



SAMPLE COMPANY INPUT SHEET

Team Members	Company Name
Bill	Sample Company
Mary	
Richie	
Alana	
Dave	
Suzy	
Chen	
Sabrina	

SAMPLE COMPANY DASHBOARD

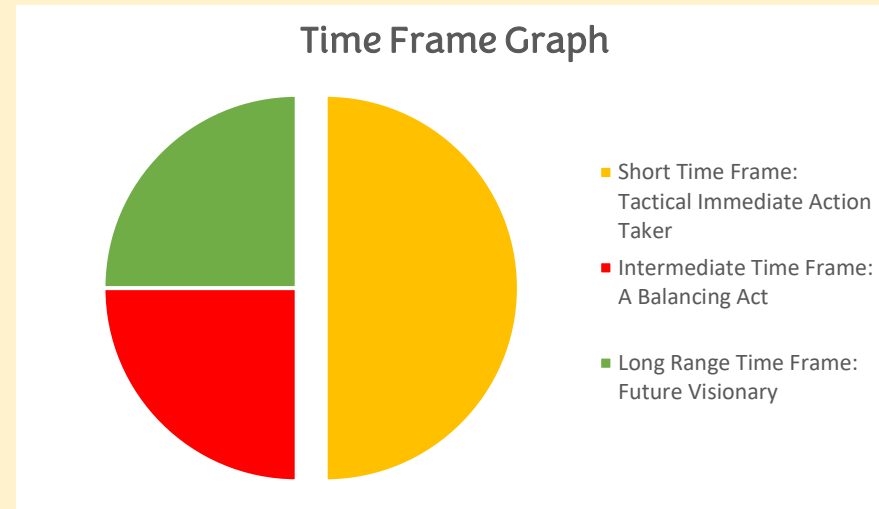
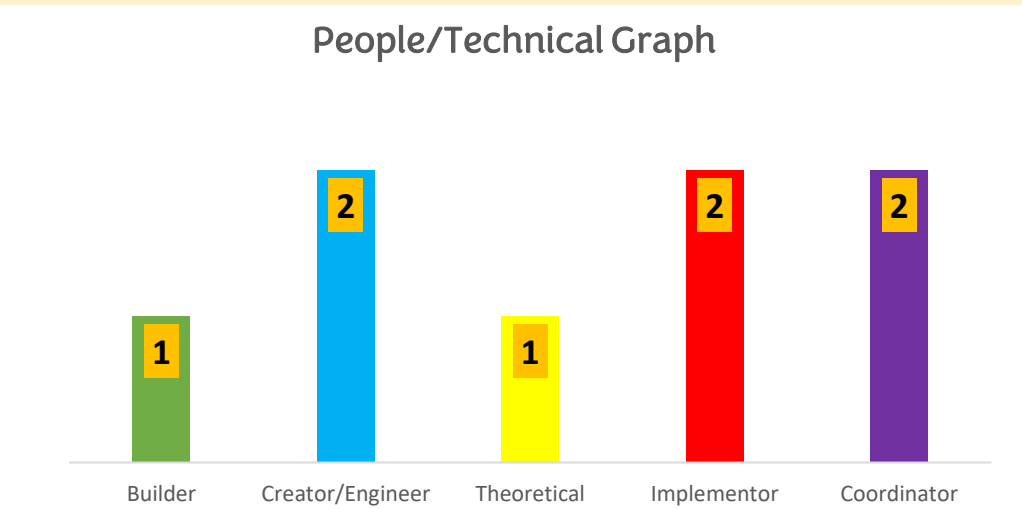
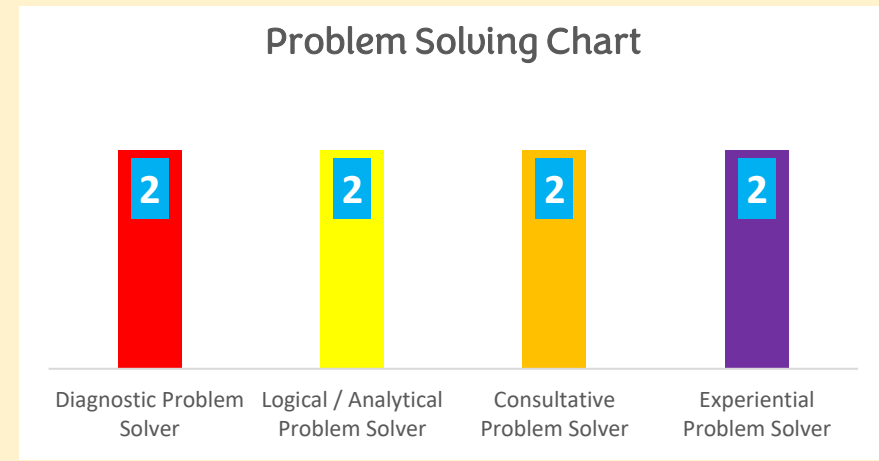
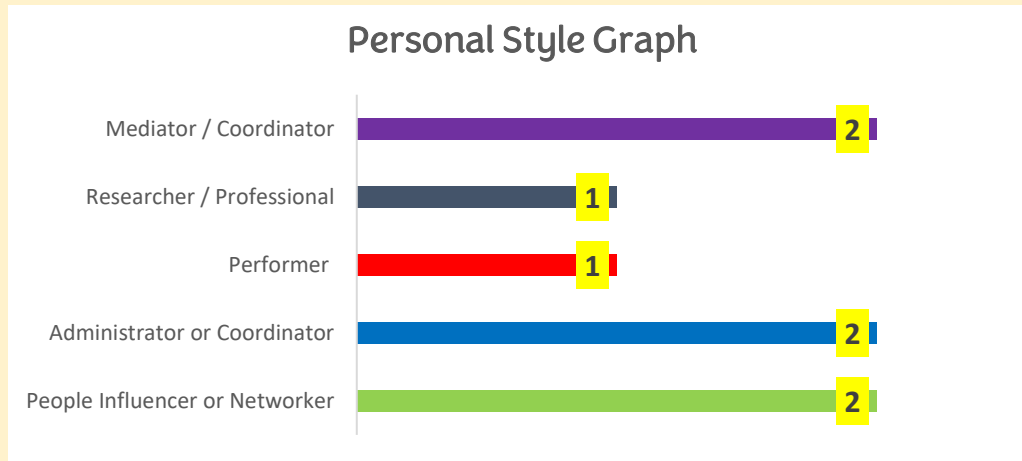
Personal Style
8

Time Frame
8

Problem Solving
8

People/Technical
8

Grand Total
32





SAMPLE COMPANY PERSONAL STYLE REPORT

Who Am I?	Description	Team Members	Likes/Needs	Communication Preferences:	Super-Powers:	Danger Zone
People Influencer or Networker	My Generalist nature and Extroversion preference blend together to create the People Influencer or Networker. I naturally relate to and connect with people.	Mary, Dave	I LIKE: Working with people Being part of a team Comfortable in Up-front roles Talking through problems and solutions Enjoys Variety and trying and doing lots of things Sharing ideas	Prefer talking things out Speak first, listen second	Connecting People Leading People Motivating People	Stuck behind the scenes No Team or People opportunities Working in isolation
Administrator or Coordinator	I am a combination of a high Generalist and preference for Introversion. My Generalist nature means I like to know about a lot of things, and I prefer working behind the scenes.	Richie, Chen	I LIKE: Prefer working behind the scenes Enjoys Variety including trying and doing lots of things Being part of and supporting a team Prefer small groups (1 to 3 people) Own office/work-space	Prefers communicating in writing (email/text/reports)	Broad Knowledge – Well Informed Supporting Team Resourceful Flexible	Forced into up-front people facing roles No team opportunities
Performer	I am a blend of a Specialist and Extrovert. My specialist nature wants to be the expert and specialise in my thing; however, my extroversion nature compels me to want to share my knowledge or expertise with others.	Sabrina	I LIKE: Ability to spend time in my area of interest Autonomy and Control over my work Contributing as an expert Sharing my knowledge, talent and expertise Presenting to groups, classes or audiences My own work-space, office or studio I NEED: Work that is in line and connected with my interests or my passions.	I prefer to talk about my interest and knowledge	Deep Knowledge and Expertise Sharing and Communication Knowledge Presenting	Doing work or study I am not interested in Working on shared projects or activities



SAMPLE COMPANY PERSONAL STYLE REPORT

Who Am I?	Description	Team Members	Likes/Needs	Communication Preferences:	Super-Powers:	Danger Zone
Researcher / Professional	I have a combination of a Specialist nature and a preference for Introversion. My specialist nature is deeply interested and passionate about my field and the ability to operate as the expert, while my introversion preference means I am happy to work on my own without interference for long periods at a time.	Alana	I LIKE: Ability to spend time in my area of interest Autonomy and Control over my work Contributing as an expert Ability to work alone without interruption Advising small groups (1 to 3 people) My own workspace, office or studio I NEED: Work that is in line and connected with my interests or my passions.	Prefers communicating in writing (text/email/reports)	Deep Knowledge and Expertise Expert Skills	Up-front and people engaging roles Too much variety Doing work or study I am not interested in Too many shared projects or activities
Mediator / Coordinator	My nature sits in the mid-range of a Generalist and Specialist. I may want to specialise in an area yet apply my specialist knowledge or expertise across a variety of areas. I uniquely understand the differences and extremes of both the Generalist and the Specialist and have the nature to bridge these extremes in work and relationships.	Bill, Suzy	I LIKE: Applying specialty in a variety of ways Flexibility in work – within specialty Balancing viewpoints Managing Opinions	Flexible (speaking & writing)	Ability to understand and work with variety of people. Ability to bring people and opinions together Flexibility	Too specialised work Too much variety



SAMPLE COMPANY TIME FRAME REPORT

Who Am I?	Description	Team Members
Short Time Frame: Tactical Immediate Action Taker	Your time frame preference shapes how you approach tasks and commitments. With a short time frame, you excel in the present moment and can foresee around 6 months ahead. You find satisfaction in completing tasks and receiving rewards within a week, month, or three months. As a tactical thinker, you thrive by swiftly initiating and accomplishing tasks, constituting the driving force behind getting things done promptly. While over 70% of work roles are short-term or tactical, challenges arise in sustaining focus on long-term objectives. While tactical thinkers can achieve extended goals, breaking them down into 3 to 6-month milestones and seeking motivation and guidance might be necessary. When selecting an area of work, consider roles that have a completion and reward between immediate closure to a maximum of 6 months. Experiencing this completion is what will keep you motivated.	Sabrina, Richie, Bill, Dave
Intermediate Time Frame: A Balancing Act	Your time frame preference impacts how you approach tasks and endurance. An intermediate time frame spans 1 to 5 years, striking a balance between long-term strategists and immediate doers. You excel at breaking down strategic plans into actionable steps for implementation by others. Your coordination skills shine as you manage relationships with clients, suppliers, and other connections, fostering ongoing collaboration. This mindset thrives in roles that require strategic coordination and relationship-building, focusing on the 1 to 5-year horizon.	Alana, Suzy
Long Range Time Frame: Future Visionary	Your time frame preference shapes your approach to planning and persistence. With a long-range time frame, you possess the unique ability to project your life and aspirations 5, 10, or even 20 years ahead. Instantly connecting present actions to future outcomes, you're a natural strategic thinker who excels in grand-scale planning. Your strength lies in big picture concepts, making planning & strategy roles ideal fits for your abilities. You embrace delayed gratification, valuing future gains over immediate rewards. You have a strong need for large future goals to keep you motivated and focussed. Without a goal to focus on, you may feel like a boat without a rudder. However, be cautious of becoming too absorbed in the future, potentially missing present joys. Balancing ambitious long-term goals with daily tasks is essential for both happiness and success.	Chen, Mary

SAMPLE COMPANY PROBLEM SOLVING REPORT

Who Am I?	Description	Team Members	Strengths	Challenges	Best Work Pace	Likes	Danger Zone
Diagnostic Problem Solver	With my High Classification/Low-mid Concept Organisation my natural response to almost every situation is to diagnose; look for the problem, look for what is out of order, find fault, see what's wrong and seek solutions. I have a critic's eye, where I can quickly identify the good, the bad and the inconsistencies in most situations. I am a fast-paced problem solver.	Dave, Mary	Understand new information very quickly Can work well without the need for structure or guidance Quickly identify problems and figure out solutions Can see the big picture and see how to put the needed pieces together Determined, task focussed worker – gets things done. Can handle multiple demands and challenges without getting stressed. Fast worker – can jump in, to solve any problem Can help create something from nothing, build systems based on needs/problems Usually driven and hard-working when on task Not afraid of chaotic environments	Can be impatient with people and processes May ignore people's feelings, in order to accomplish a task May feel a need to "be right" and argue to defend view or opinion Can jump to conclusions or miss detail May be seen as judgemental or critical due to fast ability to see problems Gets bored easily if no problems to solve or not challenged Will see problem and solution – but may want others to fix things, not you.	Operates best in a fast-paced work environment with lots of problems to solve.	Control and autonomy of work and working with like-minded, committed, and driven work associates.	Avoid routine and repetitive work May be too impatient to manage people – be careful of people management roles Beware of work that requires a lot of patience (small children, slow learners, elderly, disability)
Logical / Analytical Problem Solver	I have High Concept Organisation / Low-mid Classification and my natural response to almost every situation is to analyse; collect the facts, break them down, analyse and research, then lay them out in a logical order to come up with a solution.	Chen, Bill	Very detail oriented – accurate high-level analysis Good communicator in written and spoken form Coordinating and Planning Researching – finding information Verifying facts Logistical design Project and System management Ability to design presentations	Can be indecisive Slow to make decisions May get paralysed with over analysis – hesitation to make a decision Can get stressed if need to make decision without all information	I operate best in a work environment that provides enough time to do research and analysis. Medium to slow work pace.	A work environment that has the resources needed to properly investigate, research, analyse and plan information and a realistic time allocation to do the work.	Chaotic and fast paced workplace Rushed and short-term deadlines Being expected to make quick decisions

SAMPLE COMPANY PROBLEM SOLVING REPORT

Who Am I?	Description	Team Members	Strengths	Challenges	Best Work Pace	Likes	Danger Zone
Consultative Problem Solver	With High Classification / High Concept Organisation, my natural response to almost every situation is to diagnose, look for the problem, analyse the facts and come up with a solution and then communicate the solution in a way that others can understand. I have a very high-level problem-solving style which considers both the problems and the solutions.	Richie, Sabrina	Can diagnose, analyse, and come up with a solution as well as logically communicate solution Most complete problem solver Ability to solve complex problems and make well thought out decisions Consulting – providing well researched and detailed solutions Versatile problem solver across multiple industries Writing, speaking and presenting Detailed and Accurate Researching Teaching	Needs time to make decisions – does not like to be rushed Needs mental challenges – will get bored if not challenged	I operate best in a medium-paced work environment but can respond in an emergency and also perform well in long-term projects.	I like challenges and prefer working on more complex issues and problems that require complex problem-solving skills.	Avoid routine and repetitive work Will get bored if not challenged
Experiential Problem Solver	With lower scores in both Classification and Concept Organisation my natural problem-solving approach is to draw on past experiences to find solutions to problems versus going through a step-by-step analytical approach. I am a very practical and decisive problem-solver. For me to be effective as an Experiential problem-solver I need to gain experience. This comes from working in environments with structure and systems, allowing me to get the practice and experience to respond quickly to most problems I may face.	Suzy, Alana	Decisive Practical Open Patient with people and processes Non-judgemental /non-assumptive Cooperative Follows systems and guidelines Supportive Managing others Does not over think or over analyse Pays attention to detail	May struggle learning new things – needs time Stressed in chaotic environment without structure or experience Multiple Complex problems	I operate best in in a slower paced and more structured work environment.	I like structure and systems to learn and follow. I like to have time to gain practical experience. Once experienced I can become very effective leader and manager.	Fast paced & unstructured work Complex or analytical problem solving No opportunity to be trained and learn Lack of systems and guidelines



SAMPLE COMPANY PEOPLE/TECHNICAL REPORT

Who Am I?	Description	Team Members	People or Things?	Strengths	Challenges	Best Environment
Builder	With High Spatial Visualization / Lower Spatial Theory, I relate best to the physical or structural world and prefer concreteness or tangible outcomes in my work. I like using and working with my hands or being physically connected to my work.	Dave	I can work with people or things, however the key to the right fit is the ability to use my hands in my work or to produce something that is tangible (real) for my work to have meaning.	Use hands to connect to work Hands on person Can understand technical/mechanical or natural world Tangible – Real solutions Practical Can handle and manipulate physical tools/scissors/paint brush	Working in a non-tangible role Not having a tangible outcome from work	Any type of work that allows me to be connected physically to my activities or involved in producing something that has a tangible or concrete result. This could be using tools or even producing a report or web pages or media content. I like to see the fruits of my labour.
Creator/Engineer	With High Spatial Theory/High Spatial Visualization I am naturally able to theoretically create or engineer things in my mind and transition them into the physical world. I relate well to both the world of spatial concepts and to the concrete or structural world that results from the implementation of those concepts. My combination of abilities allows me to design, build, trouble-shoot and solve structural problems as they arise. In other words, I am both the creator and the builder.	Mary, Richie	My primary functions will always need to have a scientific/mechanical/mathematical/natural “fact-based” foundation and I may apply this knowledge or function into people roles. I naturally think more along the line of things, versus people, feelings, emotions, or abstract concepts. My natural fit is to solve problems using science, machines, computers, technology instead of through the motivation, promotion, or creativity of people.	Ability to see concept and complete the project Ability to apply science and technology to complex problems Ability to solve both theoretical and tangible problems Ability to design and build Understanding of scientific, mechanical, structural, and technological concepts	Intuitively understanding feelings and emotions Not connected to human/people impacts Locked-in need to have science or principles to underpin ideas Hesitant to accept unsupported ideas	My best work environment is where the work and decisions are backed by or rely on proven and verifiable concepts. All STEM fields require this however, I am not limited to STEM, and may find application in arts, sports, or other non-STEM fields.



SAMPLE COMPANY PEOPLE/TECHNICAL REPORT

Who Am I?	Description	Team Members	People or Things?	Strengths	Challenges	Best Environment
Theoretical	With High Spatial Theory / Lower Spatial Visualization I am naturally able to theorize using spatial reasoning in the physical world without the need to be in the physical world. I function most comfortably in the world of concepts, systems, physical laws and math. I have an innate understanding of how to organise and control physical and mechanical systems at an intangible/theoretical level such as in astronomy, physics and pure mathematics. I do not need to see/touch or feel the physical/real problem to understand how to solve it. I am driven to understand the "WHY", the cause and effect. Why did things happen? How can we prevent them from happening again in the future?	Chen	My primary functions will be using Things as the primary driver to work and to solve problems. My use of people will me more of "People" as an input into a system, database, analysis or unit in a problem to solve. My work may be used to solve people problems and issues, however it will usually be based on data collected from or about people and analysed in a system or formula.	Understand systems and inter-relationship of parts Ability to project into the future and analyse risks Ability to move forward and back to design systems Ability to forecast future events Ability to plan and design future movements of people or materials Ability to solve the cause and effect of disasters/elections/epidemics/medicines	Connecting with people on an emotional level See everything as a problem to be solved Accepting non-scientific or un-proven factual explanations Seeing people as difficult, hard, and getting in the way of great things Not see, understand, or apply non-technical solutions Get lost in trying to solve a simple problem Understanding non-technical people	I will most likely enjoy working in a technological or science-based field or an industry where I can use science, technology, systems, or computers as the main tools in solving problems or doing my work.

SAMPLE COMPANY PEOPLE/TECHNICAL REPORT

Who Am I?	Description	Team Members	People or Things?	Strengths	Challenges	Best Environment
Implementor	With Lower scores in both Spatial Theory and Spatial Visualization I want to know what needs to be done so I can get on with doing it, without thinking too much about the plans behind it or what went into making those plans. I am much more practical about the relationships and systems. I am not drawn to the HOW or the WHY, but to the WHAT – “what needs to be done? / let’s do it”.	Sabrina, Suzy	My “go to” will be working with and through People. I can connect and understand human emotions and see the strength of people as greater than the power of machines and technology. I am more interested in how technology affects people and how easy it is to use versus wanting to know how it works or be part of trying to design my own programs. I am happy to follow and use other people’s systems without questioning where they came from or how or why they were designed.	Practical Pro-active Thinking not restricted by the need for facts/laws/principles/scientific reasoning Easily think creatively and abstractly without limitations Can connect emotionally Willing to follow systems Does not need tangible results or feedback Ability to imagine and dream of things that can’t be seen	Trouble-shooting technology Looking for technical solutions/support/applications Not using potential of technology Not open to technical solutions Fear of technology	I prefer to work in non-technical fields of people, ideas, emotions, management, concepts, and creative thinking or be involved with or managing people in a technical or scientific field.
Coordinator	With Mid-range Spatial Theory and Spatial Visualization I understand and am comfortable in the structural or technical world however I also connect with the more humanistic world of people. This dual understanding puts me in a unique position to be able to see and apply the applications of science and technology with how it will relate to and be used by people. I understand technology but probably will not be happy being exclusively on the tools.	Alana, Bill	My abilities points to an interest and understanding of technical/scientific/mechanical principles and things, combined with an innate understanding of how technology impacts people and how people will best interact and accept technology. I am the bridge between people and technology. My roles may not be dominant in either People or Things, but a combination of both.	Ability to understand technical and humanistic Flexibility to function and switch between technical and humanistic roles Dual Skilled Problem Solver Dual Skilled Consultant	Can get stuck in overly technical or humanistic role because of ability to do it	Finding the balance between providing a technical service in a humanistic industry or a humanistic service in a technical industry or ultimately a role that combines the need for knowledge and expertise in both. I may want to learn a technical/medical/scientific skill or specialty and then find a humanistic role in one of those industries.