

## Will Haller

## Debater

**Job Title:** N/A

**Date:** 01/03/2022

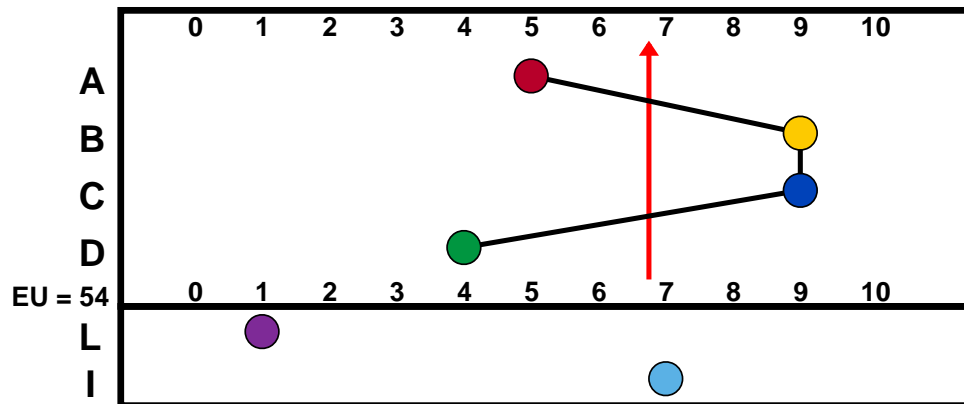
**Location:**

**Administered By:** Phillip McArdle

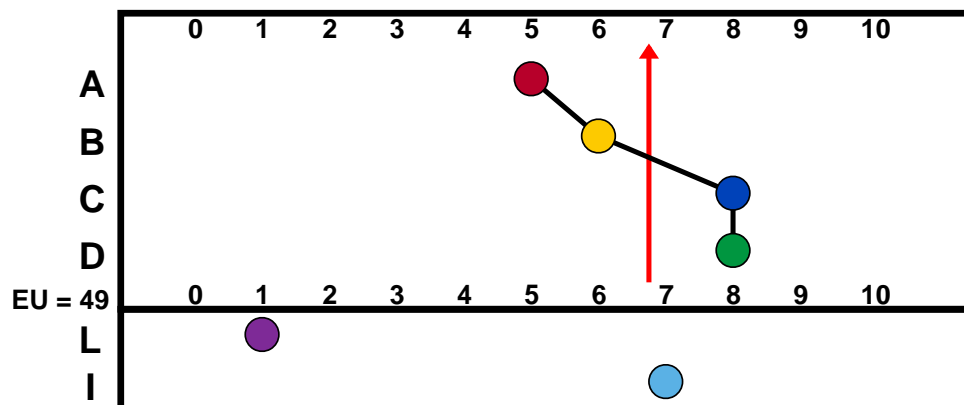
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**Survey Type:** General

### Survey Traits



### Job Behaviors





## Culture Index Report

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The following brief narrative contains information covering:

- Introduction to the Report
- Traits Summary
- Job Behavior Summary

This information should always be reviewed by a person that has attended the Culture Index Workshop or your Licensee, as this narrative does not go into the many considerations that are necessary to make an informed or educated decision on people. If you would like to attend a workshop, please consult your Licensee or contact us at [support@cultureindex.com](mailto:support@cultureindex.com).

## Introduction

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The first section titled "Traits" is a summary of seven work-related characteristics. These "Traits" assess who you are outside of work, or who you are when you are not modifying your behavior to meet the needs of your surroundings. These seven work-related "Traits" are inherent behaviors and are typically established by ages 8-12.

The "Traits" summary portion will help you and others understand how you make decisions, what your communication style is like, the pace of the work you engage in naturally and your inclination towards detail orientation or conformity.

The second section of this report entitled "Job Behaviors" is a summary of how you perceive you need to behave to meet the demands of your existing job and the responsibilities you are accountable for. This summary may also be helpful in assisting you and other people as to the cause and/or effect of stress or possible morale issues, if prevalent.

Since Culture Index is not a test, there is no pass/fail. The purpose of this instrument is to help our supervisors and managers to not only understand themselves and their own management style, but to also understand the job from your perspective.



## Traits Summary ● ● ● ● ● ● ●

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This person is not interested in risk-related work and may wait on others to make decisions in such situations.

This is a compelling speaker who seeks group approval of their opinions. An ideal ice breaker, they are unsuited for dealing with technical issues that require focus on things rather than people.

This individual's behavior is flexible and allows them to act out of character when necessary. They are resistant to stress and can adapt and utilize behaviors that suit various situations. A relaxed individual who endures situations casually, especially those situations involving confrontation. An effective worker when the environment is predictable. They lose momentum and accuracy when interrupted. Prefers not to have to accommodate their schedules to others needs or to synchronize their work with others. This person wants to focus on one task at a time, and will not stop their single minded approach until they're finished. They may then move onto other issues or expand the previous task into other avenues. If they have little interest or are bored, they may avoid work or attempt to delegate it.

Resists structure or monitoring and assumes the ability to prioritize their work day. This person may demand details be finished in a certain way, but may require someone else to accomplish the task.

Potentially stubborn, this person focuses on personal interests and resists things that get in the way of their agenda. Prefers a loosely formed environment and may become restless and disruptive under too much structure.

This person does not want to synchronize their work efforts and assignments with others.

Tasks of low interest may be ignored in favor of a personal agenda. This person can delegate detail-oriented tasks.

This person's behavior is malleable. They can modify their personality and comfortably behave out of character for longer periods than most people are capable of. They are pliable in the face of stress and can bounce back faster than most people.

This person is affected by their own emotions as well as the reactions of those around them. Consequentially, their actions, which are based on emotions, may not reflect anything close to their beliefs or objective reality. They may seek ways to bolster themselves by itemizing their efforts or by criticizing others' efforts.

Capable of innovative thinking, this person may surprise with their unusual thought processes and solutions. They are capable of taking processes in different directions and should be encouraged down new paths. Ingenuity is enhanced by experience and education.



## Job Behavior Summary ●●●●●●●

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Due to the work culture, this individual perceives the job requiring an accommodating, amiable personality and they are adjusting their behavior accordingly. Frustration at the lack of personal freedom and the degree of structure may cause some work dissatisfaction.

Due to the work culture, this person is comfortable with the level of initiative required of them as it corresponds with their basic traits.

Due to the work culture, this individual is behaving in a more factual, less persuasive communicative style typically due to an increased focus on the more technical, factual, tangible aspects of their work responsibilities.

Due to the work culture, this individual is attempting to display a faster reaction time and adaptability to pressure and change. This may cause stress, especially if the variety of work, pressure or change consistently occurs.

Due to the work culture, stronger attention to detail and greater follow through are perceived as a necessity in this position. The position is regarded as requiring an increased degree of structure, procedure, and compliance in the work assignments. This can also signify a greater need for accuracy and for taking a conservative approach to those same work assignments.

This individual perceives the need to be much more detail oriented and precise in their work assignments. This is typical of someone who also must be very concerned about the accuracy, specificity and finiteness of their work activities.

This individual is perceiving a need to apply a lower degree of energy units to their work environment than they naturally possess. This could indicate morale issues and should be addressed, as they are not utilizing their full potential.