to see and understand what is necessary to translate practical, pragmatic issues into policies and procedures which will be clear and consistent and at the same time act as functional support for decisions and actions.

### **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.

### **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.

### **Persistence: (Self Starting Ability)**

You have the ability to identify your personal goals and ideals which can act not only as a source of strength during difficult times but also as a source of energy and direction for pushing ahead. However, you are currently somewhat uncertain about which direction is best and this uncertainty may lead you to delay action.

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## ***Executive Management Synopsis*** **SECONDARY STRENGTH COMMENTS**

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### **Initiative: (Self Starting Ability)**

You have the ability to identify those goals, ideals, actions, and activities that not only give your life a sense of meaning and purpose but also provide you a sense of urgency to act. However, you are currently indecisive about which direction is best for you. Your indecisiveness about the future can lead you to delay your decisions.

### **Goal Achievement: (Stress Factors)**

You have the ability to clearly identify your personal goals. Moreover, you have a strong sense of personal commitment to these goals and plans. As a result, you have the ability to stay on track and complete whatever you set out to do and be satisfied and fulfilled by your successes and undaunted or delayed by your failures and mistakes.

### **Service: (Motivators)**

You not only have the ability to see and accept the needs and interests of others but you also are extremely concerned about making certain that the personal needs and concerns of others are fulfilled. As a result, you are likely to be highly motivated by activities that give you an opportunity to help others.

### **Personal Development: (Motivators)**

You have a very clear sense of your own personal plan for development and a need for organizing this plan into strategies, plans, and personal goals that can be realistically achieved by you. As a result, you are likely to be highly motivated by actions and activities that will give you an opportunity to attain these goals and plans.

### **Sense of Mission: (Motivators)**

You have the ability to see and understand the goals, plans and strategies and the actions that are needed to attain them, which will give you a sense of mission and purpose in your life. These can act as a beacon in difficult times to keep you on track and can act as a stimulus to action.

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***Executive Management Synopsis***  
**SECONDARY STRENGTH COMMENTS**

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**Insight Into Others: (Relating With 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 their ability, to see opportunities for development with others that are good for you and for them, and to be aware of their needs and concerns.

**Developing A Good Response: (Communicating With Others)**

You have the ability to identify and understand the consequences of what and how you respond to others. Moreover, you are concerned about making certain that what you say has a positive effect and is understood by others. As a result, you are likely to be concerned about limiting the effect of impulsive responses.

**Understands Other Attitudes: (Communicating With Others)**

You have the ability not only to see and understand the attitudes of others but you are also extremely concerned about meeting their needs and interests. As a result, you will likely spend time and energy making certain that you have taken into consideration other points of view and that you have maintained an openness and availability to others.

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**Executive Management Synopsis**  
**PRIORITIZED DEVELOPMENT**  
**(1-4)**

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**(1)Health Tension Index: (Stress Factors)**

You are an inner directed person who sees yourself more clearly than the world. You are likely to feel anxiety and stress effects when the world does not meet your standards and expectations. Seek feedback to examine the realistic nature of your thinking and the practicality of your standards and expectations.

**(2)Need To Achieve: (Drive Centers)**

You tend not to give yourself enough credit, to blow up your imperfections and to build self fulfilling hypotheses which can lead to either a fear of success or a fear of failure. Spend time with people who make you feel good and help you see and appreciate your past successes and your present opportunities.

**(3)Sense Of Belonging: (Motivators)**

You tend to self depreciate and not give yourself enough credit to the point that you are susceptible to a fear of not living up to your own expectations or to the expectations of others. Seek feedback from others to boost your self worth and enroll in a workshop on self development which will help you develop positive and realistic self attitudes.

**(4)Role Frustration: (Stress Factors)**

You are currently either expecting more out of yourself in your role than you can give or more satisfaction and recognition from role accomplishments than you can achieve. In either case, you will feel anxiety, frustration and despair. Seek feedback to realistically evaluate what you can do, what you want to do and what you are willing to do.

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**Executive Management Synopsis**  
**PRIORITIZED DEVELOPMENT**  
**(5-8)**

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**(5)Attitude Toward Authority: (Organizational Attitudes)**

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.

**(6)Strategy Planning Orientation: (Developing A Strategy)**

Your cautious, skeptical thinking which helps you examine all possible things which can go wrong can lead you to overlook the need for long range thinking. Develop a system of checks and balances to make certain that you are balanced in your thinking and that you pay attention to long as well as short range issues.

**(7)Proactive, Conceptual Thinking: (Developing A Strategy)**

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.

**(8)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.



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## ***Executive Management Synopsis*** **SECONDARY DEVELOPMENT COMMENTS**

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### **Proactive, Conceptual Thinking: (Developing A Strategy)**

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.

### **Strategy Planning Orientation: (Developing A Strategy)**

Your cautious, skeptical thinking which helps you examine all possible things which can go wrong can lead you to overlook the need for long range thinking. Develop a system of checks and balances to make certain that you are balanced in your thinking and that you pay attention to long as well as short range issues.

### **Evaluating What Needs To Be Done: (Managing Activities)**

Your thinking can become clouded either by excess attention or by the lack of attention to people, results or structure. As a result, your ability to evaluate and decide what needs to be done can be restricted. Seek feedback to assess alternatives for action to make certain that you are seeing things from all perspectives.

### **Attention To Concrete Detail: (Managing Activities)**

You may not always see what is happening around you and as a result you can overlook concrete detail. Utilize other people to help keep a sense of balance in your decisions. Build a checklist which will help you analyze your priorities for your actions prior to making a decision.

### **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.

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## ***Executive Management Synopsis*** **SECONDARY DEVELOPMENT COMMENTS**

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### **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.

### **Meeting Established Standards: (Organizational Attitudes)**

Your strong sense of individualistic thinking combined with a cautious, skeptical attitude toward authority, structure and conformity can lead you to covertly or overtly challenge existing standards. Ask yourself whether you are rejecting standards simply for the sake of being different. Seek feedback to make certain you are being realistic.

### **Doing Things Right: (Organizational Attitudes)**

Your strong sense of individualism can lead you to covertly or overtly challenge existing ways of doing things and can lead you to disregard even the need for order, structure and doing things according to a standard. Examine the consequences of your resistance to order, authority and structure.

### **Attention To Policies And Procedures: (Organizational Attitudes)**

Your individualistic need to challenge existing rules, standards and expectations will likely lead you to disregard policies and procedures that do not meet your needs. Make certain that your natural need for challenging and rebelling does not interfere with what common sense and the rule of law dictate.

### **Attitude Toward Authority: (Organizational Attitudes)**

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.

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## ***Executive Management Synopsis*** **SECONDARY DEVELOPMENT COMMENTS**

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### **Meeting Schedules And Deadlines: (Organizational Attitudes)**

You are currently in transition about which direction is best for you and tend to see the world in a sense of disorder and confusion. During this transition period you are likely to have difficulty meeting schedules and deadlines. Take time to decide what you really want and what you are willing to do to obtain what you want.

### **Goal Directedness: (Drive Centers)**

You are in transition with respect to inner goals and ideals which guide your actions and have a sense of skeptical disregard for outer goals and structure. Seek feedback from others to evaluate what you want to accomplish and what you are willing to commit your energies to accomplish.

### **Results Oriented: (Drive Centers)**

You have a cautious, skeptical attitude toward practical thinking which can cause you to be hesitant about deciding or acting. As a result of this skepticism, you may not feel an urgency to act based on a need for creating a practical result. Develop a strategy for making decisions that will help you identify when immediate action is needed.

### **Need To Achieve: (Drive Centers)**

You tend not to give yourself enough credit, to blow up your imperfections and to build self fulfilling hypotheses which can lead to either a fear of success or a fear of failure. Spend time with people who make you feel good and help you see and appreciate your past successes and your present opportunities.

### **Social Recognition: (Drive Centers)**

You tend to place so much emphasis on the need for social recognition and status, that your thinking can become blocked and your ability to decide and act is inhibited. Attend a workshop on self development which helps you clarify what you want, as well as what you are willing to commit to accomplish.

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## ***Executive Management Synopsis*** **SECONDARY DEVELOPMENT COMMENTS**

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### **Ambition: (Drive Centers)**

You are in a holding pattern concerning the future asking yourself questions about what you are willing to commit yourself toward for the future. Seek feedback either individually or in a workshop on self development to help identify why you are feeling uncertain and to help identify priorities for future development.

### **Consistency: (Self-Starting Ability)**

You are in transition about what course of action is best for you. As a result, you are likely to shift from feeling energetic and directed when you think you have identified your priorities to lacking a sense of urgency to push ahead. Seek feedback to decide what priorities are best for you. Build a time table for action you are willing to commit to.

### **Role Satisfaction: (Self-Starting Ability)**

You are currently placing too much emphasis on social/role accomplishments. As a result you either expect too much from your role or too much from yourself. You are likely to lack a sense of urgency to push ahead inhibiting your ability to get things done. Seek feedback to help you decide what you can do, what you want to do and what you are willing to do.

### **Self Sufficiency: (Stress Factors)**

You are currently depreciating your own inner worth leading you to not give yourself enough credit and to be too hard on yourself. As a result, you are likely to feel frustration, anxiety and despair when you do not live up to expectations. Spend time with people who make you feel good and doing things which are fulfilling and enjoyable.

### **Role Frustration: (Stress Factors)**

You are currently either expecting more out of yourself in your role than you can give or more satisfaction and recognition from role accomplishments than you can achieve. In either case, you will feel anxiety, frustration and despair. Seek feedback to realistically evaluate what you can do, what you want to do and what you are willing to do.

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## ***Executive Management Synopsis*** **SECONDARY DEVELOPMENT COMMENTS**

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### **Flexibility, Adaptability: (Stress Factors)**

You are currently in transition about which direction is best for you and as a result can feel uncertainty about changing directions. You are likely to feel anxiety, frustration and despair when you must deal with major changes in your life. Seek feedback to identify the source of your uncertainty about the future.

### **Despair Index: (Stress Factors)**

Your overall attitude tends to be somewhat cautious and skeptical leading to anxiety and frustration, especially when things do not work out as you expect. Spend time and energy evaluating the positive things you are accomplishing, the positive things which are happening around you and the opportunities for positive development in your life.

### **Money, Material Things: (Motivators)**

Your lack of attention to practical thinking and results can lead you to discount the importance of money and material things. Examine your attitude about the value of money and material things and check to see whether you are missing opportunities for development and success because of your lack of attention to money.

### **Sense Of Belonging: (Motivators)**

You tend to self depreciate and not give yourself enough credit to the point that you are susceptible to a fear of not living up to your own expectations or to the expectations of others. Seek feedback from others to boost your self worth and enroll in a workshop on self development which will help you develop positive and realistic self attitudes.

### **Attitude Toward Others: (Relating With Others)**

You tend to become too involved with others and to allow your subjective feelings to color your judgments. You are likely to over trust others and have difficulty dealing with complex or controversial issues. Try to resist making decisions on your feelings alone. Look for supporting evidence or seek help from others.

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## ***Executive Management Synopsis*** **SECONDARY DEVELOPMENT COMMENTS**

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### **Prejudice/Bias Index: (Relating With Others)**

You tend to have very preset, perfectionistic biases and expectations about others which lead you to be overly critical and impatient and to constantly measure others against your standards. Attend a workshop on building personal relationships which will help you to identify the effect of biases and will provide techniques for being more open and accepting.

### **Patience With Others: (Relating With Others)**

Your attitudes toward others tend to shift from being open and concerned to being demanding and impatient, especially when they do not measure up to your expectations. Look for techniques that will help you become more open and accepting of others and which will help you give them the opportunity and time to express their views.

### **Sensitivity To Others: (Relating With Others)**

You tend to shift from being too concerned about others to selectively opening up to those who meet your expectations and those who have a high social profile. As a result, you are likely to be oversensitive to what others think or say about you. Seek help from others to help you develop techniques for realistic and objective evaluation of others.

### **Listening To Others: (Communicating With Others)**

You tend to shift from biased, selective attitudes to becoming sympathetic and too involved with others. As a result, you are likely to shift from critical impatience to spending too much time trying to capture the other person's point of view. Look for opportunities to help develop balanced and objective listening skills.

### **Evaluating What Is Said: (Communicating With Others)**

Because of the focused nature of your thinking, you may have difficulty correctly interpreting what others are saying. You will tend to be either unrealistically optimistic or skeptical and biased. Seek feedback from others or from an objective measuring standard to test the balance and objectivity in your thinking about others.

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***Executive Management Synopsis***  
**SECONDARY DEVELOPMENT COMMENTS**

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**Talking At The Right Time: (Communicating With Others)**

You tend to see your self-values in a more clear and objective way than values in the world. You are an inner directed person who measures the world against your standards. As a result, your sense of timing may be too idealistic or unrealistic. Seek feedback to test the objectivity and reliability of your expectations.

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***Executive Management Synopsis***  
**PRIMARY DEVELOPMENT COMMENTS**

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**Health Tension Index: (Stress Factors)**

You are an inner directed person who sees yourself more clearly than the world. You are likely to feel anxiety and stress effects when the world does not meet your standards and expectations. Seek feedback to examine the realistic nature of your thinking and the practicality of your standards and expectations.