Insights4Results
Developing Leadership Talent & Succession

Thinking Pattern Reports

Leadership Profile

Prepared for

Demo Sample

Insights4Results.com

Susan Curtin ~ susan@Insights4Results.com ~ (619) 980-1458

The content of this report should not be used as the sole source for hiring, placement, career moves, or termination.

Leadership Skill Inventory
(LOW RISK - 9.18)

PEOPLE SKILLS - SITUATIONAL RISK

- Talent - 8.85

- Access - 9.12

- Risk Level - 8.99

TASK SKILLS - LOW RISK

- Talent - 8.96

- Access - 9.43

- Risk Level - 9.20
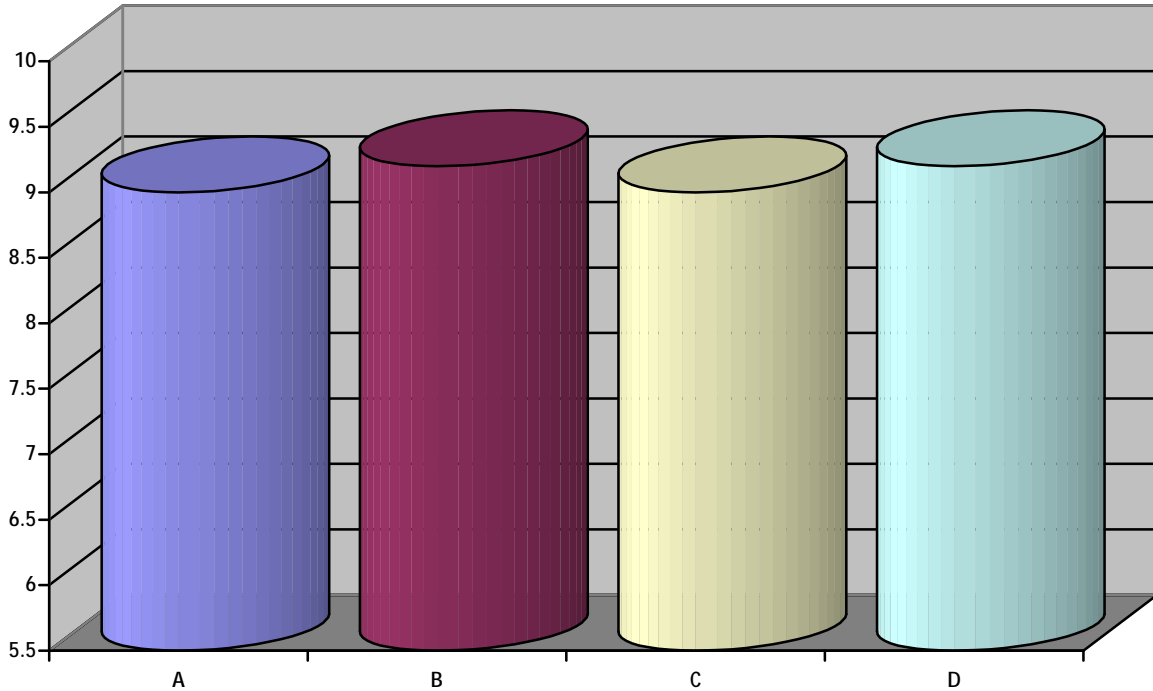

SYSTEM SKILLS - SITUATIONAL RISK

- Talent - 8.88

- Access - 9.08

- Risk Level - 8.98

SELF SKILLS - LOW RISK

- Talent - 9.04

- Access - 9.44

- Risk Level - 9.24

Leadership Profile

Global Graph

Low Risk (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	**9.021 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)	**8.791 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)	**8.391 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 (Situational Risk) — This section measures the ability to make sound and objective decisions about others and to build relationships.
B) Task (Low 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 (Low 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) Sets priorities in relationships (Very Good Access)

2) Assigns tasks clearly and specifically (Very Good Access)

3) Encourages others and provides positive reinforcement (Very Good Access)

4) Reinforces the value of cooperation and sharing (Very Good Access)

5) Evaluates problems from all perspectives (Very Good Access)

6) Deals with conflicting issues in a positive manner (Very Good Access)

7) Makes an effort to be pleasant, courteous and tactful (Very Good Access)

8) Helps people to have the confidence to take risks (Very Good Access)

PEOPLE Values (Prioritized Development Areas)

1) Will likely be too optimistic about others (Conditional Risk)

2) May try too hard to make others feel valuable (Conditional Risk)

3) Likely will not promote independence and freedom of choice (Conditional Risk)

4) Tends to be too concerned about taking care of the needs and interests of others (Conditional Risk)

TASK Values (Prioritized Core Strengths)

1) Knows what is needed to support decisions (Excellent Access)

2) Knows what needs to be done and what can be done (Excellent Access)

3) Can be counted on in good times and bad (Very Good Access)

4) Tracks the success and failure of decisions (Very Good Access)

5) Good sense of time and timing (Very Good Access)

6) Builds strategies for crisis intervention (Very Good Access)

7) Takes care of daily detail work (Very Good Access)

8) Finds out what is causing problems (Very Good Access)

9) Identifies crisis issues and minor problems (Very Good Access)

TASK Values (Prioritized Development Areas)

1) Likely to respond to problems in a skeptical, hesitant manner (Conditional Risk)

2) Skeptical, hesitant thinking leads them to miss critical issues (Conditional Risk)

3) Too hesitant, skeptical and worried about what others will think to take risks (Conditional Risk)

SYSTEM Values (Prioritized Core Strengths)

1) Emphasizes a common mission (Excellent Access)

2) Communicates optimism, vision and purpose (Excellent Access)

3) Pays attention to inventive thinking (Very Good Access)

4) Sets clear, relevant and realistic goals (Very Good Access)

5) Inventive and aware of critical issues (Very Good Access)

6) Plans for things not working out as expected (Very Good Access)

7) Has strong sense of ambition (Very Good Access)

8) Pays Attention To Long Term Goals (Very Good Access)

SYSTEM Values (Prioritized Development Areas)

1) Tend toward a chip on the shoulder attitude (Conditional Risk)

2) Likely to resist and get around standards, rules and codes (Conditional Risk)

3) Tends to get around standards or codes (Conditional Risk)

4) Do not keep commitments to plans and programs (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) Empathizes vision, mission and purpose (Excellent Access)

4) Makes an effort to maintain principles in all matters (Very Good Access)

5) Identifies obstacles and ways to overcome them (Very Good Access)

6) Is optimistic and believes the best will work out (Very Good Access)

7) Promotes confidence things are being taken care of (Very Good Access)

8) Accepts responsibility their mistakes (Very Good Access)

9) Total commitment to goals (Very Good Access)

SELF Values (Prioritized Development Areas)

1) Does not consistently pay attention to doing things right (Conditional Risk)

2) Likely to restrict thinking to ideas which have immediate impact (Conditional Risk)

3) Insists on independence regardless of consequences (Situational Risk)