

# Dom Vicchiollo

Assessment Date  
Report Date

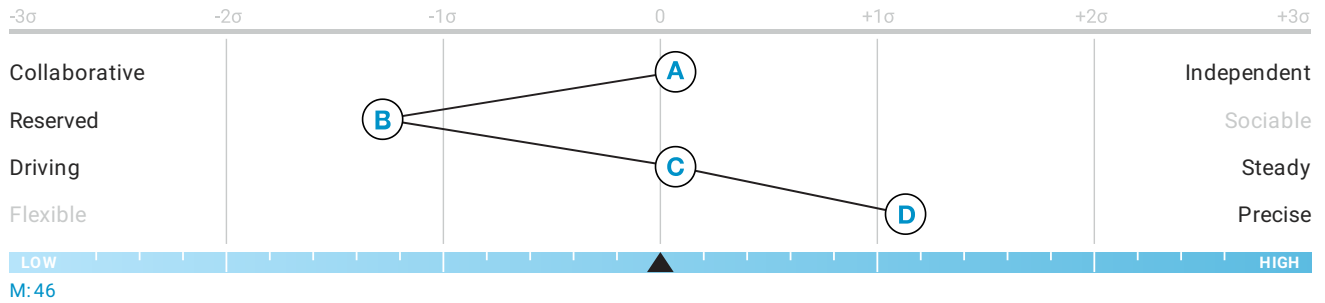
07/22/2021  
2/21/2023



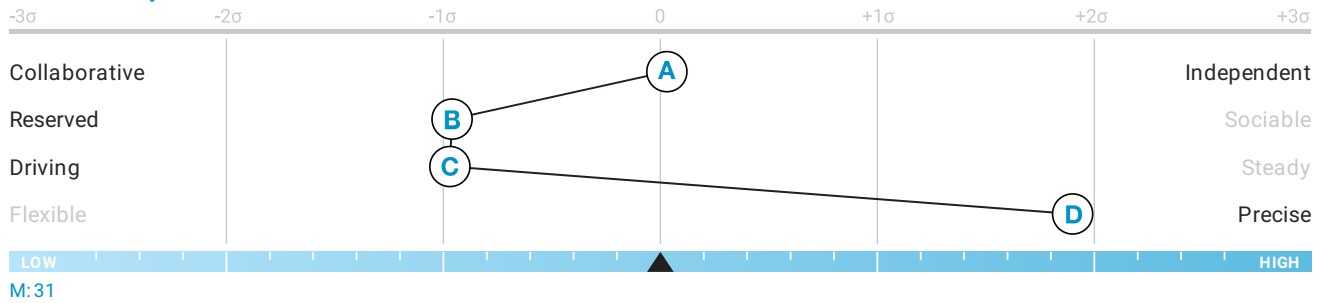
## Scholar

A Scholar is accurate, reserved, imaginative and seeks a high level of technical expertise.

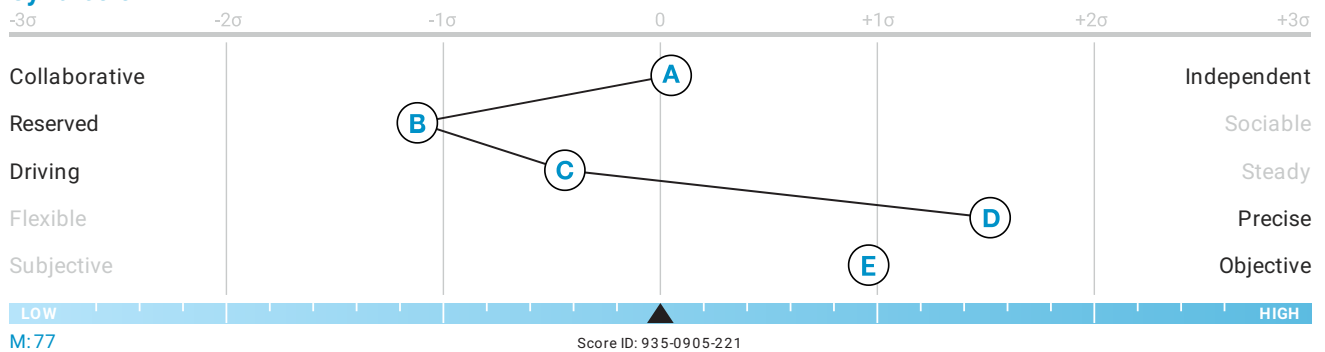
### Self



### Self-Concept



### Synthesis



Score ID: 935-0905-221

## Strongest Behaviors

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### Dom will most strongly express the following behaviors:

- Formal, reserved, introspective, and skeptical of new people; requires “proof” to build trust in new people.
- Detail-oriented and precise; follow-through is deep and literal to ensure tasks were completed in accordance with quality standards.
- Operationally, as opposed to socially, focused. Thinks, in specific terms, about what needs to be done and how to do it accurately and flawlessly; follows, in a literal way, that execution plan.
- Private, serious, introspective, and reserved. Takes time to connect to and trust new people.
- Focused; can concentrate on the task at hand for long periods. Quickly notices and understands technical matters more than social ones. Consistent and patiently thoughtful.
- Works at a steady, unwavering pace; most comfortable with familiar processes, environments, and co-workers. Doesn't easily change.
- Driven to protect the company against risk by thoroughly leveraging their background and strictly following “the book.”
- Cautious; follows a well-established and proven plan to avoid making mistakes. Does the background research necessary to have proof to support decisions before action is taken.
- Detail-oriented and accommodating; most comfortable working as part of a well-defined team for which they produce high-quality output and decisions.

## Summary

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Dom is a serious, introspective person and an analytical and disciplined thinker. Careful, thorough and very focused on their responsibilities.

This individual is reserved and will generally express themselves in a factual, direct, and succinct manner. A conscientious person, their approach to the work is systematic, methodical, and well organized, based on thorough knowledge of, and respect for “the book”. Working with factual, technical or detailed information, they'll produce carefully thought-out work of high quality and precision. Whether doing work themselves, or delegating to others, follow up is close to ensure high-quality results.

Quiet and reserved in primarily social situations, this individual will express themselves factually and specifically in talking about matters of which they have knowledge. With experience, will likely develop thorough, detailed knowledge and expertise in their particular field of training and experience.

Always sincere and cautious, Dom thoughtfully weighs multiple options before making a decision. They think through not only the options, but also the implications of those options, the possible implementation problems, and solutions to those problems. Given their keen analytical mind and a desire to make the right decision the first time, they'll rely heavily on their knowledge and experience when making decisions, and will thoroughly research when they feel they need additional knowledge.

Dom takes responsibilities very seriously, to the extent of worrying a good deal about them. That concern, plus a strong desire to assure a quality outcome, combines to make them particularly sensitive to criticism of their work and very responsive to praise for work well done. While this introspective person is imaginative and gives much thought to their ideas, they are very cautious about expressing or acting on them unless they are sure they can deliver on those ideas. They can be relied on to make proven, well thought-out, solid improvements in areas that they understand well.

## Management Strategies

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To maximize effectiveness, productivity, and job satisfaction, consider providing Dom with the following:

- Work that allows some private time to think
- Specialized work which they've had opportunity to learn in depth and in detail, and which utilizes their disciplined, analytical thinking and systematic, patient work style
- Work which is structured and relatively free from chaotic or urgent time pressures
- Recognition of technical expertise, and devotion to doing good work
- Appreciation of thorough decision-making style, and ability to protect the company against risk.

## DOM VICCHIOLLO

This Personal Development Chart provides you with actionable insights based on your behavioral drives as measured by The Predictive Index. The Chart includes a description of your natural Strengths and respective Caution areas to consider. The Self-Coaching Tips provided can help you balance your most naturally occurring behavioral style in a variety of situations.

### DOMINANCE (A) - The need to control

EXTREMELY	VERY	SITUATIONALLY	VERY	EXTREMELY
		A		
<b>STRENGTHS</b> <ul style="list-style-type: none"><li>· Understanding and collaborative</li><li>· Accepting of others' decisions</li><li>· Supportive management style</li><li>· Interested in team welfare and development</li></ul>		<b>CAUTIONS</b> <ul style="list-style-type: none"><li>· May shy away from tough conversations</li><li>· May have difficulty making unpopular decisions</li><li>· May be seen as too cautious or not strategic enough</li></ul>	<b>STRENGTHS</b> <ul style="list-style-type: none"><li>· Drives change and challenges status quo</li><li>· Seeks to lead and have an impact</li><li>· Innovative, self-motivated</li><li>· Able to think “big picture”</li></ul>	
			<b>CAUTIONS</b> <ul style="list-style-type: none"><li>· May be seen as overly aggressive</li><li>· May intimidate rather than motivate</li><li>· May have difficulty delegating authority</li><li>· May appear to be tough-minded and directive</li></ul>	
<b>SELF-COACHING TIPS</b> <ul style="list-style-type: none"><li>· Shift your mindset from “I want to go along” to “I want to be fair”</li><li>· Stand your ground when you know you’re correct</li><li>· Come to situations and meetings prepared to contribute</li></ul>			<b>SELF-COACHING TIPS</b> <ul style="list-style-type: none"><li>· Actively seek input from multiple sources</li><li>· Practice active listening and allow people to express their opinions or ideas</li><li>· Think before you speak; think of how your message will be received</li></ul>	

### EXTRAVERSION (B) - The need for social interaction

EXTREMELY	VERY B	MODERATELY	MODERATELY	VERY	EXTREMELY
<b>STRENGTHS</b> <ul style="list-style-type: none"> <li>· Creative, problem solver</li> <li>· Data driven, analytical</li> <li>· Thoughtful approach to communicating information</li> <li>· Reflective and introspective</li> <li>· Anticipates problems</li> </ul>		<b>CAUTIONS</b> <ul style="list-style-type: none"> <li>· May be slow to trust and reluctant to share until comfortable</li> <li>· Communication may be pointed or minimalist</li> <li>· May appear overly task-focused or remote</li> </ul>	<b>STRENGTHS</b> <ul style="list-style-type: none"> <li>· Motivating, stimulating communicator</li> <li>· People-oriented, sociable</li> <li>· Builds team cohesion and collaboration</li> <li>· Thoughtful delegator</li> </ul>		<b>CAUTIONS</b> <ul style="list-style-type: none"> <li>· May be too optimistic or overly trusting</li> <li>· May prioritize being liked or being the focus of attention</li> <li>· May appear overly talkative and superficial</li> </ul>
<b>SELF-COACHING TIPS</b> <ul style="list-style-type: none"> <li>· Give presentations in your area of expertise</li> <li>· Initiate conversations or schedule time to speak with others</li> <li>· Create processes that encourage communication</li> </ul>			<b>SELF-COACHING TIPS</b> <ul style="list-style-type: none"> <li>· Allow others the opportunity to contribute and influence outcomes</li> <li>· Consider how much detail or tangible information is needed when communicating</li> <li>· Ask about potential problems or risks</li> </ul>		



Scholar



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# DOM VICCHIOLLO

## PATIENCE (C) - The need for stability

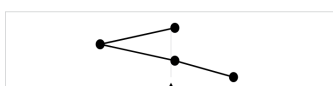
EXTREMELY	VERY	SITUATIONALLY	VERY	EXTREMELY
<b>STRENGTHS</b> <ul style="list-style-type: none"><li>· Proactive and results-oriented</li><li>· Able to deal with time pressure</li><li>· Able to deal with variety and change</li><li>· Multitasker, able to juggle priorities</li></ul>		<b>CAUTIONS</b> <ul style="list-style-type: none"><li>· May appear to be terse; “cut to the chase”</li><li>· May tend to be intolerant of delays especially when impacting results</li><li>· May become frustrated in stagnant environments</li></ul>	<b>STRENGTHS</b> <ul style="list-style-type: none"><li>· Calm and stable</li><li>· Thoughtful listener</li><li>· Builds solid group processes</li><li>· Gives people time to process</li></ul>	
<b>SELF-COACHING TIPS</b> <ul style="list-style-type: none"><li>· Reflect on situational urgency - does everything need to be done right now?</li><li>· Recognize that people have different paces and manage expectations</li><li>· Honor priorities and see initiatives through to completion</li></ul>			<b>CAUTIONS</b> <ul style="list-style-type: none"><li>· May appear uncomfortable with change</li><li>· May appear to over-analyze situations or be too cautious</li><li>· May have difficulty under time pressure</li><li>· May be too comfortable with the familiar and slow to adopt new ideas</li></ul>	
			<b>SELF-COACHING TIPS</b> <ul style="list-style-type: none"><li>· Clarify timelines and focus on “when”</li><li>· Manage time wisely - start early and leave time for the unexpected</li><li>· Keep others informed when progress is made</li></ul>	

## FORMALITY (D) - The need to conform

EXTREMELY	VERY	MODERATELY	MODERATELY	VERY	EXTREMELY
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