

Thinking Pattern Reports

Leadership Screen with Nine Pathways

prepared for

Demo Sample



Using Science to Improve Decision Making

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Overall Tendencies

- Have strong intuitive feelings that something is right or wrong but you may have difficulty knowing specifically what your feelings are telling you.
- Have a strong desire to do things right and a need to know and understand why an action is best.
- Will be a proactive, strategy, and plan oriented person so focused on controlling efficiency and consequences that you overlook immediate needs, becoming overconfident about the success of your strategies and plans.
- Tend to delay decisions until you are convinced that you have examined all possible outcomes.
- Tend to be frustrated when intuition builds an urgency to act yet logic demands more evidence, analysis, and understanding.
- Have strong respect for the individuality and rights of others, but you tend to qualify who deserves your respect and you will be cautious about the right time to show respect.
- Will be open and available to those who meet your expectations, but will be demanding and critical when they do not measure up.
- In conversations, you rely too much on logic and on your need to control outcomes. As a result, you will listen ‘at’ rather than listen ‘to’ and will be too quick to criticize and judge what others say.
- An inner directed person, you have greater clarity and understanding of self values than values in the world.
- Have the ability to be in touch with your self esteem and inner self worth which can anchor and sustain you in difficult situations.
- Have the ability to know what you can do, to appreciate your social/role function and understand the value of status and social image.
- Have a strong sense of personal competence which generates comfort and confidence about what you are doing.
- Can see and understand which goals will challenge you, but you are uncertain about which direction is best and, as a result, may delay decisions and actions until you are convinced that the time is right.

Leadership Skill Inventory

(SITUATIONAL RISK - 9.00)

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

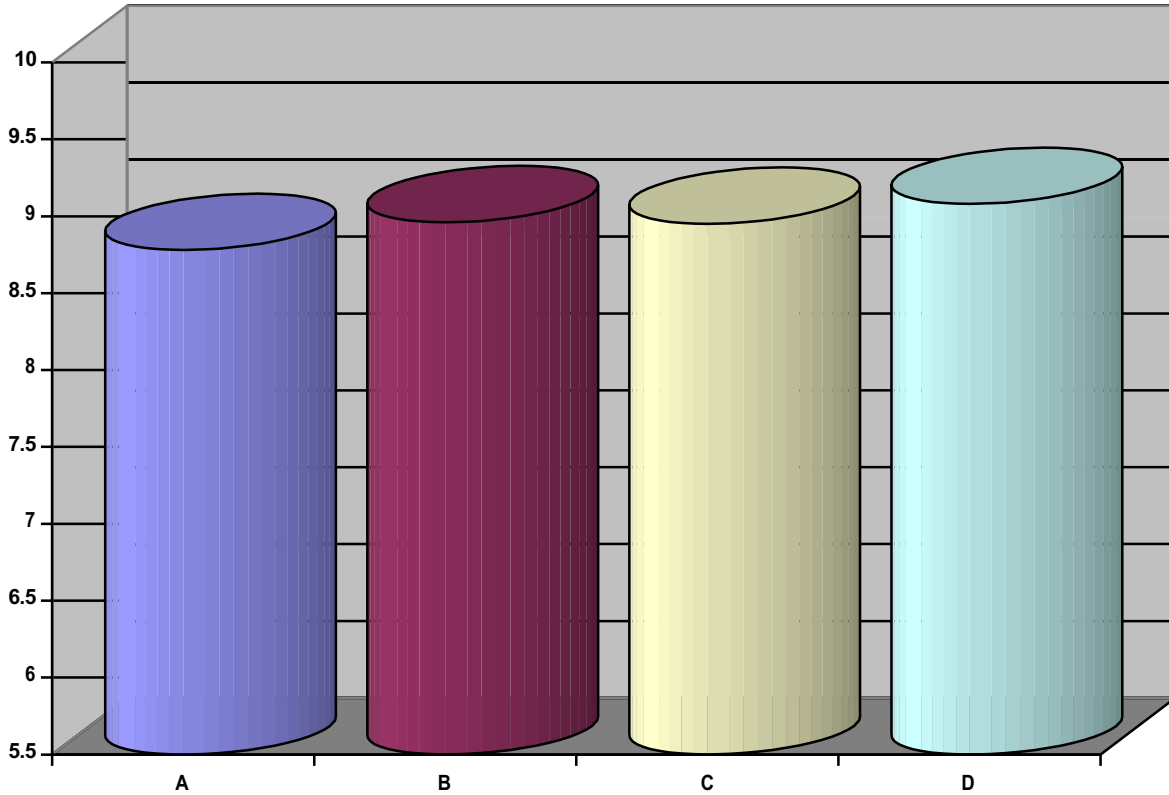
SYSTEM SKILLS - SITUATIONAL RISK

- 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



| | |
|---|---------------------|
| Low Risk (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes) | 9.02 to 10.0 |
| Situational Risk (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) | 8.79 to 9.02 |
| Conditional Risk (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions) | 8.39 to 8.79 |
| Real Risk (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment) | 6.0 to 8.39 |

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.

People Values

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)

Task Values

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)

System Values

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)

Self Values

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)

Critical Leadership Performance Dimensions

Listed below are the Critical Leadership Performance Dimensions. These factors are listed in order of the talent you currently display for paying attention to And valuing them. The first Talent Is your strongest, followed by the rank order of the remainder of the factors.

1. SETTING VISION, MISSION And PURPOSE
2. MAINTAINING CONSISTENCY And CONFORMITY
3. BUILDING TRUST And A COMMON BOND
4. DEVELOPING STRATEGY, DISCIPLINE
5. INSTILLING RESPONSIBILITY And INTEGRITY
6. BUILDING TEAM SYNERGY
7. PREPARATION And TACTICS
8. FOSTERING INNOVATION And CHANGE
9. FOCUSING ON RESULTS

Prioritized Leadership Values

(Core Strengths)

1) Optimism, Seeing And Expecting The Best (Vision, Mission)

Maintains a positive attitude toward themselves

2) Optimism, Seeing And Expecting The Best (Vision, Mission)

Maintains a positive attitude toward the world

3) Building Well Organized Strategies (Strategy, Discipline)

Pays Attention To Long Term Goals

4) Translating plans into action (Strategy, Discipline)

Tracks the success and failure of decisions

5) Respecting Principles, Standards And Codes (Integrity)

Keeps decisions consistent with beliefs, goals and plans

6) Personal Competence And Confidence (Preparation, Tactics)

Thinks ahead about problems and solutions

7) Building Confidence and Competence (Trust)

Helps people to have the confidence to take risks

8) Being Responsible And Accountable (Integrity)

Accepts responsibility their mistakes

9) Walking The Walk, Keeping Promises (Integrity)

Promotes personal commitment to what is right

10) Acting As A Change Agent And Risk Taker (Innovation, Change)

Sees problems before they hit them in the face

Prioritized Leadership Values

(Development Areas)

1) Learning To Adapt And Grow (Innovation, Change)

Have difficulty accepting their mistakes and will resist change

2) Respecting The Rights Of Each Person (Trust)

Tends to be too optimistic about others

3) Personal Commitment, Dedication (Vision, Mission)

Tends not to reinforce commitment to do one's best

4) Sense Of Purpose And Meaning (Vision, Mission)

Tends not to communicate optimism, vision, purpose

5) Sense Of Purpose And Meaning (Vision, Mission)

Does not always emphasize a common mission

6) Learning To Adapt And Grow (Innovation, Change)

Will restrict improvement options to increasing status and recognition

7) Treating Each Person as Unique And Valuable (Trust)

May try too hard to make others feel valuable