**Gather Evidence**

**Gather evidence to identify what your values are.** The reflection gets you to examine and identify who you are at this point. This involves self-evaluation and seeking feedback from two or three trusted friends, family, whānau, colleagues. It will allow you to compare how you see yourself with how others see you.

Evidence might include:

* Stories of how these values were demonstrated in practice
* A testimonial/feedback from someone
* An achievement you are proud of
* Using a tool to help you surface and name the values most important to you
* Visuals or narratives that help you describe where your values came from
* Whakataukī (proverbs) or quotes that sum up your values
* Your review of learning.

**Gather evidence to identify your strengths and areas for development.** Evidence might include personality or skills/capability assessment tools like:

* Myers Briggs
* Strengthsfinder
* DOPE
* Capability Sort
* Minded

**Document it**

Next sprint, you will publish this document as a blog post which will be visible to your cohort and facilitator. Your blog participation counts towards your overall assessment. Until then, write your findings on a temporary document (word, google docs, text edit etc.).

1. Using the evidence gathered, describe your core personal values.
   * Explain a situation where you have had an ethical decision to make. Discuss how you weighed up the values involved in that decision, the decision you made, and the consequences of your action.
   * Describe how your culture has influenced your values and identity.
2. Using the evidence gathered, describe your strengths and limitations.
   * Evaluate your strengths and limitations in terms of your learning and career development
   * Identify which of your strengths might help you in your learning journey and how they intersect with learning obstacles.
   * Share an example from your experience of where you were trying to work productively with others, but there was resistance or tension. Discuss the strategies you used at that time, how effective they were, and your reflections on what other strategies you would try now and why.

**Findings**

**Here's Your Results for the DOPE 4 Birds Personality Types Test [Online Version]:**



You're Test Taker #: 1,981,291  
  
Your Score: Dove (45%)  
  
You are the **Harmony Seeker** and have:  
-- Low Assertiveness  
-- High Emotionality  
  
**Your type's description is:**  
  
People-oriented, loyal, friendly, hard working and a great team player but tends to avoid change, confrontation, risk-taking, and assertiveness..  
  
**Here's how you scored on the other types:**

* Owl (40%)
* Eagle (10%)
* Peacock (5%)

Thank you for completing our personality test! Here is a copy of your results:

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | |  | | --- | |  | | | | |  | | --- | |  |  |  |  | | --- | --- | | |  | | --- | | The results of your personality test are in. Here they are:  **Personality type**: [Mediator (INFP-A)](https://www.16personalities.com/infp-personality?utm_source=welcome-assertive-mediator&utm_medium=email&utm_campaign=results&utm_content=type-personality-0) **Traits**: Introverted – 65%, Intuitive – 63%, Feeling – 68%, Prospecting – 51%, Assertive – 68% **Role**: Diplomat **Strategy**: Confident Individualism  You can use this randomly generated password to access your profile:  **e2a5538f**  [View your profile page →](https://www.16personalities.com/profile?utm_source=welcome-assertive-mediator&utm_medium=email&utm_campaign=results&utm_content=view-profile-page-page-0) | |  |  |  | | --- | --- | | |  | | --- | |  | |  |  |  | | --- | --- | | |  | | --- | | Your world is about to make a whole lot more sense. | |  |  |  | | --- | --- | | |  | | --- | | Your journey to self-discovery is just beginning. To gain a much deeper understanding of who you are so you can put your gifts to work instead of grappling with them, unleash your potential for personal growth, and fully show up for the people, causes, and purposes you care about, get the 306-page [Mediator Premium Profile](https://www.16personalities.com/academy/mediator?utm_source=welcome-assertive-mediator&utm_medium=email&utm_campaign=results&utm_content=get-your-mediator-premium-profile-text). | |  |  |  |  |  | | --- | --- | --- | --- | | |  |  |  | | --- | --- | --- | | |  | | --- | | With the Premium Profile, you will go beyond the periphery for an in-depth exploration of your personality. You will understand, accept, and honor the person you are... while revealing the path to growing into the person you want to be.  The only question you’ll be asking yourself is: Why didn’t I have this sooner? |  |  | | --- | |  | | |  |  |  | | --- | --- | | |  | | --- | | [Get your Mediator Premium Profile →](https://www.16personalities.com/academy/mediator?utm_source=welcome-assertive-mediator&utm_medium=email&utm_campaign=results&utm_content=get-your-mediator-premium-profile-sales-0)  306 pages of insights and advice. Instant PDF download and online access, with e-reader versions also available. 30-day money-back guarantee. | |  |  |  | | --- | --- | | |  | | --- | |  | |  |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | |  | | --- | | Oh, and as a little thank-you for scrolling down this far, here’s a discount code for 20% off your premium profile: **LEARNANDGROW** | | |  |  |  | | --- | --- | | |  | | --- | |  | |  |  |  | | --- | --- | | |  | | --- | | What else can you learn? | |  |  |  | | --- | --- | | |  | | --- | | We’ve also developed many other tools and resources to help you explore how your personality traits may affect various aspects of your life – such as your confidence, perfectionism, job burnout, and more. You can also use our research to understand what really drives, inspires, and worries different personality types, helping you build more meaningful relationships. | |  |  |  | | --- | --- | | |  | | --- | |  | |  |  |  |  |  | | --- | --- | --- | --- | | |  |  |  | | --- | --- | --- | | |  | | --- | |  |  |  | | --- | | [Take specialized assessments**→**](https://www.16personalities.com/tools?utm_source=welcome-assertive-mediator&utm_medium=email&utm_campaign=results&utm_content=take-specialized-tests-tools-0)  Our 25+ specialized assessments can help you improve your romantic relationships, analyze career choices, get a glimpse into your dark side, and more. | | |  |  |  | | --- | --- | | |  | | --- | |  | |  |  |  |  |  | | --- | --- | --- | --- | | |  |  |  | | --- | --- | --- | | |  | | --- | |  |  |  | | --- | | [Boost your team’s performance**→**](https://www.16personalities.com/tools/teams?utm_source=welcome-assertive-mediator&utm_medium=email&utm_campaign=results&utm_content=boost-teams-performance-sales-0)  Leading a team? Our team assessments will help you identify what makes your team tick, find its weak points, and see what challenges and opportunities likely await you, based on your mix of personalities. | | |  |  |  | | --- | --- | | |  | | --- | |  | |  |  |  |  |  | | --- | --- | --- | --- | | |  |  |  | | --- | --- | --- | | |  | | --- | |  |  |  | | --- | | [Dig into our personality research**→**](https://www.16personalities.com/insights?utm_source=welcome-assertive-mediator&utm_medium=email&utm_campaign=results&utm_content=dig-into-personality-research-surveys-0)  Curious whether other people with your personality type share some of your quirks? Or perhaps you’re a data geek and just can’t resist an enlightening chart? Our surveys can give you all that, and much, much more. | | |  |  |  | | --- | --- | | |  | | --- | |  | |  |  |  |  |  | | --- | --- | --- | --- | | |  |  |  | | --- | --- | --- | | |  | | --- | |  |  |  | | --- | | [Explore our articles**→**](https://www.16personalities.com/articles?category=list&utm_source=welcome-assertive-mediator&utm_medium=email&utm_campaign=results&utm_content=explore-our-articles-articles-0)  Our hundreds of articles cover a wide range of topics, from perfectionism to dating to gift guides – check them out for some truly fascinating insights into how different personality types act and think. | | |  |  |  | | --- | --- | | |  | | --- | |  | |  |  |  | | --- | --- | | |  | | --- | | Fun facts about Mediators | |  |  |  | | --- | --- | | |  | | --- | | Finally, here are some cool Mediator insights from our research. According to our surveys, Mediators are the most likely personality type to...   * ...encourage their children to follow their passions in life, regardless of how much money they can make * ...dwell on past mistakes * ...empathize with fictional characters * ...find it easier to forgive other people than themselves * ...need at least half an hour to really wake up   For more insights, check out our research using the link above – our surveys are a great way to compare your habits, goals, and attitudes with other Mediators.  Until next time!  The 16Personalities Team | |  |  |  | | --- | --- | | |  | | --- | |  | |  |  |  |  | | --- | --- | --- | | |  |  | | --- | --- | | |  | | --- | | This message was sent from a notification-only e-mail address that is not actively monitored. If you would like to get in touch with us, please e-mail [support@16personalities.com](mailto:support@16personalities.com) instead. Thank you! | | | | | |  |  | | --- | --- | | |  | | --- | | NERIS Analytics Limited Nine Hills Road Cambridge, CB2 1GE United Kingdom Registered in England and Wales, # 8646330 <https://www.16personalities.com>   © 2022 - All rights reserved | | | |

## Your Personality Trait Scores

This Big Five assessment measures your scores on five major dimensions of personality: Openness, Conscientiousness, Extraversion, Agreeableness, and Neuroticism (sometimes abbreviated OCEAN). In this free report, you'll see a description of each of these five factors of personality, as well as a graph of your score on that measure.

### **Openness**

Openness describes a person’s tendency to think in abstract, complex ways. High scorers tend to be creative, adventurous, and intellectual. They enjoy playing with ideas and discovering novel experiences. Low scorers tend to be practical, conventional, and focused on the concrete. They tend to avoid the unknown and follow traditional ways.

94%0102030405060708090100O

### **Conscientiousness**

Conscientiousness describes a person’s ability to exercise self-discipline and control in order to pursue their goals. High scorers are organized and determined, and are able to forego immediate gratification for the sake of long-term achievement. Low scorers are impulsive and easily sidetracked.

35%0102030405060708090100C

### **Extraversion**

Extraversion describes a person’s inclination to seek stimulation from the outside world, especially in the form of attention from other people. Extraverts engage actively with others to earn friendship, admiration, power, status, excitement, and romance. Introverts, on the other hand, conserve their energy, and do not work as hard to earn these social rewards.

21%0102030405060708090100E

### **Agreeableness**

Agreeableness describes a person’s tendency to put others’ needs ahead of their own, and to cooperate rather than compete with others. People who are high in Agreeableness experience a great deal of empathy and tend to get pleasure out of serving and taking care of others. They are usually trusting and forgiving. People who are low in Agreeableness tend to experience less empathy and put their own concerns ahead of others.

83%0102030405060708090100A

### **Neuroticism**

Neuroticism describes a person’s tendency to experience negative emotions, including fear, sadness, anxiety, guilt, and shame. While everyone experiences these emotions from time to time, some people are more prone to them than others. High Neuroticism scorers are more likely to react to a situation with fear, anger, sadness, and the like. Low Neuroticism scorers are more likely to brush off their misfortune and move on.

25%0102030405060708090100N

## Your Traits in Action

Now we'll look at how your personality traits express themselves in all areas of life, from your daily routine to your relationships and your work life. Each section covers one key area and explains how your individual traits influence your experiences in this aspect of life.

#### **What do you value?**

You are a highly sympathetic and altruistic person who values kindness and compassion above all else. You feel it is crucial to care for others and work to make the world a better place. You rarely do anything that does not have a payoff in kindness or caring. You are unconcerned with selfish goals, and instead preoccupy yourself with the needs of others.

You have a genuine love of ideas, and value originality, creativity, and imagination. It is important to you to have consistent opportunities to learn new things and improve your mind. You value intellectual challenge, depth of thought, and insight. Because of your interest in enlightenment and novel ideas, you place great value on artistic and cultural endeavors. You believe that the improvement of the mind is an important and worthy goal.

https://www.calmmoment.com/wellbeing/quizzes/am-i-open-minded-take-our-personality-test-and-find-out/

You're a free spirit, open to new experiences.

You are able to bring your attention to the moment to notice what unfolds. You understand the important role non-judgement plays and can be curious about what arises within and around you. Being open-minded allows you to tap into your creative side and this helps you to imagine and even discover new things. You can use this open-mindedness to your advantage, finding new solutions to existing problems and creating a space for others to be fully seen and heard. Keep meeting new people, exploring new places and trying out new experiences if you want to evolve even further.