



Personalysis Report

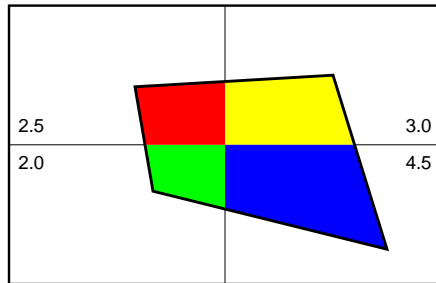
Scott Walker
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personalysis summary

Scott Walker

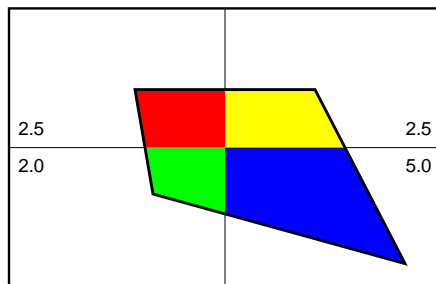
Contribution (rational)



Engagement

Scott likes communication roles that generate many choices. Prizes individuality of thought and is challenged to make ideas work. In approach, is thoughtful, exploratory, and agreeable. When leading, consults, questions and stimulates others to handle organizational affairs. Uses diagnostic skills and persuades others to look at alternatives to get things done. Frustrated by individuals who are unable to take initiative or deal with changing circumstances.

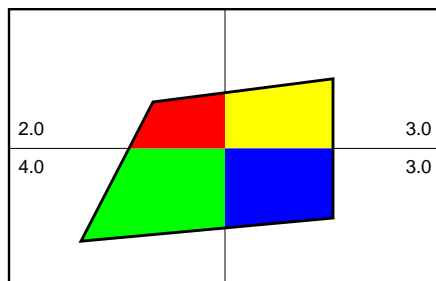
Connection (social)



Communication style

Scott has a high expectation that others will listen to the ideas of others and discuss decisions before taking action. They should provide background information and the rationale. Expects to have input and suggest alternatives. If approached right, will be self-directed and helpful. To overcome problems, becomes more inquisitive and probes to understand and develop new choices. Does not respond well to those who tell you what to do and how to proceed.

Commitment (instinctive)



Decision making

Scott needs to be accountable and evaluate issues before acting. Motivated to understand reasons behind whatever is presented. In making decisions, assesses the positives and the negatives and looks for ways to budget and save resources. Under pressure, slows decision time and becomes more precise and controlling to increase certitude. Self-confidence is increased with control of knowledge base. Frustrated by loss of freedom and order.

Date completed: 7/16/2018

about your personalysis report

All human beings share a common operating system: patterns of thinking, feeling, and behaving that make up their personalities. But no two people are exactly alike; everyone has a unique collection of characteristics, drives, and motivations.

Personalysis offers you a way to better understand your personality and to identify your dynamic pattern of strengths and needs, which may be very different at times. It offers insights about where and when you have the most and least energy to help you thrive personally and professionally.

what you will find in your report

- **summary (on the previous page):**

a one-page overview that captures the essential themes of your personality.

- **colors, numbers, color combinations, and dimensions (pages 2-3):**

basic information necessary to understand your behavior under various levels of motivation, the color-coded behavioral shorthand of your personality, how colors are measured, and how two colors together form a combination with special meaning.

- **COMMITMENT (instinctive) dimension (pages 4-5):**

identifies the powerful drives that affect your sense of self-esteem and fundamental well-being. It also represents what is required in decision making, including the information you must have to feel secure and confident.

- **CONNECTION (social) dimension (pages 6-7):**

describes how you naturally communicate and interact with others. It defines the expectations you have of yourself—and of others. When your needs are met in this dimension, you are open to connecting and cooperating with others.

- **CONTRIBUTION (rational) dimension (pages 8-9):**

reveals the activities you find most interesting, rewarding, and fulfilling. It is where your passion for what you do is fully engaged and revealed. You can use this information to identify both appealing and frustrating job activities.

- **STRESS negative behaviors (pages 10-11):**

provides insight into unproductive behaviors you may display when your needs remain unmet and frustration builds.

- **peak performance (pages 12-13):**

offers strategies to enhance your personal and professional success.

colors, numbers, and combinations

The colors

Colors provide a quick, objective way to understand your needs and behaviors. There are no good or bad colors, and every individual's personality can be described using a combination of colors. When you use the color-coded shorthand, you can improve communication and productivity.

Active Independent Assertive Direct Task-Oriented	Adaptive Flexible Responsive Inclusive Group-Oriented
Analytical Consistent Judicious Methodical Process-Oriented	Anticipating Self-Reliant Questioning Consultative Context-Oriented

The numbers

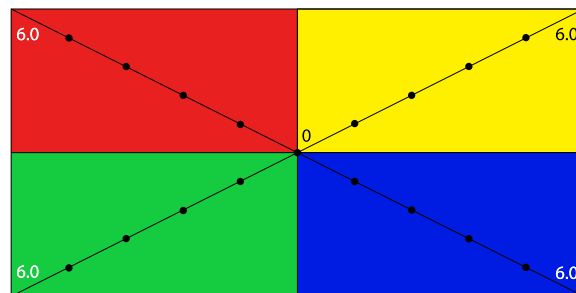
Each color is associated with a number which indicates the intensity of the color behaviors. The higher the number, the more access you have to that particular strength. Low numbers indicate potential blind spots.

0.0 - 2.5 Low intensity

3.0 - 3.5 Moderate intensity

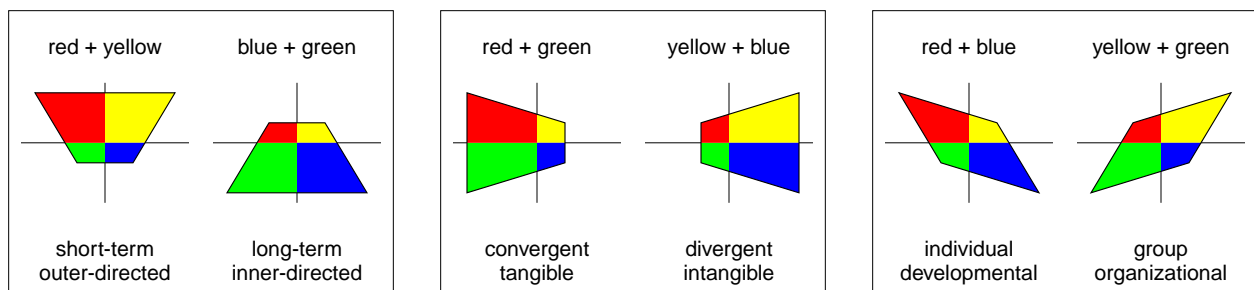
4.0 - 6.0 High intensity

In each dimension, the total will always be 12 points.



The combinations

Each person is best described as having some combination of colors. When any two colors have a score totaling 6.5 or greater, you obtain a combination with special meaning, as shown below:



dimensions

Dimensions represent your core needs of well-being. When these needs are met, you function well and can thrive. The dimensions represent the kinds of things you like to do, how you connect and communicate with others, and how you make decisions. They reveal the “when” and “why” of your motivation and behavior.

CONTRIBUTION (rational)

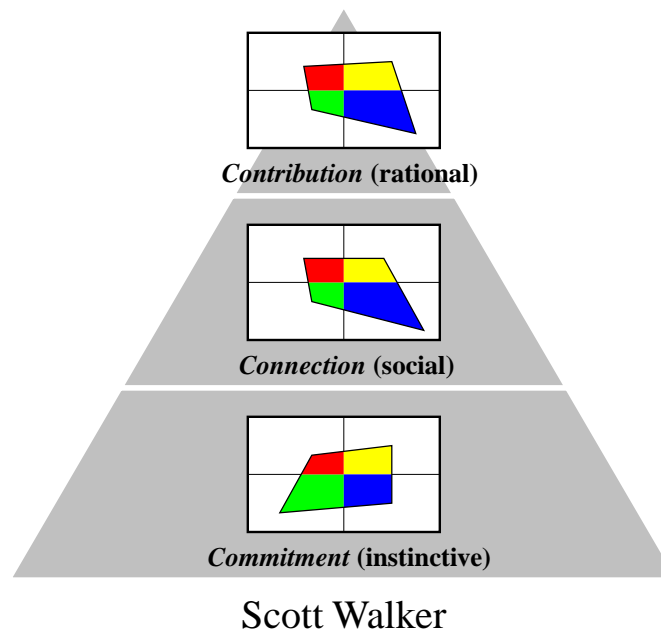
Colors in the Contribution dimension represent the work, tasks, and activities you LIKE TO do: those you find most interesting and invigorating. When using your color strengths, you will find the challenges of learning and deepening your skills and abilities enjoyable, resulting in higher engagement.

CONNECTION (social)

Colors in the Connection dimension represent how you communicate and take action. These are the strengths of your natural approach with others. They also define how you expect yourself and others to interact; they define your SHOULDs. They reveal the kinds of language and actions that you feel are polite and right or rude, disrespectful, and wrong.

COMMITMENT (instinctive)

The colors in the Commitment dimension describe your decision-making style: how you process information and make commitments. They represent the information you MUST have and what you MUST do to feel safe, secure, and empowered to take action and move forward with confidence.



basic information about the commitment dimension

The colors in this dimension indicate what you must have and what you must do to feel safe, secure, and able to take care of yourself and what or who you care about. Your colors reveal your thinking style and the critical information you need to feel confident in your decisions.

Largely intense and outside of your conscious awareness, these needs are often not verbalized, yet they are critical to well-being. When these needs are met, they are transparent: you go about your business and operate automatically. When the essential needs of your colors are not satisfied, it is natural to become anxious and react instinctively. Your attention is immediately and intensely focused on what is missing until you get what you need to regain a sense of autonomy, confidence, and control.

To feel more confident every day, make sure you learn what you must have and be proactive in meeting those needs.

Authoritative

Motivated to achieve short-term goals. Needs to act and use a sense of urgency. Values independence and a chance to be in charge. Uses personal authority to make decisions. Relies on tangible results to measure success and self-worth.

Flexible

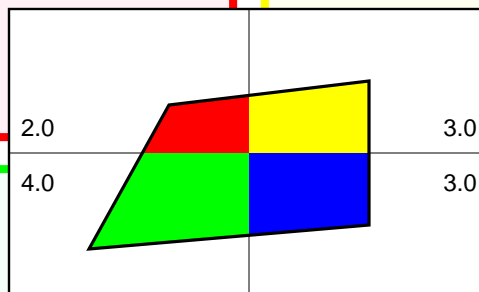
Motivated to achieve consensus within the group. Needs to have influence and stay adaptive. Values flexibility and uses opinions of the group to arrive at decisions. Relies on positive group feedback to measure success and self-worth.

Motivated to achieve control and predictability. Needs to have territory clearly defined and boundaries protected. Values autonomy. Uses past experience and justifiable facts to analyze risk and make decisions. Relies on consistency and order to measure success and self-worth.

Motivated to achieve understanding. Needs time to assess and identify alternatives. Values freedom. Uses multiple sources of information to make decisions. Relies on understanding and close, consultative relationships to measure success and self-worth.

Controlling

Understanding



The statements above apply to you strongly in the colors where your scores are 4.0–6.0 and moderately where your scores are 3.0–3.5. The statements do not apply to you where your scores are 0.0–2.5.

commitment (instinctive)

Scott Walker

Commitment needs

Scott is strongly motivated to maintain stability. Stays informed and keeps things running smoothly. Feels the need to think things through. Employs established methods and procedures and makes adjustments where needed. Calculates what to do and develops a strategy. Protects ability to regulate and control in order to achieve predictability.

To evaluate the negatives as well as the upside of issues and to err, if need be, on the safe side come naturally. Empowered by the chance to put insights to work, operate in a judicious manner, and do things right rather than fast. Desires to conserve resources and guard against unstable influences. Balances the need for accountability with needs for understanding and harmony.

Learning

In learning, Scott applies a thought process that primarily features an analytical approach. The intent is to buy time and limit risk. When trying something new, considers the downside first. Uses visualization, association, and repetition. Breaks data into constituent parts and looks for patterns. Utilizes personal history and learns from mistakes.

Feels more effective if able to use diagnostic talents, eliminate errors, and figure out how things are connected. Benefits from feedback, positive reinforcement, and penalty-free practice. Needs to feel competent before giving self permission to perform. Satisfaction is increased with ability to develop a reliable base and meet performance standards.

Decision making

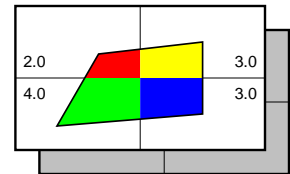
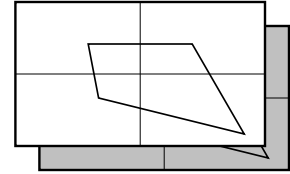
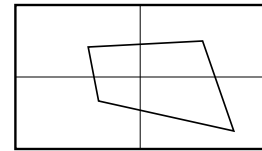
In making decisions, Scott has a need to gather information. Would like to study any issue before taking action. Does not want to go ahead unless able to evaluate the pros and the cons. Listens for “how,” “why,” and “what else.” Wants to stay patient, take care of details, and go at own pace. Sets priorities and moves when conditions warrant.

Implements decisions after reviewing what is involved, studying the facts and figures, and analyzing costs versus benefits. Goes forward in a cautious manner and keeps the process running smoothly. Follows an overall plan to be efficient. Monitors what happens. Does not want to act prematurely. Becomes annoyed if others interrupt continuity or fail to respect boundaries.

Change

When dealing with change, adheres to the old and tried ways. Feels threatened with shifting conditions and relies on regulatory power to assure normal operations. To maintain caution and take responsibility in own hands are uppermost in thought. Stays vigilant. Tries to prevent undesirable incidents, distortions, or imbalances.

Under pressure, Scott fears uncertainty and becoming vulnerable. Assesses for what is wrong and needs to be corrected. Does what has worked in the past. Holds firm to position unless advocates for another course back off and provide time to study options. Could be strengthened by team building with someone who is more assertive under stress and has a greater sense of urgency.



basic information about the connection dimension

The CONNECTION (social) dimension represents how you communicate and interact with others. These expectations are your standards of “polite and right” behaviors, how you **SHOULD** behave and communicate. It is natural to assume everyone else holds the same standards and should, so these are also your expectations of others: how they should connect and communicate with you.

When others meet your expectations by approaching and interacting with you in your colors, you are more likely to be open and cooperative. When people attempt to connect or communicate through your low colors, it can feel uncomfortable or even disrespectful. When this happens, it is natural to feel defensive or distance yourself from those who behave in that way.

By learning the language to connect with all four colors, you will find it easier to strengthen relationships and avoid unintentional communication breakdowns.

Direct

Feels others should provide strong guidance. Works well under direct leadership where goals are clearly stated. Follows the lead of those with experience. Expects focus. Values hands-on experience. Does not respond well to passive, indirect leadership.

Involved

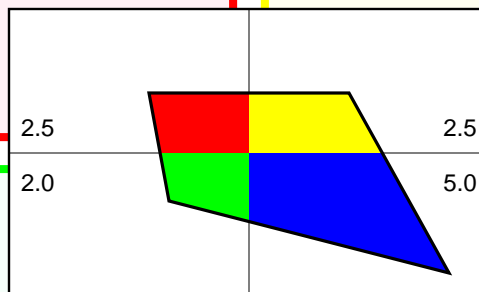
Feels others should provide democratic leadership. Works well under flexible leadership where broad goals are defined. Follows focus of the group. Expects involvement. Values the right to participate. Does not respond well to rigid bureaucratic control.

Feels others should provide consistency and uniformity. Works well under structured leadership where systems are clearly stated. Follows policy and procedure. Expects rules and regulations. Values compliance. Does not respond well to leadership that is vague about procedures and expectations.

Feels others should allow individuals to be self-directed. Works well under indirect leadership where ideas and input are solicited. Follows personal reason. Expects to know reasons why. Values the right to question. Does not respond well to direct, authoritative demands.

Systematic

Questioning



The statements above apply to you strongly in the colors where your scores are 4.0–6.0 and moderately where your scores are 3.0–3.5. The statements do not apply to you where your scores are 0.0–2.5.

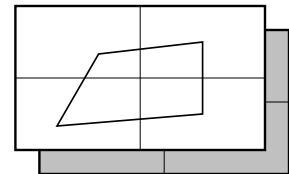
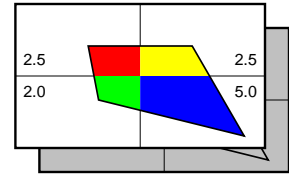
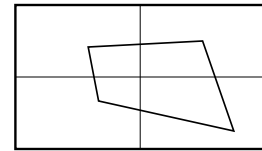
connection (social)

Scott Walker

Connection needs

Scott expects to work with authorities and understand their assumptions, purposes, and methods. Without experience, thinks you should become familiar with the approach of those in charge. Believes you ought to use an inquiring mind and understand how they want to proceed.

With experience, will come up with improvements and reduce risks that may lurk in the future. To develop abilities to the utmost and not be a mere cog in a machine are strong expectations. When given a chance to participate, has the power to see things as a whole and come up with a plan of action. Will be self-managing while resisting notions that may not work.



Expectations of others

Scott expects that others ought to value people who ask questions, probe for insights, and talk through ideas. Follows lead of those who seek suggestions and consider the views of others. Expects those in charge to mentor associates. They should provide training and developmental opportunities.

Those authorities that empower fellow associates and encourage them to be self-supervising will be respected. An effective response is made possible, therefore, by leaders who favor a free exchange of information while appreciating the power of independent thought. Does not react well to those who fail to give others a stake in the process.

Cooperative response

When others ask for buy-in, Scott will get involved and be helpful. Has learned you should be aware of own conduct, intentions, and obligations and avoid guilt by being conscientious. Feels you ought to think through judgments and assess what to do. It is second nature to explore the sphere of possibilities and get prepared.

To overcome problems, Scott examines the presenting issues while searching for underlying explanations. Shows depth and wit, and quickness at catching and improving ideas. May resist those who do not ask for input; but, if approached right, will think creatively and devise better ways to proceed.

Communication: right and wrong approaches

We learn how to gather information and interact with others early in life. Scott can readily relate to those who are curious, spontaneous, and prize individualism. But may misread those who are organized, structured, and control-minded. May distort their behavior as being rigid, difficult to satisfy, and tedious.

Their need for uniformity may be mistaken as a clamp on self-expression. Is not at ease with people who are methodical and may misperceive them as opposing change. To relate to Scott, remember to be open-minded, ask for input, encourage the exchange of ideas, and do not discount questions.

basic information about the contribution dimension

This dimension represents the types of activities you find most enjoyable, rewarding, and fulfilling. Your colors reveal what you like to do and where you have the highest levels of sustainable motivation. You are most likely to maintain a high level of interest and energy and fully engage in roles that align with your colors in this dimension.

When your work allows you to use your talents, passions, and color strengths from this dimension, you will achieve and sustain higher levels of performance. Work is not only pleasant but invigorating. You will find learning and developing your skills both challenging and energizing. Tasks and activities that require you to use your low colors take more effort and rapidly drain your energy.

Authoritative

Enjoys take-charge roles. Prefers to be direct and focused in approach. Is concerned about practicality. Likes to implement and give authoritative leadership. Gets things done by being task-oriented and maintaining direction.

Democratic

Enjoys communication-oriented roles. Prefers to be flexible and adaptive in approach. Is concerned about teamwork. Likes to delegate and give democratic leadership. Gets things done through organizing and coordinating the strengths of others.

Enjoys control-oriented roles. Prefers to be cautious and reserved in approach. Is concerned about documentation and details. Likes to monitor and give systematic leadership. Gets things done through following up and structuring activities.

Enjoys problem-solving roles. Prefers to be mentally active and creative in approach. Is concerned about innovation.

Likes to consider alternatives and give indirect leadership. Gets things done through planning and developing ideas.

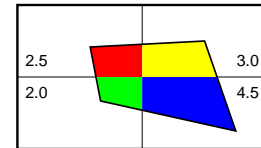
Structured

Self-Directed

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contribution (rational)

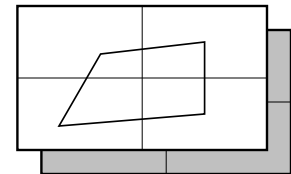
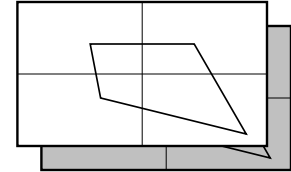
Scott Walker



Contribution

Scott is a cordial person who likes to plan, organize, and direct a program of work. Employs a thought-provoking style and enjoys a variety of interests. Comes across in a resourceful manner and is able to help others reframe their thinking. Tends to focus on what is and what could be. Prizes the chance to map the road to be traveled.

Takes pleasure in ability to see beyond the obvious. To build for today and improve in the future are strengths. Does not want to be structured and lose freedom to make own choices. These behaviors, as well as the ability to apply the mind and figure out the nature of things, foster a sense of self-mastery.



Rewarding activities

We are able to operate in our comfort zone when we have had our basic needs met and are in positions that utilize our strengths so we can contribute our best. Broadly speaking, Scott prefers communication and diagnostic roles. Enjoys job functions that call for exploring new fields, investigating subjects, and searching for general laws. Values a chance to identify a problem, collect data, and test a theory.

Is challenged when using a creative intellect while providing practical assistance. Likes to devise, manage, and assume the risks of an enterprise. To weave together parts of a discourse while throwing light on its meaning gives great pleasure. These talents, as well as potential to transform the use, purpose, or form of things, contribute to peak performance.

Style limitations

Because Scott is so knowledgeable, enterprising, and agreeable, others at times may interpret this as being out-of-touch, incautious, or too visionary. Such a transformational style could be misunderstood when a deliberate approach may be indicated. There is a time to be innovative, and there is a time to get grounded and be practical.

Since a change-oriented mode of action is not always appropriate, Scott may need to shift styles consciously. Find behaviors in other dimensions that show more gravity and realism and are less likely to be perceived as too idealistic, isolated, or the like. Another option is to team build with someone who comes across as more cautious and down-to-earth.

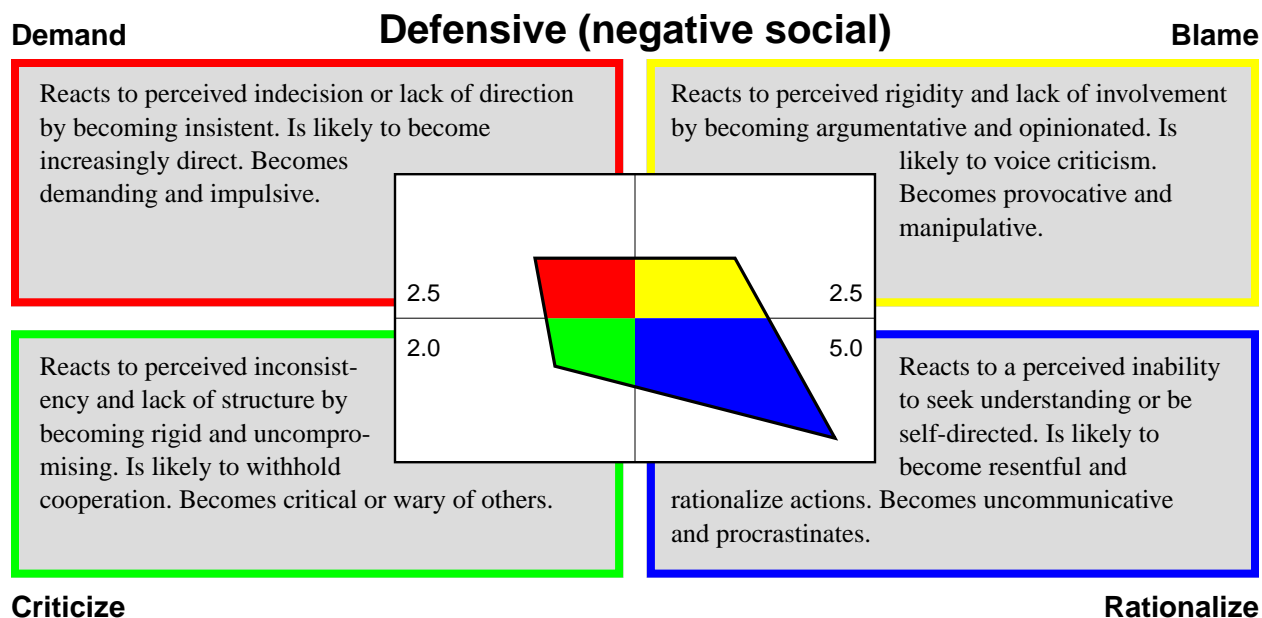
Frustrating job functions

Generally, Scott should not choose roles that require conforming to a fixed way of doing work. Dislikes being circumscribed by rules and regulations. Should keep clear of methodical, repetitious tasks that prevent using a resourceful mind. Assignments that deal with indifferent processes, procedures, and systems and allow no personal input should be avoided.

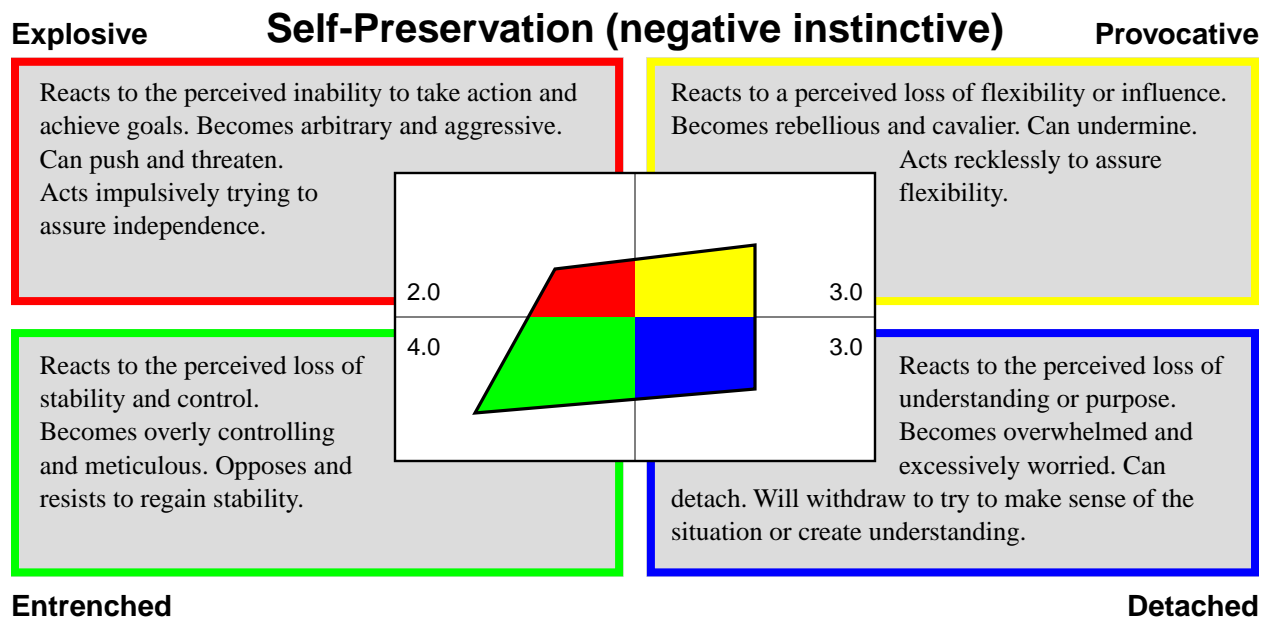
In addition, has a distaste for jobs that demand doing things in a uniform way. Cannot readily be challenged in a bureaucratic organization. Any functions that accent adhering to standards rather than generating ideas, enforcing sameness instead of making changes, or keeping things as they are as opposed to making improvements do not draw on Scott's strengths.

basic information about negative behaviors

Negative behaviors are outward symptoms of insecurity, frustration, fear, or anger. They can be triggered when you work in a frustrating job role, perceive threatening communications, or are unable to get the information you need to feel confident, safe, and secure. When frustrations become overwhelming, negative energy drains your emotional and mental resources creating the reactive defensive behaviors.



If anxiety increases, fear and anger generate the self-destructive, protective behaviors.

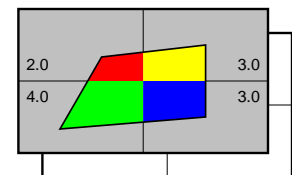
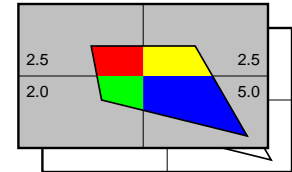
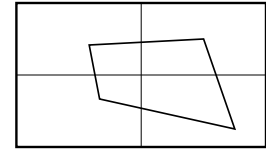


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negative behaviors

Scott Walker

Some stress cannot be avoided. For a short time, it even may be productive. Under functional stress, Scott is concerned about maintaining understanding, influence, and security. Dislikes being caught off guard and unprepared. Hates to become vulnerable. Feels the need to become quiet, use reason, and get ready for what is to come. When others become the caretakers of these concerns, fears, and distress symptoms, they help reduce anxiety and make greater productivity possible.



Defensive behavior

The defensive, negative behaviors are used as a stall system or the first line of defense to manage an uncomfortable situation. When doubtful, insecure, or frustrated, Scott feels anxious and distressed. Reacts by becoming detached and resentful. Is upset by lack of input and options. Loses ability to be considerate and caring. May stall and raise multiple objections. Usually is mild-mannered and reflective, but now can disengage and put things off. Feeling threatened, is unable to be objective and fails to listen.

Intervention strategies

Others should recognize the role they play if Scott's performance is poor. They should not overreact. Neither should they aggravate the situation nor add to the trouble in any manner. Rather, they need to stay rational and explain what has to be done. It would help to seek questions and ask for ideas. The intent is for Scott to become engaged, support the game plan, and maintain a good attitude.

Self-preserving behavior

Each of us becomes angry with people or those situations that make us fearful. Scott fears being confronted with unexpected problems and unstable tendencies. Does not want to lose control or face chaotic conditions. Left unaddressed, they could trigger irrational behavior. If Scott acts in a sullen manner, becomes stubborn, or is unduly suspicious, distress is obviously out of hand. Other symptoms could include: dwelling on past resentments, hoping for revenge, or exhibiting similar conduct that results from fear. No one purposely chooses to act in an irrational manner. To provide for recovery, you must deal with the concerns and fears.

Corrective strategies

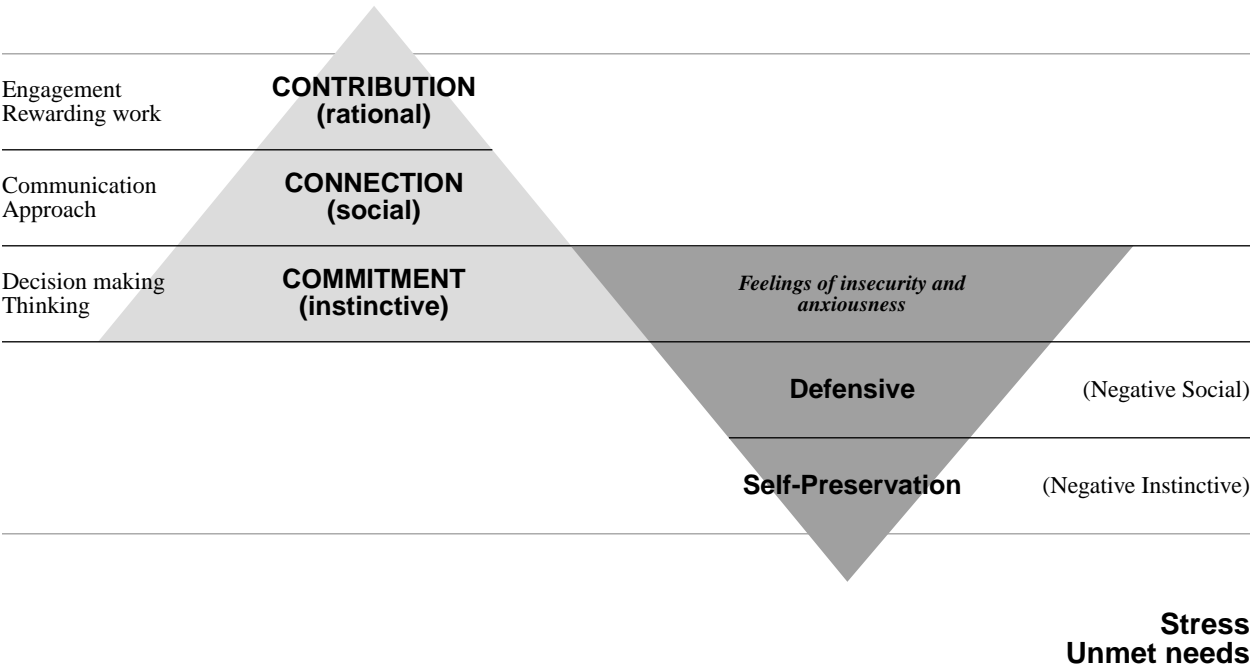
Others should focus on methods, be detailed and specific, and discuss negatives up front. Avoid assuming too much, overstepping boundaries, or pressuring for immediate opinions. Remember that Scott has a basic need to be informed, gain control, and stay involved. When underlying expectations are met, reinforced, and channeled, Scott can be free to work for an integrated effect, stay on track, and monitor what happens. Wants to show patience that does not weary while fulfilling needs for freedom, recognition, and accountability.

thriving with personalysis (peak performance)

Personalysis describes an energy system based on your natural drives and motivations. To achieve and sustain peak performance, energy must flow freely among the dimensions. When your color needs in all three dimensions are met, you are most likely to maintain a sense of well-being, confidence, and engagement.

When one or all needs are unmet, you function less effectively, especially over time or in very challenging conditions. Unmet needs drain your energy and lead to frustration and worry. Left unattended, stress may build resulting in reactive behaviors. Learning to pay attention to the signals of unmet needs will help you take proactive steps to recover from and possibly avoid the pitfalls of stress.

Positive behaviors of peak performance



Your personality operates automatically; you unconsciously shift styles by using your color strengths in each dimension as circumstances change.

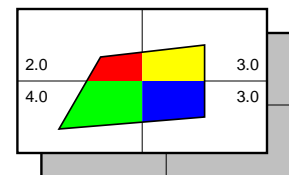
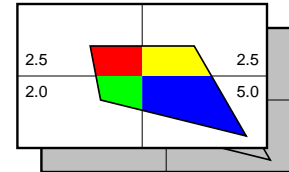
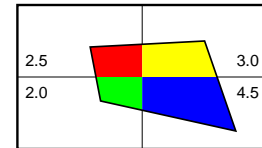
Personalysis offers a tool to understand your strengths, needs, and motivations. With awareness of your automatic patterns of thought and behavior, you can learn to regulate your emotions and interact with others more effectively. You can develop practices that help you deal with stress and develop greater resilience in the face of constant change. You can learn to engage your drive to thrive and experience peak performance more often.

engage your drive to thrive

Scott Walker

Steps to thriving

- Fulfill your must-have needs on a daily basis to build confidence.
- Draw upon social behaviors to relate to and cooperate with others.
- Seek job roles that challenge and utilize your strengths.
- Guard against reactive behaviors and emotions that may be self-defeating and nonproductive.



Contribution

If you feel good about yourself, you have a sense of mastery. You are able to live in your comfort zone, enjoy your job, and use your preferred style. Scott prefers communication and diagnostic roles. Takes pleasure in exploring new fields and investigating a wide variety of subjects. Delights in planning, dealing with data, and problem solving.

In working with others, comes across as an enterprising and warm-hearted person. Likes to be a resource to others. Is able to discuss a topic and throw light on its meaning. Employs a discerning style. Has capacity to engage in research and conduct a far-ranging inquiry. Can grasp cause-and-effect relationships. Stays on the cutting edge to implement front-running proposals.

Connection

To gain cooperation and limit resistance, you must meet the expectations of the person with whom you are dealing. In doing so, you set the stage for a static-free response. Scott expects to have input and clarify the assignment. Is more likely to go along willingly if others ask for suggestions. They should sincerely think about the counsel offered and answer any questions.

When given a say about what has to be done, Scott exchanges ideas to broaden point of view. Draws on an inquisitive mentality while coming up with better ways to do things. Brainstorms to generate creative alternatives. Seeks to make improvements and be self-directed. Does not respond well to those who tell fellow workers what to do and how to do it.

Commitment

To achieve a sense of security, everyone must fulfill basic emotional needs on a daily basis. You must respect what each person requires to feel confident. This is the key to motivation, decision making, and trust. Scott is strongly motivated to conduct life on an informed basis and be reliable. Enters into relationships with caution. Develops awareness of the responsibilities pertaining to them.

Self-confidence is increased with ability to gather data and consider pros and cons. Looks at costs versus benefits, establishes a strategy, and tries to do things right. The main theme centers on the drive for knowledge, influence, and control. This highlights the desire to balance freedom and order and use introspection to feed the outer expression of an understanding nature.

PERSONALYSIS[®]

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