

# Entrepreneur DNA Results

## Ayanda Ntombela

Thanks for taking the assessment! See your Report below.



### Ayanda's Entrepreneur Profile

Our research shows the majority of successful founders fitting into one of nine main "personality profiles". These profiles represent a combination of strong personality traits that postively correlate with entrepreneurship.



#### “The Innovator”

Armed with an adventurous and forward-thinking attitude, Innovators are all about experimenting with the old and exploring the new.

In particular, Innovators:

- ① Are creative and inventive individuals with a flair for the cutting-edge
- ① Excel not only at brainstorming, but at putting new ideas into action
- ① Thrive in unstructured and fast-moving environments
- ① Are highly collaborative and function best within a team

### Ayanda's Strongest Traits

These are their greatest entrepreneurial strengths.



#### Strength



#### Entrepreneurial Analysis

##### STRONGEST TRAIT

100

#### Very High Intuition

Intuitive people use their perception and instinct to guide their thinking.

- ① They are able to make quick decisions based on their "gut feeling" and the accumulated knowledge of their past experiences
- ① They are very perceptive and tend to notice cues or patterns that most others miss
- ① They take great care to understand the context and nuance of any situation, and others see them as credible and authentic as a result
- ① They are often seen as confident and natural leaders by others
- ① They will very rarely make the same mistake twice

You show a great level of Intuition that helps you make quick decisions with confidence and poise. Others see you as a reliable leader, and they trust your insight. The type of intelligence you possess makes you charismatic, and people often ask you for advice. You are principled and have the utmost confidence in your judgment.

As you easily tune in to others, your gut feelings are mostly accurate. You are usually fully present and see events from a larger perspective. All these qualities help you to be a few steps ahead of the competition and come up with innovative solutions.

Although your intuition helps you a lot, overreliance on it can sometimes lead to bad choices. If you have a very high score on Intuition, try to integrate your rational thought into your decision-making process more.

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#### Very High Optimism

Optimistic people have a positive outlook on the future and can be encouraged easily.

- ① They tend to focus more on what is possible, versus what already exists
- ① They believe in themself, and in others' ability to make things happen, even if it is somewhat idealistic
- ① They will work very hard towards their goals, often willing their optimistic beliefs into existence
- ① They see problems as opportunities and address them with a positive and adventurous attitude
- ① When reflecting on past experiences, they are more likely to reflect on positive memories
- ① They intrinsically believe that things will work out in the end, and see the world with a "glass half full" point of view

You have a strong impulse to work towards your goals because your belief in yourself and others is unbeatable.

You face difficult problems with an adventurous spirit viewing them as opportunities because your glass is always half full. Your talent to fuel everything around you with Optimism makes your business more resilient and picks up your teammates whenever they are feeling down. The horizons in front of you are endless because of this positive attitude. You are forward-thinking and communicate that very well to your stakeholder, who are generally mesmerized by your perspective.

The only downfall is that you may see opportunities and possibilities where there may be none. Every task and project requires a balance of optimism and realism. People who have Optimism score close to 100 tend to wear their rose-colored glasses and see the world as they want it to be instead of what it is.

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#### Very High Trust

Trusting people naturally believe in the sincerity and good intentions of others.

- ① They innately trust others and believe that people act in good faith
- ① They rarely micromanage, and instead focus on building relationships with their team
- ① They are driven by a strong set of values and typically will go to great lengths to "do the right thing"
- ① They have no problem being vulnerable or admitting their mistakes, and they expect others to do the same
- ① Others tend to also see them as trustworthy and authentic

You believe in people's goodwill and don't expect them to harm you. This optimistic predisposition reinforces positive company culture in your team as your teammates can sense your trust in them and replicate it.

Being open and candid in your communication style makes you approachable and dependable, which can lead to better performance, commitment, job satisfaction, and morale for you and those around you.

Your trusting nature could make you miss out on red-flags when dealing with people. To avoid being taken advantage of, do your due diligence when approaching unknown people and situations.

### Improvements for consideration

These are areas of concern that are typically associated with extreme scores on your most and least dominant personality dimensions. These may not all be applicable to you, depending on how pronounced your individual characteristics are.



#### Weakness



#### Entrepreneurial Analysis

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#### Moderately Low Emotional Control

People with low levels of emotional control may be less resilient and less equipped to manage stressful situations.

- ① They may need extra time to recharge and recover from difficult situations or rejection
- ① They may have a short temper and their temporary mood might affect their judgment
- ① They may be reactive and sensitive to any negative feedback or criticism, which can be disruptive to a team
- ① Although they will usually apologize and be genuinely remorseful afterward, they may have outbursts, be irritable, or act unprofessionally from time to time
- ① Colleagues or team members may see them as self-conscious, negative, and overly sensitive, and as a result distance themselves or avoid confrontation with them

You may be reactive and overly sensitive to criticism which creates difficulties when dealing with complicated situations. Your team might feel like they are walking on broken glass around you, which can negatively affect your relationships.

Pay attention to emotional triggers and learn to pause before responding. Taking moments of respite between conversations or tasks. Breaks can help even out your moods so that intense feelings don't get the better of you.

Mindful breathing and exercising can calm you down. Put yourself in other people's shoes and try not to take their words and actions personally. Most importantly, reduce pessimistic self-talk and stay focused on growth opportunities.

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#### Moderately Low Collaboration

People with low Collaboration usually prefer to work alone, and may struggle to interact within the context of a team.

- ① They may prioritize their own work and career goals over those of the team, and as such be seen as "untrustworthy" by team members
- ① They have the propensity to make decisions before achieving consensus from others
- ① They may be poor listeners, and inadvertently listen to others only with the intent to argue (rather than truly understand)
- ① Their presence could hinder a team's creativity by creating an environment where people are not comfortable sharing their ideas
- ① They typically work best alone, or in a very small team

Having low Collaboration can make it difficult for your team members to trust you. You may be too quick to make decisions without considering their input making them reluctant to share their ideas.

Listen to your teammates more and ask questions to get other perspectives before moving forward with a particular solution. Take time to inform and clarify your team with your coworkers. Ask for their feedback to make them feel included. To improve the efficiency and transparency in your team, try introducing new communication methodologies and tools.