Your Feedback Profile Report

Assessment completed by Todd Louden

⚡ Your Feedback Style Profile

⚡

PRIMARY STYLE

Direct

How you prefer to receive feedback

🔍

SECONDARY STYLE

Contextual
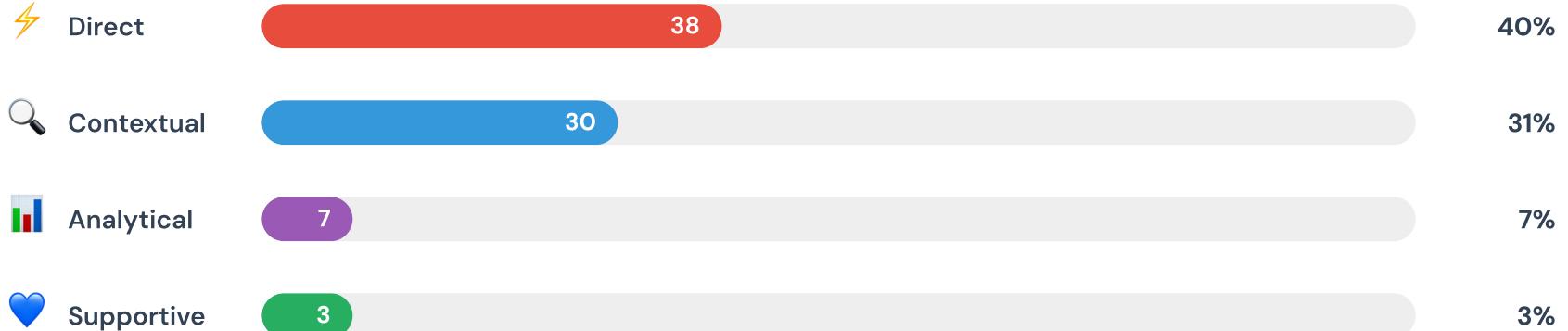
Your complementary preference

🔍

PROVIDING STYLE

Contextual

How you naturally give feedback

🔀 Style Gap Detected

📈 Your Dimension Scores (Total)

⚡ **Direct**   38   **40%**

🔍 **Contextual**   30   **31%**

📊 **Analytical**   7   **7%**

💙 **Supportive**   3   **3%**

📝 Understanding Your Direct Style

You have a strong preference for direct, straightforward feedback delivered without unnecessary softening or diplomatic framing. You value efficiency and clarity, preferring feedback providers to get straight to the point without extensive preamble or context. You appreciate candour and transparency, viewing direct communication as a sign of respect rather than harshness.

What This Means for You

- You prefer immediate feedback rather than waiting for scheduled reviews

- You value concise, to-the-point communication

- You appreciate when feedback focuses on facts and behaviours

- You may become impatient with lengthy explanations

- You view direct feedback as helpful rather than harsh

- You likely seek feedback proactively

✅ Your Strengths

✓ Efficient communicator who respects others' time

✓ Provides clear, actionable feedback

✓ Creates transparency and trust through candour

✓ Comfortable addressing issues promptly

✓ Values honesty and straightforward communication

❓ Development Opportunities

→ Building patience for contextual information others may need

→ Recognising emotional impact of direct feedback on some colleagues

→ Developing flexibility to adapt approach for different receivers

→ Softening delivery when working with Supportive-style colleagues

💡 Personalised Recommendations

Communicate Your Preferences

Share your preference for direct feedback with your manager: "I appreciate when you get straight to the point."

Adapt for Others

Before providing feedback, ask: "Would you prefer I be direct, or would you like more context?"

Add Brief Context

Practice providing 2–3 sentences of context before delivering direct feedback to colleagues who may need it.

Watch for Reactions

Observe recipient reactions and adjust delivery if you notice defensiveness or withdrawal.

This report has been prepared for Todd Louden.

Apex Dynamics does not save or retain your report — it is strictly confidential.