

# Thinking Pattern Reports

## Leadership Profile

prepared for

*Demo Sample*



Using Science to Improve Decision Making

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# Leadership Skill Inventory

## (SITUATIONAL RISK - 9.00)

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### PEOPLE SKILLS - CONDITIONAL RISK

- Talent - 8.76
- Access - 8.81
- Risk Level - 8.78

### TASK SKILLS - SITUATIONAL RISK

- Talent - 8.83
- Access - 9.08
- Risk Level - 8.96

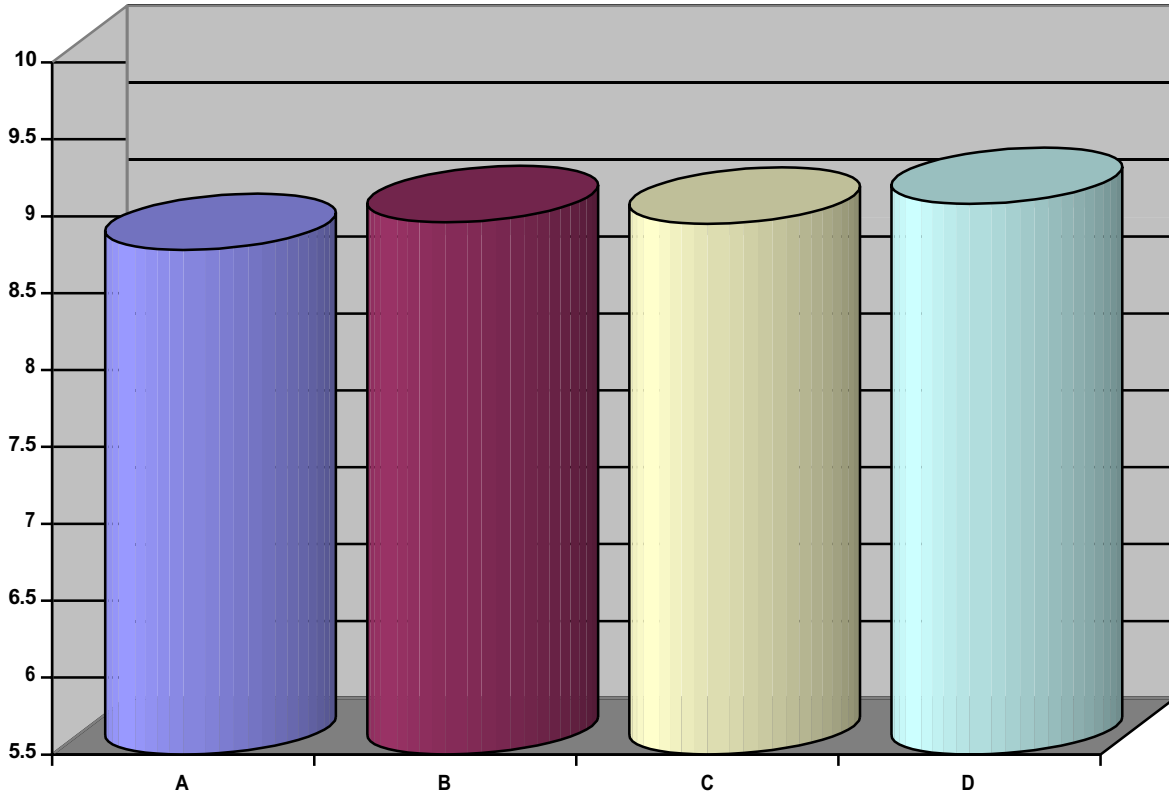
### SYSTEM SKILLS - SITUATIONAL RISK

- Talent - 8.85
- Access - 9.05
- Risk Level - 8.95

### SELF SKILLS - SITUATIONAL RISK

- Talent - 8.92
- Access - 9.25
- Risk Level - 9.08

# Leadership Skills Global Graph



<b>Low Risk</b> (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	<b>9.02 to 10.0</b>
<b>Situational Risk</b> (Very good ability to utilize the capacity especially in well defined areas; however, there are specific situations that can interfere with the translation into decisions)	<b>8.79 to 9.02</b>
<b>Conditional Risk</b> (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	<b>8.39 to 8.79</b>
<b>Real Risk</b> (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	<b>6.0 to 8.39</b>

**A) People (Conditional Risk)** — This section measures the ability to make sound and objective decisions about others and to build relationships.

**B) Task (Situational Risk)** — This section measures the ability to see and understand what is happening in a practical, concrete manner.

**C) System (Situational Risk)** — This section measures the ability to see, understand and appreciate planning, strategic thinking and issues, conceptual organizing and consistency and conformity.

**D) Self (Situational Risk)** — This capacity measures the ability to see, understand and be sensitive to personal uniqueness, confidence and competency and goals and self organization.

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# People Values

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## ***Prioritized Core Strengths***

- 1) Helps people to have the confidence to take risks (Very Good Access)
- 2) Encourages others and provides positive reinforcement (Very Good Access)
- 3) Deals with conflicting issues in a positive manner (Very Good Access)
- 4) Reinforces the value of cooperation and sharing (Very Good Access)
- 5) Sets priorities in relationships (Very Good Access)
- 6) Assigns tasks clearly and specifically (Very Good Access)
- 7) Keeps communications clear and to the point (Very Good Access)

## ***Prioritized Development***

- 1) Will be too optimistic about others (Real Risk)
- 2) May try too hard to make others feel valuable (Conditional Risk)
- 3) May try too hard to be positive and supportive (Conditional Risk)
- 4) Tends to take too much time with the needs and concerns of others (Conditional Risk)
- 5) Likely will not promote independence and freedom of choice (Conditional Risk)

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# Task Values

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## ***Prioritized Core Strengths***

- 1) Tracks the success and failure of decisions (Excellent Access)
- 2) Sees problems before they hit them in the face (Very Good Access)
- 3) Knows what is needed to support decisions (Very Good Access)
- 4) Can be counted on in good times and bad (Very Good Access)
- 5) Sets and takes care of priorities (Very Good Access)
- 6) Finds out what is causing problems (Very Good Access)
- 7) Is honest with themselves about what they can do (Very Good Access)
- 8) Knows what needs to be done and what can be done (Very Good Access)

## ***Prioritized Development***

- 1) Likely to take too long analyzing and not respond quickly (Conditional Risk)
- 2) Ideal thinking leads them to overlook critical issues (Conditional Risk)
- 3) Too cautious, hesitant and worried about what others will think to take risks (Conditional Risk)
- 4) Sets priorities which are idealistic and limited (Conditional Risk)

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# System Values

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## ***Prioritized Core Strengths***

- 1) Pays Attention To Long Term Goals (Excellent Access)
- 2) Keeps decisions consistent with beliefs, goals and plans (Excellent Access)
- 3) Emphasizes importance of standards, codes (Very Good Access)
- 4) Maintains commitment to plans and programs (Very Good Access)
- 5) Makes certain consequences reflect standards (Very Good Access)
- 6) Pays attention to the value of established standards (Very Good Access)
- 7) Sets clear, relevant and realistic goals (Very Good Access)
- 8) Pays attention to inventive thinking (Very Good Access)

## ***Prioritized Development***

- 1) Tends not to communicate optimism, vision, purpose (Conditional Risk)
- 2) Does not always emphasize a common mission (Conditional Risk)
- 3) Shifts from confidence to indecision about goals (Conditional Risk)
- 4) Insist on total compliance with standards, strictly by the book (Conditional Risk)

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# Self Values

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## ***Prioritized Core Strengths***

- 1) Maintains a positive attitude toward themselves (Excellent Access)
- 2) Maintains a positive attitude toward the world (Excellent Access)
- 3) Accepts responsibility their mistakes (Very Good Access)
- 4) Accepts responsibility for consequences (Very Good Access)
- 5) Pays attention to doing the right thing (Very Good Access)
- 6) Is optimistic and believes the best will work out (Very Good Access)
- 7) Promotes responsibility and accountability (Very Good Access)
- 8) Puts the interest of team above self interest (Very Good Access)

## ***Prioritized Development***

- 1) Have difficulty accepting their mistakes and will resist change (Real Risk)
- 2) Relies too heavily on an external sense of vision and and purpose which promotes social image and status (Conditional Risk)
- 3) Will restrict improvement options to increasing status and recognition (Conditional Risk)
- 4) Likely to be too prideful or status minded to ask for feedback (Conditional Risk)