



A. N. Other 17/04/2021

MOTIVATIONAL DRIVES REPORT

We have known for many years that each individual has two brains that control personality and the direction we take in life. The left brain controls logic, numbers, maths etc and the right brain is the conceptual brain that deals with colour, art, music, aesthetics and the “big picture”. The blending of these two brains essentially creates what we describe as personality.

Most of the profiles and tests designed for team building that have been available up until recent times measured these two brains. Whilst it was possible to find the obvious misfits, the results were a rather flat, two dimensional view.

Recently it has been discovered that there are in fact FOUR, fully functional brains that operate independently, yet communicate together.

Each brain actually controls a facet of personality.

- They control our competitive drive.
- Our persuasion style which is the way we communicate and persuade others to our way of thinking.
- Another brain is concerned with how we deal with change and the pace of progress.
- The fourth brain determines how we comply with instructions, rules or orders from other people.

1

BEHAVIOUR VISIBLE TO OTHERS

This report describes the behaviour a person believes is expected of them by others in the working environment. Behaviour visible to others is highly situational and subject to constant change.

2

BEHAVIOUR UNDER STRESS

This report shows this person's responses to stress. The behaviours are instinctive and the least likely to be subject to change.

3

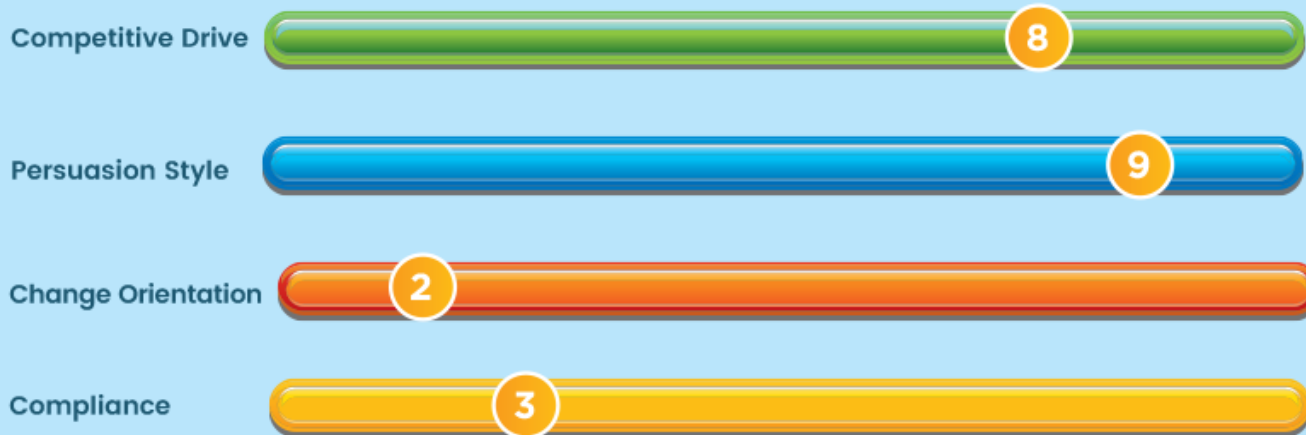
SELF PERCEPTION

This report describes the individual's self-perception. Ideally the self-perception would be similar to the behaviour visible to others. Where there is a considerable discrepancy the individual may be masking their “visibility to others” behaviours to adapt to their specific circumstances.



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BEHAVIOUR MOST VISIBLE TO OTHERS



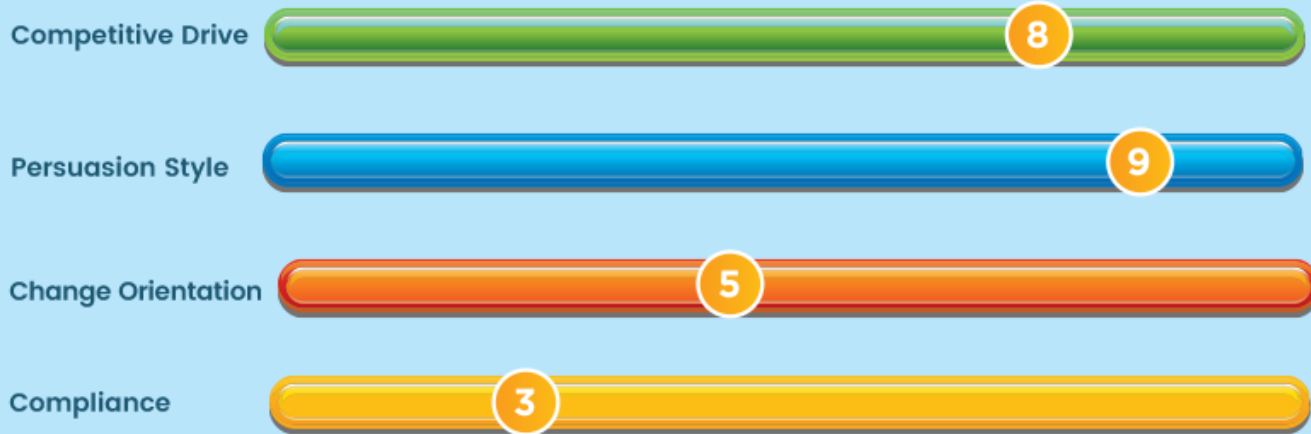
GUIDE TO THE RATINGS

Competitive Drive	Highly assertive individual who exhibits a strong personal need to achieve. Takes action swiftly and decisively when opportunities are presented or to prevent trouble situations developing.
Persuasion Style	Quick to speak up in a group situation. This person's high personal vitality and overt displays of passion for their subject, inspires others to high performance or to join in the big picture approach.
Change Orientation	This person is likely to actively seek or create changes to the work environment. Innovation in his/her thinking means this person works best when given the freedom to make things happen. When placed in routine patterns without challenges will become restless and frustrated, often to the point of changing jobs.
Compliance	This individual resists participating in activities or team projects with specific or restrictive guidelines that do not allow for individualism. Will be reluctant to concede on important issues and will often assume the lead in searching for ways to finalise the negotiation.



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BEHAVIOUR UNDER STRESS



GUIDE TO THE RATINGS

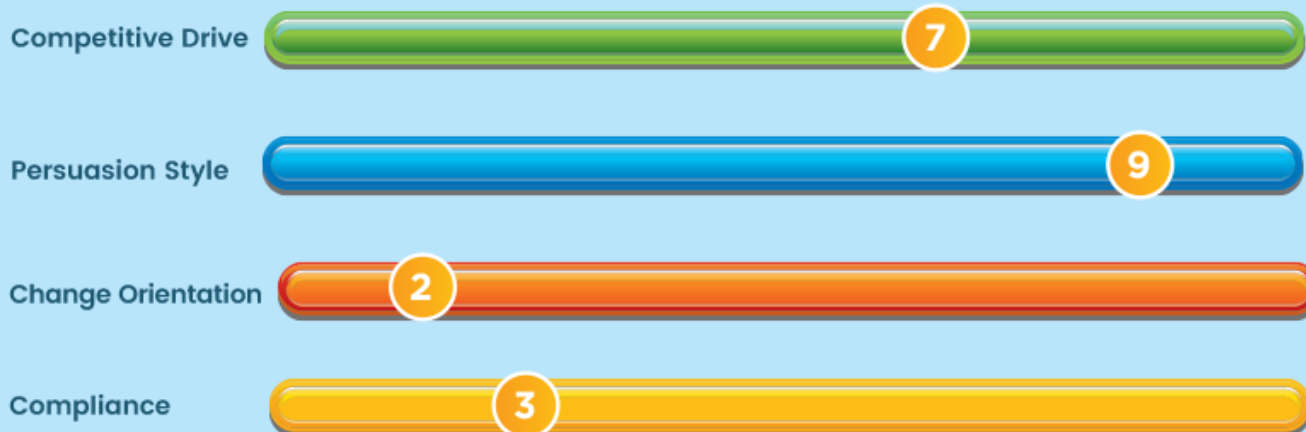
Competitive Drive	Highly assertive individual who exhibits a strong personal need to achieve. Takes action swiftly and decisively when opportunities are presented or to prevent trouble situations developing.
Persuasion Style	Quick to speak up in a group situation. This person's high personal vitality and overt displays of passion for their subject, inspires others to high performance or to join in the big picture approach.
Change Orientation	Balances the need for change with an enjoyment of the status quo. This person exhibits stability in the job but will face change confidently once the new structures have been established and the benefits proven.
Compliance	This individual resists participating in activities or team projects with specific or restrictive guidelines that do not allow for individualism. Will be reluctant to concede on important issues and will often assume the lead in searching for ways to finalise the negotiation.



SalesXtra

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SELF PERCEPTION



GUIDE TO THE RATINGS

Competitive Drive	Assertive and determined individual who feels able to equal or exceed others in effort and task performance. High personal ambitions provide encouragement to set the pace in developing new systems, ideas, etc. Uses direct methods to achieve results.
Persuasion Style	Quick to speak up in a group situation. This person's high personal vitality and overt displays of passion for their subject, inspires others to high performance or to join in the big picture approach.
Change Orientation	This person is likely to actively seek or create changes to the work environment. Innovation in his/her thinking means this person works best when given the freedom to make things happen. When placed in routine patterns without challenges will become restless and frustrated, often to the point of changing jobs.
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