



N8Traits™ Profile

Workplace Operations Report for Joe Jones

Providing key behavioral insights into your natural workplace talents and leadership style.

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N8Traits™ Workplace Operations Report

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Introduction

The goal of this report is to provide specific behavioral insights into how you naturally approach the workplace and leadership situations. Further, this report provides insights into the workplace activities that will be the best fit for you, and how you can operate with maximum effectiveness based on the use of your natural talents.

Your Core Work Life Profile - Influencer

We have prepared this Workplace Operations report based on your Core Work Life Profile being the "Influencer" profile, one of our 10 unique profiles.

Influencers usually have a unique blend of confidence, initiative and people skills. They are typically able to see the larger vision and then use their superior communication skills to motivate people towards accomplishing goals. They will wholeheartedly invest time and effort into setting goals and communicating plans, particularly strategies that they see significant potential in.

Your Workplace Operations Style as an Influencer Profile

1. Influencers can cause a change in behaviors. Their inherent workplace ability is to persuade and convince others.
2. It is natural for Influencers to stimulate debate and discussion. They can quickly widen a vision and are able to carry others along with them.
3. With the ability to draw people together, Influencers can quickly harness appropriate skills and talents in order to implement plans and ideas. They are able to channel diverse skill sets into delivering successful outcomes.
4. Providing them with a variety of challenges and opportunities will keep an Influencer interested. They are stimulated by a range of prospects and can easily manage more than one project.

Key Questions for You to Consider as an Influencer Profile

1. Is your enthusiasm intimidating to quieter and more reflective behavioral styles? Remember all varieties of behavior, skills and talents are needed to drive a successful project.
2. As a leader are you investing sufficient time into team members to ensure they are not feeling pressurized? Not everyone has the same eagerness and passion as the Influencer and they may benefit from taking some time out to encourage them and to celebrate their successes with them.
3. Are you allowing your optimism to become unrealistic? Influencers can benefit greatly from developing a coach/mentor relationship with a colleague who has more structure in their profile and can stand up to the Influencer; they will help identify unworkable plans and ideas early on.

Interpretation of this Report

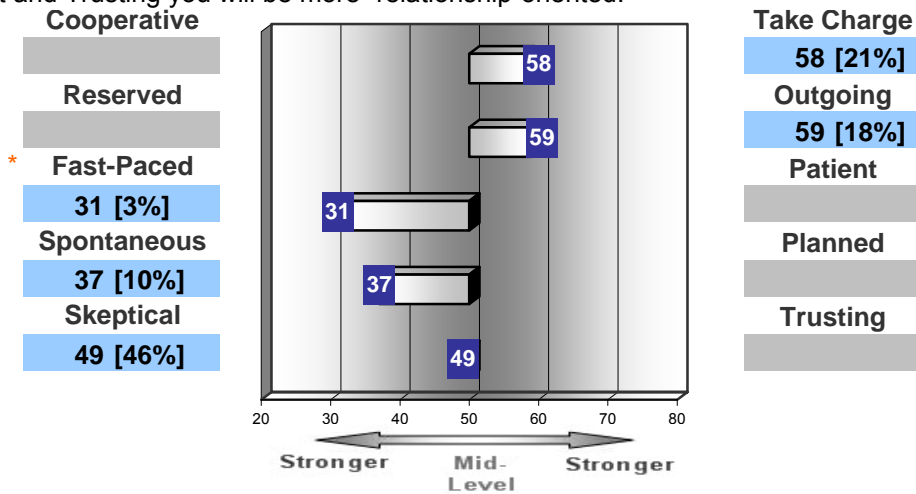
- The profile report reflects your natural behavior only. This behavior will generally remain consistent over time as it is the core of who you are. However, the report does not reflect how you may from time to time modify your behavior in certain situations based on experiences, education and values.
- There are no “good” or “bad” Profiles. The key is for you to gain greater personal awareness of your innate traits and use that knowledge to become more productive.
- The profile report is a powerful tool but should not be used as a sole source for making important decisions.
- The graphs below show your scores for each behavioral factor in a range of 20 to 80 (left side to right side). The “percentage score” in the brackets next to each score refers to the percentage of people in the population who score like you on that factor (think bell curve). More extreme scores (closer to 20 or 80) have lower percentages indicating fewer people with similar scores. Scores closer to 50 indicate a moderate style that is typically more prevalent and more flexible.
- If you have strong profile traits (scores over 60 and under 40), it is likely that the behavioral tendencies in this report will be more intense when you are under pressure or making important decisions.

Based on your profile scores, your 2 strongest profile factors are:

- * **Fast-Paced** - Objective, results driven, rational
- * **Risk Taker** - Venturesome, takes chances, optimistic

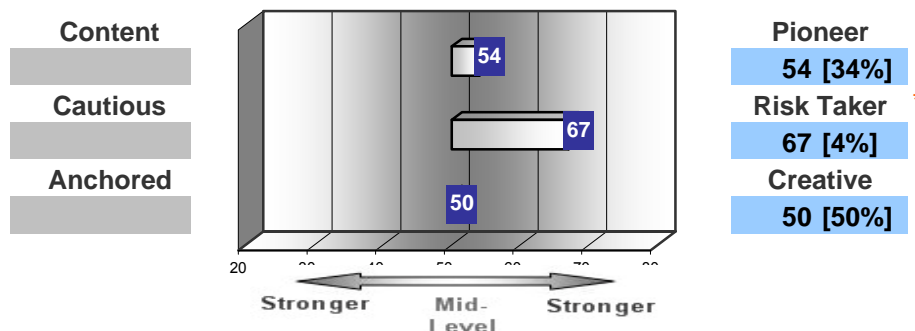
Core Work Life Drivers

The following 5 traits representing your Core Work Life Drivers provide specific insights into your natural talents, strengths and struggles, and how you communicate. Overall, these traits will indicate your natural desire to get results and your motivations for building relationships. If you have scores which are high on Take Charge, Fast-Paced, Planned and Skeptical you will be more “results-oriented” and task-focused. If you have scores which are high on Cooperative, Outgoing, Patient and Trusting you will be more “relationship-oriented.”



Work Life Planning Drivers

The following 3 traits representing your Work Life Planning Drivers provide important insights into how you make career and business decisions. These traits focus more specifically on your motivations for career growth and/or balance in your life. If you have scores high on Pioneer, Risk Taker and Creative this indicates your drive to maximize, innovate, and set stretch goals to expand your horizons. If you have scores high on Content, Cautious and Anchored, you likely will be more interested in work life balance and following tried and tested ways.



Work Life Behavioral Attitudes

Your natural motivations, desires and approach to Work Life are often influenced by the strongest traits in your natural behavioral style. Your primary Work Life Attitudes are summarized in the table below and are based on the two strongest behavioral traits shown in your profile graphs on page 3 of this report.

	Work Life Attitude 1 Fast-Paced Trait	Work Life Attitude 2 Risk Taker Trait
Communication	Get to the point	High returns
Business Philosophy	Achieving results	Adventure
Activity Passion	Task focus	Being venturesome
Values	Logic	Take your chances
Strength	Rational	Has courage
Blind-spot	Impatient	Unnecessary risk taker
Work Place Approach	Calculated	Optimistic
Career Attitude	Change agent	Opportunistic
Goal Setting	Dynamic	Risk taker
Work Place Motivation	Seeing outcomes	Create new opportunities

Workplace Insights

Based on combinations of the behavioral traits in your profile graph shown on page 3 of this report, your natural talents in the workplace are set out in the table below.

Workplace Insights	
Desire to Lead:	HIGH
Relationships:	LOW
Results:	MEDIUM
Setting Goals:	HIGH
Pursuing Goals	HIGH
New Solution Driven:	HIGH
Detailed:	MEDIUM
Direct Communication:	HIGH
Difficult Conversations:	HIGH
Listening:	LOW
Quick Decision-Making:	HIGH
Need for Control:	MEDIUM

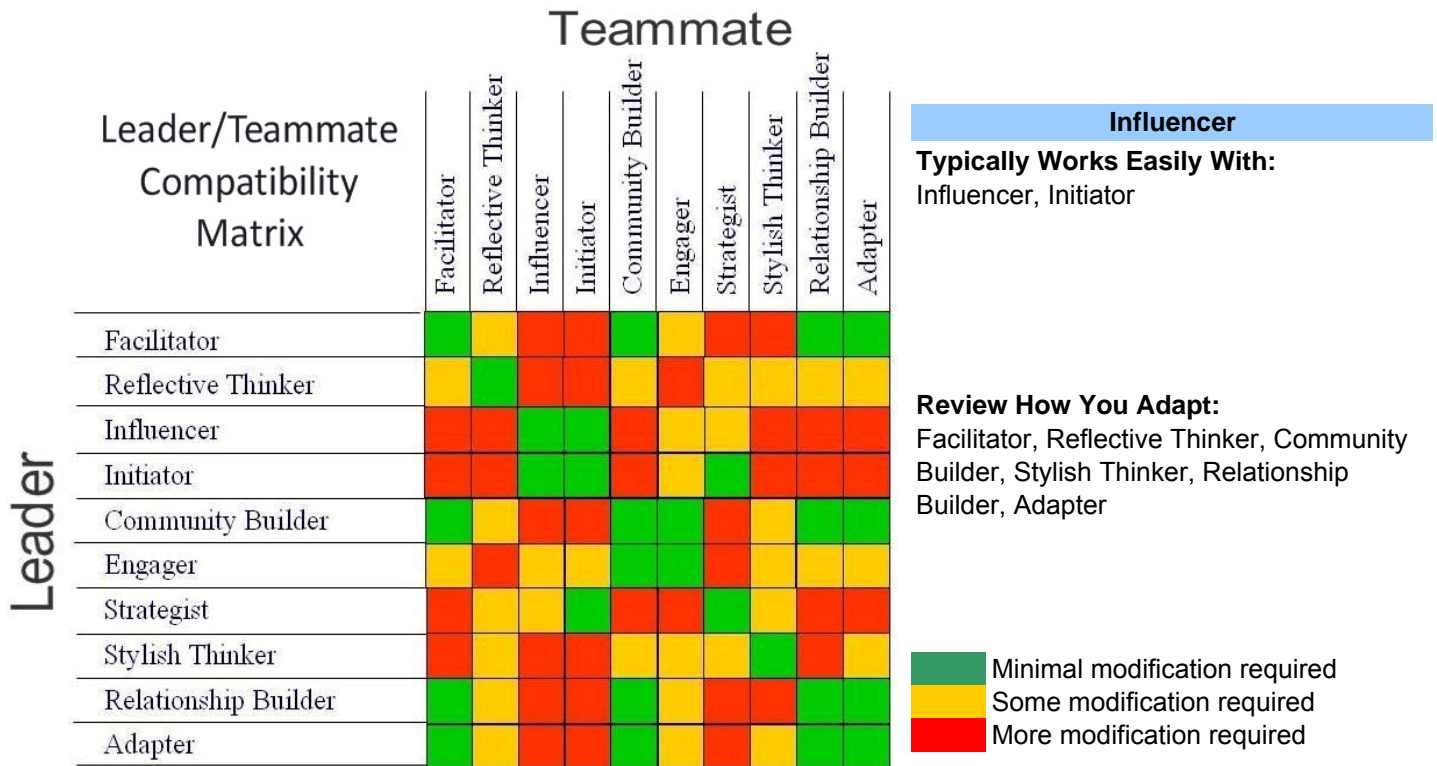
Leader/Teammate Compatibility

A strong long-term relationship with your colleagues can be built with commitment and mutual understanding. Successful working relationships can be developed from any combination of behavioral styles.

The graph below shows, for the Influencer profile, those persons whom you will most easily work with in a team because you are generally closer in relationship style, and hence minimal behavioral modification is required. Also, it shows those Core Work Profiles that are most different from you and with whom you will have the most challenge because of the need for each of you to modify your behaviors and communications to more closely align.

Adapting your behavior to work with another person requires concentrating more on your level of self-awareness when you are with that person. Honor differences by learning to value that person's unique talents and perspectives and accept their struggles just as you want them to accept yours. Natural behavior is important; however, connecting via common values, beliefs and attitudes also is crucial for building a successful working relationship.

As a leader, you must be aware of your impact on others, and this will be particularly important for those who naturally operate differently from you. Also, it is important in building a team that you recruit people with different behaviors and talents (traits) so you have diversity and ultimately greater innovation and productivity.



Please consider the following communication keys to modify your behavioral style for those persons with whom you share red and yellow boxes.

1. Influencers are highly motivated and enthusiastic; they have an excellent ability to draw people to themselves. Used wisely this talent can create a highly successful team. Used unwisely it can be seen as manipulating.
2. Influencers thrive on conversation and they gain much of their initiative from debate. However, be sure that your enthusiasm doesn't close down the thoughts and opinions of more reflective and analytical colleagues. Influencers can benefit from hearing the thoughts and opinions of a varied group of people.
3. The Influencer profile benefits from multiple projects; they are focused on results and outcomes. This kind of drive and determination can easily alienate others. Influencers should consider the benefits of using a mentor such as a Strategist to help them to see the opportunities to deliver a successful outcome whilst also carrying their team colleagues with them.
4. A useful way to develop strong communication lines with those colleagues who have a more reflective or analytical style is to ask them to tell you how they like to be communicated with. Influencers are all about achieving goals and so this knowledge can be a useful tool in ensuring a successful outcome.

Your Natural Talents Summary

The Natural Talents Summary in the table below has been prepared based on your Influencer unique profile and your strongest traits. This information is very powerful for self-coaching and also for helping others become more aware of who you are and how to adapt to you. The Unique Strengths are your primary talents which if used appropriately will help you in performing to your greatest potential, with the least stress. The Unique Struggles are behavioral traits which can arise from a lack of talent or from over using your unique strengths. From a coaching perspective we encourage you to maximize your strengths and manage your struggles sufficiently so that they are not experienced as weaknesses that undermine your performance. Further, your leader, teammates and others in your life should be aware of these Strengths and Struggles in working with you to build a cohesive and productive team.

Your Unique Strengths		Your Unique Struggles
Initiating, wants to set the agenda	Good at meeting and communicating with people	May be controlling and not know it
Places high priority on achieving goals	Good at promoting ideas and opportunities	Underestimates work needed to achieve goals
Speaks directly	Works with broad concepts	Can be overly optimistic
Sees the strategic/future potential	Improvises and operates without procedures	Can be impulsive

Your Relationship Essentials	
Remember my need for control	Remember my need for fun and/or excitement
Give direct answers; get to the point	Transfer talk to an action plan
Move quickly to the bottom line	Allow for plenty of freedom
Offer options so I can decide	Expect/encourage my out-of-the-box thinking

The Relationship Essentials indicate how you would like for others to communicate with you. If others communicate with you with these Essentials in mind, it will significantly enhance your relationship. Of course you would want to reciprocate by using their Relationship Essentials.

Disclaimer

The purpose of this instrument is educational. It is designed to help people identify their natural behavioral strengths. The N8Traits Profile should not be used to identify, diagnose, or treat psychological, mental health, and/or medical problems. Additionally, if used to evaluate personnel, the user should seek adequate legal counsel to ensure compliance with applicable local, state and federal employment laws. The user assumes sole responsibility for any actions or decisions that are made as a result of using this aid to self-discovery. By using the Leadership Freedom N8Traits Profile you expressly waive and relinquish any and all claims of any nature against Leadership Freedom LLC, any affiliated companies, and/or their employees arising out of or in connection with the use of this survey.

Additional Reports

- If you would like to learn more about your workplace behavior and to get further coaching, please review your Coaching Report.
- The Coaching Report will provide in-depth coaching information and questions to assist in the development of your workplace and leadership performance.
- For more information, please email us at contact@leadershipfreedom.com

Next Steps

We have a number of education and facilitation programs available to enhance your understanding of what the profiles mean and how to use them in your career, your team, or business. Please contact us at contact@leadershipfreedom.com for more information about access to the following programs:

- Leadership Assessment
- Leadership Consulting
- Executive Coaching
- Team Development
- Hiring Assessment Tools
- Retreat and Conference Facilitation
- Motivational Speaking
- Leadership Training Curricula