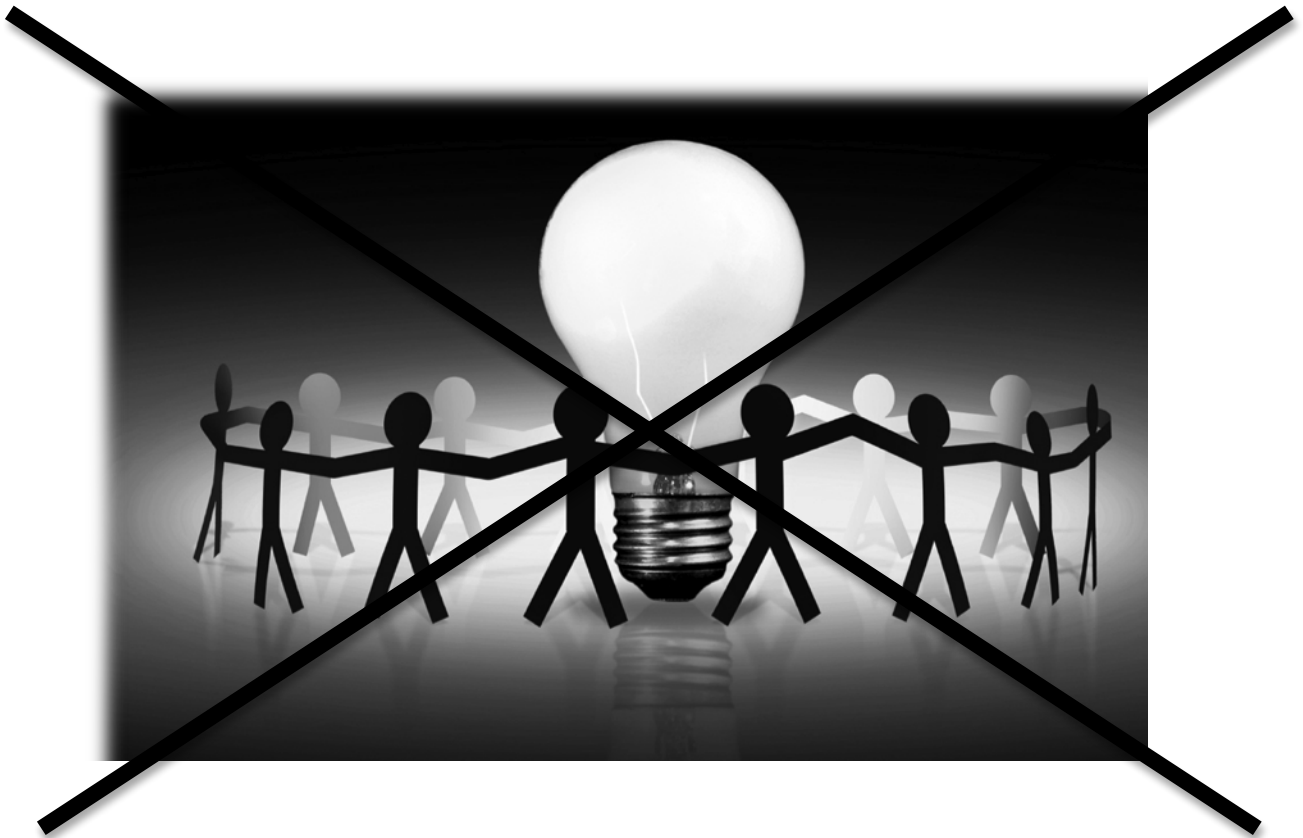


Forget Team Building!

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Professional Impact_{Inc.}
Inspiring Action with Knowledge, Skills and Insights

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My Work Style

For each Work Style Characteristic, check the number that best describes you:

- 1) Never 2) Rarely 3) True about half the time
4) Often True 5) Always True

Work Style Characteristic		1	2	3	4	5
A	I work slowly and methodically					
B	I jump right in and figure it out as I go					
A	I have to get everything clean and organized before I can start					
B	I work best with piles everywhere and I know where everything is					
B	I get caught up in what I'm doing and lose track of time					
A	I always know what time it is					
B	I write notes and leave them everywhere to remind me to do things					
A	I use a calendar, phone or computer to keep me organized					
B	I like music playing when I work					
A	I work best in a quiet environment					
B	I think best when I talk through the problem					
A	I think best alone					
B	I like to do things as they come up					
A	I like to save things so I do all the same type of work at the same time					
B	I get sarcastic or crack jokes when I get stressed					
A	I get quiet when I get stressed					
A	When I'm upset, the best way to help me is to leave me alone					
B	When I'm upset, the best way to help me is to get me laughing					
A	I get intimidated with aggressive or pushy people					
B	It takes a lot to intimidate me					
B	I am naturally playful					
A	I tend to be pretty serious most of the time					
TOTAL FOR "A" ANSWERS						
TOTAL FOR "B" ANSWERS						

My BRAIN WIRING

My Motivational Drive

My Pattern Perception

MY ACTION TYPE (Assessment)

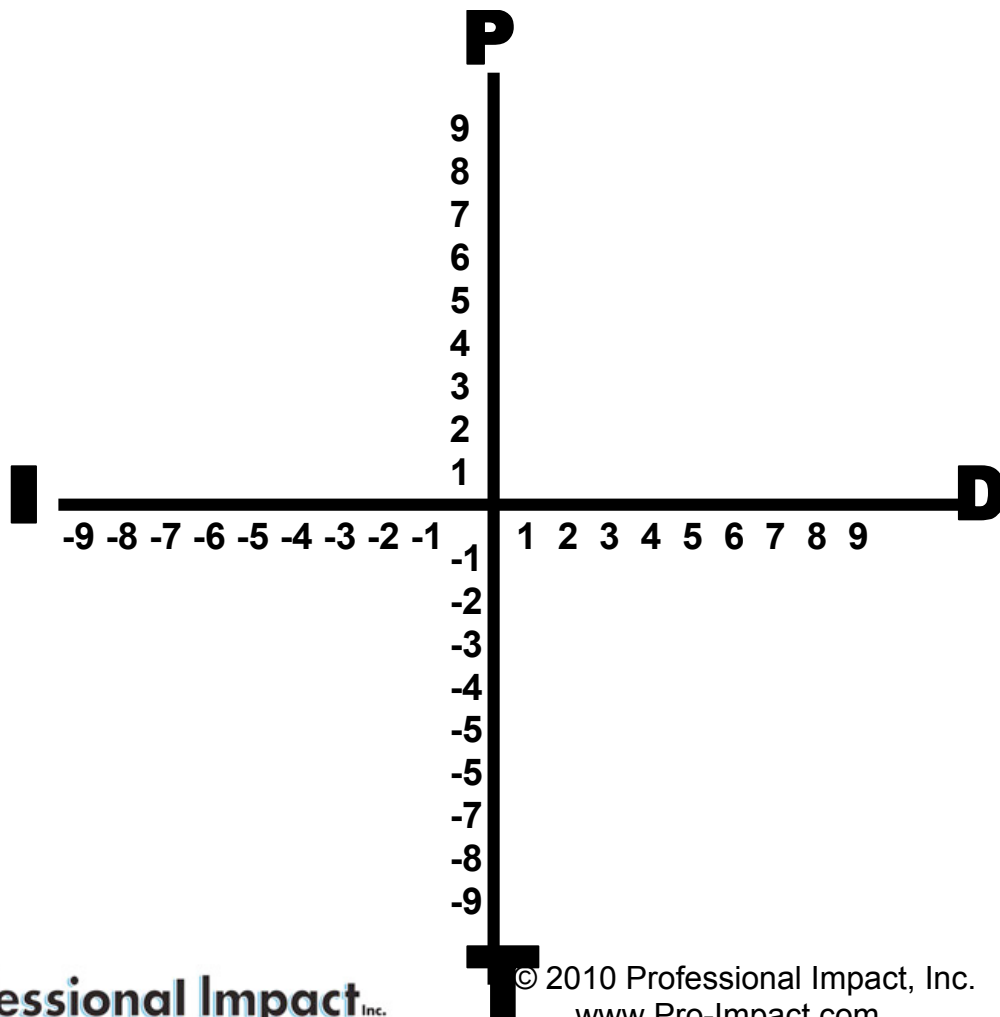
1.	Easy to get to know personally in business or unfamiliar social environments	P	Shows less enthusiasm than the average person	T	10.
	More difficult to get to know personally in business or unfamiliar social environments	T	Shows more enthusiasm than the average person	P	
2.	Focuses conversation on issues and tasks at hand; stays on subject	T	More likely to introduce self to others at social gatherings	D	11.
	Conversation reflects personal life experiences; may stray from "business at hand"	P	More likely to wait for others to introduce themselves at social gatherings	I	
3.	Infrequent contributor to group conversations	I	Flexible about how own time is used by others	P	12.
	Frequent contributor to group conversations	D	Disciplined about how own time is used by others	T	
4.	Tends to adhere to the Letter of the Law	I	Goes with own agenda	T	13.
	Tends to interpret the Spirit of the Law	D	Goes with the flow	P	
5.	Makes most decisions based on goals, facts or evidence	T	More naturally assertive behavior	D	14.
	Makes most decisions based on feelings, experiences, or relationships	P	More naturally reserved behavior	I	
6.	Infrequent use of gestures and voice intonation to emphasize points	I	Tends to express own views more readily	D	15.
	Frequently uses gestures and voice intonation to emphasize points	D	Tends to reserve the expression of own opinions	I	
7.	More likely to make emphatic statements like "This is so!" "I feel..."	D	Tends to naturally decide more quickly or spontaneously	D	16.
	More likely to make qualified statements like "According to my sources..."	I	Tends to naturally decide more slowly or deliberately	I	
8.	Greater natural tendency toward animated facial expressions or observable body responses during speaking and listening.	P	Prefers to work independently or dictate the relationship conditions	T	17.
	More limited facial expressions or observable body responses during speaking and listening.	T	Prefers to work with others or be included in relationships	P	
9.	Tends to keep important feelings private: tends to share only when necessary	T	Naturally approaches risk or change more slowly or cautiously	I	18.
	Tends to be more willing to show or share personal feelings more freely	P	Naturally approaches risk or change more quickly or spontaneously	D	

MY ACTION TYPE (Score Sheet)

$$\boxed{\text{P's}} - \boxed{\text{T's}} = \boxed{\text{Total PT}}$$

$$\boxed{\text{D's}} - \boxed{\text{I's}} = \boxed{\text{Total DI}}$$

Plot your total PT score on the vertical line.
Plot your total DI score on the horizontal line.



ACTION TYPES

	RELATERS	ENTHUSIASTS	THINKERS	COMMANDERS
	P-I	P-D	T-I	T-D
APPEARANCE	Casual Conforming	Fashionable Stylish	Formal Conservative	Businesslike Functional
PACE	Slow/Easy	Fast/Spontaneous	Slow/Systematic	Fast/Decisive
PRIORITY	Maintaining Relationships	Relationships: Interacting	The Task: Process	The Task: Results
WORK SPACE	Personal Relaxed Friendly Informal	Stimulating Personal Cluttered Friendly	Structured Organized Functional Formal	Busy Formal Efficient Structured
FEARS	Confrontation	Loss of prestige	Embarrassment	Loss of control
UNDER TENSION WILL	Submit/ Acquiesce	Attack/ Be Sarcastic	Withdraw/ Avoid	Dictate/ Assert
SEEKS	Attention	Recognition	Accuracy	Productivity
NEEDS TO KNOW	How it will affect their personal circumstances	How it enhances their status Who else uses it	How they justify the purchase logically How it works	What it does By when What it costs
GAINS SECURITY BY	Close relationships	Flexibility	Preparation	Control
WANTS TO MAINTAIN	Relationships	Status	Credibility	Success
SUPPORT THEIR	Feelings	Ideas	Thoughts	Goals
ACHIEVES ACCEPTANCE BY	Conformity Loyalty	Playfulness Stimulating environment	Correctness Thoroughness	Leadership Competition
LIKES YOU TO BE	Pleasant	Stimulating	Precise	To the point
WANTS TO BE	Liked	Admired	Correct	In charge
IRRITATED BY	Insensitivity Impatience	Boredom Routine	Surprises Unpredictability	Inefficiency Indecision
MEASURES PERSONAL WORTH BY	Compatibility with others Depth of relationships	Acknowledgement Recognition Applause Compliments	Precision Accuracy Activity	Results Track record Measurable progress
DECISIONS ARE	Considered	Spontaneous	Deliberate	Decisive

My Unknown Talents & Skills



My Personal Goals



Goal 1	
Goal 2	
Goal 3	
Goal 4	
Goal 5	

