

Axiometrics™

Enhanced Professional Profile Plus

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 long 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 long 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

Structured Personal Style

Overview

Individuals with the Structured Personal Style are goal directed and proactive. They are concerned with making sure that consequences of decisions align with strategies and plans. Their focus on strategic, long range issues can lead them to overlook immediate needs. This focus may also lead to overconfidence about the potential success of their strategies, or cause a stubborn commitment to goals and plans despite changing circumstances.

Individuals with this pattern have a strong desire to do things right and a parallel need to know and understand why an action is best. They may tend to delay actions and decisions until they are convinced that the situation is right. In order to make a decision, they need clarity, evidence, logic, and understanding.

People with the structured personal style will have a strong sense of respect for others. This is based on their concern for others, in addition to their own commitment to ideals, standards, and expectations. In relationships, people with this pattern focus on developing and maintaining decorum and consistency. They will use their authority to manage others and feel that order and rules are important. They are likely to shift from being open and available, to being demanding and critical, especially when others do not measure up.

Individuals who have this pattern are concerned with fitting people into their proper and effective place. They may rely more on logic than feeling, listen more “at” others than “to” them. They may become overly competitive in their efforts to make a point or win their argument. In a debate, they may “give and take” to a point, but may have difficulty retreating if pushed beyond a certain line.

Thinking Style

Problem Solving

These individuals will be excellent at breaking down problems and following a set sequence of logical steps for the long term solution. They like to create strategic action plans, but may get stubborn about following them even when the situation has changed. They will do well in situations that give them time to plan and to follow through with their plan. However, their need to do things the right way may make it difficult for them in situations where decisions are time sensitive.

Thinking Style Strengths

- Can develop a sense of trust and loyalty with others
- Will be clear, consistent, and logical in their communications
- Will listen and evaluate others' concerns and interests
- Will listen to other viewpoints, even when they are different, controversial, or opposed to their own
- Can see the total picture and understand how all the parts fit together
- Pays attention to and is concerned about the consequences of actions
- Can project confidence when communicating with others about topics they believe in or are passionate about
- Can anticipate others' questions and problems and provide organized, logical responses

Thinking Style Potential Limitations

- Can be too concerned about saying the right thing
- Can overlook issues in a conversation that they do not value
- Can overlook non-verbal signals or issues that do not fit their expectations
- Can miss important issues that they do not register as being important
- May handle objections as a logical issue, expecting others to understand their logic and accept their point of view

How to Improve Your Thinking Style

- Develop the ability to listen beyond their anticipations and expectations
- Rely more readily on intuitive hunches
- Think about what to say to generate interest and create stronger emotional connections with others
- Develop greater responsiveness to unplanned objections to their ideas
- Keep in touch with non-verbal signals that are counter to their expectations
- Avoid being overly competitive when dealing with objections that they feel are unwarranted

Learning Style: Thinker-Feeler

General

- A structured, ordered person who is demanding on themselves and the world
- Very sensitive to others; however, within their own concepts and boundaries

Focuses On

- Utilizing mission and vision to translate intuitions into actions
- Matching intuitive feelings to ideas

Creates By

- Translating vision and mission into personal objectives

Acts

- On the strength of conviction and dedication to do what is right based on the best supported decision

Motivation

- The need to fulfil their sense of vision and purpose through their ability to have a positive impact on others

Learning

- Relies on conceptual experience to create meaning and direction in personal experience, uses intuition to confirm direction
- Learns by building a model that interprets experience

Rely On...

- Ability to see and understand the other person's point of view
- Ability to read another person's reactions
- Ability to listen for constructive alternatives
- Ability to organize and plan an effective response
- Ability to obtain desired results
- Ability to maintain a positive dialogue
- Ability to evaluate and understand what is said
- Ability to give effective advice

Watch Out For...

- Tendency to be selective about to whom they are willing to be open and available
- Tendency to rely on intuitive insight rather than common sense for identifying alternatives
- Tendency to be impatient with others when they do not live up to expectations
- Tendency to allow personal biases and expectations to dominate conversation
- Tendency to be too idealistic in their expectations, possibly leading them to be out of sync

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.

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.

Proactive/Conceptual Thinking: (Managing Problems)

You have a strong need to make certain that things work out according to plans and expectations. As a result you understand the value of proactive thinking and planning and will focus time and energy on identifying and understanding the consequences of your ideas and plans.

Conceptual Organization: (Planning and Organizing)

You have a very strong need for planning and organizing things according to a preorganized plan or strategy. This need for organization combined with your capacity for conceptual and analytical thinking and planning reinforces the capacity to see and focus your energy on conceptual organization.

Attitude Toward Others: (Managing Others)

You have a very dynamic, optimistic attitude toward others which gives you the ability to see and understand their positive potential, to be concerned about and attentive to their needs and interests, and to be open and available to them.

Ambition: (Getting Things Done)

You have the ability to see and understand how to utilize your inner self goals and ideals which define what you ought to be and which in turn form the core of your personal ambition to succeed. However, you are currently uncertain about which direction is best for you and may not fully utilize this drive center as a source for actions and decisions.

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.

Prioritized Strengths Continued

Realistic Goal Setting: (Planning And Organizing)

Your strong need to set goals which are challenging, combined with your perfectionism and insistence that things be done right will build a strong sense of commitment and compulsive attention to setting goals and plans which reflect what you think is right.

Short Range Planning: (Planning and Organizing)

You tend to be idealistic and perfectionistic in your thinking. You will likely focus, organize and structure things according to a preorganized plan or strategy. As a result, planning for short term results is necessary to guarantee that things will happen effectively and efficiently.

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.

Talking At The Right Time: (Managing Others)

You have the ability to correctly and immediately identify both what is the correct or appropriate response and when the time is right to make your point. Moreover, you have a very keen self awareness and self presence which will give you the ability to confidently and assuredly say what you believe you need to say.

Attention To Policies And Procedures: (Managing Activities)

You have a deep sense of respect for and a need to implement organizational policies, plans and programs. Your strong sense of doing things right will help you make certain that the customer is aware of their rights and privileges and the consequences of their actions.

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.

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 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.

Self Esteem: (Managing Self)

You do not give yourself enough credit, depreciating your worth and contribution, measuring yourself against ideals and expectations and blowing up your imperfections. As a result, you are likely to be oversensitive to what others think or say about you.

Doing Things Right: (Managing Activities)

Your stubborn and rigid insistence that things have to be done right can cause you to set unrealistic standards, be out of touch with what is happening around you and be impatient with a world that will not or cannot live up to your standards. Seek feedback to evaluate the practicality and relevance of your expectations.

Meeting Schedules And Deadlines: (Managing Activities)

You have a strong sense of perfection and idealism which can lead you to dogmatic, stubborn and insistent attitudes toward your schedules and time tables. Rely on your common sense to keep an open, flexible attitude toward getting things done on time.

Attitude Toward Authority: (Managing Activities)

Your dogmatic insistence that things must happen according to a preset order and structure can lead you to an insistence on authority and conformity regardless of consequences. Seek feedback to develop the ability to positively evaluate alternative ways of thinking and valuing.

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

- Deals with conflicting issues in a positive manner
- Sets priorities in relationships
- Treats others fairly and consistently

COOPERATING AND SHARING

- Reinforces the value of cooperation and sharing

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

CORE COMMUNICATION LIMITATIONS

What you need to be aware of when working with others

COOPERATING AND SHARING

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

BEING FAIR AND CONSISTENT

- Does not always see problems from all perspectives

LISTENING, DELEGATING AND DEVELOPING

- May spend too much energy on positive feedback

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
PEOPLE Intuitive Thinking	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.	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.
TASK Practical Thinking	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 long term results.	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.
SYSTEM Conceptual Thinking	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 long term results.	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.

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 -- Structured Personal (Self Directed)

EMPATHY

CLARITY -- CLEAR

14-4-0

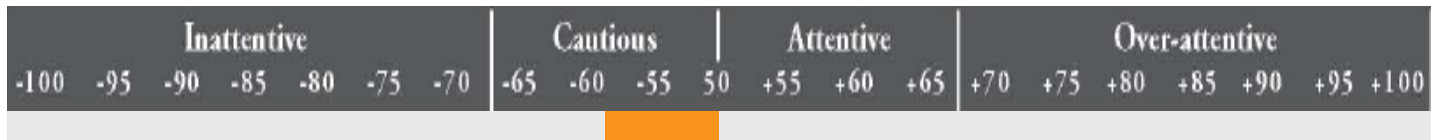


You have a very good capacity to make sound, objective judgments about others. You have the ability to be realistically optimistic about others seeing both the positive potential and the negative character flaws of others. You tend to be more open to those who meet your preset ideas and expectations and on some occasions may become too critical of and impatient with others.

PRACTICAL JUDGMENT

CLARITY -- CLEAR

10-4-0



You have a very good capacity for practical, common sense thinking and for concrete organization. You tend to be somewhat cautious and hesitant in your practical thinking relying more readily on conceptual, analytical thinking rather than what your common sense tells you. You may delay decisions and actions until you have thought through the issues.

SYSTEM JUDGMENT

CLARITY -- CRYSTAL CLEAR

6-1-0



You are a perfectionist who has strong expectations that things be done right. You are a structured, analytical thinker and planner focusing on organizing things into a preset plan. You are an integrative thinker and planner who has an excellent ability to see how things fit together into a total picture and are a proactive thinker and planner who likes to plan ahead.

(902/922) -- (00.69/00.58)

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

7-2



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.

ROLE AWARENESS

CLARITY -- CLEAR

8-2

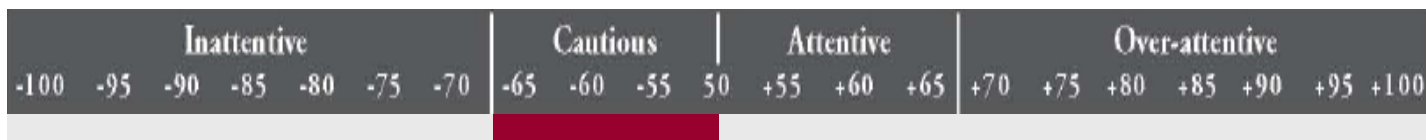


You have a very good capacity for both seeing and understanding your social/role image; however, you do tend to pay too much attention to social/role image, to status and recognition. As a result, you may either overestimate your ability to perform generating a sense of overconfidence or overestimate the importance of social/role image and social recognition and accomplishments for your self development.

SELF DIRECTION

CLARITY -- CLEAR

9-4



You have the ability to understand your self direction but you are currently in a holding pattern concerning your future. You are uncertain about what goals are right, which direction is best, and what ideals and principles are the best guides for your conduct. You will tend to be indecisive and uncertain about pushing ahead, delaying decisions and actions which will push into totally new or uncertain directions.

(902/922) -- (00.69/00.58)

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			
- Short Range Planning	ü			
- Long 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