

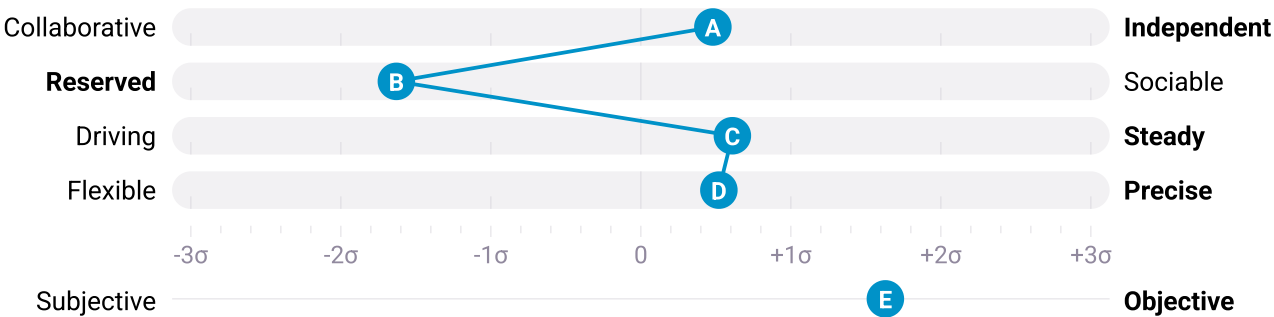
# Joseph Dunn



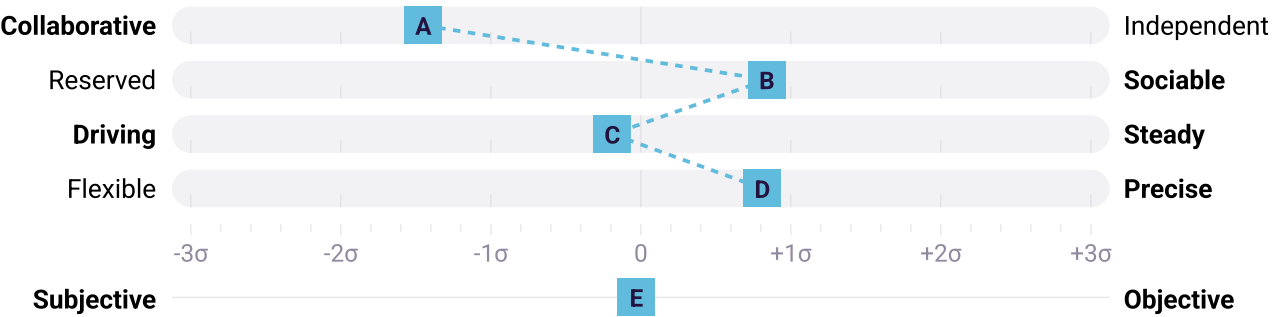
A Scholar is accurate, reserved, imaginative and seeks a high level of technical expertise.

## Self

Behavioral Score ID\*: 183-7244-336    Assessment Date : 10/17/2025



## Self-Concept



\*A Behavioral Score ID is a unique identifier associated with your assessment results.

# Behavioral Report

Joseph 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, Joseph 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.

Joseph 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.

## Behavioral Factors

<div><div>B</div>Extraversion<div>-1.63σ</div></div> <div><b>Very Reserved</b></div> <div>Needs lots of...</div> <div><ul style="list-style-type: none"><li>• Opportunities to reflect</li><li>• Room for introspection</li><li>• Freedom from office politics</li></ul></div>	<div><div>C</div>Patience<div>+0.61σ</div></div> <div><b>Moderately Steady</b></div> <div>Needs some...</div> <div><ul style="list-style-type: none"><li>• Long-term affiliation</li><li>• Ability to work at a steady pace</li><li>• Familiar surroundings</li></ul></div>	<div><div>D</div>Formality<div>+0.52σ</div></div> <div><b>Moderately Precise</b></div> <div>Needs some...</div> <div><ul style="list-style-type: none"><li>• Understanding of rules and regulations</li><li>• Specific knowledge of the job</li><li>• Freedom from risk of error</li></ul></div>	<div><div>A</div>Dominance<div>+0.48σ</div></div> <div><b>Moderately Independent</b></div> <div>Needs some...</div> <div><ul style="list-style-type: none"><li>• Independence</li><li>• Control of own activities</li><li>• To be challenged</li></ul></div>
<div><div>E</div>Objectivity<div>+1.63σ</div></div> <div><b>Objective</b></div> <div>Extremely logic-based; factual; relies heavily on data and information</div>			

## Strengths

- Data-driven, analytical
- Strong discipline and execution
- Organized and thorough follow-up

## Potential Caution Areas

- May be cautious about acting on new or controversial ideas
- Can be anxious to avoid disagreements
- Often uncomfortable in new environments or social situations

## Factor Combinations

<div><div>C &gt; B</div><div>Crossing midpoint</div></div> <div><b>Takes time to connect</b></div> <div><ul style="list-style-type: none"><li>• Reserved</li><li>• Quiet</li><li>• Serious with unfamiliar people</li></ul></div>	<div><div>D &gt; B</div><div>Crossing midpoint</div></div> <div><b>Formal</b></div> <div><ul style="list-style-type: none"><li>• Serious</li><li>• Disciplined</li><li>• Sincere</li></ul></div>	<div><div>A &gt; B</div><div>Crossing midpoint</div></div> <div><b>Task-oriented</b></div> <div><ul style="list-style-type: none"><li>• Critical, creative thinker</li><li>• Technical orientation</li><li>• Inquiring mind</li></ul></div>
<div><div>A = C</div><div>Both high</div></div> <div><b>Proactive or responsive</b></div> <div><ul style="list-style-type: none"><li>• Situationally proactive or responsive</li></ul></div>	<div><div>A = D</div><div>Both high</div></div> <div><b>Comfortable or cautious with risk</b></div> <div><ul style="list-style-type: none"><li>• Strong drives to both control the decision and do it right</li><li>• Will likely experience tension when making decisions</li></ul></div>	<div><div>C = D</div><div>Both high</div></div> <div><b>Casual or careful with rules</b></div> <div><ul style="list-style-type: none"><li>• Situationally casual or careful with rules</li></ul></div>

## Strongest Behaviors

Joseph will most strongly express the following behaviors:

- 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.
- 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.
- Patient, stable, and consistent; does things generally systematically and is not inclined to change these systems. Dependable, relatively consistent and works best in familiar environments, with familiar people.
- Tolerant, easy-going, and uncritical in getting along with others. A focused listener.
- Works steadily at an even pace; most productive with fewer interruptions.

## Management Style

As a manager of people or projects, Joseph will be:

- Focused on providing the team with a validated, sanctioned template by which to measure all work
- Highly organized, methodical and persistent; this individual will encourage their team to take time for thoughtful, careful analysis
- Cautious with decisions until all the facts are known and a well made plan has been established; unwilling to push forward decisions without ample time to evaluate all aspects of the situation
- Reluctant to delegate authority or details; when delegation is needed, follow-up is close, thorough, and critical; it is very difficult to meet this individual's exacting standards
- Disciplined and analytical; their mandate will be to protect the company from undue risk under all circumstances and without failure
- Reserved and formal; when solicited, they'll choose words carefully and speak with conviction on matters they've studied in great depth.

## Management Strategies

To maximize effectiveness, productivity, and job satisfaction, consider providing Joseph 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.

## Influencing Style

As an influencer, Joseph will be:

- This individual is factual and commanding when speaking about specialized technical matters which are of particular interest or they have specific knowledge
- Thoughtful, patient, and diagnostic in analyzing situations; concentrates intently and asks probing questions
- Very knowledgeable, with precision, about the steps necessary for a successful outcome; won't attempt to influence until they think through an outcome and have proof that they'll fix the problem
- Eager to understand any idea or concept thoroughly before bringing it to others; strongly prefers knowledge, facts, and "tried and true" solutions to thinking on the spot or being unprepared.

## Preferred Work Style

- Private, serious, introspective, and reserved
- Focused; can concentrate on the task at hand for long periods
- Formal, reserved, introspective, and skeptical of new people; requires "proof" to build trust in new people