



CORE DRIVERS REPORT

PREPARED FOR:

Dennis Kipchumba

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ABOUT YOUR RESULTS

WHAT IS THIS DIAGNOSTIC ABOUT?

This assessment measures your personality characteristics and behavioral dispositions. During the assessment, you selected which word best describes you and stated your agreement to different statements. We analyzed your pattern of responses to predict your three Core Drivers — these are the psychological drivers that have the greatest influence on your behavior at work, your leadership style, and how you make decisions and interact with others. Your Core Drivers help explain why you feel, think and act the way you do.

HOW DOES THE REPORT RELATE TO ME?

In this report, you will discover your Core Drivers and find feedback that is unique to you. Specifically, you will find insights into how you perform at your best and when under pressure or stress, alongside insights into how you interact in team or group situations. In the online report you will find your Digital Coach, where we've curated personalized resources to supercharge your development and help you achieve your goals as a leader.

WHAT ARE THE CORE DRIVERS?

There are six sets of Core Drivers with two drivers in each set. Based on your responses we learned which one of the two drivers in each set best describes you. We then select the three that are most core to your personality.

HOW DO I COMPARE TO OTHERS?

We compared your results to thousands of people to see how your Core Drivers are both similar and different to others. We then select only those drivers that are significantly different from others, because they are what stands out about your unique personality. You can learn more about the science powering the Core Drivers at deopersignals.com

THE 12 CORE DRIVERS

Candid	↔	Considerate
Flexible	↔	Disciplined
Reserved	↔	Outgoing
Laid-back	↔	Driven
Pragmatic	↔	Curious
Passionate	↔	Stable

WHAT IF THE REPORT DOESN'T SOUND LIKE ME?

This report was generated to help you flourish and is unique to you. However, if any of the feedback feels inconsistent to how you see yourself, that's ok! Try talking it over with a friend or colleague. Sometimes how we see ourselves is different to how others may see us. Understanding this gap can help us better achieve goals. You can also try taking the assessment again.

If you have further questions or feedback, please let us know by emailing us at support@deopersignals.com.



YOUR PROFILE

DENNIS KIPCHUMBA

CORE DRIVERS

Disciplined

Passionate

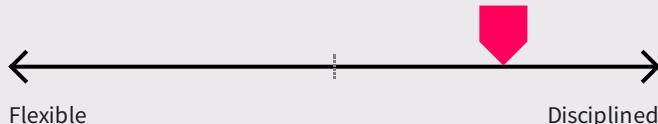
Driven



CORE DRIVERS

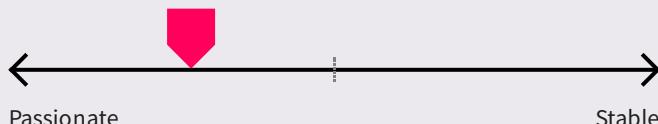
Based on your score, you appear to be highly dependable, organized, and reliable. You are someone who feels things deeply, is alert to what can go wrong and is always concerned they haven't done well enough. Others will see you as comfortable following as leading.

Your Core Drivers describe your unique, psychological strengths. Understanding how your Core Drivers show up at work will help you achieve your goals



Disciplined

You are likely to be a careful, planned, and thorough person when going about your work. You play within the rules, like to do a good job, and make sure you are on time. Others will see you as dependable, with high standards and concerned to get the details right.



Passionate

People like you are described by others as sensitive, thoughtful, and concerned about how you come across. You seek feedback and advice about things that concern you. You feel things more intensely than others and are quick to pick up on problems and worries. You are rarely satisfied and often critical of yourself.



Driven

You are as driven and competitive as most people, so when you work on something you will come across as committed and hard-working. On the other hand, it is unlikely that your career is the main focus in your life. You enjoy the feeling of achievement and getting things done.



TEAMWORK

Collaborating with others and working in teams is an essential part of our working lives. The more you are insightful about how you show up as a leader, the more success you can expect in your professional life.

Your Core Drivers are the unique skills that you bring to a team and describe how you positively impact the team's performance. Similarly, Core Risks show how you may hold the team back. Ideas to manage these behaviors and lead your team to thrive are shown below.

Discover how your Core Drivers give you unique skills that can supercharge your team.

Disciplined

Teams benefit most when you keep them on task, ensure that standards are high and check that small things get managed. You pay attention to details, understand process and rules, believe in fulfilling your commitments, and in doing what is right.

When you lead a team, others will experience you as reliable and organized - someone they can count on even when things start to become confusing and busy. Plan ahead, looking out for bottlenecks and deadlines so that you can give a friendly heads-up to your less planful direct reports.

Passionate

You help the team be aware of risks and problems, and as leader you are alert to dynamics and situations that can derail performance. Since you are rarely satisfied, you welcome feedback and suspect that things can be done better. Others recognize your passion to make things better but can be put on edge by too great a focus on risk.

When working as part of a team, use that energy and passion to be positive and energized around the task at hand. Be sure to clearly communicate any challenges as opportunities and rally those around you to achieve the team's goals.

Driven

Leading a team, your direct reports will likely experience you as motivated, focused, and driven. You bring energy and direction to the team and will always want to do more. You adopt a leadership role by nature, providing direction and purpose to others.

Because you want to move quickly, drive hard, and get things done, your leadership strengths will be organizing a plan, driving the task forward, and pushing your direct reports to finish the work.

Below are a few suggestions for how you can manage your risks when working in a team. What is one thing you could do differently that would help your team?

TEAM RISKS

You run the risk of slowing down the team's progress by being too rigid about rules.

HOW TO MITIGATE THE RISK

While rules and regulations are important for maintaining safety and order, they can also slow things down. As leader, step back and focus on breakthrough achievement. Explore with the team if there's a way around a rule, or if it's time to create an exception.

Setting unrealistic goals and expectations of others.

It is important to remember that not everyone can sustain your focus and determination. Don't be too hard on your team members who cannot keep up.

Detracting from morale by coming across as negative or emotionally reactive.

Try to reframe problems to see them in an optimistic and constructive way. As a leader, being solutions focused creates a positive atmosphere for your team, and helps the team focus on achieving its goals.



