



Personal Behavioral Style

Project: JB

Focusperson: Max Smith

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Presented by:
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This profile provides a picture of a person's behavior based on four tendencies. All people possess these four behavioral tendencies - but to different degrees. These four characteristics can be described by color-related energy.

People with significant **Red behavioral tendencies**:
Like to be in control of their surroundings - they want to achieve goals and obtain results.

People with significant **Yellow behavioral tendencies**:
Like to be at the centre of attention - they are innovative, outgoing, and convincing.

People with significant **Green behavioral tendencies**:
Pursue cooperation - they focus on people, are sociable, and prefer harmony.

People with significant **Blue behavioral tendencies**:
Seek known surroundings - they are careful and focus on precision and details.

Everybody possesses all four tendencies - but to different degrees. The relationship between the four tendencies creates a pattern which provides information about the focus person's preferences and preferred behavior. The information provided in the profile is based on this pattern.

Calculation of the result

Your responses (2 x 24 choices) express your own view on your own behavior. The result appears as four columns that indicate your energy within the four tendencies. The *MOST chart* reflects your self-image or how you want to be ("The way I aim to be") The *LEAST chart* gives a more neutral reflection of your self-image ("The way I am") The *TOTAL chart* reflects the combination of your *MOST* and *LEAST* choices.

Analyzing the result

Always be aware of the score in the chart if it is close to the transition between the five segments of the diagrams. In this case, there is a risk of an inconclusive result which might influence the result. Therefore, the report must be given by an experienced user who can read a balanced definition of areas where there might be uncertainties.

The profile is compiled on the basis of the submitted *MOST* and *LEAST* answers. The profile contains a description of the preferences that define the personality that matches your result the most.

Behavior and Personality

Behavior is a combination of many factors - personality traits, attitudes, knowledge, etc. It is especially important to note the interaction between personality and situation. It can be summarized as: *Behavior = (Personality x Situation)*

Use your report

Remember that the descriptions and examples are never completely adequate. Remember that there are no good or bad patterns. Use the profile as a tool to learn more about yourself and to develop your plans of actions.

Don't read too much into the result - instead, look for trends.
Always compare any test result with your own perception.
Seek additional feedback if there is inconsistency.

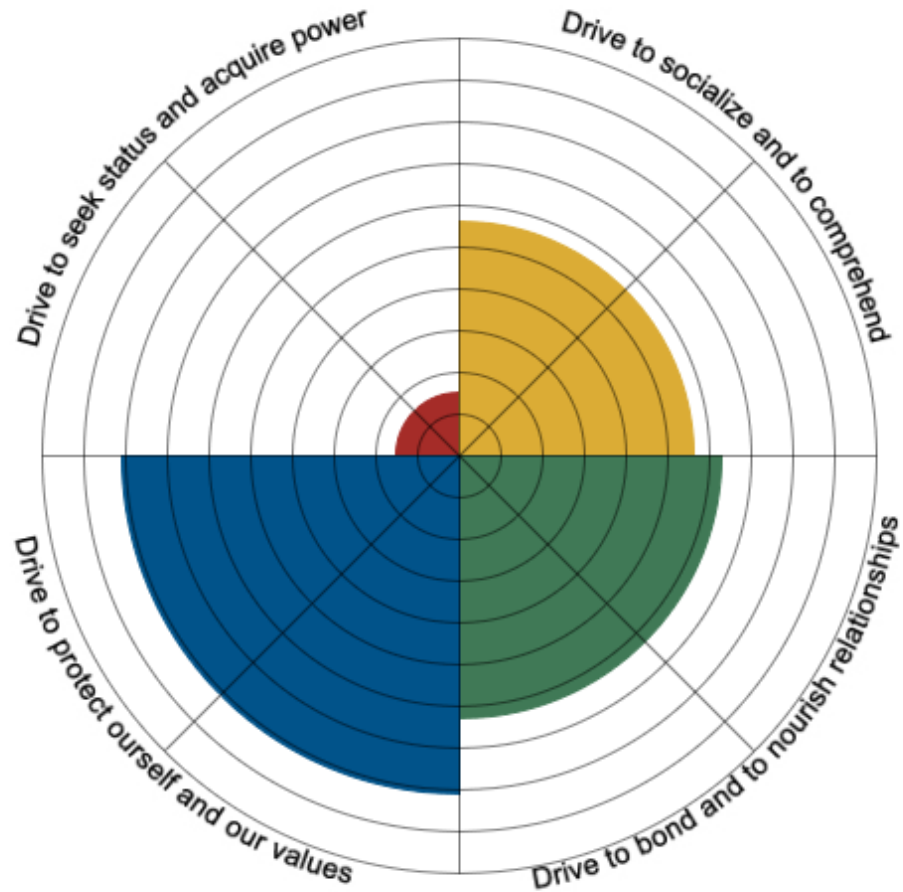
Characteristics	<ul style="list-style-type: none"> • Dynamic • Focused • Powerful • Resourceful 	<ul style="list-style-type: none"> • Outgoing • Innovative • Spontaneous • Enthusiastic 	<ul style="list-style-type: none"> • Loyal • Stable • Friendly • People oriented 	<ul style="list-style-type: none"> • Precise • Organized • Disciplined • Detail oriented
Motivated by	<ul style="list-style-type: none"> • Prestige • Influence • Making decisions • Creating results 	<ul style="list-style-type: none"> • Freedom • Variation • Innovation • Contact with others 	<ul style="list-style-type: none"> • Teamwork • Stability • Secure settings • Belonging to a group 	<ul style="list-style-type: none"> • Structure • Professionalism • Clear guidelines • Delivering quality
"Fears"	<ul style="list-style-type: none"> • Defeat • Failure • Losing prestige • Losing influence 	<ul style="list-style-type: none"> • Being alone • Limitations • Losing freedom • Rules and systems 	<ul style="list-style-type: none"> • Insecurity • Fast changes • Personal conflicts • Be outside the group 	<ul style="list-style-type: none"> • Time pressure • Losing control • Disorder, mess • Making mistakes
Manner of communication	<ul style="list-style-type: none"> • Direct • Controlling • Talking not listening • Concrete, outspoken 	<ul style="list-style-type: none"> • Inspiring • Speaks a lot • Visible and noisy • Uses the entire body 	<ul style="list-style-type: none"> • Dialogue • Listening • Considerate • Speaks gently 	<ul style="list-style-type: none"> • Careful • Concrete • Controlled • Professional
Team role	<ul style="list-style-type: none"> • Whip • Executor • Initiator • Team leader 	<ul style="list-style-type: none"> • Creative • Creates energy • Finds solutions • Positive atmosphere 	<ul style="list-style-type: none"> • Involves • Solves conflicts • The social tasks • Pulls team together 	<ul style="list-style-type: none"> • Documentation • Trouble-shooter • Ensures quality • Manages details



Characteristics

The radargraph to the left shows the tendencies in your profile. The matrix above describes typical characteristics of the four types.

- What behavioural traits do you recognize in relation to your own primary preference?
- And what behavioral traits do you see in relation to your second highest preference?
- Find specific examples



What does the diagram show?

The diagram shows a total outline of the four behavioral tendencies.
 For each of the four behavioral tendencies, the total score is indicated.
 The size of the four areas indicates how significant the behavioral tendencies are.

The plus marking

For each of the four areas, the "acquired behavior" is marked with grey pluses.
 Marks that are placed further out than the colored scores indicate that the focus person wishes to strengthen the particular tendency.
 Marks that are placed closer to the centre than the colored scores indicate that the focus person wishes to moderate the particular tendency.



Very low score

- Quiet
- Peaceable
- Follows norms
- Careful
- Calm
- Does not do anything hasty
- Lets others decide
- Adapts to others
- Low level of ambition
- May be unpunctual



Average score

- Enjoys company
- Influences others
- Emotionally involved
- Pleasant to be around
- Open
- Interested in new things
- Generally positive
- Can be suspicious
- Responsible
- Communicative



High score

- Accurate
- Values accuracy
- Has self-control
- Detail-oriented
- Stubborn
- Analytic
- Uncompromising
- Careful
- Precise
- Regular



Average score

- Pleasant
- Informal
- Generally friendly
- Wants harmony
- Open for change
- Mobile
- Alert
- Independent
- Handles excitement
- May become impatient

What does the matrix show about Max?

The matrix above shows examples of a typical behavior for Max.
 The statements within each field have been selected from his actual scores.
 The result in the matrix is thus individually calculated for each of the four factors.

Guideline to the matrix

- Mark the statements that you find are matching your own perception.
- Mark the statement that you find to be the least precise.
- Get a second opinion from people who know you – do they agree with your assessment?



Want to strengthen?

- Are you direct enough?
- Are you willing to take risks?
- Do you say what you think?
- Do you put sufficient demands on yourself?
- Do you accept new tasks?
- Do you use your authority?
- Are you afraid to make unpleasant decisions?
- Do you believe in your own abilities?
- Is your self-confidence strong enough?
- Do you show initiative?



Want to strengthen?

- Do you get enough new ideas?
- Are you afraid to try new things?
- Can you "sell" your ideas?
- Are you extrovert enough?
- Are you inspiring?
- Are you active enough?
- Can you influence others?
- Do you participate in new activities?
- Are you afraid to break norms and rules?
- Are you afraid to speak first?



Want to tone down?

- Are you too much of a perfectionist?
- Do you spend too much time on things?
- Are you too critical of others?
- Do you praise other people's efforts?
- Are you aware of the emotional aspects?
- Are you flexible enough?
- Are you open enough to others?
- Are you unwilling to change your working methods?
- Are you dominated by your black-and-white thinking?
- Do you prefer to be completely right?



Want to strengthen?

- Do you focus enough on routines?
- Are you courageous enough?
- Are you helpful enough?
- Are you always aware of other people's needs?
- Are you organized enough?
- Is your ability to concentrate acceptable?
- Do you listen to other people?
- Are you stable enough?
- Are you afraid to tackle conflicts?
- Are you people-oriented enough?

Development

If development is desired, it can take place by increasing or moderating certain types of behavior. The matrix gives an introduction on how to increase or moderate the behavior. Suggestions are based on the achieved values of each of the four factors.

Identify and use your strengths

This provides energy, contentment and enthusiasm when using your forces.

A force may be overused; you can often increase your strength by moderating your behavior in areas where the behavior is used too much.

Weaknesses can often be *behavior that "does not come naturally"*.

NB: Weaknesses are often what is complementary to your strengths.

Use your strengths optimally

How will you use your greatest strengths in the future?

How can you reach the top of your strengths - and keep on top?

Strengthen the weak areas.

Choose one to two areas - you cannot do everything at once.

Prioritize - and pick the "lowest hanging fruit" first.

	My strengths now	Strengths I will preserve
Current stage behavior		
	Behavior I would like to develop	Behavior I would like to avoid
Future stage behavior		

Other Profile and Analysis Tools

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e-strength

Based on positive psychology.

Uncover your greatest personal strengths.

Adapted to Business culture and based on a business norm group.

e-fivefactor

The Five Factor model, also called Big Five, shows five pillars in personality.

The profile is based on the International Personality Item Pool, the NEOAC model.

Adapted to Business culture and based on a business norm group.

e-compass360

A flexible tool tailored to a 360 degree feedback for performance development.

Quick and easy to use, it is a comprehensive and easy to understand profile.

e-analyzer

A flexible survey tool for employee and customer satisfaction.

Quick and easy to build, it is a comprehensive and easy to understand profile.

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