

## About dotin Inc.

dotin Inc.'s AI engine combines psychology, structured/unstructured social and/or enterprise data, and machine learning to create a holistic understanding of yourself, through the color pattern test. This tool identifies your subconscious core motivations independent of facial expressions, age, gender, culture, or ethnicity, offering you unbiased personality insights in an actionable report.

## Background and How to use this report?

Our AI engine combines psychology, structured/unstructured social and/or enterprise data, and machine learning to create a holistic profile of workplace talent without asking the subjects a single question. The tool identifies talent's subconscious core motivations independent of facial expressions, age, gender, culture, or ethnicity, offering unbiased personality insights in an actionable report. For its unique and truly objective approach, our engine has been tagged as an #ethical and #unbiased Artificial Intelligence platform by PricewaterhouseCoopers.

## Top Dominant Attributes

Your dominant attributes are based on the Big 5 personality, Kobayashi insights model, and ONET model (Industry Standard). These reveal the essence and positive traits of every talent.

**N****Natural**

There is a purity about you. A good listener with a genuine interest in other's growth and success, you help foster that development through words of encouragement and teaching. A peacekeeper, you help mediate and resolve other's issues and practice forgiveness in your own life. You find both solace and adventure in nature. A natural leader, you make a good boss.

**C****Contemporary**

Mature, goal-oriented, and a bit of a perfectionist, you live in the real world. As a result, you have a practical approach to your life. You make wise decisions, listening, and considering options before you speak or act. While you are sensitive, you can exert control over your emotions and let things go when appropriate. You forge connections with others through your sincerity and open mindedness.

**E****Elegant**

Principled, compassionate, and amicable, you are a people's person. An accomplished conversationalist and avid listener, others admire your social capabilities. While you can compromise when warranted, you remain your own master. A gentle and grateful giver, you care for others while still tending to your wellbeing.

**E****Emotional**

Kind-hearted and empathetic, you live to help others. You avoid chaos, finding solace in the quiet. Your sensitivity renders you somewhat non-confrontational. While you process emotions more deeply than most, this affords you profound insight into other's feelings. You can forgive and reconcile with people as a result. Decisions can be difficult; you take time to deliberate and mitigate risk. Before saying yes, you need to feel that it's a sure thing.

**E****Enticing**

True to yourself, you approach life with optimism and compassion, seeking peace above all. Service to others is second nature. This idealism drives your tenacity in fighting for and inevitably achieving your goals. Emotionally expressive, others are drawn to your unique worldview.

## Top Compatibility Attributes

Your compatibility attributes are based on the Big 5 personality, Kobayashi insights model, and ONET model (Industry Standard). These reveal the complementary characteristics that can be considered for building a diverse and synergistic team.

**B****Broad-minded**

You are always receptive to new ideas and experiences. Striving to keep an open mind and heart, you listen to others and do not pass judgment. In turn, you can be emotionally expressive when warranted. You're an approachable personality with an ability to discern what is in everyone's best interest. Grateful for every opportunity offered to you, you take full advantage of each.

**G****Grounded**

Tender and gentle, you are a nurturer. Always intuitively aware of other's needs, you cater to them, a capable caregiver. Operating from your heart, your soft demeanor and your generous spirit is widely respected. Though humble, you are focused and have ambition. You live traditionally, adhering to the tenets of your culture.

**E****Elegant**

Principled, compassionate, and amicable, you are a people's person. An accomplished conversationalist and avid listener, others admire your social capabilities. While you can compromise when warranted, you remain your own master. A gentle and grateful giver, you care for others while still tending to your wellbeing.

**E****Emotional**

Kind-hearted and empathetic, you live to help others. You avoid chaos, finding solace in the quiet. Your sensitivity renders you somewhat non-confrontational. While you process emotions more deeply than most, this affords you profound insight into other's feelings. You can forgive and reconcile with people as a result. Decisions can be difficult; you take time to deliberate and mitigate risk. Before saying yes, you need to feel that it's a sure thing.

**S****Sunny**

You aim to share your good cheer and happiness with the world around you. Creative, determined, and confident; anything you desire is within your reach. Well-balanced and focused, people depend on you, deriving inspiration from your example. Your management and organizational skills make you an excellent leader and/or life partner.

## Working Styles

Your working style is based on Holland's Occupational Insights model and the ONET model (Industry Standard). These represent talents, working preferences, and alignment to a specific role.

**I****Investigative**

Analytical, intellectual, and observant, your investigative attributes allow you to work well in ambiguous work situations that permit you to showcase your problem-solving abilities. You tend to prefer to work autonomously and might not actively seek leadership or management roles.

**A****Artistic**

You're an original. Insightful and imaginative, you enjoy creative work activities, such as creating projects using music, writing, drawing, designing, painting, or acting in or directing creative work projects. You seek self-expression opportunities and tend not to be drawn to work tasks that are conventional or traditional.

**C****Conventional**

You are efficient, organized, conscientious, and detail-oriented. You prefer to work in an environment with an established chain of command and standard operating procedures where you can carry out well-defined instructions. You are skilled in maintaining and manipulating data, organizing schedules, and operating office equipment; you are thorough, persistent, and reliable in carrying out tasks when assigned.

**E****Enterprising**

As an individual with enterprising attributes, you are energetic, ambitious, adventurous, sociable, and self-confident. You enjoy work activities that encourage you to persuade others, such as management or sales, and you tend to seek out leadership roles. You enjoy working in environments that allow you to use your interpersonal, leadership, and persuasive abilities to obtain organizational or economic goals and do not prefer work environments that require daily routine or systematic activities.

**S****Social**

You are idealistic, conscientious, and concerned with other's welfare, often participating in group activities that allow you to help, train, serve, counsel, or develop others. You are generally focused on human relationships and enjoy social activities that will enable you to be social, use your interpersonal skills, and foster teamwork through tactful conversation.

# R

## Realistic

Learning by doing, you are active and enjoy hands-on or manual activities that allow you to engage in physical activity such as creating, building machinery operation, or other physical work. You prefer to work with things rather than ideas and people that allow you to communicate directly and allow for opportunities to develop additional interpersonal skills.

## Learning Styles

Your learning style is based on Gardner's Multiple Intelligence model and the ONET model (Industry Standard). These insights reveal the type of content that would resonate with a talent.

I

### Interpersonal

You learn and engage best through interaction with others. You communicate and interact well with coworkers and have a developed sense of teamwork. Group activities and seminars allow you to interact with others, and these work settings can serve to motivate you as an individual. Tools, equipment, and work projects that include social elements such as audio conferencing, video conferencing, social media, and E-mail are ideal for you.

I

### Intrapersonal

You can be introspective, which allows you to be aware of your work interests and goals. You typically prefer solitary work activities and desire to learn independently. Your other abilities include personal insight, motivation, and perseverance. You can be engaged best through independent projects. Tools, equipment, and work projects with independent behaviors such as reading, research, and creating presentations are ideal for you.

L

### Logical-Mathematical

You prefer work activities related to conceptual reasoning, calculating, and thinking abstractly. You typically exhibit an advanced ability to see and explore patterns and relationships between work situations or other variables. You like to experiment with your ideas and reasoning, solve work problems, and ask theoretical or intellectual questions. You prefer to obtain new work skills through logic games, investigation, and inquiry. Choosing to understand the big picture, you like to learn and form project concepts before working with project details.

S

### Spatial-Visual

You are comfortable working in visualized physical space; occupational examples include, although not limited to, architects and structural engineers. Illustration, drawing, or drafting ideas are frequently part of your work products. Verbal and physical imagery might serve to motivate you at work. Therefore, tools, equipment, and work projects that include graphics, charts, photographs, drawings, 3-D modeling, video conferencing, and multimedia would be ideal for you.

V

### Verbal-Linguistic

You are adept at using words, verbal and written, effectively. You exhibit developed auditory skills and can be skilled at communicating verbally or in writing. Writing or speaking opportunities might serve to motivate you at work. Tools, equipment, and work projects that utilize auditory means such as computers, games, multimedia, books, recordings, and lectures would be ideal for you.

**B****Bodily-  
Kinesthetic**

You are adept at the physical movement. Occupational examples might include, although not limited to, a surgeon or emergency response personnel. You have developed physical abilities and can maintain control over your physical movement. Non-verbal communication abilities are also exhibited. If new work skills are required, physical exercises and hands-on learning align best with your preferred work setting. Tools, equipment, and projects that allow for hands-on demos and real objects are ideal for you.

**M****Musical**

You show an aptitude toward rhythm and sound. You work well with music in your workplace. However, due to your inclination towards sound, you might be sensitive to loud sounds or exposure to multiple sound sources. Tools, equipment, and projects at work that incorporate music, radio, and multimedia inspire you.

**N****Naturalistic**

You possess a tactile knowledge of the outdoors and the natural world. You tend to be detail-oriented and have a developed ability to remember details and distinguish between concepts. This attribute increases your sensitivity to your environment, so tools, equipment, and work projects that would be ideal for you include those that incorporate your senses and the outdoors.

## Top Workplace Values

### Independence

You develop one's ways of doing things, guiding yourself with little or no supervision, and depending on yourself to get things done.

### Integrity

You are honest and ethical.

### Dependability

You are reliable, responsible, and dependable, and fulfill obligations.