



LDP

Personal Style Report

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LEAD WITH GIANTS



Introduction

The Leading Dimensions Profile (LDP) uses 95 items to measure two primary factors (Achievement Drive and Relational Drive) and ten dimensions (reported as five Achieving Dimensions and five Relating Dimensions). This report is comprised of four sections, each revealing helpful insight for personal and professional development:

Section 1: Profile Grid

The purpose of the Profile Grid is to provide a broad overview of personality styles, assessing how we might tend to:

- influence or lead others
- interact in teams
- approach tasks or projects

For over 100 years, a 2x2 grid has been used to graphically portray how personality characteristics interact to influence a person's general style or approach. While our response to situations may differ based on a variety of factors, it is generally assumed that our approach to work and relationships remains fairly consistent over time. Your most likely approach is described in graphical and narrative content in this report.

Section 2: Achieving and Relating Dimensions

When Achievement Drive and Relational Drive are observed in the workplace, they are influenced by a number of related characteristics or facets. There are five Achieving Dimensions and five Relating Dimensions reported in Section 2 of this report, each offering information regarding how to recognize the dimensions.

Section 3: Key Strengths

Within each of the personality dimensions, there are potential strengths that influence our behavior. This section discusses four key strengths associated with your personality style.

Section 4: Personality at Work

In many ways our personality drives how we get things done. This section provides practical observations regarding how our style influences specific behaviors.



Section 1: Profile Grid

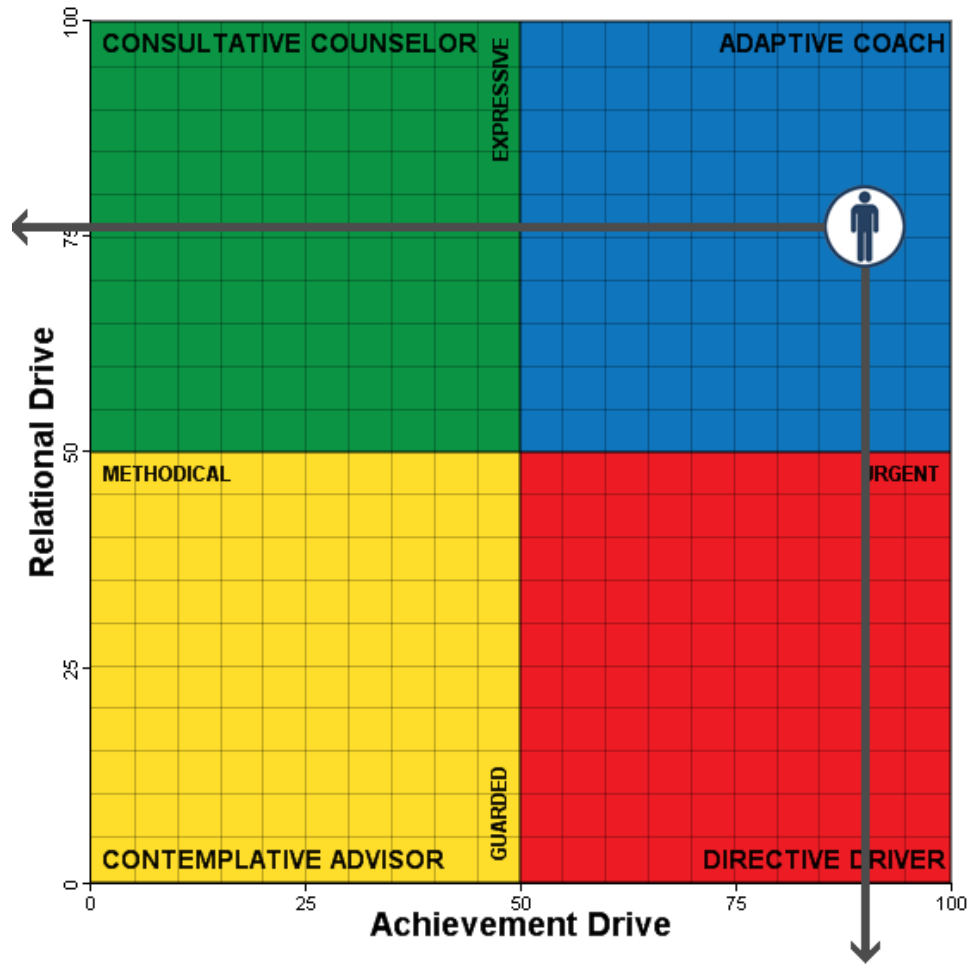
Achievement Drive describes the focus and intensity we bring to activities and goals. At opposite ends of the Achievement Drive continuum, are two primary approaches: *methodical* and *urgent*. Each approach has both strengths and challenges, depending on the individual and the relative circumstances.

Relational Drive describes how we engage emotionally in most circumstances. At opposite ends of the Relational Drive continuum, are two primary approaches: *guarded* and *expressive*. Each approach has both strengths and challenges, depending on the individual and the relative circumstances.

Your resulting profile is graphically portrayed below:

Expressive Relational Drive: 76%

Your expressive approach means that you are more open, considerate and collaborative in your interactions with others. See the following pages for more detailed insight regarding how you interact with others.



Urgent Achievement Drive: 90%

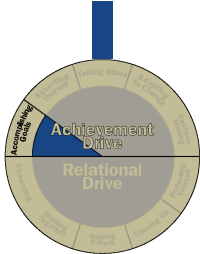
Your urgent approach shows that you are more spontaneous, competitive, and adaptive in completing tasks. See the following pages for more detailed insight regarding how you achieve goals.

About the Grid

The closer your plot is to any corner of the grid, the more your overall style will be similar to the profile shown in the respective corner. In contrast, the farther away your plot is from any corner, the less likely your style will reflect the profile indicated. The closer the plot is to the center of the grid, the more your style is moderated, meaning you may tend to exhibit some of the characteristics of all four styles and may tend to be more flexible in your approach. In reality, there will be occasions where you may exhibit some characteristics of each profile, depending on the situation. The grid shown here simply portrays your most common approach.

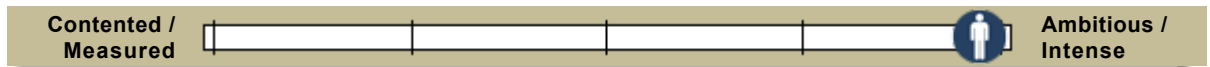
Section 2: Achieving Dimensions

The following five dimensions influence how we approach tasks and prioritize goals. These dimensions shed light on the focus and intensity we exert in getting things done.



Work Intensity (Accomplishing Goals)

This dimension describes how you pursue goals, whether for personal or work initiatives. While some prefer to work at a steady, balanced pace, others show an intense, urgent pace. Most of us tend to fluctuate between a measured and intense focus at times.



You tend to work with more urgency than others, and you tend to be comfortable under pressure. You dislike boring or mundane processes, and you like to get to the bottom line quickly. While you may appear impatient at times, you are intensely focused on surpassing expectations.

Assertiveness (Asserting Yourself)

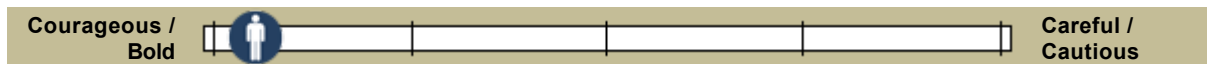
This dimension describes how you assert your viewpoint. Some tend to be very quick to assert their opinions and may aspire to lead others. Others tend to be more reserved and defer opportunities to offer their opinion. Most of us seem to dislike public speaking, but will assert ourselves when needed.



You are probably more interested in taking charge than following someone else's lead. You work well under stress and you are not afraid to challenge those with whom you disagree. Others see you as outgoing and confident, and you are quick to share your opinions.

Uncertainty Avoidance (Taking Risks)

This dimension describes how you approach uncertain or risky situations. Some people seem to be natural risk takers, while others tend to be more cautious and careful. Most of us tend to fluctuate somewhere between avoiding and taking risks, depending on the situation.



You enjoy the chance to use your creativity and imagination to solve problems, and you are not afraid to experiment with unproven ideas. You are willing to go it alone if others are less comfortable with your approach, and you are not easily intimidated by uncertainty or challenging goals.

Adaptability (Adapting to Change)

This dimension describes how you navigate change. While some of us prefer stability and a predictable environment, others of us enjoy frequent change and lots of variety. For the most part, we tend to display both reluctance and flexibility at times, depending on the significance of the change.



You tend to enjoy life most when there is change and variety, and you are likely to become bored easily with the status quo. You don't mind trying new things, and you may even appear restless at times. You are an independent thinker who tends to act quickly once you put your mind to something.

Perception (Decision-making)

This dimension describes how we learn and process information in making decisions. Some tend to rely on their intuition and experience, while others rely on a more analytical approach. Most of us tend to balance both perceptive and analytical approaches to some degree in making decisions.



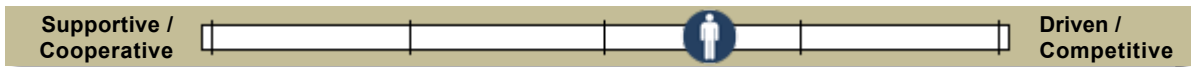
You emphasize the value of experience and intuition in making decisions, and you are comfortable going with your gut instinct. You may not enjoy tasks that require lots of careful analysis, so you might delegate most of the details to others. You learn quickly from both mistakes and observations.

Section 2: Relating Dimensions

The following five dimensions influence how we relate to those around us. These dimensions provide insight regarding how we interact and communicate with others.

Status Motivation (Competing)

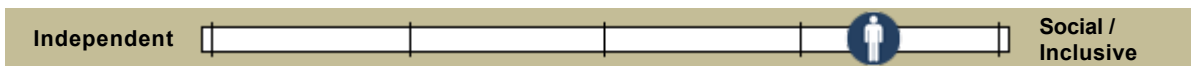
This dimension describes how we relate to others as we accomplish goals. While some tend to thrive in competitive settings where they are rewarded for their individual performance, others prefer cooperative efforts and team rewards. Most of us tend to enjoy both opportunities from time to time.



You tend to enjoy competitive situations. You like to be rewarded for your success, and you are always looking for the next challenge to overcome. Your drive to win makes you a natural in competitive environments, where your individual status can be recognized.

Affiliation (Working Together)

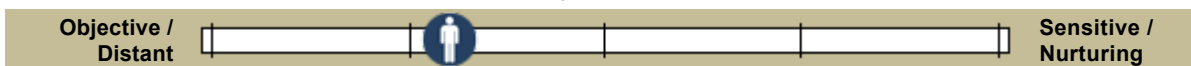
This dimension describes how we collaborate with others in getting things done. While some of us prefer to go it alone and work independently, others are much more comfortable when they can work together. Most of us tend to work independently or collectively at times, based on the circumstances.



You tend to be most comfortable working with others, and may have little desire to strike out on your own. You go out of your way to include others, and you feel the best decisions are made through consensus and collaboration (both of which you try to build).

Consideration (Helping Others)

This dimension describes how we recognize the feelings and interests of those around us. While some of us go out of our way to learn how we can help others, some of us tend to approach others more formally or objectively. Most of us tend to fluctuate between sensitive and objective approaches.



You appreciate a more self-sufficient environment, where people tend to take care of their own needs. While others can count on you to lend a hand when needed, you tend to value objectivity and practicality over an emotional response to problems.

Openness (Opening Up)

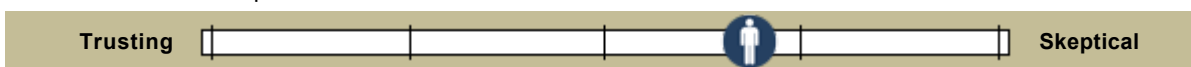
This dimension describes your interest in sharing personal information with others. While some tend to place a high value on privacy and formality, others are much more open in their communication. Most of us tend to be quiet at times, and open up in others, depending on the circumstances.



You go out of your way to talk with others and you show genuine interest in learning about them. You tend to relate easily, even with strangers, and your communication style is seen as open and warm. You have the gift of gab, which allows you to build rapport quickly.

Self-Protection (Protecting Yourself)

This dimension describes how you tend to view others' intentions or reliability. While some are comfortable giving others the benefit of the doubt, others will be inclined to scrutinize things more carefully. For the most part, we tend to balance trust with skepticism in common situations.



You typically require others to earn your trust before you are willing to rely upon them. You ask the tough questions regarding plans and decisions in order to make informed decisions. You are a critical thinker who likes to see proof to support assumptions.





Section 3: Key Strengths

The following characteristics represent four key strengths that have emerged from the dimensions highlighted in your Personal Style Report. These strengths are those which are likely most evident in your response to goals and relationships. Since each strength can present a unique challenge if underutilized or taken too far, specific developmental points are provided as well.

Potential Strengths



Confident / Assertive

You are self-assured and confident. You are rarely intimidated by others and you are typically comfortable expressing your views or approaching strangers. Others will rely on you to offer your views and you may tend to gravitate toward formal and informal leadership roles.



Ambitious / Intense

You approach most situations with focus and intensity. You push yourself to get things done, and you are not bothered by stress that may rattle others. While others may slow down, you can hold the team's feet to the fire and keep them focused on reaching their objectives.



Courageous / Bold

You are not easily intimidated by unfamiliar or uncertain situations. Since you don't hesitate to act where others might, peers may view you as a risk-taker. You may tend to encourage the team where others are reluctant to act. Others may defer to your leadership in tricky situations.



Social / Inclusive

You enjoy working with others and you go out of your way to make sure they are welcomed and included. Others view you as supportive and helpful. You can be the glue that keeps a team working together in the face of challenging obstacles. You make others feel at home in a team setting.

Development Points

Confident / Assertive



Be careful not to miss out on learning from the contributions of others who are more shy or reserved. They may need your encouragement to share.

Ambitious / Intense



Your intensity can cause tension if you're not careful. Be sure to take breaks from the action at times and go easy on others who do not share your passion.

Courageous / Bold



Others may view your courage as a failure to evaluate risk. Make sure you convey an understanding of the implications for your decisions.

Social / Inclusive



There may be times when independent action is required or when team members need a wakeup call. Don't be afraid to go it alone if necessary.



Section 4: Personality at Work

Our personality drives how we approach people and tasks. This section provides practical observations regarding how our style influences specific behaviors.

Navigating Change

You tend to enjoy change and variety. In fact, you are often the one who prods others to consider change. You may be frustrated by those who seem to dig in their heels and resist any sort of change.

Managing Stress

While you are not typically bothered by stress and anxiety, there may be times when the pressure to get things done might get to you.

Trying New Things

You like to learn by doing. You are comfortable jumping in with both feet and then studying the details only if you get stuck on a particular area.

Winning

You know that competition is inevitable, and you seek fair solutions. At times you might try to win your side, but you are not always motivated to get your way.

Approaching Conflict

You tend to tackle conflict head on, and you rarely back down from a confrontation. You might even enjoy “mixing it up” now and then.

Collaborating

There are times when you find the best solutions to problems can be found through collaboration. Still, you are not hesitant to go it alone if necessary.

Learning Approach

You tend to learn through a combination of big picture thinking and a careful study of the details. You like to see how all the dots connect to make things work.

Contact Information

For more information regarding the Leading Dimensions Profile (LDP) or other products and services available to help you develop and coach high performers, please contact your LDC Affiliate:

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Important Note

This report does not represent a comprehensive measure of psychological traits, nor does it claim to represent a prediction of behavior. No part of this report is intended to convey a psychological, medical, or psychiatric evaluation. This report is intended to provide personal insight that is useful in coaching, teambuilding, and other aspects of professional development. No employment decision should be made based, in whole or in part, on the results contained herein.