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You are most like **The Impresario**

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

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Typical Impresarios love being at the center of social activity, equally comfortable with close friends or new acquaintances. Impresarios tend to be charming, friendly, and highly energetic. They are skilled at playing the role of emcee or facilitator in groups. They tend to go with the flow and operate more on feel and instinct than analysis. They connect well with others but aren't necessarily motivated by a deep desire to tend to and support other people's needs. Impresarios are quite independent and can tend to "march to the beat of their own drum." It's living in the moment—their own moment—that satisfies them.

Other distinguishing characteristics include the ability to balance spontaneity and good organization, which allows them to orchestrate people and experiences in an effective way. Impresarios have a knack for understanding what makes people tick and tend to be capable at influencing, persuading, and inspiring others.

They tend to thrive on pleasing others and being liked and admired. While this can enhance their connections to others, they should be careful not to lose their own sense of self in seeking validation externally. Additionally, while self-confidence is a strong suit, Impresarios can have a tendency to overstimulate themselves and can crash, so they should be aware of the need to maintain balance.

Impresario Talents

- Being social and engaging, yet independent
- Orchestrating compelling experiences
- Influencing, persuading, and inspiring others
- Being bold and adventurous
- Facilitating large groups of people

Impresario Growth Needs

- Taking time to pause and think things through
- Making better use of routines and set practices
- Not losing themselves in seeking validation externally
- Monitoring their energy levels to avoid burnout

You also have attributes of the **Coach** and the **Inspirer**



The Coach

Coaches regard self-growth, development and learning as a cornerstone of life and daily practices and they teach and model these as aspirations for others. They tend to be both demanding and caring, humble and resilient.



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.

How You Prefer to Think

Creative



You favor original and innovative thinking and finding your own ways of doing things, while being generally open to new and unfamiliar experiences.

Original	79%
Curious	47%
Non-Conforming	71%

Deliberative



You tend to rely on personal instinct, with a moderate inclination to be methodical and process-oriented when reaching decisions and making choices.

Logical	57%
Systematic	43%
Impartial	31%

Detailed and Reliable



You tend to be organized and orderly, able to focus on details as necessary, with less concern about meeting strict deadlines and commitments.

Organized	72%
Detail-Oriented	47%
Dependable	33%

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	83%
Engaging	87%
Adventurous	86%

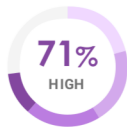
Tough



You are willing to fight for your ideas, tell people what you really think, and be frank with your views, including critical feedback.

Feisty	90%
Critical	90%
Direct	84%

Nurturing



You have a strong desire to prioritize and support others' needs, are fascinated by their behaviors and tendencies, though tend to be less sensitive to and caught up in their emotions and feelings.

Helpful	90%
Empathetic	33%
Person-Oriented	78%

Leadership



You are willing to take charge in groups, set high standards of performance for others to meet, with a moderate inclination to lead through motivation and inspiration.

Taking Charge	69%
Inspiring	53%
Demanding	77%

Humorous



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

How You **Apply** Yourself

Composed



You tend to stay calm and keep your emotions under control, with a general tendency to be resilient and confident under stress or pressure.

Calm	79%
Confident	48%
Poised	78%

Autonomous



You tend to find and pursue your own internal motivations in work and life, with a moderate inclination to operate independently in achieving tasks and goals, and to believe that success and failure are largely attributable to factors within one's control.

Independent	50%
Self-Accountable	46%
Internally Motivated	89%

Flexible



You tend to embrace change and uncertainty, are versatile at shifting the roles you play in different circumstances, and are very interested in your own growth and development.

Adaptable	75%
Agile	88%
Growth-Seeking	79%

Determined



You work hard to go after ambitious goals, push through to accomplish what you start, with a general inclination to seize new opportunities actively and take quick action to resolve issues.

Persistent	88%
Driven	77%
Proactive	44%

Humble



You like to seek out and explore perspectives different from your own, with a moderate inclination to be receptive to critical feedback and to value modesty in your and others' behavior.

Receptive to Criticism	59%
Open-Minded	71%
Modest	43%

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...

- ...Excel at adapting and preparing for the unexpected
- ...Make an effort to put backup plans in place in case things go wrong
- ...Track progress made toward completion, but don't over worry if things don't go exactly as planned
- ...Use determination to overcome obstacles
- ...Think abstractly and conceptually

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 structure
- ...Are fascinated when solutions aren't obvious
- ...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...

- ...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