



CAREER PLANNING INSIGHTS

*"He who knows others is learned.
He who knows himself is wise."
—Lao Tse*

Andres Gomez

8-17-2008

InnerActive
ASSESSMENTS

Getting You to the Next Level

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INTRODUCTION

Behavioral research suggests that the most effective people are those who understand themselves, both their strengths and weaknesses, so they can develop strategies to meet the demands of their environment.

A person's behavior is a necessary and integral part of who they are. In other words, much of our behavior comes from "nature" (inherent), and much comes from "nurture" (our upbringing). It is the universal language of "how we act," or our observable human behavior.

In this report we are measuring four dimensions of normal behavior. They are:

- how you respond to problems and challenges.
- how you influence others to your point of view.
- how you respond to the pace of the environment.
- how you respond to rules and procedures set by others.

This report analyzes behavioral style; that is, a person's manner of doing things. Is the report 100% true? Yes, no and maybe. We are only measuring behavior. We only report statements from areas of behavior in which tendencies are shown. To improve accuracy, feel free to make notes or edit the report regarding any statement from the report that may or may not apply, but only after checking with friends or colleagues to see if they agree.

*"All people exhibit all four behavioral factors in varying degrees of intensity."
—W.M. Marston*



PERSONAL CHARACTERISTICS

Based on Andres' responses, the report has selected general statements to provide you with a broad understanding of his work style. These statements identify the basic natural behavior that he brings to the job. That is, if left on his own, these statements identify HOW HE WOULD CHOOSE TO DO THE JOB. Use the general characteristics to gain a better understanding of Andres' natural behavior.

Andres influences most people with his warmth. He likes freedom from many controls. He can be friendly with others in many situations, but primarily with groups of established friends and associates. He is sociable and enjoys the uniqueness of each human being. He is good at creating enthusiasm in others. Andres likes to develop people and build organizations. He is driven by status and power. He is usually filled with good intentions, but often lacks the time to fulfill them. He places his focus on people. To him, strangers are just friends he hasn't met! Andres likes public recognition for his achievements. One of his motivating factors is recognition and "strokes." He tries to influence others through a personal relationship and many times will perform services to develop this relationship. He seeks popularity and social recognition. He likes to deal with people in a favorable social environment. He is optimistic and usually has a positive sense of humor.

Andres may leap to a favorable conclusion without considering all the facts. When he has strong feelings about a particular problem, you should expect to hear these feelings, and they will probably be expressed in an emotional manner. He likes working for managers who make quick decisions. He is good at solving problems that deal with people. Andres will not be overlooked nor uninvolved. He will consistently try to inspire people to his point of view. Because of his trust and willing acceptance of people, he may



PERSONAL CHARACTERISTICS

misjudge the abilities of others. He is good at giving verbal and nonverbal feedback that serves to encourage people to be open, to trust him and to see him as receptive and helpful.

Andres is good at negotiating conflict between others. Andres feels that "if everyone would just talk it out, everything would be okay!" He has a tendency, which he regards as an ability, to talk smoothly, readily and at length. He is highly excited by what influences him. He is positive in his approach to dealing with others. He may not understand why everyone doesn't see life as he does! Andres will optimistically interact with people in an assured, diplomatic and poised manner. He is people-oriented and verbally fluent. He judges others by their verbal skills and warmth. He tends to influence people to his way of thinking by using verbiage as compared with others who like to use reports.



PERSONAL STRENGTHS

This section of the report identifies the specific talents and behavior Andres brings to the job. By looking at these statements, one can identify his role in the organization. By identifying Andres' talent, the organization can develop a system to capitalize on his particular value to the organization and make him an integral part of the team.

- Pioneering.
- Verbalizes his feelings.
- Creative problem solving.
- Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.
- Builds confidence in others.
- Self-reliant.
- Positive sense of humor.



BASIC NEEDS

In this section are some needs which must be met in order for Andres to perform at an optimum level. Some needs can be met by himself, while management must provide for others. It is very difficult for a person to enter a motivational environment when that person's basic management needs have not been fulfilled. Andres and his counselor should go over the list and identify 3 or 4 statements that are most important to him. This allows Andres to participate in forming his own personal management plan.

Andres needs:

- A tolerant boss.
- To relax and pace himself.
- Support in doing excessive detail work.
- Restraints, or program to calculate the risk involved by his decisions.
- To handle routine paperwork only once.
- To focus conversations on work activities--less socializing.
- Objectivity when dealing with people because of his high trust level.
- To be informed of things which affect him.
- To mask emotions when appropriate.
- Help on controlling time and setting priorities.
- People to work and associate with.
- Bottom-line measurement.
- More control of body language.



ADAPTED STYLE

This section gives general information on behavior that Andres deems necessary to be successful on the job. One should read this section and determine if the behavior described is job related. If the behavior is not job-related, Andres does not understand the behavior required to be successful in the job.

- Contacting people using a variety of modes.
- Maintaining an ever-changing, friendly, work environment.
- Obtaining results through people.
- Responding well to challenges: "You say I can't do it? Just watch me!"
- Willing to take risks when others may be hesitant.
- Making tactful decisions.
- Firm commitment to accomplishments.
- Preferring people involvement over task focus.
- Being creative and unconventional in making a point.
- Flaunting independence.
- Being independent and innovative.



PRESENT WANTS

This section of the report was produced by analyzing Andres' wants. People are motivated by the things they want, thus: wants that are satisfied no longer motivate. Analyze each statement produced in this section and highlight those that are present "wants."

Andres wants:

- No close supervision.
- A support system to do the detail work.
- No restrictions to hamper results.
- Group activities outside the job.
- Flattery, praise, popularity and strokes.
- Freedom from many rules and regulations.
- A manager who practices participative management.
- Work assignments that provide opportunity for recognition.
- Exposure to those who appreciate his results.
- A forum to ventilate his emotions.
- To be trusted.



IDEAL ENVIRONMENT

This section identifies the ideal work environment based on Andres' basic style. People with limited flexibility will find themselves uncomfortable working in any job not described in this section. A person with flexibility uses intelligence to modify their behavior and can be comfortable in many environments. Use this section to identify specific duties and responsibilities that Andres enjoys and also those that create frustration.

- Freedom from control and detail.
- Forum for his ideas to be heard.
- Assignments with a high degree of people contacts.
- Needs difficult assignments.
- Democratic supervisor with whom he can associate.
- Work with a results-oriented team.



CHECKLIST FOR COMMUNICATING

Most people are aware of and sensitive to the ways with which they like to be communicated. Many people find this section to be extremely accurate and important. Read each statement and identify 3 or 4 statements that are most important. Make a list of these and practice using them in your everyday management of Andres.

Do:

- Expect him to return to fight another day when he has received a "no" answer.
- Clarify any parameters in writing.
- Use a balanced, objective and emotional approach.
- Provide ideas for implementing action.
- Provide "yes" or "no" answers--not maybe.
- Use enough time to be stimulating, fun-loving, fast-moving.
- Define the problem in writing.
- Offer special, immediate and continuing incentives for his willingness to take risks.
- Use a motivating approach, when appropriate.
- Flatter his ego.
- Provide a warm and friendly environment.



STRENGTHS AND WEAKNESSES

In this area of the report is a listing of strengths and weaknesses without regard to a specific job. Cross out those weaknesses that do not apply. Highlight 1 to 3 weaknesses that are hindering performance and develop an action plan to eliminate or reduce this hindrance.

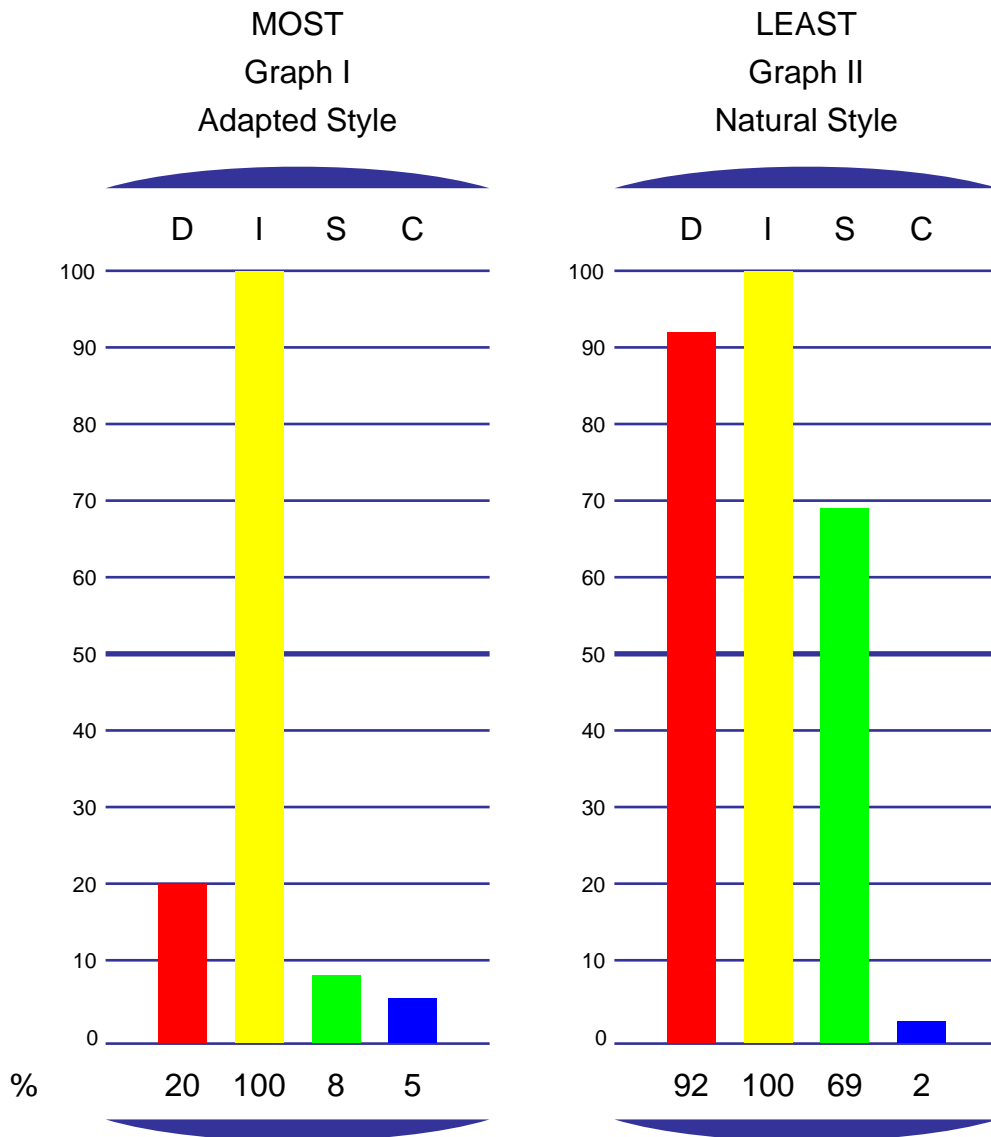
- STRENGTH - Value people over things. POTENTIAL WEAKNESS - Have difficulty planning and controlling time if people are involved.
- STRENGTH - Problem solver. POTENTIAL WEAKNESS - Act impulsively and make decisions based on a surface analysis.
- STRENGTH - People-oriented. POTENTIAL WEAKNESS - Unrealistic in appraising people--tends to trust people indiscriminately.
- STRENGTH - Good communicator and good at meeting new people. POTENTIAL WEAKNESS - May oversell himself and turn others off.
- STRENGTH - Good interpersonal relationship skills. POTENTIAL WEAKNESS - May be too lenient and have trouble disciplining.



STYLE INSIGHTS® GRAPHS

Andres Gomez

8-17-2008



Norm 2003



THE SUCCESS INSIGHTS® WHEEL

The Success Insights® Wheel is a powerful tool popularized in Europe. In addition to the text you have received about your behavioral style, the Wheel adds a visual representation that allows you to:

- View your natural behavioral style (circle).
- View your adapted behavioral style (star).
- Note the degree you are adapting your behavior.
- If you filled out the Work Environment Analysis, view the relationship of your behavior to your job.

Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

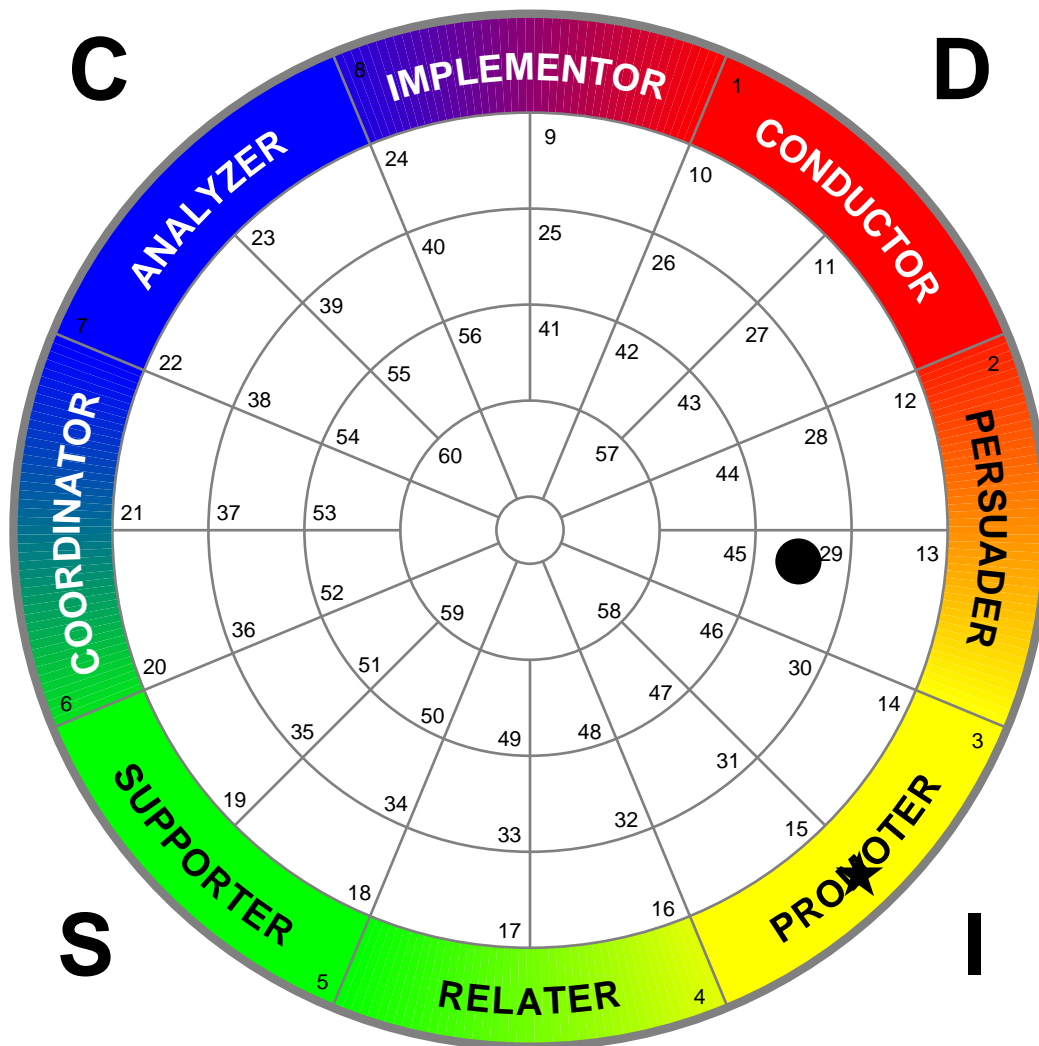
If you are part of a group or team who also took the behavioral assessment, it would be advantageous to get together, using each person's Wheel, and make a master Wheel that contains each person's Natural and Adapted style. This allows you to quickly see where conflict can occur. You will also be able to identify where communication, understanding and appreciation can be increased.



THE SUCCESS INSIGHTS® WHEEL

Andres Gomez

8-17-2008



Adapted: ★ (3) PROMOTER
Natural: ● (29) PROMOTING PERSUADER (FLEXIBLE)
Norm 2003



WORK ENVIRONMENT

Andres Gomez

8-17-2008



INTRODUCTION

This report compares your ideal and present job. If the ideal job and present job are the same on a factor, only one list of statements will appear. A side by side listing will be printed when they are different. Read, discuss, and clarify to identify the type of behavior you want to use on the job.



DOMINANCE - CHALLENGE

This page of the report lists how the job requires a person to respond to problems and challenges. Scope of authority, power and decisiveness may be key areas. Analyze carefully.

"Present" job behavioral demands are:

1. Following instructions precisely.
2. Continual quality control and feedback on quality of work.
3. Accommodating to the needs of others.
4. Expectations clearly defined.
5. Specialized work assignments.
6. Conservative and calculating approach to problem solving.
7. Precision and accuracy.
8. Adherence to regulations.
9. Following through and completing assignments.
10. Traditional procedures.
11. No sudden or abrupt changes.
12. Analytical skills to maintain quality.
13. Systematic approaches to work assignments.
14. High tolerance level for conflict.

"Ideal" job behavioral demands are:

1. Calculating the use of power and authority.
2. Responding to problems and challenges.
3. A drive to succeed.
4. Clarification of authority and parameters.
5. Challenging assignments.
6. Independent thinking.
7. Freedom from much detail work.
8. Flexibility.
9. Ability to solve problems and meet challenges.
10. Taking an idea and moving with it, but not beyond the scope of authority.
11. Supporting change.
12. Participating in decision making.



INFLUENCE - CONTACTS

This page of the report lists how the job requires a person to influence others to a way of thinking or doing. Trust, openness, facts and data (oral or written), discussion, and communication are key areas. Analyze carefully.

"Present" job behavioral demands are:

1. Working with things.
2. Sincere approach to helping others.
3. Consider facts and data in making decisions.
4. Time to react to change.
5. Logical approach without ignoring peoples needs.
6. Coaching and counseling.
7. Reflective approach to work activities.
8. Participatory management.

"Ideal" job behavioral demands are:

1. Many social interactions.
2. Very high trust level.
3. Optimistic outlook towards all activities.
4. Skillful use of vocabulary to generate enthusiasm.
5. Highly persuasive communication.
6. High contact with people.
7. Enthusiastic acceptance of new ideas.
8. Ability to move from one activity to another quickly.
9. Selling the sizzle as well as the steak.
10. A flexible use of time.
11. Outgoing personality.
12. New and innovative ways of solving problems.
13. Democratic relationships with others.
14. Working with people more than working with things.
15. A team environment.
16. Ability to project self-confidence.
17. Getting things done through people.
18. Freedom from detail and control.



STEADINESS - CONSISTENCY

This page of the report lists how the job requires a person to deal with activity levels. Change, persistence, consistency, and listening skills are key areas. Analyze carefully.

"Present" job behavioral demands are:

1. Patience.
2. Ability to listen.
3. Working within the system.
4. Task oriented concentration.
5. Follows through on task.
6. Limited change in work activities.
7. Team participation.
8. Security for self and others.
9. Job description in writing.
10. Consistent performance.
11. Sincere approach to working with people.
12. Friendly environment.

"Ideal" job behavioral demands are:

1. Juggling several balls at the same time.
2. Openness in communication.
3. Alertness and sensitivity to problems.
4. Ability to work on more than one project.
5. Flexibility.
6. Adaptability to change.
7. Support system to help with detail.
8. Questioning procedures.



COMPLIANCE - CONSTRAINTS

This page of the report lists how the job requires a person to respond to rules and regulations set by other people. Key areas to consider are rules required to maintain quality, accuracy, and precision. Analyze carefully.

"Present" job behavioral demands are:

1. Rules and procedures.
2. High quality control standards.
3. Systematic approach.
4. Work done accurately the first time.
5. Analysis of facts and data.
6. Clarification of responsibility and authority.
7. Clean, tidy and organized work station.
8. Time to perform quality work.
9. Balanced judgment.
10. Analysis of outcomes before initiating change.
11. Few mistakes.
12. Well defined job description and expectations.
13. Complete instructions.

"Ideal" job behavioral demands are:

1. Few rules and procedures to follow.
2. Individualistic approach.
3. Persistent approach to winning.
4. Bottom line analysis of results.
5. Challenging work.
6. Power and authority.
7. Very little routine work.
8. Pioneering risk taker.
9. Decisiveness.
10. Criticizing the status quo.
11. Original thinking.
12. Try the impossible.

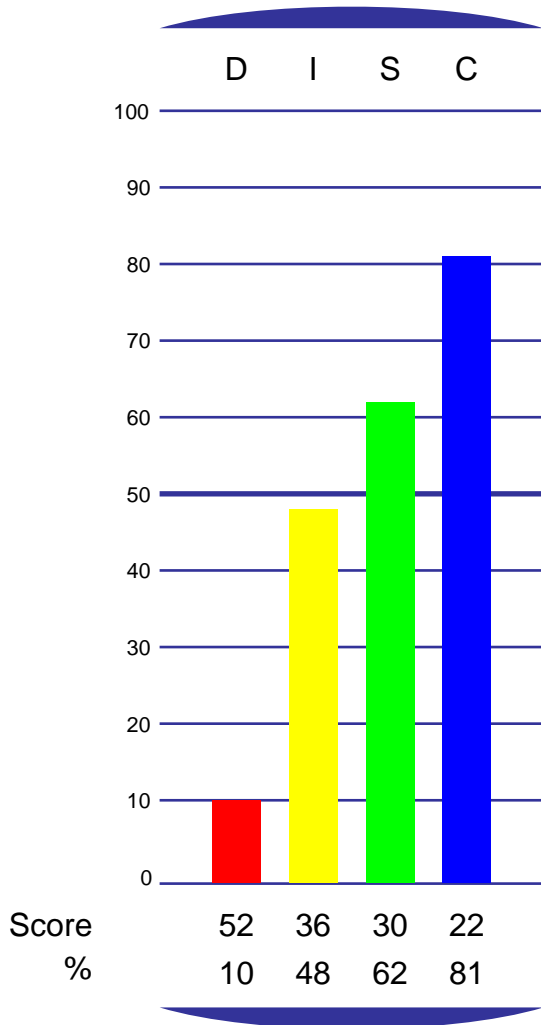


WORK ENVIRONMENT™

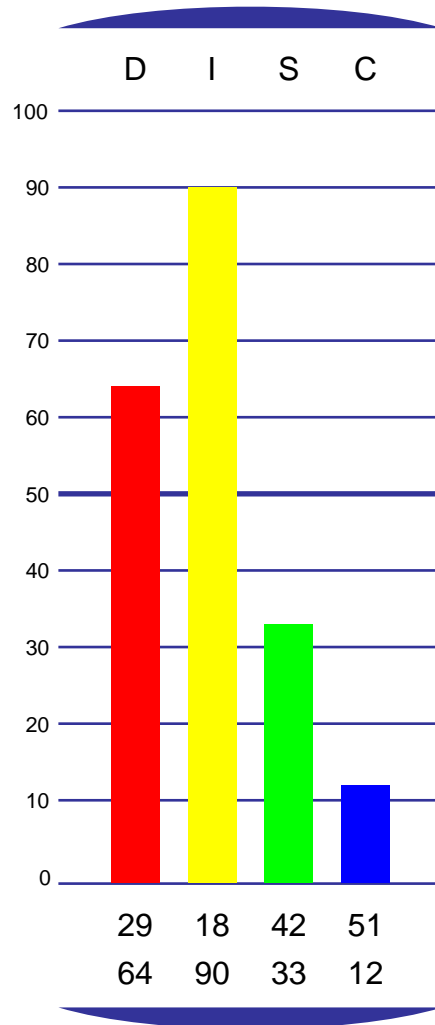
Andres Gomez

8-17-2008

Work Environment
PRESENT
Andres Gomez



Work Environment
IDEAL
Andres Gomez

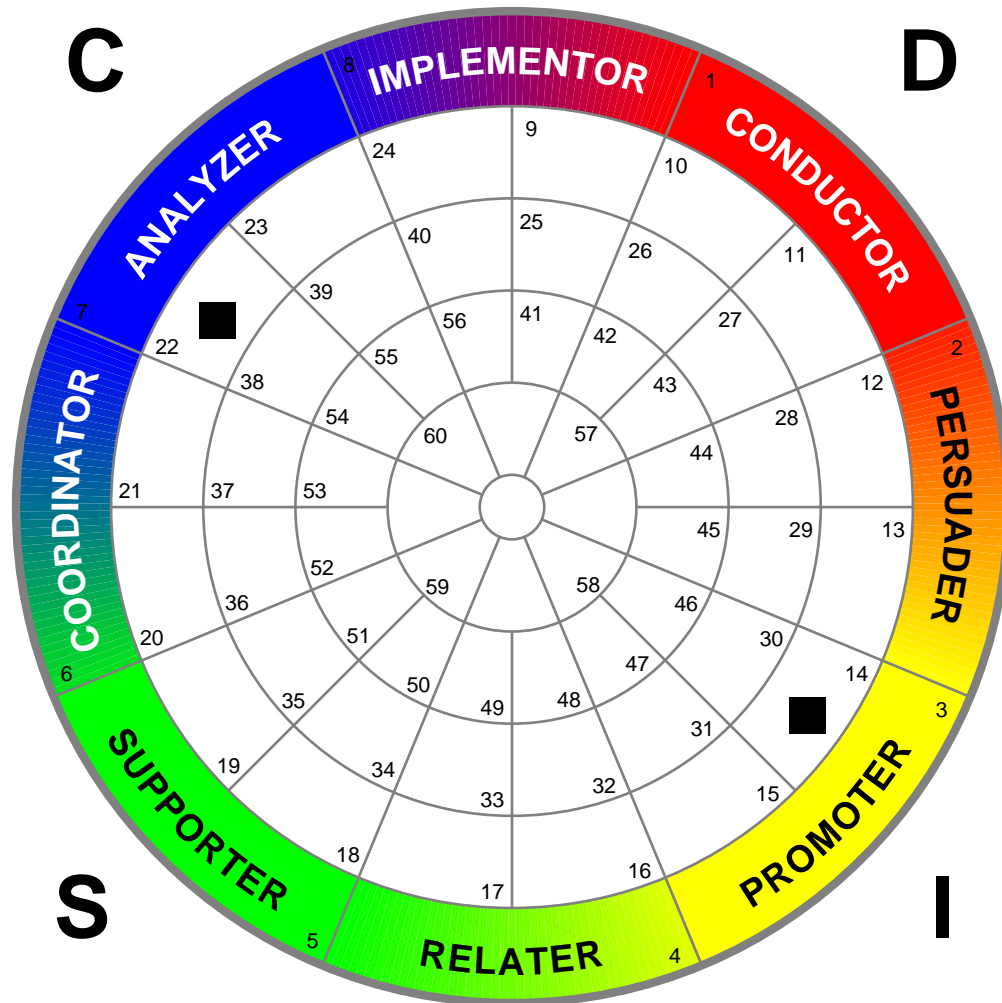




THE SUCCESS INSIGHTS® WHEEL

Andres Gomez

8-17-2008



Present Work Environment: ■ (22) COORDINATING ANALYZER

Ideal Work Environment: ■ (14) PERSUADING PROMOTER



JOB INDICATOR

Andres Gomez

8-17-2008



INTRODUCTION

Today's workplace is in constant change and careers are evolving to keep pace. It will not be unusual for people to change careers 4-5 times during their working lives. Furthermore, research indicates that over 50% of working people hold jobs that do not utilize their natural talents, so are neither fully motivated nor satisfied with their work.

Given these realities, it becomes more important than ever for people to be prepared to make informed career decisions based on a solid understanding of their own behavioral styles and your natural talents. With increased understanding of the talents you bring to the workplace, you can maximize your ability to succeed and achieve career satisfaction in a changing environment.

The following Job Indicator section has been designed to stretch your imagination and give you ideas. The message is: "Your options are many." This section will present a listing of jobs that can provide a suitable match to your natural behavioral style, as identified earlier in this report. Review these potential jobs and decide which of them appeal to your individual preferences, values and lifestyle. Remember, they are designed to stretch your imagination and give you ideas!

The career listings presented in this section are derived from the latest issue of The Occupational Information Network (O*NET) database, developed for the US Department of Labor by the National O*NET Consortium. You will find a wealth of related career information for your continued research at the following websites: <http://online.onetcenter.org> and the US Dept. of Labor, Employment & Training Administration: <http://www.doleta.gov/programs/onet>.



NAME : Andres Gomez

EDUCATION : High School

CODE	OCCUPATION
27-1019.99	Artists
41-9091.00	Door-To-Door Sales Workers, News and Street Vendors, and Related Workers
27-2099.99	Entertainers and Performers
33-2021.01	Fire Inspectors
41-9021.00	Real Estate Brokers
39-9032.00	Recreation Workers
41-3099.99	Sales Representatives, Services, All Other



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NAME : Andres Gomez

EDUCATION : A.A. or B.A.

CODE	OCCUPATION
11-3011.00	Administrative Services Managers
13-2021.02	Appraisers, Real Estate
27-1019.99	Artists
11-3041.00	Compensation and Benefits Managers
13-2041.00	Credit Analysts
21-1012.00	Educational, Vocational, and School Counselors
27-2099.99	Entertainers and Performers
35-1012.00	First-Line Supervisors/Managers of Food Preparation and Serving Workers
13-1079.99	Human Resources, Training, and Labor Relations Specialists, All Other
23-2099.99	Legal Support Workers, All Other
27-2012.00	Producers and Directors
41-9021.00	Real Estate Brokers
27-3022.00	Reporters and Correspondents
41-3099.99	Sales Representatives, Services, All Other
11-9151.00	Social and Community Service Managers



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8-17-2008



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NAME : Andres Gomez

EDUCATION : B.A. Plus

CODE	OCCUPATION
13-2021.02	Appraisers, Real Estate
27-1019.99	Artists
21-1012.00	Educational, Vocational, and School Counselors
27-2099.99	Entertainers and Performers
35-1012.00	First-Line Supervisors/Managers of Food Preparation and Serving Workers
13-1079.99	Human Resources, Training, and Labor Relations Specialists, All Other
27-2012.00	Producers and Directors
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