

The Individualistic Attractor

The Individualistic Attractor: The Individualistic driver deals with one's need to be seen as autonomous, unique, independent, and to stand apart from the crowd. This is the drive to be socially independent and have opportunity for freedom of personal expression.

General Traits: Average Individualistic

- *Since the majority of people in the U.S. score near the mean, this indicates a non-invasive or controversial infringement within the realm of ideas.
- *When compared to others, your score indicates that you are unlikely to be extreme in your need to be unique or set apart from the crowd.
- *Your score indicates a balance between being individual and a team player.
- *Regarding your balanced score, you won't need to be in the limelight or to attract special attention to your contributions.
- *You have the ability to identify with and understand individuals who have both high and low satisfaction rates.
- *You will be happy to yield your position if warranted in an effort to give others a chance at their ideas and contributions.

Key Strengths: Average Individualistic

- *You can both lead and follow depending upon the circumstances involved.
- *You are flexible and free flowing without an excessive need to be number one or not at all.
- *You can both take a stand or sit quietly depending on what is necessary for accomplishing the task.
- *You are more stable than unpredictable when influencing decisions that belong to you or someone else.
- *You can mediate all available ideas as opposed to only focusing on your own.

Motivational Insights: Average Individualistic

- *Remember that your score range is within the national mean for personal gain and that you are not bent on having to win in everything.
- *You can be very flexible when deciding to lead or support; it's not one or the other.
- *You are a stabilizing force within a variety of environments involving people.
- *You can provide input without pushing for your own personal agenda and even step back when you recognize someone else's solution.

Training/Learning Insight: Average Individualistic

- *You are able to be an accommodating participant in training and developmental programs.

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- *You can either be on a team-oriented or an individualistic and independent learning activity.
- *Your ability to be supportive of others as opposed to having to be the star of the show will give you a leg up when involved with team dynamics.
- *You will likely present yourself as a neutral player as opposed to the driver of the team.

Continual Improvement Insights: Average Individualistic

- *You may need to be more decisive when taking a stand on issues you believe in.
- *You may silently reject others opinions who force them on others when you should probably speak up more.
- *Your self-confidence could be lower than higher leaving you grasping for ways to express your thoughts on given issues without looking overbearing.
- *You may settle for less than you actually want for fear of being too outspoken at times.

General Traits: Very Low Individualistic

- *You will not likely seek lime lit roles, but would rather stay back and support someone else.
- *Because you don't seek attention for your efforts, you may be left feeling like a ghost seeing you never draw attention to yourself.
- *You may never make the necessary noise surrounding important issues and therefore will set yourself up for being overlooked.
- *Seeing the squeaky wheel gets the grease, you'll likely never get any.
- *You will likely support others while never gaining the personal support you want or need.
- *You may be tempted to stay out of leadership roles for the sake of it.
- *You may not have the energy to fight for what you want.
- *You will not likely care about getting credit.
- *You will not need to control others outcomes.
- *You may think certain people are over controlling.
- *You will not like it when people force others to do things.

Key Strengths: Very Low Individualistic

- *You'll likely be seen as supportive and serene when the pressure is on.
- *You will not be seen as a ball hog when the light is in your direction.
- *Not one to draw attention to your own efforts you will likely be pointing out the efforts of others.
- *You will be able to offer ideas with respect to others and their ideas.
- *You'll likely be the unsung hero of any project or team endeavor.
- *You don't need credit for deeds done.
- *You're likely a servant leader.
- *You can lead from the rear.

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- *You don't likely need fanfare.
- *You are good at helping others get what they need.
- *You may see the value in others quicker than you can spot it in yourself.

Motivational Insights: Very Low Individualistic

- *Because you demonstrate a high degree of team mindedness, you may become forgotten in the process especially when it comes time to recognize the efforts.
- *You will likely be seen more than you are heard within team dynamics and may feel overlooked.
- *You'll prefer a supportive environment where members are equally recognized.
- *Realize that you tend to hide as opposed to thrive in team environments and don't be discouraged when people don't recognize your contribution.
- *Don't accept leadership roles that make you uncomfortable.
- *You may need more support than you initially imagine.

Training/Learning Insight: Very Low Individualistic

- *You will likely enjoy group activities.
- *You may enjoy more tradition type learning activities as opposed to very unique or unordinary settings.
- *You may be more practical and less innovative when called upon.
- *You will likely be more disciplined than chaotic when involved in training activities.

Continual Improvement Insights: Very Low Individualistic

- *You may need to speak up when you want to suggest something.
- *You may settle for less as opposed to fight for what you want.
- *You may not project your voice when speaking and will need to be aware of that.
- *You may shutter to think about public speaking or directive roles.
- *You may not share your opinions openly and then later regret not saying something when the heat is off.
- *You may struggle with social poise and people interaction at times.

General Traits: Very High Individualistic

- *You will seek your own personal niche where you can be seen as unbelievable.
- *If you were a penny in a jar of 500 pennies you'd need to be the red one.
- *You will likely have out-of-the-box ideas.
- *You may be very different, but not necessarily valuable when it comes to creative ideas.
- *You really enjoy doing your own thing your own way.

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*You'll likely take the necessary risks depending upon your appetite for jumping off the cliff and building your wings on the way down.

Key Strengths: Very High Individualistic

*Your ideas are likely to be forced to the forefront because of your need to be seen as unique.

*You are likely to be fearless with calculated risks.

*Your energy and expressive intuition enables you to think like MacGyver.

*You will have a variety of outstanding ideas to choose from.

You will project self-confidence even if you really don't have any.

Motivational Insights: Very High Individualistic

*You must realize you don't do things in the standard traditional way.

*You may have expanded on current ideas and need to be aware that unless you push for them, they'll go unnoticed.

*Many times your style thinks outside the box, but you may keep it to yourself.

*You need the freedom and autonomy to bring your ideas to a conclusion.

Training/Learning Insight: Very High Individualistic

*You need hyper flexibility and freedom to create when learning new things.

*You'll need a large amount of creative space when working with teams.

*You must link the benefits of learning new things to your personal ability to recreate new ways of doing things.

*You'll create an environment that encourages organic thinking.

*You need a wide variety of options available to you.

Continual Improvement Insights: Very High Individualistic

*Sometimes your extremely exclusive process isn't the most effective or efficient means to an end.

*Your potential value can clash with realistic people who think in real-world terms.

*Sometimes innovation isn't the answer when existing processes will do.

*You may get caught up in selling yourself instead of your idea.

*You need to be aware of the fact that being different may be all too important to you and may turn certain people types off.

General Traits: High Individualistic

*You bring independent ideas to bear.

*You won't mind the spotlight and may excel when in front of others.

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- *You'll enjoy unique work assignments that promote your out-of-the-box style.
- *You'll enjoy your own special niche as opposed to being a part of a whole.
- *You'll appreciate freedom and autonomy and not being nailed down.

Key Strengths: High Individualistic

- *You understand that we're all very different and will want to explore those differences.
- *You have a projected self-confidence that might enable you to speak up when disagreeing with how something should be done.
- *You prefer celebrating differences as opposed to settling for sameness.
- *You prefer being independent of as opposed to depending on others.

Motivational Insights: High Individualistic

- *People like you tend to enjoy making unique presentations to groups of people eager to learn.
- *You'll likely have a unique way of saying unpretentious things.
- *You'd rather work independently, making your own map.
- *You can work with others, but only if you maintain your quality of uniqueness.
- *Realize you will likely take a different approach to standard procedures.

Training/Learning Insight: High Individualistic

- *When learning new things you'll prefer fun and challenging concepts.
- *You'll appreciate the opportunity to test and experiment with new concepts.
- *You prefer exciting approaches to boring and predictable lessons.
- *It's important that you are always allowed to think outside the box and apply some of it.

Continual Improvement Insights: High Individualistic

- *Your uniqueness doesn't always contribute to every problem; it might create one.
- *You need to remember that your ideas aren't the only ideas and make room for others.
- *You don't always have to be the star of the idea club.
- *Remember that you may inadvertently draw attention to yourself for extended periods of time.

General Traits: Low Individualistic

- *You'll likely prefer to be seen and not heard.
- *You're not likely trying to establish your own ideas when in a group.
- *You likely won't "hog the ball" when working with others.
- *You appreciate a team mentality and will think in terms of "we" as opposed to

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“me.”

Key Strengths: Low Individualistic

- *You don't require name recognition and will be satisfied with being a part of the whole.
- *You will likely stabilize the group rather than de-stabilize it with need-based emotions.
- *You don't need to be seen as the leader.
- *You'll respect other people's ideas and uniqueness.

Motivational Insights: Low Individualistic

- *You'll want to make your own decision about being highly visible within group settings.
- *You'll prefer being the man or woman behind the curtain as opposed to the one up front.
- *You'll likely prefer helping to doing it all.
- *You'll settle for practical over extremely innovative.

Training/Learning Insight: Low Individualistic

- *You'll prefer a group training and involvement to individual recognition.
- *You'll likely be self-disciplined when working with others and not all over the place.
- *You'll want to have self-time as opposed to always being in the forefront.
- *You like group efforts as opposed to star roles.

Continual Improvement Insights: Low Economic

- *You may need to stand up for yourself and your ideas more.
- *You may fear looking egotistical when promoting your own agenda.
- *You may think you are not capable of being creative in any way.
- *You may settle for less and never fight for what you want when in a group setting.
- *You should think out loud more.
- *If you think it twice, learn to say it once.