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You are most like **The Inspirer**

Inspirers lead through motivating people to get behind a challenging and important idea, project, or business objective. They tend to be motivating, engaging, supportive and leadership-oriented.

Inspirers are typically charismatic, participative, and people-oriented leaders who inspire and motivate people to get behind a challenging and important idea, project, or business objective.

Typical Inspirers have a unique blend of hard-charging, goal focus, and belief in esprit de corps that distinguishes them from those with less interpersonal finesse. They have strong interpersonal abilities framed most by their desire to really get to know people at the core of who they are, not just as a passing interest. Their people know they care about them and will go out of their way to help them. They are most effective when the people they lead are efficient, satisfied, and meeting established goals.

Other distinguishing characteristics include their outgoing, friendly, and socially adventurous style. They tend to prefer to drive performance and achievement through positive reinforcement rather than harsh criticism or punishment. They are adaptable to change, and also have the ability to shift the roles they play in a variety of situations—being more vocal or more subtle and less assertive as the circumstance, and particularly their read on the people they are engaging, requires.

The other side of their ability to connect emotionally to others is that at times they may get too emotionally invested in other people's problems. They may be slow to act decisively when people don't meet their expectations, tending to support more often than challenge. They may get irritated quickly with people who regularly think negatively and bring down morale, knowing that good team spirit is key to success. Failure to act quickly by taking appropriate and corrective disciplinary actions can lead to diminished performance for themselves and others.

Inspirer Talents

- Integrating people into a strategy and plan
- Bringing a positive attitude and synergy to a team
- Managing crises by staying in touch with people and their points of view
- Creating and maintaining harmonious relations and promoting teamwork
- Being goal directed and self-disciplined

Inspirer Growth Needs

- Acting decisively when people don't meet their standards
- Getting too emotionally invested in other people's problems
- Over relying on the ability to connect to and motivate others rather than other means of driving performance (e.g., setting clear expectations and standards)
- Worrying too much about other people's perceptions and feelings versus their own internal compass

You also have attributes of the **Impresario** and the **Growth Seeker**



The Impresario

Impresarios love to entertain, engage socially, and facilitate great experiences with others. They tend to be outgoing, inspiring, energetic and adaptable.



The Growth Seeker

Growth Seekers are defined by a deep passion for learning and personal growth and development. They tend to be curious, humble, open to new ideas and experiences, and adaptable.

How You Prefer to Think

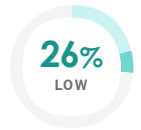
Creative



You heavily favor creative thinking, have a comfort with the unknown, think independently, and find your own way of doing things.

Original	96%
Curious	98%
Non-Conforming	97%

Deliberative



You strive for objectivity and impartiality, tend rely on intuition over logic and analysis, and are more spontaneous than methodical and process-oriented when reaching decisions and making choices.

Logical	6%
Systematic	35%
Impartial	62%

Detailed and Reliable



You have a strong desire to meet commitments and obligations in a timely way, and are generally organized and able to focus on details when necessary.

Organized	58%
Detail-Oriented	47%
Dependable	93%

Conceptual



You have a preference to think abstractly and philosophically, using theories and models to solve problems.

Practical



You have a preference to focus on direct, real-world consequences in making decisions and choices.

How You Engage with Others

Extraverted



You tend to be engaging and outgoing, thrive at the epicenter of social activities, and are socially bold and adventurous.

- Gregarious 90%
- Engaging 78%
- Adventurous 89%

Tough



You are willing to debate and fight for your ideas, share criticism openly when warranted, with a general inclination to be straightforward and direct rather than diplomatic and subtle in your style.

- Feisty 94%
- Critical 85%
- Direct 50%

Nurturing



You have a strong desire to prioritize and support others' needs, are fascinated by their behaviors and tendencies, with moderate sensitivity to their emotions and feelings in the moment.

- Helpful 60%
- Empathetic 59%
- Person-Oriented 92%

Leadership



You are driven to lead, have a desire to motivate people, and hold them to high standards of performance.

- Taking Charge 93%
- Inspiring 75%
- Demanding 77%

Humorous



You tend to be more joyful and lighthearted than serious and intense.

How You **Apply** Yourself

Composed



You tend to be resilient, not easily discouraged, and generally remain calm and keep your emotions under control in challenging situations.

Calm	53%
Confident	64%
Poised	84%

Autonomous



You hold yourself accountable to the outcomes you experience, are self-motivated, and have a moderate inclination to operate independently, without needing much direction or guidance in accomplishing tasks and goals.

Independent	50%
Self-Accountable	90%
Internally Motivated	85%

Flexible



You tend to embrace change and uncertainty, are very interested in your own growth and development, and are generally able to vary the roles you play in different circumstances.

Adaptable	91%
Agile	42%
Growth-Seeking	72%

Determined



You tend to take action to seize opportunities and solve problems you confront, and are generally inclined to push through with resolve to achieve the goals and objectives you set.

Persistent	56%
Driven	53%
Proactive	79%

Humble



You like to explore different perspectives and are open to being wrong, receptive to critical feedback in order to learn, and modest.

Receptive to Criticism	92%
Open-Minded	77%
Modest	67%

Energetic



You have high levels of stamina, enthusiasm, and energy in work and life.

Status-Seeking



You have a preference to please, “keep up” appearances, be liked, admired, and respected.

How you respond in different situations:

Now that you've reviewed your detailed results, "You" in Context gives insight into how the combination of your attributes may play out in a variety of work and life situations

When interacting with others, you...

- ...Are outgoing, socially bold, and stand out in the crowd as unique and creative
- ...Tend to be fun, joyful, and lighthearted
- ...Support others with empathy and compassion, while also trying not to sugarcoat your honest view of things
- ...Are willing to speak your mind, but are always aware of how others perceive it

As a leader, you...

- ...Demand and hold others accountable for results
- ...Argue for your beliefs and say what you think
- ...Call out underperformers whenever justified
- ...Take initiative and instigate change
- ...Like drawing out the thinking of others for input, but ultimately make your own calls
- ...Believe acknowledging your and other people's strengths and weaknesses is part of being a good leader
- ...May struggle to know when to follow rather than lead

When planning, you...

- ...Anticipate and plan for change by creating good contingency plans
- ...Find that change is best viewed as an opportunity to create more structure and clarity, not a problem to be avoided
- ...Drive hard toward clear, specific goals
- ...Like to identify precisely what's needed to achieve goals
- ...Operate best with a well-structured and fleshed-out plan to track progress against
- ...Track progress diligently against targets
- ...Make a strong effort to complete tasks early
- ...Translate big-picture strategies into detailed plans

When solving problems, you...

- ...Like to draw on other people's thinking to stress test your own ideas
- ...Explore a wide range of possibilities before deciding
- ...Are comfortable finding solutions without much direction or guidance
- ...Are quick to put structure and precision around vague ideas
- ...Generate novel solutions by ignoring rules and traditions
- ...Like using imagination and intuition
- ...Are comfortable exploring the unknown
- ...Balance exploring new possibilities with the need to take decisive action

When setting goals, you...

- ...Strive beyond what's possible, or seems achievable to others
- ...Prefer to go after your own goals rather than following others
- ...Are both goal-directed and flexible
- ...Face resistance and obstacles by adapting, improvising, and overcoming

On a team, you...

- ...Voice your thoughts directly
- ...Enjoy a good debate, win, lose, or draw
- ...Are comfortable sharing your feelings and encourage teammates to safely share their own thoughts and feelings
- ...Enjoy the synergy of working as a team, but are also willing to go your own way
- ...Set high goals and push back on any attempts to lower the bar
- ...Think the best way to achieve challenging goals is to be mutually supportive and helpful

Under stress, you...

- ...Remain calm, cool, and focused on what matters most
- ...Adapt to new experiences rather than avoid them
- ...Calmly turn mistakes into self-growth and learning rather than let them get you down
- ...Confidently believe that you can manage your stress without much support from others
- ...Tend to be confident and resilient no matter how ambitiously you set your goals
- ...Tend to talk out your thinking and experiences

When learning, you...

- ...May prefer subjects that are intuitive rather than highly analytical
- ...Prefer an organized curriculum and following a clear schedule
- ...Take your deadlines and commitments seriously
- ...Like to hear other people's insights and knowledge as much as you like to share your own
- ...Love exploring new areas of interest you don't yet know about
- ...Love a good brainstorm
- ...Like subjects that are abstract and philosophical
- ...Like to participate in the discussion
- ...Are interested in creative topics where your curiosity and originality can thrive
- ...Have good stamina and endurance