KINETIC
MANAGING
STYLE
ASSESSMENT
REPORT

Kinetic Thinking

May 10, 2022

This report presents results from the Kinetic Managing Style Assessment© you recently completed. In it, you will find both your confidential individual results to consider and reflect upon, as well as useful benchmarked against others who have taken the assessment.

Your Preferred Managing Style:

When facing new ideas or situations, you tend to (1) set priorities based on identifying unknowns and testing assumptions; and (2) oversee processes by delegating responsibility and enabling personal development.

Your strength is in trying new approaches and exploring new possibilities. You are keen to promote autonomy and task ownership.

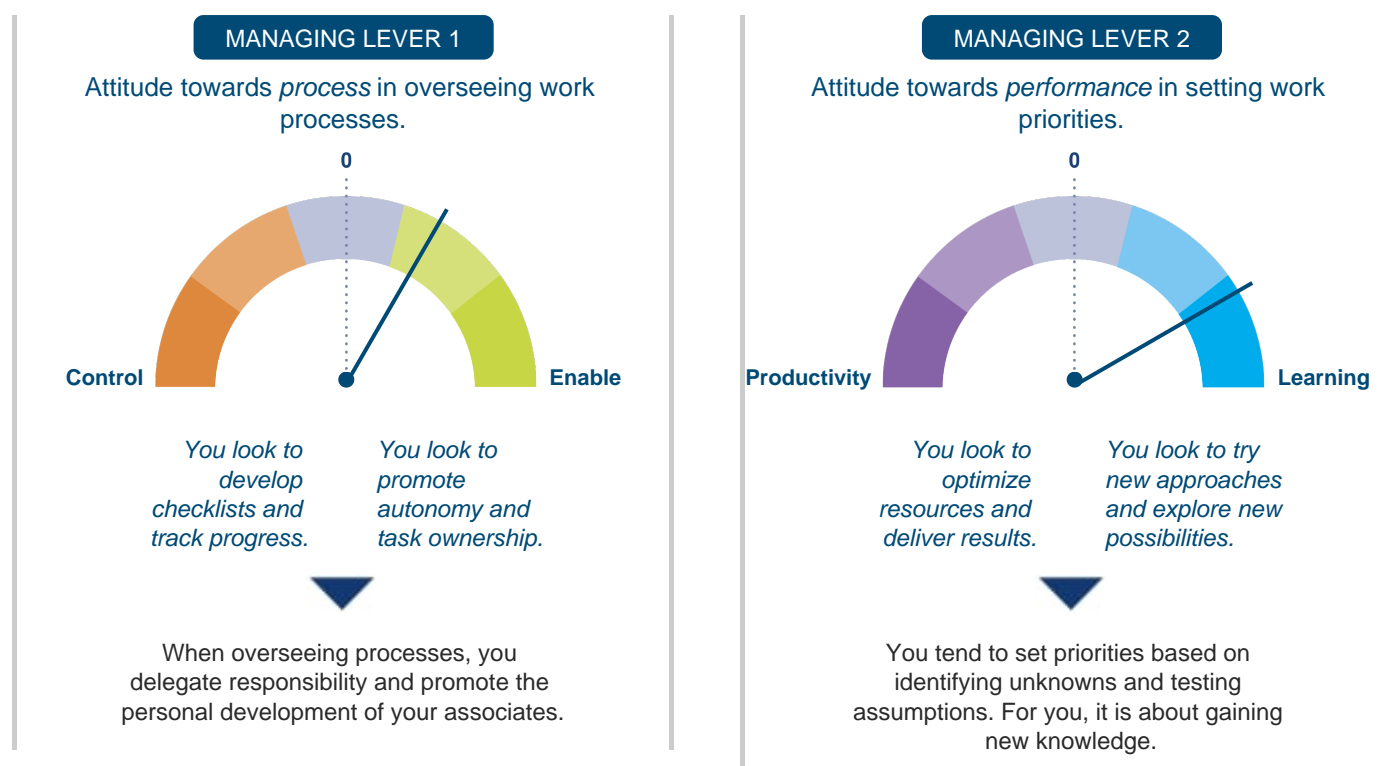

Inquisitive   **Venturing**
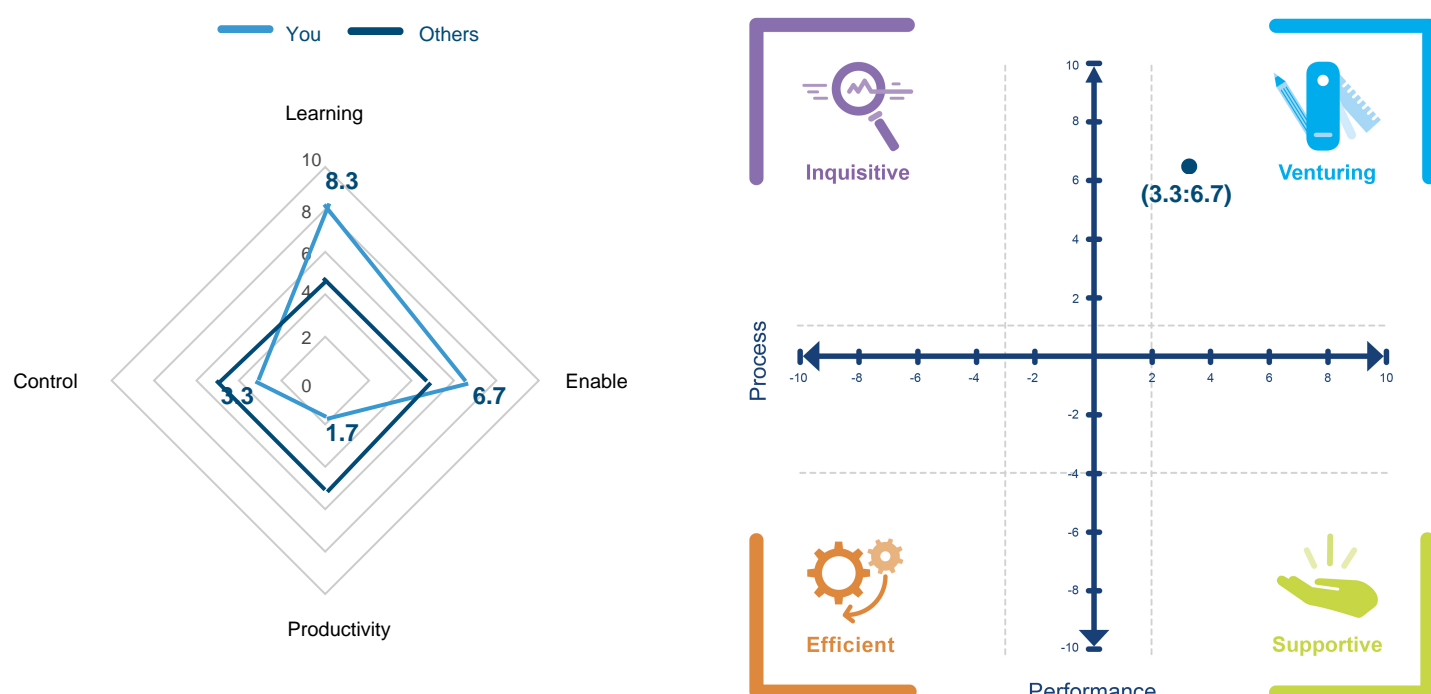
Efficient   Supportive

Understanding Your Style:

Thinking governs what we see and what we do. Over time thinking habits can become locked into distinct styles of thinking. Thinking also governs how we organize and how we execute. These habits become locked into **distinct styles of managing.** Raising awareness of the range of managerial styles helps purpose managerial agency towards enabling organizational agility across a portfolio of strategic options.

Your **Managing Style** reflects two basic attitudes that determine how you manage entrepreneurial projects.

MANAGING LEVER 1	MANAGING LEVER 2
Attitude towards *process* in overseeing work processes.	Attitude towards *performance* in setting work priorities.

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Control   Enable

You look to develop checklists and track progress.   *You look to promote autonomy and task ownership.*

When overseeing processes, you delegate responsibility and promote the personal development of your associates.

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Productivity   Learning

You look to optimize resources and deliver results.   *You look to try new approaches and explore new possibilities.*

You tend to set priorities based on identifying unknowns and testing assumptions. For you, it is about gaining new knowledge.

Benchmarked Results

— You   — Others

Learning
10 **8.3**
8
Control **3.3** 2 0 **6.7** Enable
1.7
Productivity

Inquisitive   **Venturing** (3.3:6.7)

Process

Efficient   Supportive

Performance

Four Kinetic Managing Styles

This style sets priorities based on identifying unknowns and testing assumptions, and oversees processes by setting and enforcing rules or procedures.	**Inquisitive** **Venturing**	This style sets priorities based on identifying unknowns and testing assumptions, and oversees processes by delegating responsibility and enabling personal development.
This style sets priorities based on specific targets and measurable results, and oversees processes by setting and enforcing rules or procedures.	**Efficient** **Supportive**	This style sets priorities based on specific targets and measurable results, and oversees processes by delegating responsibility and enabling personal development.

Kinetic Managing Moves

Your preferred managing style is **Venturing**.
Becoming a kinetic manager and using all four styles requires you to consider two main developmental moves:

WEST   Towards Control

SOUTH   Towards Productivity

THINGS TO CONSIDER:

- Consider setting and enforcing rules or procedures for others to follow.
- Look to define specific targets or track measurable results.