



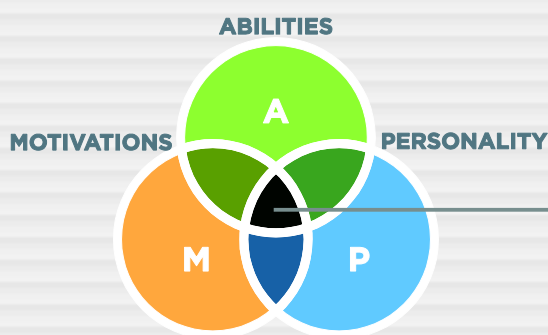
Job*Script*® Report

Chris Motley
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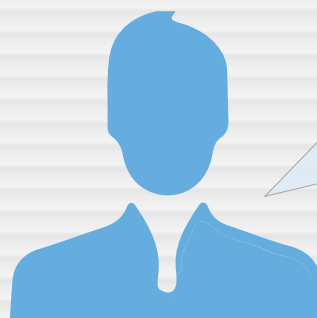
We are all leaders – we influence, guide and direct others on a daily basis. However, most of us are not as effective in our leadership as we could be. The best leaders possess a high degree of self-awareness. They capitalize on their innate drive, talent and unique style in their professional and personal lives. Great leaders know who they are, where they are going, how to get there, and how to engage supportive followers.

JobScript® is a unique assessment that helps you to deepen your understanding of yourself - your unique Motivations, Abilities and Personality (MAP) in the context of your work life. It also provides insight into desirable roles and preferred organizational environments where you will thrive as a professional, and as a leader. This report combines the information you provided into a framework that highlights essential aspects of your profile, such as Key Strengths and Caution Areas. This important information will assist you in selecting and sustaining professional and personal endeavors that will likely bring long-term success and personal satisfaction. While it is a fact that we will all have various jobs over the course of our professional lives, JobScript® will ensure that our careers, or our body of work, are aligned to things that matter most; our unique “True North.”

We recommend that you use the content of this report in two ways – reflect on what has been captured from a validated process, and leverage what you learn to increase your overall effectiveness. Specifically, JobScript® can be helpful in the job search, interview, performance review or leadership development process. We encourage you to share the information with a manager, colleague, mentor, family member or anyone you trust to gain additional insights. Also, we have included an Action Plan on your profile to help you best leverage the learning and insights delivered.



Mapped to 3 Dominant Career Values



Entrepreneurial Challenge
Strategic Decisions
Motivational Energy
Theoretical Discovery
Societal Change
Production Efficiency
Artistic Creativity
Human Development
Natural Appreciation

JobScript® helps to improve one's self-awareness by providing an objective and holistic view with respect to your unique **Motivations**, **Abilities** and **Personality** – your **MAP**. The statements below express what energizes you (your Motivations), where you are most competent (your Abilities), and how others see you (your Personality).

✓ MOTIVATIONS

You are motivated to solve big problems, help people, and get people excited. Exciting missions at work will involve making critical decisions, teaching and advising others, and speaking at special events. You might be conflicted at times between simultaneously wanting to be in on all phases of a project, demonstrate that you care for people, and jump at the next chance to motivate others. Keeping motivated will involve finding resolution to these tensions so your energy is positively directed toward activities that matter to you. One key for you might be to think like a trainer or public speaker. You are constantly needing to think of the big-picture and how to respond to your audience with messages that hit the mark and enable them to make changes or improvements in their lives.

✓ ABILITIES

Your primary competencies are written communications, enterprising actions, and public speaking. As such, you will be drawn to teams in your organization that concentrate on Communications, Marketing, and Special Events. You will likely pride yourself on your ability to make important contributions, take on challenging assignments, and generate enthusiasm.

✓ PERSONALITY

Your dominant traits will cause you to be a person who is expressive, driven and an integrative thinker. You will come up with many plans and ideas and can use all your energy and enthusiasm to motivate people to follow your lead. People will see you as a strong personality who tends to always want to be right. Be careful to include people in your idea-generation and don't come on too strong, especially when just getting to know someone. Because people will follow you, be smart about where you lead them and remember that while you can handle any risky adventures, many people will falter and have trouble keeping up with you. When working for someone, you could be quite threatening. Watch that you give people a sense that you respect them and want to learn from their experience. This will keep them from thinking you're impetuous and rude.

Consider This...

Assuming that these statements are true, is there anything about your personality that you would like to change so that others might see you differently?

Your unique **MAP** is tied to **Career Values**. These values provide insight into aspects of job opportunities and organizations where you will perform at your best. While you may relate to characteristics of each career value, we've identified your dominant values to guide career decisions.

Your Dominant Career Values:

Motivational Energy

Strategic Decisions

Entrepreneurial Challenge

Career Value Definitions



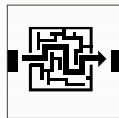
Societal Change
"Influencing Opinions"

You care about things that affect society and want to work to effect change and influence opinions toward the common good.



Theoretical Discovery
"Answering Questions"

You seek out underlying reasons things happen and like to investigate and solve complex problems.



Strategic Decisions
"Managing Plans"

Your capacity to see the big picture and develop logical and effective strategies positions you to manage and advise.



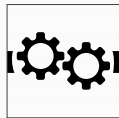
Human Development
"Helping People"

You are compassionate and service oriented, respond to the developmental needs of those around you.



Entrepreneurial Challenge
"Taking Risks"

You are motivated by excitement and competition, entrepreneurial and challenging circumstances.



Production Efficiency
"Maintaining Order"

You are action-oriented and motivated by hard work and determination to get things done, a classic "doer" who can be counted on.



Artistic Creativity
"Designing Innovations"

You have a desire to be creative, have insight and an artistic nature leading to innovative designs, products and works of art.



Natural Appreciation
"Keeping Balance"

You are a keen observer of life who wants to ensure the natural order is respected and maintained.



Motivational Energy
"Energizing Others"

You have tremendous enthusiasm and motivation to share excitement with others, often get people to enjoy the moment.

Key Strengths: You have strong, positive qualities that are readily seen by others. These attributes create a unique style and pattern in your behavior. Consciously using and capitalizing on these Key Strengths will lead to increased effectiveness in all aspects of your life.

Caution Areas: As you read about your Key Strengths and your Caution Areas, understand that the Caution Areas are natural outgrowths of your strengths. When these outgrowths become too strong, they need to be “reined in.” Understanding this allows you to better manage the negative aspects of your Caution Areas and effectively leverage your Key Strengths.

➤ KEY STRENGTHS

Big-picture thinker

You like to see all sides of an issue and make the big decisions. You want to think things through logically and integrate your findings into solutions. Often thinking you are right, you will seek to manage others to get things done.

Very outgoing

You are exciting and enthusiastic. Your energy will be infectious and help people to enjoy activities that you are involved with.

Highly motivated

You are driven to succeed. You will take on challenge and overcome obstacles in order to achieve your goals and gain the rewards that come from winning.

⬅ CAUTION AREAS

Tend to always think you are right

Because you think things through and see all sides of an issue, you will have considerable confidence in your reasoned decisions and conclusions. You may feel justified in thinking that people need to see things your way.

Might tend to talk too much

Your high energy and dynamic nature may cause you to state your opinions too often. However, be careful of spending too much time sharing your views.

Might tend to compete with people

Your drive and courage may have you compete to win, and you may fail to see when this approach is inappropriate to a given situation.

Your **True North** is like a personal mission statement; a “True North.” It states an objective for which you are “hard-wired” to accomplish. Knowing the types of roles that motivate you, those in which you excel, and those reflected in your personality, enable you to make better professional and personal choices. Your **Model Roles** reflect the intersection of your **MAP**. Your **Combo Metaphor** describes how you can fulfill your True North through your Model Roles.

TRUE NORTH

Energizing and Leading People to Achieve Greatness

You will enjoy work that allows you to use your determination and intelligence to be a dynamic leader of people.

MODEL ROLES

Spokesperson

one who represents and acts for others

Influencer

one who influences, inspires, and motivates others

Developer

one who aids in the growth or creation of people, ideas, products, and services

COMBO METAPHOR

Powerful Market Leader

You are a charismatic leader who can gather people around you to accomplish a wide range of objectives.

You are especially gifted in a variety of areas. Think of your **Job Function Themes** not as a specific job or title, but as areas of work in which you can particularly excel. These functional areas are complemented with specific **Industry Fields** and **Areas for Further Study**, which are a favorable match given your individually unique gifts, talents and characteristics. These lists are not designed to be your only options. They are there to spark your thoughts and provide direction for further exploration.

JOB FUNCTION THEMES

You'll be good at functions that incorporate:

Motivating - Performing, Presenting, Initiating

Marketing - Selling, Networking, Deal-making

Explaining - Reporting, Writing, Interpreting

While there are many other functions that you are likely good at, these are ones you are especially gifted in.

INDUSTRY FIELDS

Strategy

Planning

Travel, Tourism, & Hotels

Hotels and Spas

Performing Arts and Theatre

AREAS FOR FURTHER STUDY

Marketing

Economics

Travel & Tourism

Hotel Management

Performing Arts

Consider This...

Use this information to guide your thinking and your choices as you pursue ongoing education and work. Your profile suggests that these functions, fields and areas for further study are the most likely to provide professional success and personal gratification.

Great leaders play to their strengths and seek roles that fully engage their talent. They also understand and appreciate the strengths of others who form their peer partnerships and teams. Effective leaders know the value of “we” in serving the needs of the organization, accomplishing goals and producing results. Your **Leadership Anchors** serve as a pathfinder in pursuing work that will provide you with satisfaction, joy and ongoing success.

TEAM LEADER INSIGHTS

As a team leader, you will be a strategic guide, engaging and inspirational, but you might need to have patience in explaining the big picture, be careful not to monopolize conversations and listen more closely to your team member's needs.

Your team member may be overwhelmed by your global vision and ability to orchestrate change. Help your team member to understand the steps necessary to fully understand the big-picture.

Because of your capacity to express and enjoy yourself, you will captivate your team member. Be a good role model, however, and allow your team member time and your listening attention to practice their role and develop.

You are so hard-charging and strong that you might be fairly intimidating to your team member. Find ways to put them at ease, especially when first meeting.

LEADERSHIP ANCHORS

Builds High Performance Teams

Sets Strategic Direction

Drives and Achieves Results

ROLES & POSITIONS

Marketing Agent

National Spokesperson

Movie Producer

Event Manager

Company President

Consider This...

Leadership anchors are what you are “wired” to do well. Are you using these abilities as often and as well as you can? Given your strengths and potential roles, how will you work with others to maximize your team leadership capabilities?

There are many different types of organizations. Certain organizations are better suited for you and offer work that is likely to be more appealing to you. Likewise, all organizations operate within a particular cultural framework. Given your behavioral preferences, you will find certain organizational cultures to be environments where you are most able to flourish. Use this information to guide your choices and organizational involvement.

TEAM MEMBER INSIGHTS

As a team member, you will be determined to find solutions, enthusiastic and achievement-oriented, but you will benefit from approaching your team leader's suggestions with an open ear, letting your team leader set the pace for working together and increasing your patience so that your team leader can take an ever-increasing interest in and commitment to your development over time.

Your desire to see the big picture and make things happen may be seen as impatience. Let your team member set the pace.

Your ability to express yourself will demonstrate to your team leader that you are meeting your learning objectives. Be sure to practice your listening skills as well.

The strength of your drive and personality may make it difficult for you to take the role of student again. Remember that the greatest achievers are always open to new information.

ORGANIZATIONAL CULTURAL PREFERENCES

Dynamic/Exciting

Professional/Strategic

Educational/Service-Oriented

ORGANIZATION TYPES

Marketing Companies

Brokerage Firms

Movie Production Companies

Special Events Firms

Performance Organizations

Seeking to grow in specific, targeted areas identified in your profile will enable you to accelerate your growth and more efficiently convert your goals into reality. Incorporating the following recommendations into your Action Plan will enable you to build a solid blueprint for long-term success. Therefore, the **Success Keys** are typically areas that can prevent you from unlocking your full potential along your career journey. Address these areas so that they do not become “deal breakers” for you in terms of a successful career or relationships.

SUCCESS KEYS

Respecting Others

You can be quick to see things from only your point of view. At the heart of valuing differences is the understanding that other people will see things in a different way and therefore might catch some things that you miss. We all find it easier to interact with people similar to ourselves, but this can also be limiting. If you become captivated with learning new things from people and seeing new insights, you will have a greater appreciation for people different from yourself.

Listening Styles

Listening involves three things - empathy, care, and patience. Empathy enables you to “put yourself in other people's shoes” and recognize what they're going through. Care involves really being concerned with someone's situation and wanting to help. Patience means taking the time that's required and respecting how other people get things done. Spend time cultivating a balance between these three keys. Build in time to listen, recognize that people prefer to talk with people who really care, and discover how other people see an issue before you offer your suggestions.

Providing and Accepting Feedback

Often you might find it difficult to give someone open and honest feedback. That's because most of us hate criticism. There is a fine line between non-judgmental feedback and judgmental criticism. Open and non-judgmental feedback helps someone grow. When feedback is necessary, be aware of the natural defensiveness that it will generate, the value in providing it, and the personality of the person receiving it. Look beyond the issue, understand whom you are giving feedback to and how they will receive it, and then tailor your delivery. Done without malice, many people are pretty open to having you help them solve an issue through open feedback. On the receiving side, it is hard to take criticism and your own natural defensiveness will emerge. Try and listen for the truth in what someone is telling you, but also give yourself a little slack - they don't always know the full context for what is occurring. Rather than react defensively, try and listen first and then communicate more information at another time when the person will be more receptive to hearing your view.

Consider This...

Conduct research on ways to pursue development relative to your Success Keys. Identify specific action steps and include them in your Action Plan.

CONCLUSION:

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Thank you for making an investment in yourself! We hope you feel it was worth it! After reading your JobScript®, we hope you have been able to reflect on the insights we have provided on your unique [MAP](#). The insights are meant to help guide you to influence and direct yourself and others on a daily basis in your professional and personal life. Regular reflection is key to development, and instrumental in becoming a great leader. Should you want a more structured way to reflect on your results, we have provided an Action Plan in your profile for you to further analyze your results, and develop specific goals around the insights you have gained. We hope that this report will help you to be a more effective leader, and consistently guide you toward your “True North.”