



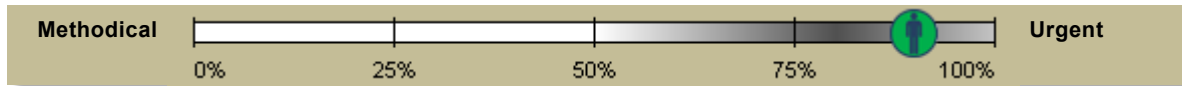
Position Profile (Expanded)

Position: *CEO*
Report for: *Dan Forbes*
Date Completed: *9/17/2014 6:31:23 PM*
Provided By: *Lead With Giants, LLC*

Section 1: Primary Factors

Achievement Drive = 90%

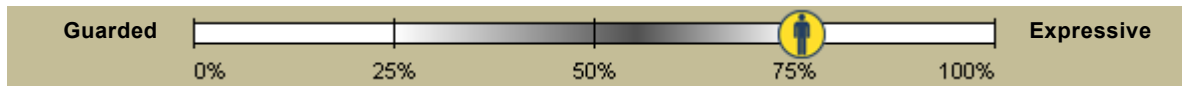
Achievement Drive describes the focus and intensity an individual brings to activities and goals. At opposite ends of the Achievement Drive continuum, are two primary approaches: *methodical* and *urgent*.



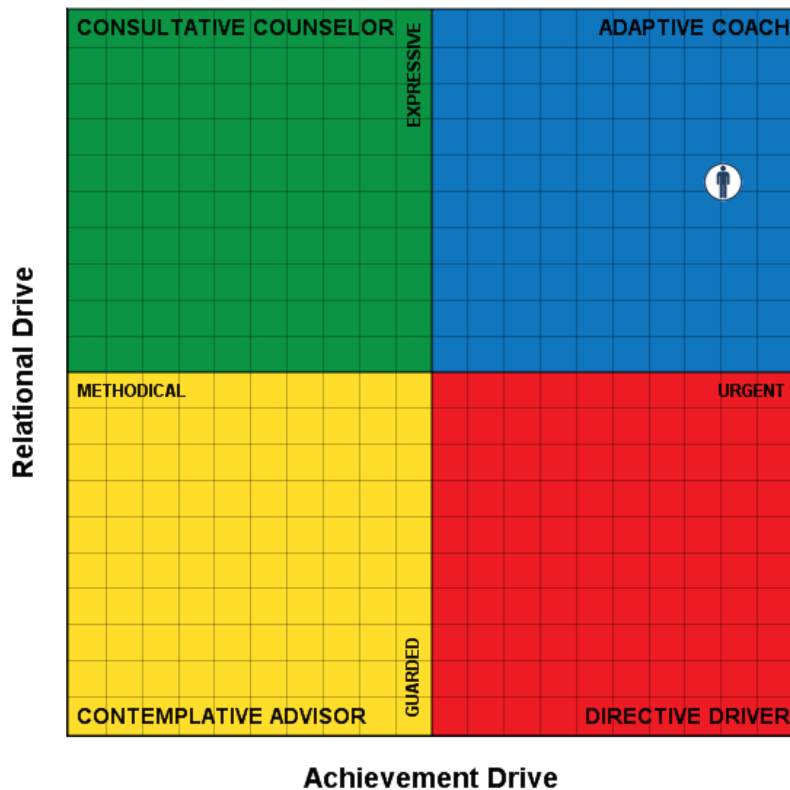
Their urgent approach shows that they are more spontaneous, competitive, and adaptive in completing tasks.

Relational Drive = 76%

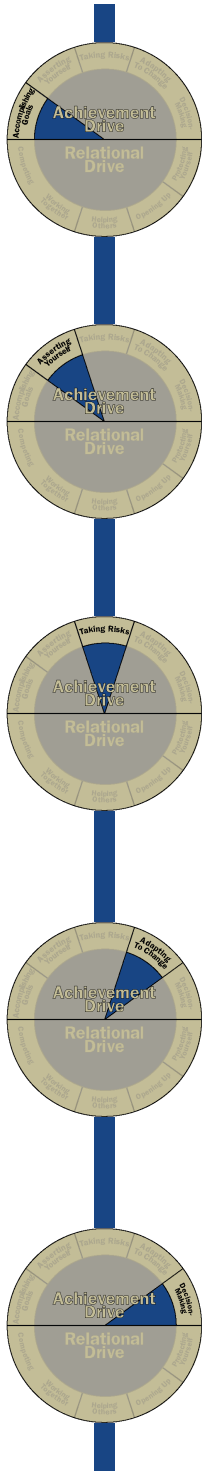
Relational Drive describes how an individual engages emotionally in most circumstances. At opposite ends of the Relational Drive continuum, are two primary approaches: *guarded* and *expressive*.



Their expressive approach means that they are more open, considerate and collaborative in their interactions with others.

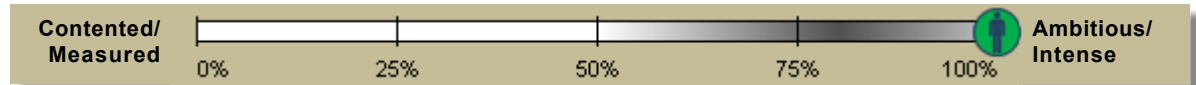


Section 2: Achieving Dimensions



AD1: Work Intensity (Accomplishing Goals) = 100%

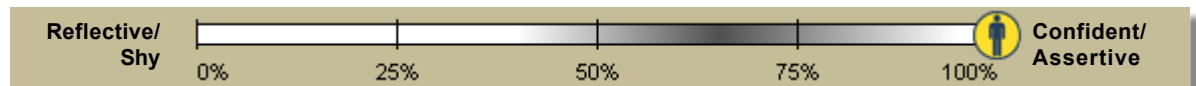
Work Intensity describes a person's drive to meet or exceed expectations when approaching goals.



Ambitious individuals tend to work with more urgency than others, and they are usually more comfortable under pressure. They tend to avoid boring or mundane processes, as they typically want to get to the bottom line quickly. While they may appear impatient at times, they are intensely focused on surpassing expectations.

AD2: Assertiveness (Asserting Yourself) = 100%

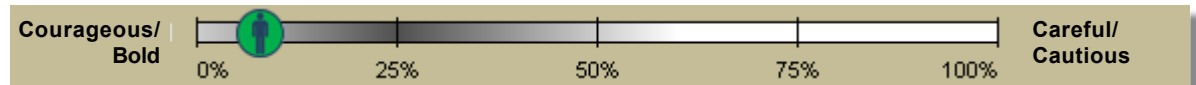
Assertiveness describes a person's level of confidence in approaching activities and asserting opinions.



Confident individuals are probably more interested in taking charge than following someone else's lead. They work well under stress and are not afraid to challenge those with whom they disagree. Others may view them as outgoing and confident, as they are often quick to share thoughts and opinions.

AD3: Uncertainty Avoidance (Taking Risks) = 8%

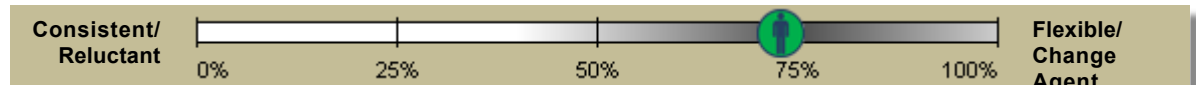
Uncertainty Avoidance describes a person's response to risky or uncertain situations.



Courageous individuals enjoy the chance to use creativity and imagination to solve problems, and they are rarely afraid to experiment with unproven ideas. They may be more willing to go it alone if others are less comfortable with their approach, as they are not easily intimidated by uncertainty or by challenging goals.

AD4: Adaptability (Adapting to Change) = 73%

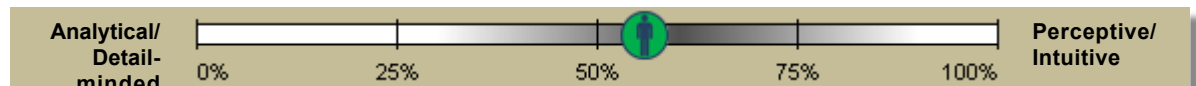
Adaptability describes a person's approach to new or changing experiences.



Flexible individuals tend to enjoy work most when there is change and variety, and they may become bored easily with the status quo. They may appear restless at times and they may seek out new experiences without a compelling need. They are independent thinkers who tend to act quickly once they put their mind to something.

AD5: Perception (Decision-making) = 56%

Perception describes how a person relies on intuition and experience in making decisions.



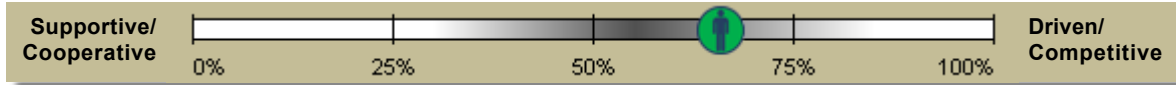
Perceptive individuals place greater value on experience and intuition when making decisions, and they are usually comfortable going with "gut instinct". They may not enjoy tasks that require lots of careful analysis, so they may try to delegate most of the details to others. They tend to learn quickly from both mistakes and observations.



Section 3: Relating Dimensions

RD1: Status Motivation (Competing) = 66%

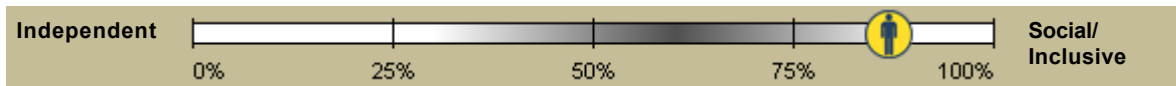
Status Motivation describes a person's desire to be publicly recognized for their efforts.



Driven individuals enjoy competitive situations and tend to be motivated by public recognition. Their drive to win makes them a natural in positions where incentives and rewards are offered for specific accomplishments. They tend to be most comfortable when their performance leads to measurable and recognized outcomes.

RD2: Affiliation (Working Together) = 87%

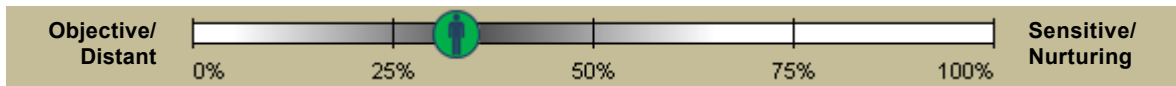
Affiliation describes a person's interest in collaborating with others to accomplish goals.



Inclusive individuals tend to be most comfortable working with others, and they may have little desire to strike out on their own. They will go out of their way to include others, and feel the best decisions are made through consensus and collaboration (both of which they try to build in their interactions).

RD3: Consideration (Helping Others) = 33%

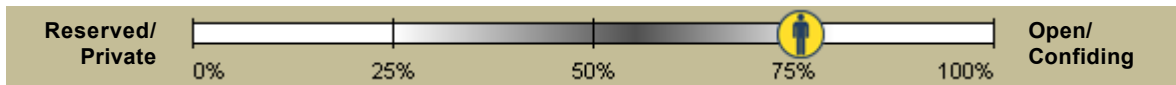
Consideration describes a person's tendency to recognize others' feelings and emotions.



Objective individuals appreciate a more self-sufficient environment, where people tend to take care of their own needs. While they may lend a hand when needed, they may not seek out such an opportunity on their own. They tend to value objectivity and practicality over an emotional response to problems.

RD4: Openness (Opening Up) = 76%

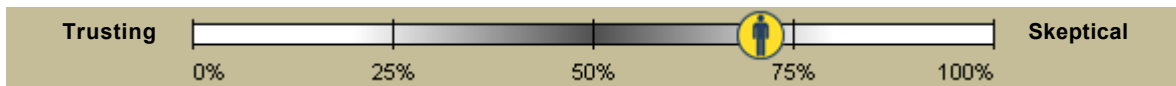
Openness describes a person's desire to learn about, and share information with, others.



Approachable individuals tend to enjoy talking with others and often show genuine interest in learning about them. They tend to relate easily, even with strangers, since they are more open and warm. They may have the "gift of gab", which allows for quick rapport-building.

RD5: Self-Protection (Protecting Yourself) = 71%

Self-Protection describes a person's level of trust in the intentions of others.



Skeptical individuals may require others to earn their trust before they are willing to rely upon them. They ask the tough questions regarding plans and expectations in order to make informed decisions. They tend to be critical thinkers who like to see proof to support assumptions.

