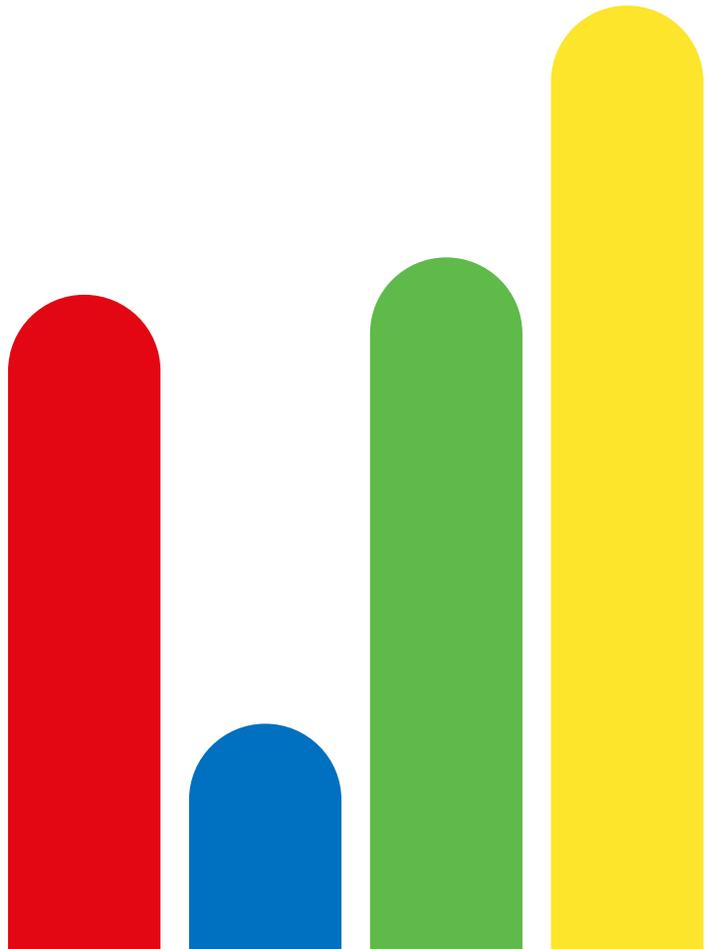


IT ALL BEGINS WITH SELF-AWARENESS

DYNAMIX  [®]
PERSONAL PROFILE

JOHN DOE
08/18/2021





in partnership with



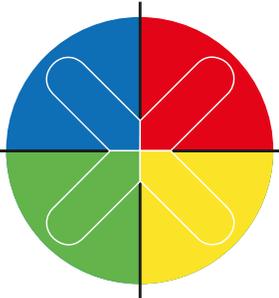
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YOUR COLOR PREFERENCES

Dominant Blue Preferences

- Thinker
- Organized
- Strategic
- Analytical
- Structured



Dominant Green Preferences

- Warm
- Relaxed
- Loyal
- Friendly
- Consultative

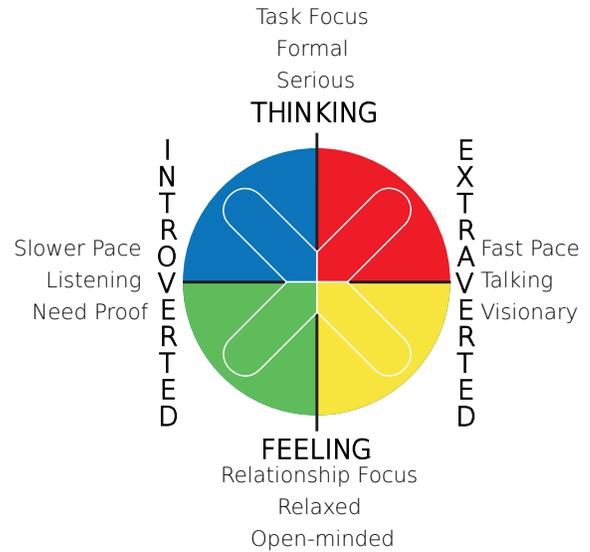
Dominant Red Preferences

- Assertive
- Direct
- Results Oriented
- Decisive
- Focused

Dominant Yellow Preferences

- Outgoing
- Positive
- Optimistic
- Spontaneous
- Innovative

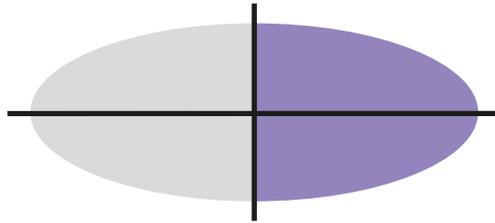
RECOGNIZING OTHER'S STYLES



SENSING AND INTUITION PREFERENCES

SENSING

- Specific
- Practical
- Precise
- Facts
- Persistent
- Focus on realism, "here and now"



INTUITION

- Global
- Concepts
- Abstract
- General
- Indirect
- Focus on imagination and future potential

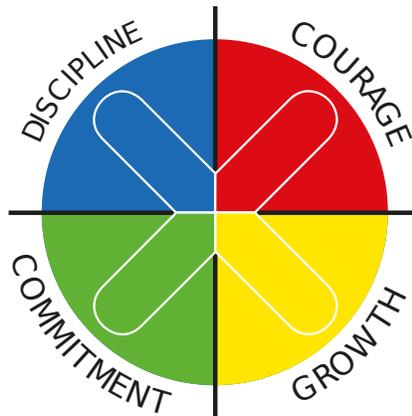
KEY BEHAVIORS OF SUCCESS

Discipline

- Systematic, consistent results, focus on accuracy and quality

Commitment

- Listen, get buy-in and consensus, focus on team values and harmony



Courage

- Act boldly and confront obstacles, focus on goals, and take action

Growth

- Open to learning, innovate, try new ideas, and keep improving

What are the factors that drive superior individual performance?

The **DYNAMIX** profile is a unique tool because it helps you evaluate this question. It all starts with increased self-awareness. This can lead to greater knowledge about the world around you. The knowledge that is gained through elevated self-awareness can help you develop a greater understanding of your personal preferences and behaviors. The way that you express your preferences is a major factor in determining the quality of the results you are able to achieve when you interact with other people.

Groundbreaking research by Carl G. Jung in the 20th century provided a psychological construct that forms the basis of our understanding related to psychological types. This understanding allows us to identify and categorize certain observable behaviors. As a result, it is often possible to explain behavior and the impact of behavior even if it is not always possible to understand all aspects of it. The science of human behavior is inexact and dynamic. The **DYNAMIX** profile is constructed using our 21st century understanding of the principles articulated by Dr. Jung.

Awareness of communication styles or psychological preferences alone will not drive superior performance. Consequently, **DYNAMIX** is a starting point on a journey of ongoing personal development. There are a number of important factors that contribute to superior individual performance. These factors are independent of behavioral preferences and are not limited to specific psychological types.

DYNAMIX will help you identify and understand certain preferences and behaviors so that you can make subtle adjustments to what you say and do. This allows you to determine how you respond to changes in your day-to-day environment. It also helps you understand what to do in order to connect with the many different people in your environment. The ability to adjust one's actions and reactions in an authentic and effective manner is a key to superior individual performance.

The **DYNAMIX** profile cannot and does not purport to assess any of the following things:

- Skills, capabilities and competencies
- The impact of life experiences
- Education
- Intelligence
- Personal values
- Cultural and environmental realities

The **first section** of DYNAMIX measures behavioral preferences based on your responses to a series of 3 different types of statements.

- Statements identifying degrees of preference for how you project into extraversion and introversion.
- Statements identifying degrees of preference for how you make decisions based upon your focus on tasks or relationships.
- Statements identifying the methodology that you use to process information based upon having a vision for what things can become versus the measurement of how things currently are or the preferences of intuition & sensing.

It is possible to become more aware of our psychological preferences and not be aware of how they have an impact on others. The **second section** of DYNAMIX provides an understanding of how you may translate your preferences into successful outcomes in the context of your environment. As such, it takes our understanding of the practical use of psychological preferences a step further.

This section of the profile will provide you with helpful ideas based on your responses to statements that assessed the following key behaviors:

- How you exercise **courage** in pursuit of your objectives
- How focused you are on personal **growth** and expanding your scope and thinking
- How deeply **committed** you are to the people who surround you
- How **disciplined** you are in the way you approach assignments

Any of the four key behaviors of success may be used effectively or ineffectively. The **KEY BEHAVIORS OF SUCCESS** graph provides a quantitative summary of the participants responses. It is designed to be used with a coach or facilitator to help them qualitatively evaluate how they may be exercising each of the behaviors in their environment.

The **DYNAMIX** profile is driven entirely by your responses to a series of carefully researched statements. It will allow you to identify strengths and any opportunities that might exist for improvement. The profile is your assessment of yourself. All of us can develop and grow if we are willing to do so. Often, the best starting place is to begin with your strengths. We believe that ongoing step-by-step development is one of the fundamental keys to superior individual performance.

Welcome to the journey!

Please let us know if you have any questions. peak@peakperformance2.com

John's Personal Preferences

This section represents an overview of your unique psychological preferences and how you prefer to communicate and interact with others.

John prefers to collaborate with others in order to discover new and better ways to work together. He is hard on himself and others, always expecting more and better results. He inspires others with his positive energy and will persist for as long as it takes to achieve success. Days that are full of changes, surprises and challenges are a source of motivation for him. He likes to explore different ideas or tasks and has the ability to stay open-minded despite any opposition. He likes to know that his contribution is valued and will be sensitive to criticism of his work.

John lives life to the fullest and likes to be around others. While he is usually open to other people's perspectives, John has a strong set of beliefs that others may not necessarily be aware of. He exudes kindness as well as a positive attitude and believes that people have unlimited possibilities. John is a kind and dependable person with a great listening ability. He enjoys work that involves serving and helping others. He can be trusted to work on many tasks at the same time, however, he must be careful not to overlook all of the details.

John may feel run-down and pressured from taking on too many responsibilities and find himself stressed as a result. Candid and direct, he likes to set his own direction. Even though he is often quick and driven, he never disregards people in the process. He should speak up and participate more in meetings once he has had the chance to consider all of the facts and details. He could become disinterested in a job if there is no stimulus or variation. He likes to do things his way and may avoid delegating tasks to others.

He wants to live according to his own principles and thinks that they represent a reasonable guideline for others as well. John is fun to be around and will do what he can to create an understanding and supportive climate. Due to his considerate nature, he has a sense of obligation and responsibility to others. His optimistic attitude may be concealing his critical thought process. He is likely to break some rules, especially if they go against his beliefs. Humble and unassuming, John projects an image of being responsible and diligent.

John is an excellent presenter and is confident in his ability to bring others around to his point of view. When John leads an initiative, others will usually be inspired by his ability to describe the vision and the outcome. Demanding and impartial, he prefers to play a leadership role and must know the reason behind changes in order to accept them. Attentive with an inquisitive mind, John will make every effort to understand others rather than judging them. He is usually good at understanding others, always searching for the bright side of people and situations. He can be relied on to support the team in a responsible way.

He may be so acutely focused on his goals and results that he neglects to consider other ways of seeing things. John is confident and people want to follow him. In most situations, John remains open-minded and adaptable. Some may see him as indecisive, as he has a hard time taking a firm stance on controversial issues. When he feels stressed, he may lose motivation and drive and tend to overanalyze a situation. Usually at ease in any environment, John is viewed as a sensible person who can say the right thing in order to make people around him feel comfortable.

His high energy will motivate most people, however, some may find him overly optimistic. He can be soft-hearted and passionate at the same time. He has a natural passion or drive that is infectious. Talkative and convincing, he will try to avoid conflict unless he is pushed to his limits. John is skilled at balancing productivity with his attention and concern for his colleagues. While he generally prefers to listen, he can be an excellent presenter, as long as he has the time to prepare.

John is a good listener who can usually appreciate and encourage others' ideas and suggestions, including those who may be unconventional. Loving challenges, he can produce a wide variety of solutions to the problems he encounters. He is quick to analyze people's behavior and will give them feedback to help them improve. He tackles challenging situations aggressively and his ability to imagine the overall picture helps him come up with many options and ideas. When solving problems, he will begin with the big picture or the scenario before drilling down into the details. He could use support when it comes to long-range detailed planning.

His decisions can be greatly influenced by the well-being of others. His desire to make others happy may cause him to promise things that he cannot deliver. If a dispute occurs, John tries to bring everyone together and can easily recognize the legitimacy of different perspectives. Because of his need to move on to more stimulating work, John could

sometimes disregard certain important facts. At times, people may observe John coming to a conclusion based on his intuition, avoiding a long analytical process. He will usually make decisions that will make him more credible in the eyes of those he cares about.

He is loyal to his beliefs and values and will not be motivated by the need to impress or dominate others. He does not like being ordered or told what he can and can't do. Due to his flexible nature, he is receptive to the influence of other people's opinions and ideas. He may not always stick to one thing, as he enjoys having many projects on the go. When he has too many choices, he may find it hard to decide on the best task or priority to focus on. John will tend to support decisions that everyone agrees upon.



Strategies to Communicate Effectively with John

In order to improve your communication with John, consider these ideas and strategies. Adapting to John's style will help him to perform at his best.

When you interact with John, you should:

- Verify that he has all the required information before he has to make a decision.
- Acknowledge that he wishes to collect his thoughts and share his emotions.
- Appreciate his natural relationship-building style.
- Create interest in the issue before providing observations or solutions.
- Encourage him to express his vision.
- Be prepared to conclude quickly.
- Discuss topics of interest with him.
- Reinforce his desire to come up with innovative ideas.
- Support his need for innovative solutions, new challenges and up-to-date information.
- Be prepared to develop and sustain the relationship at a personal level.



Things to Avoid when Communicating with John

In order to communicate more effectively with John, you should avoid doing these things.

When you interact with John, DO NOT:

- Focus too much on the past or on things that he cannot change.
- Be astonished if he does not follow all of the guidelines.
- Discourage socializing and friendly, informal meetings.
- Dispute his personal beliefs or values.
- Force him to follow established procedures when he may have a better way.
- Use an arrogant approach with him.
- Overburden him with unimportant data and facts.
- Forget the importance of being receptive to his ideas.
- Be impatient or confine him to unrealistic time limits.
- Believe that he will be captivated by a new idea at once.



John's Strengths

It is important to focus on your strengths. Leveraging these strengths will help you to be even more effective. Your strengths below relate directly to the preferences that you chose.

Here are some of John's strengths:

- Seizes opportunities quickly.
- Innovative and high energy.
- Demonstrative and self-confident.
- Builds rapport rapidly.
- Dynamic and always on the go.
- Will not make the same mistake twice.
- Likes to have fun while he works.
- Develops many warm relationships.
- Genuinely cares about people and their welfare.
- Searches for the good side of people.



John's Team Performance Strengths

You are probably a member of many different teams. All of these teams will benefit from your unique set of preferences. Here is a list of the ways that your strengths may be helpful to your team.

As a member of a team, John:

- Collaborates with eagerness and dynamism.
- Has an animated delivery style.
- Will connect well with most people in a social setting.
- Helps the team understand the importance of having an exciting vision.
- Respectful of others' points of view.
- Will do the work that needs to be done.
- Likes to take action and get things moving.
- Approaches others with empathy and openness.
- Can maintain a high level of energy and activity working on several projects at the same time.
- Can be very sensitive to group dynamics.



John's Potential Challenges

When a strength is overused or exaggerated, it can become a weakness or challenge. Our strengths can become weaknesses during periods of stress or even when we are not feeling at our best.

Below is a list of possible challenges:

- His fast pace and desire to get things done may offend others who prefer a more involving style.
- Impatient with those who don't seem to have the same high standards and values that he has.
- May become impatient and too emotional during periods of stress.
- May be overly affected by the opinions of other people.
- Can sometimes take unfavorable behavior personally.
- Does not like tasks that deal with too many details or facts.
- Can show signs of impatience when dealing with complex issues and tasks.
- Prefers not to be alone for too long.
- Will avoid confrontation and aggressive people.
- Will become stubborn when pushed or intimidated



John's Opportunities to Know and Grow

Many things can prevent us from developing to our full potential. Gaps in our awareness are often a major cause of perceptions and behaviors that impede our progress. The problem is that we often observe negative behavior in others but fail to recognize or acknowledge our own glaring weaknesses. What we fail to see or do not wish to acknowledge can limit us in a variety of ways. This section of DYNAMIX should be considered carefully. It is potentially the most challenging page in the profile. It may be helpful to discuss it with a person who knows and understands you well so that you have additional validation and perspective.

In order to make better decisions, John would benefit from considering all the details first. He may tend to oversell his ideas to people, possibly creating a level of uncertainty in their mind, as they wonder if he is exaggerating. John is eager and often passionate and could find it difficult to curb his enthusiasm in some situations. In order to bring more projects to completion, he needs to resist accepting too many responsibilities or making too many promises.

At times, John may seem carefree or overconfident. He may be quick to judge a situation or draw unfounded conclusions and make snap decisions based on inadequate information. John should remain more objective when things become too emotional. In attempting to please many people, he has difficulty supporting controversial ideas.

John should recognize and confront conflicts and see them as a way to improve his relationships with others. While he loves to serve and help others, paying more attention to his own needs would be helpful as well. John tends to take on too many responsibilities and has trouble saying 'no'. He likes recognition and positive feedback more than he will admit and will work hard to earn people's confidence and trust.

Adapting to Others

You already know how to communicate effectively with people that have a similar communication style. You may find it more difficult communicating with people that have your opposite or least-used style. Here are some ideas and strategies that you can use to communicate more effectively with these people. ("His", "her" or "him" in the following statements refer to the person YOU ARE ADAPTING to.)

John should **DO MORE** of the following when communicating with a person that has a dominant **Blue** color preference - **DO MORE:**

- Give him all the details and keep him informed as things change.
- Present your ideas clearly.
- Give him information in an orderly and logical way.
- Be sure that you can prove the claim you are making.
- Be on time and prepared to prove your ideas with facts.
- Do what you say you will do and be reliable.

John should **DO LESS** of the following when communicating with a person that has a dominant **Blue** color preference - **DO LESS:**

- Consider his questions as an attack.
- Minimize his accomplishments or ideas.
- Show anger or frustration.
- Stifle his desire to examine other options.
- Give your word if you are not sure that you can keep it.
- Drive your point across or be too aggressive.



John Will be Most Effective When ...

This part of DYNAMIX will give you and the people that you work with ideas that will ensure that you are fully engaged and working at your best.

John will perform at his best in a type of environment in which:

- The team is focused on being the best.
- The work environment is dynamic and involving.
- There is time to take a break to recharge his batteries in order to become more prolific.
- He can continually learn new tasks.
- Resistance and disputes are minimized.
- His inventive style is appreciated.
- A positive, open and accessible management style is favored.
- He has opportunities to collaborate with colleagues to achieve team goals.
- His colleagues are fair, honest and responsible.
- He is able to work on a wide range of tasks and activities.



What John Needs from Others

People who lead us or work with us can influence our effectiveness. This part of DYNAMIX provides ideas for those who work with you to help you ensure that your working environment will be a productive one. Discuss it with your colleagues and your manager.

In order for John to perform at his best, he may benefit from the following:

- Positive feedback.
- Firmness, fairness and consistency from his manager.
- Composed, confident and steady leadership.
- Be conscious of his high-energy work tempo and the repercussions on other people.
- To have a positive and constructive approach when dealing with mistakes.
- Maintain an organized workspace.
- Be a better listener of others' opinions and ideas.
- To focus on one task at a time in order to complete what he begins.
- A leader who respects his values and feelings.
- Collaboration and honesty from his colleagues.



How to Motivate and Engage John

We all want to feel motivated and fully engaged. Here are some ideas and suggestions that describe how you prefer to be motivated and engaged.

What tends to motivate and engage John:

- Working with optimistic and highly motivated people.
- Receiving ongoing and regular encouragement.
- Being at the center of attention.
- Being involved in the creative process.
- People who listen empathically and take the time to comprehend his needs.
- Being consulted on major issues.
- A great variety of tasks and projects.
- Influencing people and showing them the benefits of doing things his way.
- Being asked to share his ideas and opinions.
- A leader who respects his values and loyalty.



John's Leadership, Coaching & Management Style

When John leads, manages and coaches others, he will display his dominant preferences and strengths as well as some of his weaknesses. Here are some of the strengths and challenges that you have identified in your responses.

When leading, managing and coaching others, John may:

- Pay little attention to points of view that are at odds with his ideas or plans.
- Do his best to instill friendship and harmony within the team.
- Have a hard time establishing priorities for projects and tasks.
- Accept too many responsibilities.
- Be too permissive with others and grant them too much liberty.
- Review information quickly while keeping the big picture in mind.
- Use his imaginative mind to motivate others.
- Fail to engage people who do not share his most important values.
- Seem inflexible in areas that are in contradiction with his values.
- Rely on his team to ensure the success of the project.



Strategies to Improve Performance

This section of DYNAMIX provides an opportunity for reflection. All of us have challenges and strengths that we can develop. John should consider the following ideas and strategies to improve his performance.

- Be willing to accept the worst possible outcome and then making sure to prevent it from happening.
- Resist the urge to agree quickly to avoid conflict.
- Review his to-do lists and complete the key priorities prior to adding more tasks.
- Listen more and speak less.
- Establish timeframes and action plans for each task at hand.
- Be more caring and easygoing, recognizing others' contributions.
- Evaluate a concept by its practicality instead of its potential.
- Review the topics of the upcoming meeting ahead of time instead of waiting until the last minute.
- Be conscious when he acts in a sarcastic or defensive way.
- Use a rigorous approach in order to make a sound decision.



The DYNAMIX Influencing Model

Each day we influence others and promote our thoughts, ideas and opinions. In our organizations and outside them, we may seek to influence people to use our products or services. DYNAMIX has a simple 5-Step Model that reflects how we typically go about influencing others. By improving in each dimension of influencing, we can enhance our ability to use our influence positively and effectively.



John's DYNAMIX Influencing Style

Our style of influencing is largely a function of our preferences. We become comfortable doing certain things or adopting particular approaches. This is often a reflex - not something we spend a great deal of time analyzing. The paragraphs that follow describe your typical influencing style in the context of your current environment.

He presents his ideas with great energy and enthusiasm. He takes advantage of every opportunity to have a meaningful dialogue with his clients. If a problem arises, he will avoid confrontation by talking things out. He likes to work with his team to solve his clients' problems. John would much rather talk to his clients instead of sending them an email. He likes to be in front of his clients but may sometimes neglect to spend enough time to plan and review.

Clients appreciate John's ideas and receptive style. John would much rather have personalized and constant contacts with his clients with less emails. He is considerate and will take other people's feelings and happiness into consideration. John will make extra efforts to do good work and is motivated by his clients' feedback. He knows how to inspire others to surpass themselves. While he may take some time to get close to his client, he will eventually become a loyal and faithful friend.

He will generally show his true feelings when he feels secure in the relationship. He will give each client a customized and personal level of service. He focuses on others to understand their needs and what motivates them. He likes to stay out of the limelight while constantly supporting his clients. He likes to debate with clients and has high energy, however, he must keep in mind that this may intimidate some. When dealing with a client's objection, he can become even more determined and persistent.



Preparation

The more and better you prepare, the more effective you will be. Consider the following strengths and areas to improve when preparing to influence others.

John's strengths when preparing are:

- Follows established processes in a meticulous way.
- Invests the necessary time.
- Seen as friendly and easy to approach by his potential clients.
- Displays an optimistic state of mind.
- Has a positive outlook and will identify opportunities to solve the client's problems.
- Persistent in contacting people who are difficult to reach.

John could prepare more effectively by doing the following:

- Invest energy in mastering the details of his products or service offering.
- Concentrate his efforts as much on the task as on developing the relationship.
- Think about the goal of the meeting before it starts and not lose sight of it.
- Fully concentrate his energy on the task at hand and avoid distractions.
- Recognize the power of his personal creativity to recover from setbacks.
- Pay more attention to his intuition which could be crucial to his success.



Listening & Asking

Listening effectively and asking good questions will ensure that you identify people's needs, desires and challenges. Consider the following strengths and areas to improve when identifying people's needs.

John's strengths when uncovering people's needs:

- Is able to better understand his clients' problems by putting himself in their shoes.
- Trusts that he will get genuine and reliable responses from his clients.
- Likes to establish a trusting relationship with his clients that may even involve personal matters.
- Encourages his clients to look beyond what they already know and to consider all of the possibilities.
- Brings up questions that make the client imagine all of the possibilities.
- Will focus on priority issues that will make a real difference for the client.

John could uncover people's needs more effectively by doing the following:

- Use a more poised and consultative approach.
- Be clear with the client about what has been agreed upon.
- Slow down, relax and make sure to take the time to really get to know his clients well.
- Try not to be too eager to reach a consensus.
- Ask his clients tougher questions to really make them think.
- Document the clients' needs and goals.



Presenting Solutions

Once you uncover the needs and challenges of others, you need to present a solution that meets their needs or exceeds their expectations. Consider the following strengths and areas to improve when presenting solutions.

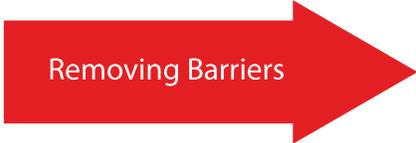
John's strengths when presenting solutions:

- Believes strongly in what he is proposing.
- Will present in a spirited style.
- Is able to come up with creative proposals that inspire and energize people.
- Uses analogies to help his client get a clear picture of what he is offering.
- Pays great attention to preparation and facts.
- Will invest the time to do a thorough and complete job when preparing and delivering his proposals.

John could present solutions more effectively by doing the following:

- Be a little more patient and less insistent when asking for a commitment from his client.
- List the real advantages to his client.
- Take charge of verifying the more detailed parts of the proposal.
- Take the time to question and listen more to involve his clients.
- Suggest innovative solutions more often.
- Present ideas that solve clients' problems without getting into too much detail.



**Removing Barriers**

When presenting solutions, questions or concerns will often be expressed. These may be barriers that you will need to address. Consider the following strengths and areas to improve when removing barriers.

John's strengths when removing barriers:

- Replies in a quick and straightforward manner.
- Creates a relaxed atmosphere with his warm and outgoing personality.
- Provides several solutions to solve the client's problems.
- Continues to stay positive and assured when clients hesitate.
- Openly demonstrates his desire to exceed clients' expectations by resolving their concerns and providing them with real value.
- Is able to see through the client's tough exterior in most cases and will build trust by showing how much he cares.

John could remove barriers more effectively by doing the following:

- Routinely repeat and verify the client's requirements.
- Make sure to listen more than he speaks.
- Prepare answers for common objections in advance.
- Take the time to solve the clients' problems in a detailed way.
- Not be afraid to speak his mind if the client seems receptive.
- Be more affirmative when influencing clients.





Conclusion & Follow-up

An important part of influencing is to ask people to make a commitment and to agree on a clear implementation strategy. Any agreed action needs a timeline and a follow-up plan. Consider the following strengths and areas to improve when concluding and following up.

John's strengths when concluding and following up:

- Builds confidence and support for his proposal.
- Convinces others with his enthusiasm.
- Uses his network of contacts to facilitate the commitment process.
- Seeks favorable circumstances.
- Enjoys opportunities to make work a 'social enterprise'.
- Looks for agreement by finding common ground instead of using facts in order to persuade.

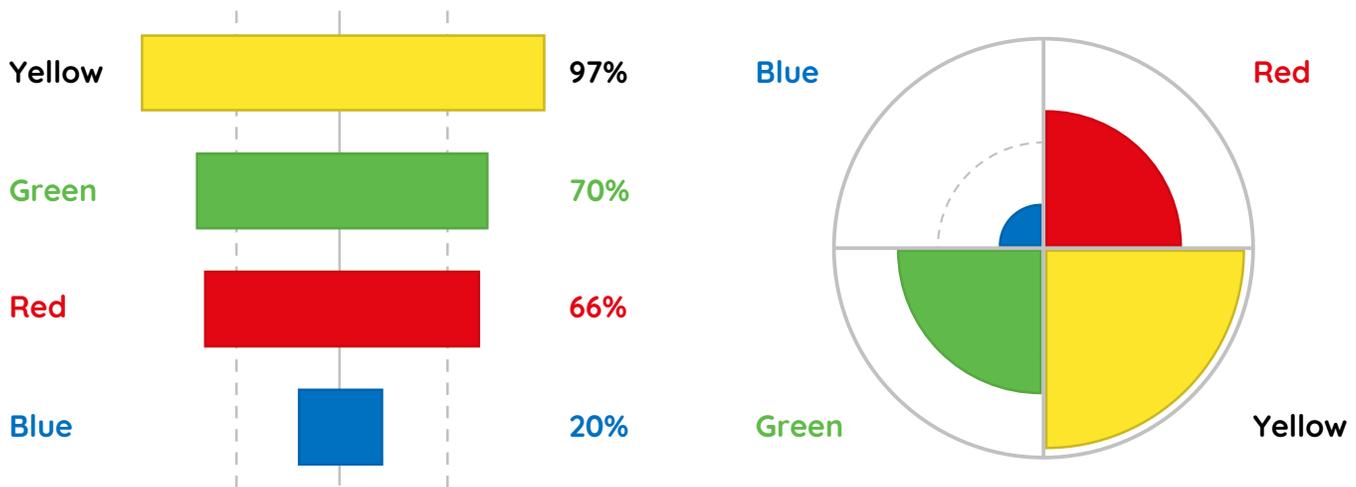
John could conclude and follow up more effectively by doing the following:

- Recognize his tendency to overtalk during the consultative process.
- Summarize the client's needs and verify understanding before moving forward in the consultative process.
- Keep in mind that a client is unlikely to say 'yes', unless asked to do so.
- See the relationship with the client as a friendship to nurture.
- Recognize that the work of providing excellent service may include some routine things.
- Agree on a follow-up plan with his client in order to ensure results.



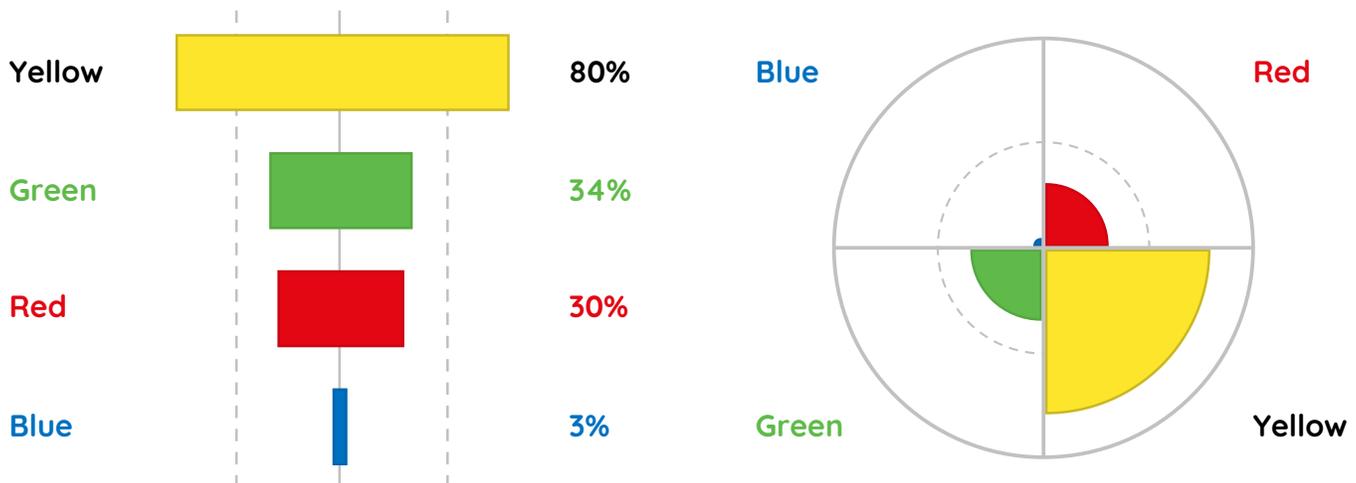
DYNAMIX Preferences

When I am Proactive



This graph is based upon your **responses** provided in certain parts of the evaluator. It typically correlates to psychological preferences you may have when **you are being deliberate or intentional**. Percentages shown are a summary of your responses.

When I am Reacting



This graph is based upon **additional information** that your responses provided in certain parts of the evaluator. It typically correlates to psychological preferences you may have **when you are unable or unwilling to respond to your environment in a completely deliberate or intentional way**. The graph may be similar to the 'When I am Proactive' graph or it may be different.

The Colors Represent:

Blue - Introversion with a Thinking preference

Green - Introversion with a Feeling preference

Yellow - Extraversion with a Feeling preference

Red - Extraversion with a Thinking preference

Sensing & Intuition

How we use sensing and intuition influences the way in which our behaviors are perceived. Carl G. Jung concluded that these two psychological functions were difficult to analyze and explain. In many ways they are completely unlike the more easily observed attitudes of extraversion and introversion or the more rational functions of thinking and feeling. Dr. Jung's research indicates that sensing and intuition exist independent of the more rational judging capabilities that we have as human beings and, instead, rely principally upon unevaluated perceptions. Sensing and intuition are functions that are primarily used to process and categorize information.

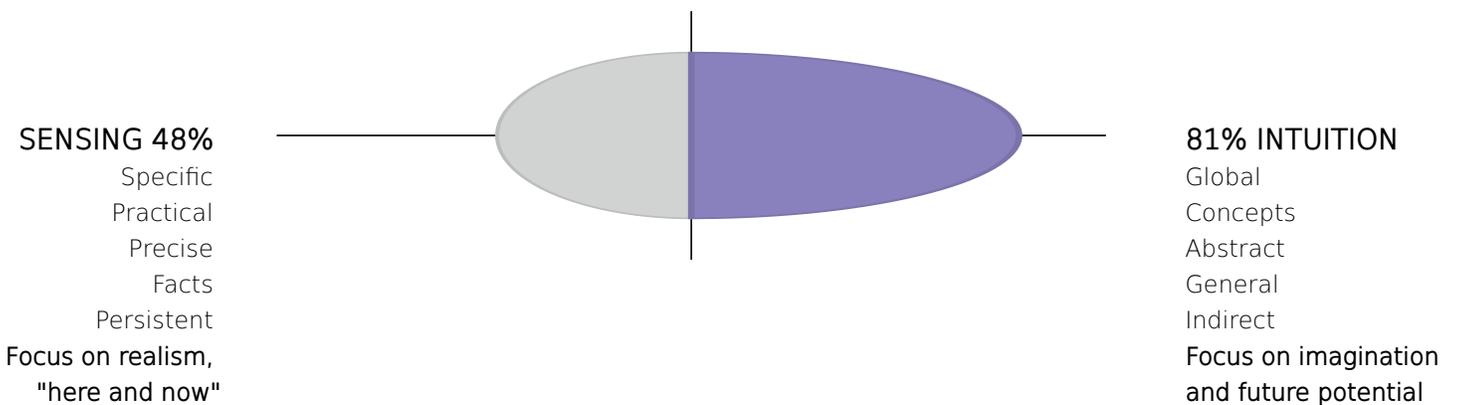
A **sensing preference** typically produces a tendency to focus on things as they are. Someone with a preference for sensing tends to understand and categorize information using the physical senses like sight or touch. The use of sensing can result in a style of information management that is deeply connected to perceived reality ("It is what it is").

An **intuitive preference** typically produces a tendency to envision potential and possibility moving from the actual towards the more theoretical. As such, a person with a preference for intuition might not place a great deal of emphasis on some details or practicalities, but may have insight into the broad context of a situation or the inner meaning of an event. The use of intuition may also cause an individual to be ahead of what others perceive to be either realistic or practical ("It could be...").

Communication challenges can result when people with different preferences attempt to size up or evaluate any issue. Someone with an intuitive preference may passionately and glowingly describe a potential opportunity. At the same time, someone with a sensing preference may not have enough clear, measurable input to evaluate the opportunity. The result is that two people can be speaking about the same situation and be committed to the same outcomes but be unable to understand each other because the basis for processing information is dissimilar.

Although we all have both preferences in our profile, it is normal that a person will exhibit a behavioral tendency towards one preference or the other. The graph below is a summary of your responses.

Sensing & Intuition Graph





John, based on your responses, you have indicated a preference for intuition. When you use your intuition preference, you may:

- Have strong feelings about something or someone but be unable to explain why.
- Imagine new ways of doing things.
- Be instantly open to fresh thinking and innovative ideas.
- Feel confident that you have insight into the intentions that others may have.
- See meanings and inferences in actions or statements.
- Avoid being constrained by traditional or historical approaches.
- Develop a feel for the situation quickly.
- Ignore small pieces of information that could be significant.
- Fail to notice important facts in an e-mail or memo.
- Be reluctant to hold yourself accountable for past misadventures and be inclined to repeat them.

Key Behaviors of Success

« Knowing is one thing », doing is another.

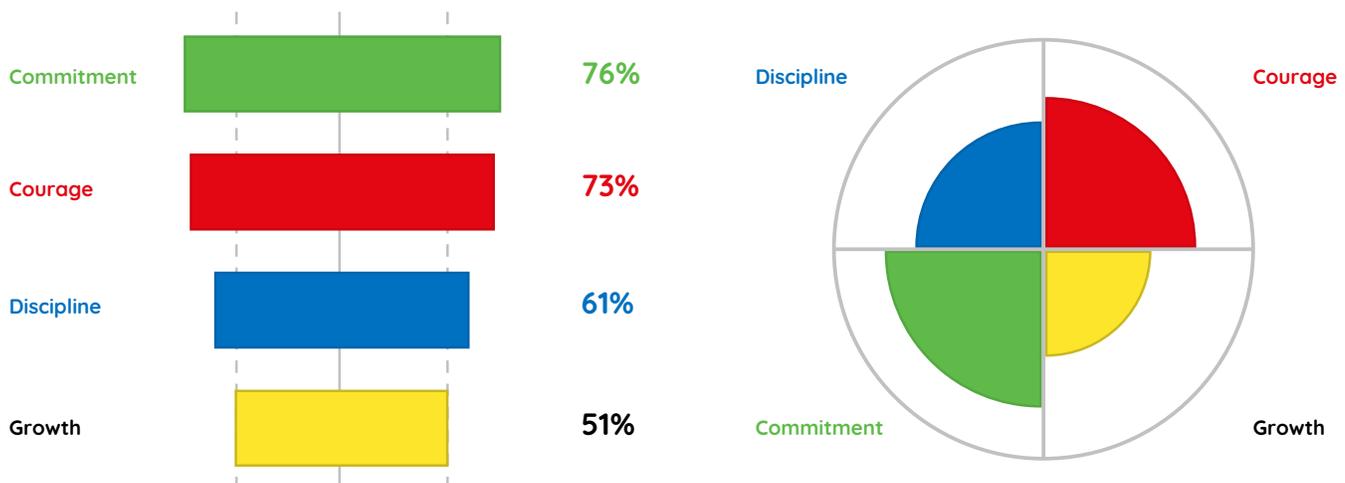
Does awareness of our preferences lead directly to success? No, there is little evidence to suggest a cause/effect link. Increased awareness on its own may not take us in the right direction. On the other hand, increased knowledge that is a product of increased awareness can drive personal success if it is applied appropriately. In other words, if our awareness and knowledge becomes more than a theoretical exercise we will likely see evidence of continuous improvement.

It is possible to become more aware of our psychological preferences and not be aware of how they have an impact on others. This section of the profile provides an understanding of how you may translate your preferences into successful outcomes in the context of your environment. As such, it takes our understanding of the practical use of psychological preferences a step further.

Your Key Behaviors of Success profile *may or may not* mirror the distinct preferences that you selected in the first section of this profile. Simply put, each of these key behaviors of success is not exclusive to a particular psychological type. We all need to exercise **courage**, use **discipline**, focus on personal and professional **growth** and ensure a high level of **commitment** to the people and organizations that we work with. At the same time, any of the four key behaviors of success may be over used or under used.

The **KEY BEHAVIORS OF SUCCESS** graph provides a quantitative summary of your responses. It is designed to be used with a coach or facilitator to help you qualitatively evaluate how you may be exercising each of the behaviors in your environment.

Key Behaviors of Success Graph



Key Behavior of Success - COMMITMENT

How **committed** are you to the people who surround you?

Our definition of **COMMITMENT**: *Listen, get buy-in and consensus, focus on team values and harmony.*

Used effectively, a high level of commitment builds trust and a sense of value. Coupled with a deep sense of personal or professional loyalty it produces stability. It may include the willingness to give “the benefit of the doubt” to people and situations. It often includes a focus on ensuring that actions or activities are perceived as responsible and fair.

Used ineffectively, an over-commitment to people, organizations or principles may result in an unwillingness to consider a wide variety of strategic alternatives with sufficient speed and prudence. It may include an over emphasis on the need for personal or professional harmony. Overused, it can cause personal attachments to override wisdom and phantom principles to become more important than pragmatic action.

COMMITMENT:

John, your responses to the evaluator indicate that you believe you exercise a high level of COMMITMENT in the context of your present environment. When you use COMMITMENT, people may observe the following about you:

- Has a well-honed sense of what is reasonable, right or fair.
- Can relate to multiple perspectives when facing complex issues.
- Expects and thinks the best of others.
- Is quietly persistent.
- Considers others' needs before setting plans in motion.
- Will maintain a grip on his values even if it is more advantageous to abandon them.
- May hide his true feelings and beliefs in order to avoid conflict.
- Can sometimes choose to make no decision by ignoring an issue to see if it will resolve itself.

Key Behavior of Success - COURAGE

How do you exercise **courage** in pursuit of your objectives?

Our definition of **COURAGE**: *Act boldly and confront obstacles, focus on goals, take action.*

Used effectively, a high level of courage is undeterred by obstacles or impediments. Coupled with an intrepid spirit it can drive towards achievement of the “impossible”. It may include valour or bravery - qualities that reside deeply inside an individual. Courage may include the willingness to stand up boldly for what is right.

Used ineffectively, a high level of courage can appear to be boastful and ostentatious. It may include a pretence of courage or bravery that is little more than ego driven empty bravado. Furthermore, such fearlessness could translate into an inability to take into account the legitimate needs and requirements of others.

COURAGE:

John, your responses to the evaluator indicate that you believe you exercise a high level of COURAGE in the context of your present environment. When you use COURAGE, people may observe the following about you:

- Asks the difficult questions and may not be satisfied with the answers he gets.
- Drives to excel and achieve.
- Takes strong stands on issues that matter to him.
- Can express certainty and assurance in the face of opposition.
- Provides decisive direction when required.
- Is tough and unrelenting in tackling a problem.
- May act overconfident or unconcerned when he should be concerned.
- Gives the impression that he has an answer for everything.

Key Behavior of Success - DISCIPLINE

How **disciplined** are you in what you do?

Our definition of **DISCIPLINE**: *Systematic, consistent results, focus on accuracy and quality.*

Used effectively, a high level of discipline provides the framework and structure for success. It sets parameters and functions as an empirical internal compass. It can provide the ability to effectively measure and monitor progress. It also breaks down ideas or tasks into manageable components which can be carefully examined and modified.

Used ineffectively, a high level of discipline can evolve into the application of processes or rules that impede rather than assist progress. It may result in an inability to consider new ideas that do not meet certain logical tests. Furthermore, misapplied discipline could translate into a reliance on conventional approaches and an unwillingness to take some risks.

DISCIPLINE:

John, your responses to the evaluator indicate that you believe you exercise a high level of DISCIPLINE in the context of your present environment. When you use DISCIPLINE, people may observe the following about you:

- Raises new issues and components that nobody else may have observed, in order to ensure effective decision making.
- Focuses on the quality of his work.
- Organizes and structures his thoughts well.
- Is frequently the last person to express an opinion on a matter.
- Can appear overly knowledgeable on topics that may be of little relevance to others.
- Expects others to share a passion for getting to the bottom of things.

Key Behavior of Success - GROWTH

How prepared are you to **grow** and expand your scope?

Our definition of **GROWTH**: *Open to learning, innovate, try new ideas, keep improving.*

Used effectively, a high level of growth is characterized by openness to new information, experiences and people. Coupled with energy it can push conventional boundaries of capability. It is expansive and visionary. A focus on growth is often connected with high levels of engagement and the willingness to be flexible.

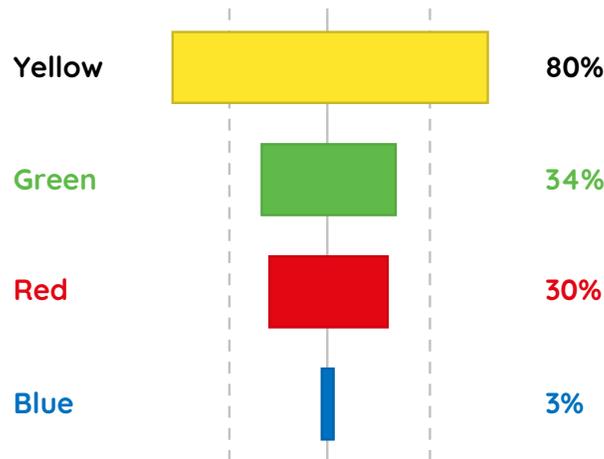
Used ineffectively, a high focus on growth can appear to be mindlessly ambitious and unrealistic. It may lack enough definition or could be excessively inclusive or unclear due to the desire to do everything and a reluctance to make hard choices.

GROWTH:

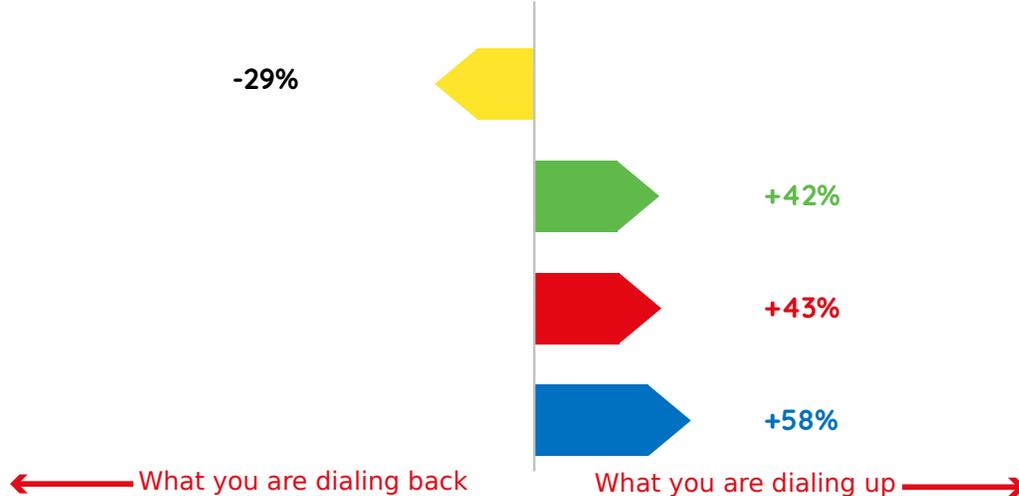
John, your responses to the evaluator indicate that you believe you exercise a high level of GROWTH in the context of your present environment. When you use GROWTH, people may observe the following about you:

- Moves quickly to build relationships that he believes are helpful to him.
- Is engaging and competitive, always striving to improve.
- Asks provocative questions.
- Acts with a clear sense of confidence and optimism.
- Can make promises without considering all the work he will create for others.
- Moves quickly from item to item, not always completing what he starts.

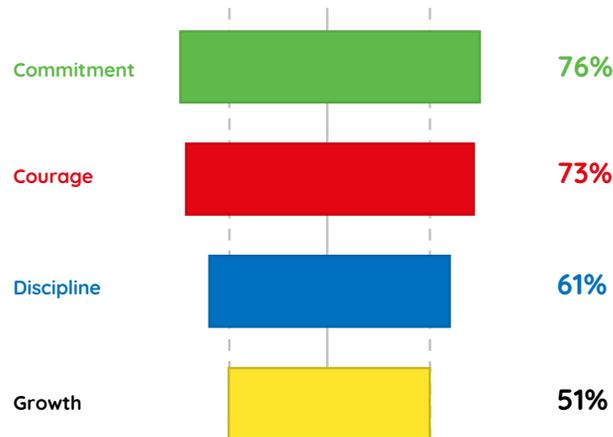
Preferences in Reacting Mode



From Preferences to Key Behaviors of Success



Key Behaviors of Success



This graph compares two distinct sets of data. It compares your 'Preferences in Reacting Mode' graph which measures preferences to your 'Key Behaviors of Success' graph which assesses your behavioral responses to your environment. Your actual behavior may reflect your Blue, Green, Yellow and Red preferences or you may be adjusting to your environment by using more or less of your Discipline, Commitment, Growth, and Courage. It is possible that the way you perceive your behavior can be different from your stated psychological preferences. If an arrow is pointing right then you may be pushing on this behavior to function effectively in your current environment. If an arrow is pointing left then this may indicate that you are not pushing on this behavior to function effectively in your current environment.

Now that you have read your DYNAMIX ® profile, select one development goal that you would like to work on.

Write down your development goal here:

Now that you have a development goal think about how you will achieve it by completing the four steps below, using your **Blue**, **Red**, **Green** and **Yellow** Thinking.

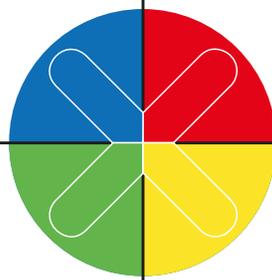
Step 1 - Blue Thinking

List all of the reasons why you want to achieve your development goal above. The more reasons that you list, the more motivated you will be.

Step 2 - Red Thinking

Re-write your development goal using the S.M.A.R.T. format.

- S - Specific
- M - Measurable
- A - Attainable
- R - Relevant
- T - Time Frame



Step 3 - Green Thinking

Whose help and support will you need to achieve your development goal above? Who will your coach be?

Step 4 - Yellow thinking

Visualize all of the benefits that you will experience when you achieve your development goal.



ttm!911

Use your DYNAMIX® APP on your phone, tablet or PC

- Get your DYNAMIX® APP by scanning your QR code and entering your default password (located above).
- Another way to access your app is to go to dynamixapp.com and enter your default password (located above) along with the email address that you used while completing your DYNAMIX® evaluator.

