



Caniggia Thompson

February 5, 2021

AI Report: - Attribute Index - Customer Service

This Innermetrix ADVanced Insights Profile combines the best of three world-class profiles, authored by the Founder and CEO of Innermetrix, Jay Niblick.

The Attribute Index measures how you think and make decisions. The Values Index measures your motivational style and drivers and the DISC Index measures your preferred Behavioral style. Together they create WHAT, WHY and HOW (i.e., What natural talents do you have, Why are you motivated to use them and How do you prefer to use them.)

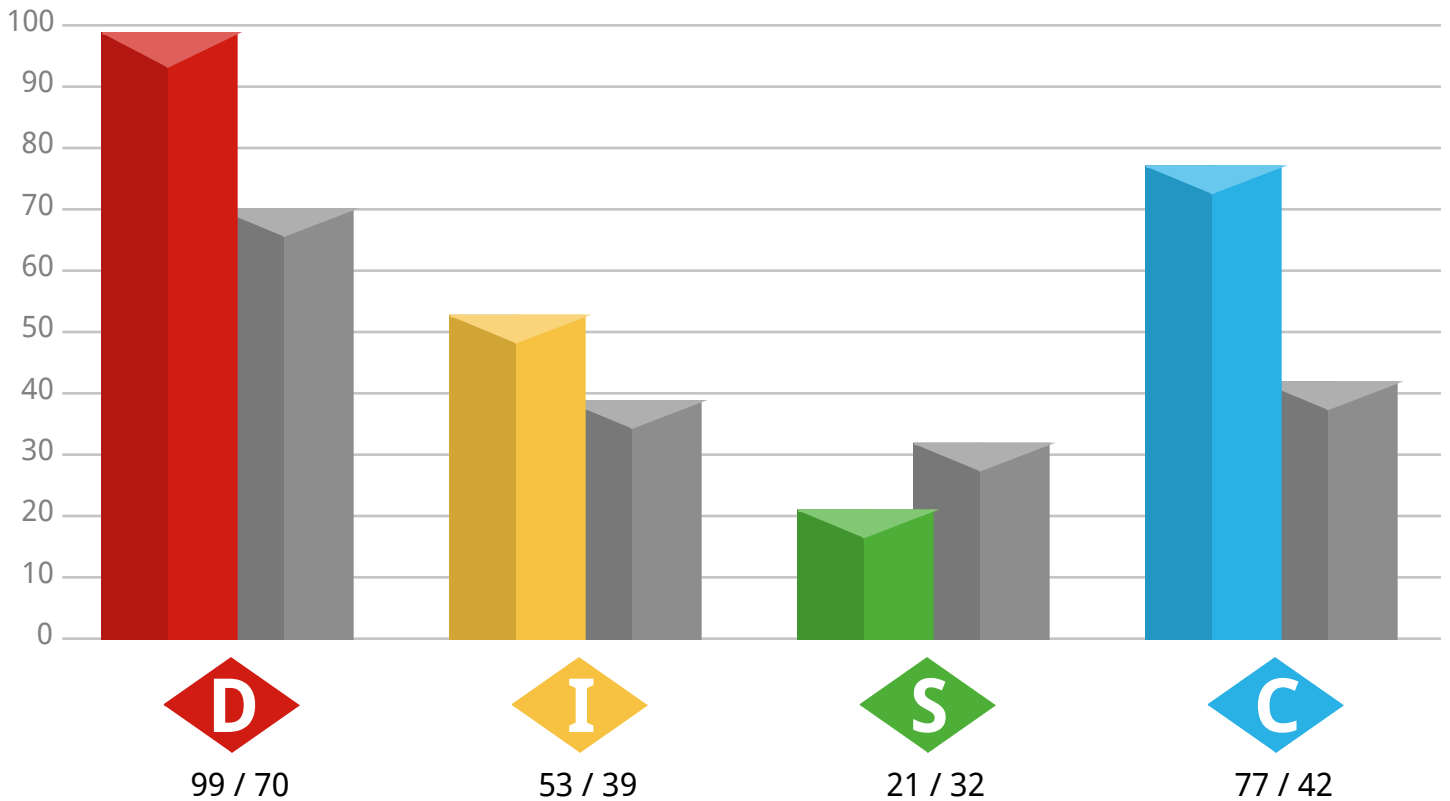
This level of self-awareness and discovery are the core to achieving peak performance in any role or endeavor, to ensure that you properly align what you do best with how you do it and why.



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Natural and Adaptive Styles Comparison



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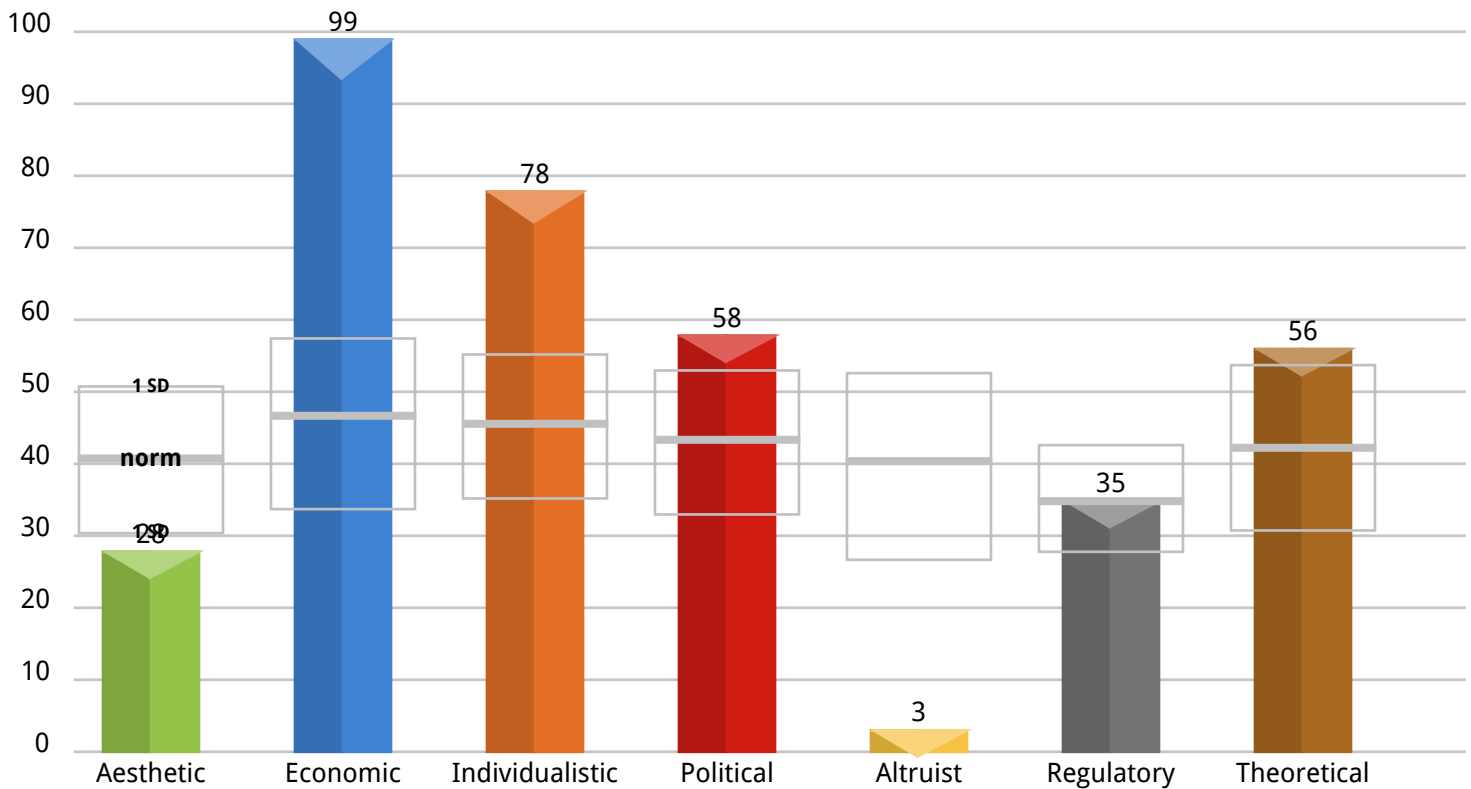
Natural Style: The natural style is how you behave when you are being most natural. It is your basic style and the one you adopt when you are being authentic and true to yourself. It is also the style that you revert to when under stress or pressure. Behaving in this style, however, reduces your stress and tension and is comforting. When authentic to this style you will maximize your true potential more effectively.

Adaptive Style:

The adaptive style is how you behave when you feel you are being observed or how you behave when you are aware of your behavior. This style is less natural and less authentic for you or your true tendencies and preferences. When forced to adapt to this style for too long you may become stressed and less effective.



Executive Summary of Caniggia's Values

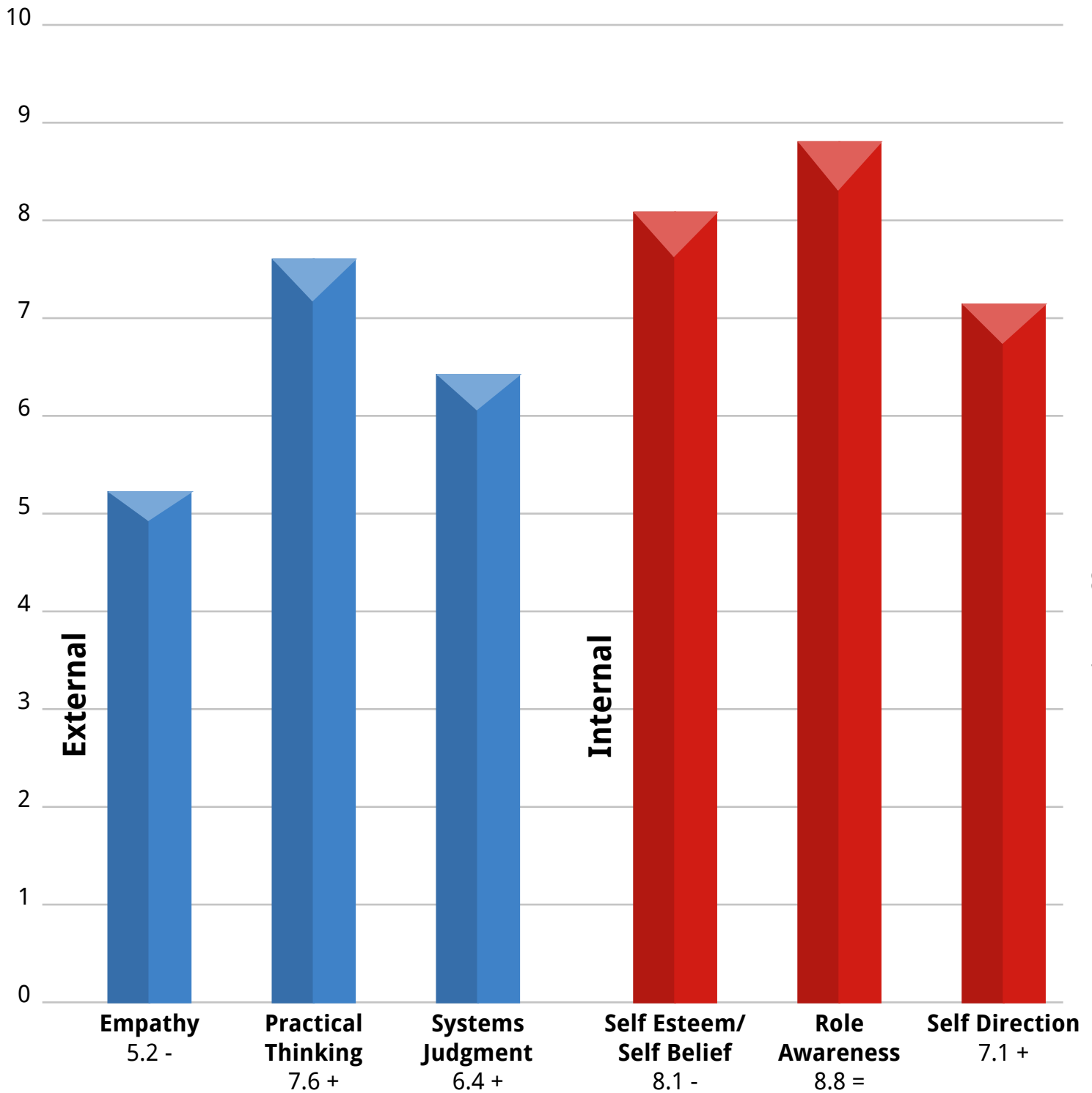


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Low Aesthetic	You have a bottom-line approach focusing on functionality over form or aesthetics.
Very High Economic	You are very competitive and bottom-line oriented.
Very High Individualistic	You demonstrate high independence and project self-confidence.
High Political	You are able to accept the credit or take the blame with a 'the buck stops here' attitude.
Very Low Altruist	You guard your trust level so as not to get burned, either self or team.
Average Regulatory	You are able to balance and understand the need to have structure and order, but not paralyzed without it.
High Theoretical	You have a high interest level in understanding all aspects of a situation or subject.



0.79 / 0.91



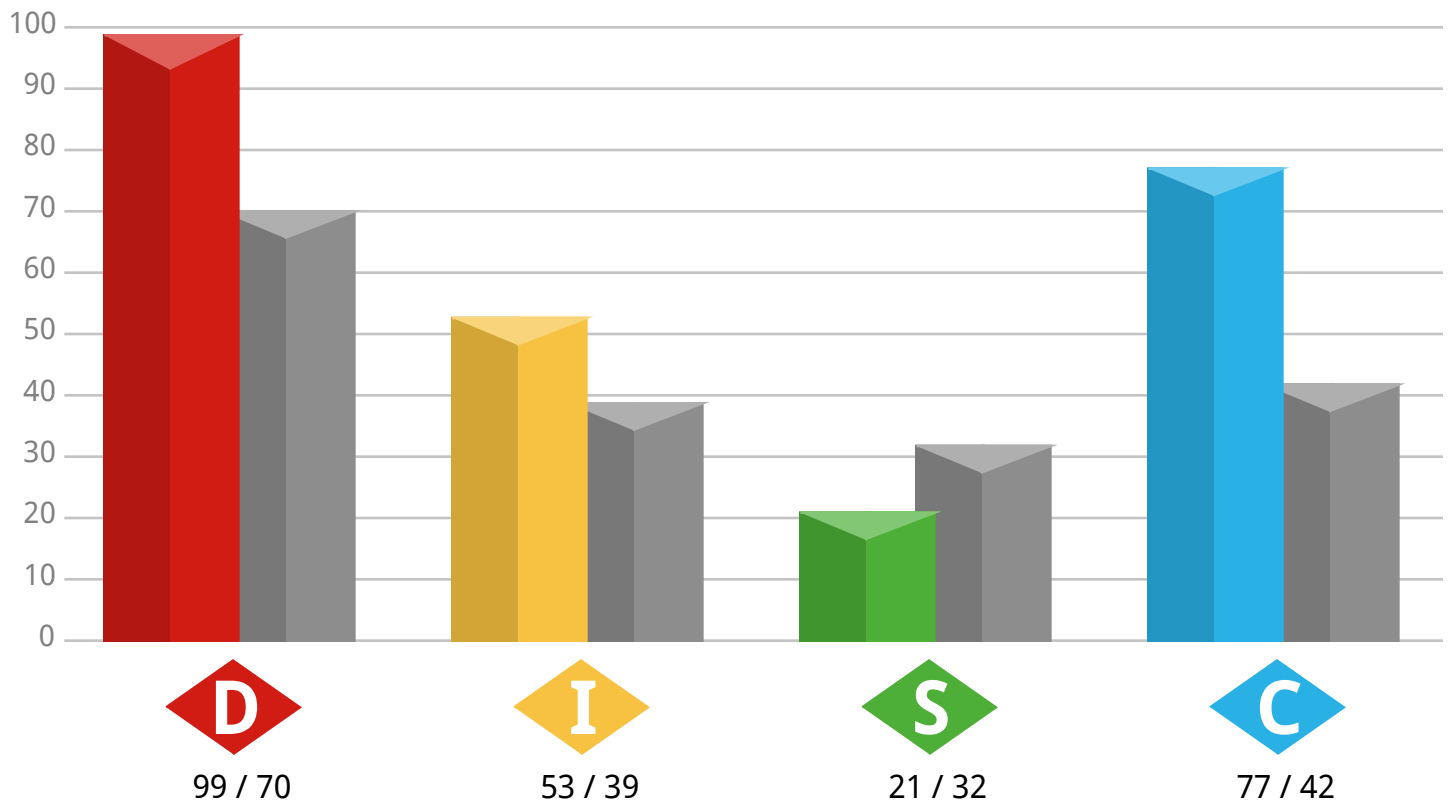


The DISC Index

HOW do you prefer to use your talents based on your natural behavioral style?



Natural and Adaptive Styles Comparison



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About This Report

Research conducted by Innermetrix shows that the most successful people share the common trait of self-awareness. They recognize the situations that will make them successful, and this makes it easy for them to find ways of achieving objectives that fit their behavioral style. They also understand their limitations and where they are not effective and this helps them understand where not to go or how not to be as well. Those who understand their natural behavioral preferences are far more likely to pursue the right opportunities, in the right way, at the right time, and get the results they desire.

This report measures four dimensions of your behavioral style. They are:

- **Decisive** — your preference for problem solving and getting results
- **Interactive** — your preference for interacting with others and showing emotion
- **Stability** — your preference for pacing, persistence and steadiness
- **Cautious** — your preference for procedures, standards and protocols

This report includes:

- **The Elements of DISC** — Educational background behind the profile, the science and the four dimensions of behavior
- **The DISC Dimensions** — A closer look at each of your four behavioral dimensions
- **Style Summary** — A comparison of your natural and adaptive behavioral styles
- **Behavioral Strengths** — A detailed strengths-based description of your overall behavioral style
- **Communication** — Tips on how you like to communicate and be communicated with
- **Ideal Job Climate** — Your ideal work environment
- **Effectiveness** — Insights into how you can be more effective by understanding your behavior
- **Behavioral Motivations** — Ways to ensure your environment is motivational
- **Continual Improvement** — Areas where you can focus on improving
- **Training & Learning Style** — Your preferred means of sharing and receiving styles
- **Relevance Section** — Making the information real and pertinent to you
- **Success Connection** — Connecting your style to your own life



The Elements of the DISC-Index

This DISC-Index report is unique in the marketplace for a number of reasons. You just completed the first ever click & drag DISC instrument on the market. This was constructed in a precise manner to allow for ease of responses, even in the midst of many difficult decisions. This intuitive interface allows you to focus on your answers, not the process.

Also, unlike other DISC instruments, this instrument allows you to rank all four items instead. As a result, this instrument produces zero waste in responses. Some instruments ask you to choose two items out of four, and leave two items blank. Those instruments have a 50% waste of terms, and do not provide for an efficient response process. The DISC Index instrument eliminates that response problem.

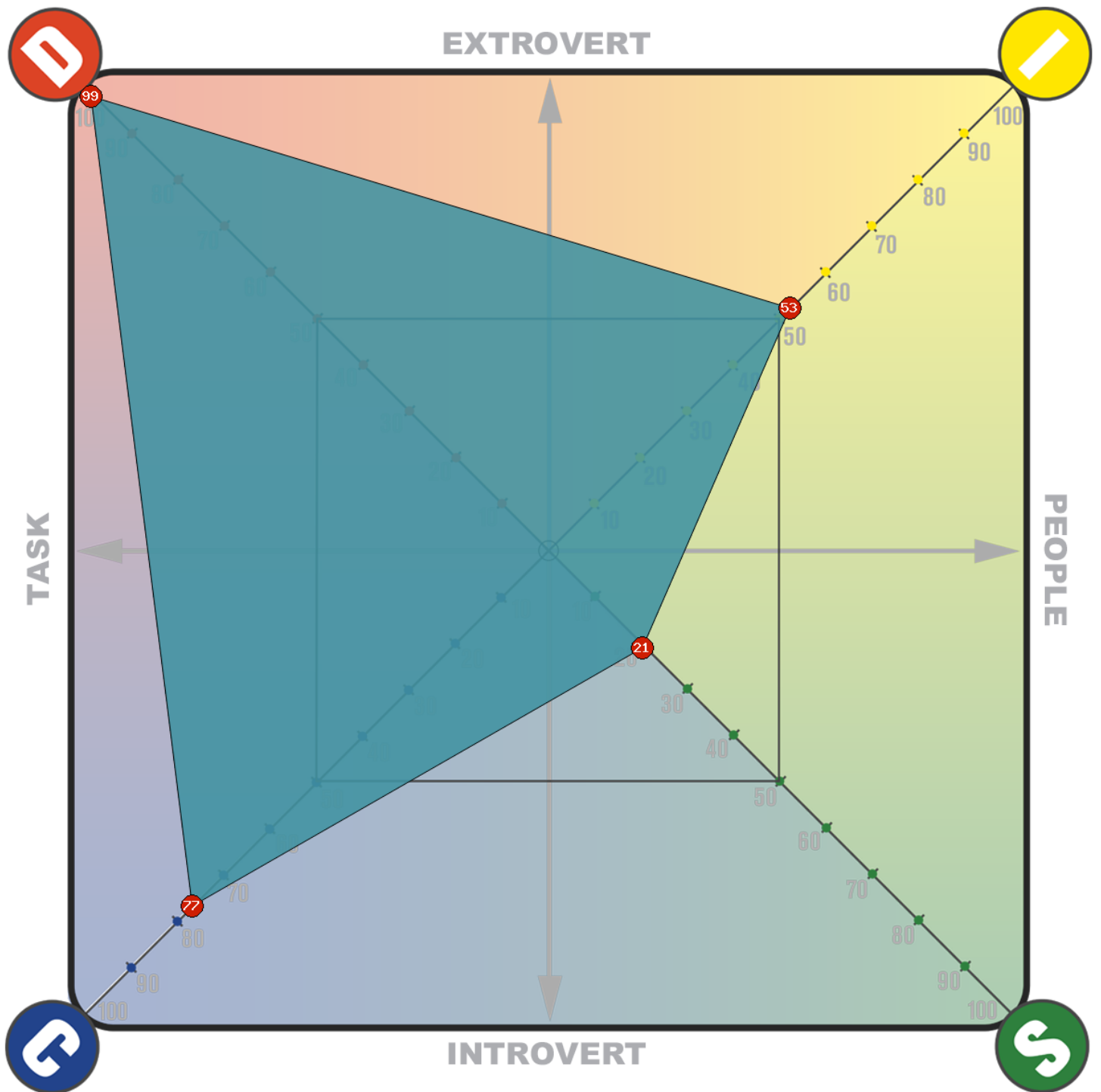
Another unique aspect of this DISC-Index report is that we present the DISC aspects of your behavior both as separate entities and as a dynamic combination of traits. This report presents the first time that each of the DISC elements are separated and developed as pure entities of themselves. This can serve as an important learning tool as you explore the deeper aspects of DISC. Your unique pattern of DISC traits is developed through the context of this report. Additionally, the following four pages will be devoted to exploring your DISC scores as separate components within the unique combination of traits that you exhibit.

A comment on contradictions: You may read some areas of this report that may contradict other text. This is due to the fact that many of us show contradictory behaviors in the normal course of our daily operations. Each of us are at times talkative and other times more reflective, depending on how we are adapting our behavior. The expression of these contradictions is a demonstration of the sensitivity of this instrument to determine these subtle differences in our natural and adaptive style.



A closer look at the four components of your behavioral style

Decisive	Interactive	Stabilizing	Cautious
Problems: How you tend to approach problems and make decisions	People: How you tend to interact with others and share opinions	Pace: How you tend to pace things in your environment	Procedures: Your preference for established protocol/standards
High D	High I	High S	High C
Demanding Driving Forceful Daring Determined Competitive Responsible Inquisitive Conservative Mild Agreeable Deliberate	Gregarious Persuasive Inspiring Enthusiastic Sociable Poised Charming Convincing Reflective Matter-of-fact Reserved Introspective	Patient Predictable Passive Complacent Stable Consistent Steady Outgoing Restless Active Chaotic Spontaneous	Cautious Perfectionist Systematic Careful Analytical Orderly Neat Balanced Independent Rebellious Careless Challenging
Low D	Low I	Low S	Low C



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Decisive

Your approach to problem-solving and obtaining results

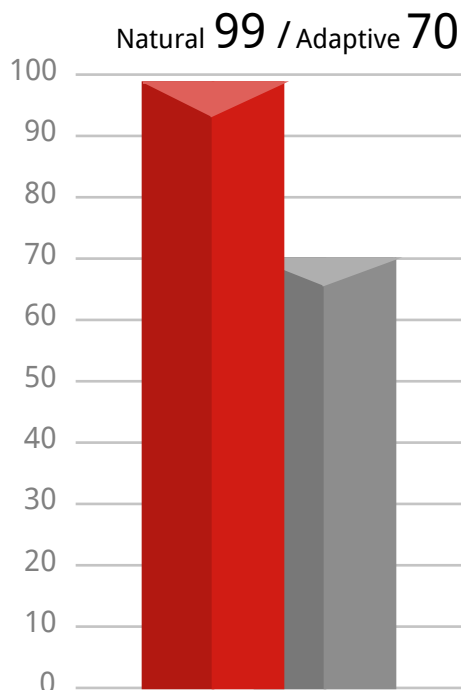
The D in DISC represents Decisiveness. Your score on this scale, represented below, shows your location on the D spectrum based on the pattern of your responses. A high score doesn't mean good, and a low score doesn't mean bad, as this is a spectrum or continuum of behavioral traits. For example:

Higher D —

Tend to solve new problems very quickly and assertively. They take an active and direct approach to obtaining results. The key here is new problems such as those that are unprecedented or haven't happened before. There may also be an element of risk in taking the wrong approach or developing an incorrect solution, but those with a High D score are willing to take those risks, even if they may be incorrect.

Lower D —

Tend to solve new problems in a more deliberate, controlled, and organized manner. Again, the key here is new and unprecedented problems. The Lower D style will solve routine problems very quickly because the outcomes are already known. But, when the outcomes are unknown and the problem is an uncertain one, the Lower D style will approach the new problem in a calculated and deliberate manner by thinking things through very carefully before acting.



Your score shows a very high score on the 'D' spectrum. The comments below highlight some of the traits specific to just your unique score.

- You are very decisive and a risk-taker.
- You may be perceived as somewhat egocentric by others (i.e., others who you feel are less confident than you).
- You are direct in your communications, no ambiguities.
- The more difficult the challenge, the more motivated you seem to become.
- You can be very commanding and tend to take charge more than you follow.
- You demand high levels of results or performance, in both yourself and in others.



Interactive

Your approach to interacting with people and display of emotions

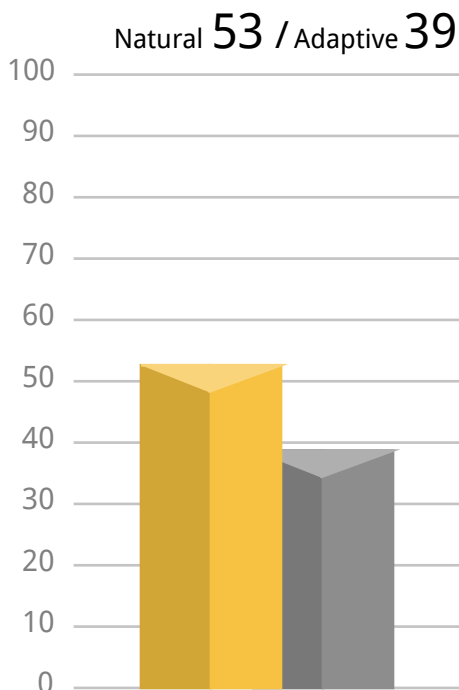
The I in DISC represents Interactive. Your score on this scale represented below shows your location on the I spectrum based on the pattern of your responses. A high score doesn't mean good, and a low score doesn't mean bad, as this is a spectrum or continuum of behavioral traits. For example:

Higher I —

Tend to meet new people in an outgoing, gregarious, and socially assertive manner. The key here is new people whom one hasn't met before. Many other styles are talkative, but more so with people that they've known for some time. The Higher I scores are talkative, interactive and open even with people whom they have just initially met. People scoring in this range may also be a bit impulsive. Generally speaking, those with the Higher I scores are generally talkative and outgoing.

Lower I —

Tend to meet new people in a more controlled, quiet and reserved manner. Here's where the key word "new people" enters the equation. Those with Lower I scores are talkative with their friends and close associates, but tend to be more reserved with people they've just recently met. They tend to place a premium on the control of emotions, and approach new relationships with a more reflective approach than an emotional one.



Your score shows a high average score on the 'I' spectrum. The comments below highlight some of the traits specific to just your unique score.

- You tend to meet new people in a confident and appropriate manner.
- You present yourself in a poised manner to both small or large groups of people.
- You prefer an environment with ample people contact.
- You could be a bit more organized and attentive to details.
- You appreciate an open-door policy with both peers and supervisors.
- You tend to be generous with your time in helping others.



Stabilizing

Your approach to the pace of the work environment

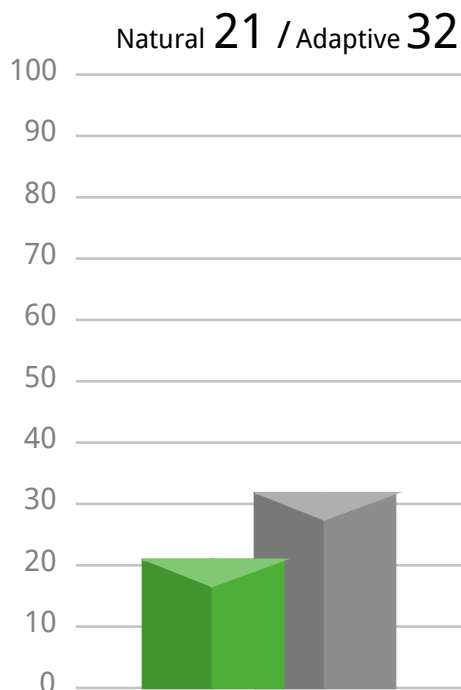
The S in DISC represents Stabilizing. Your score on this scale represented below shows your location on the S spectrum based on the pattern of your responses. A high score doesn't mean good, and a low score doesn't mean bad, as this is a spectrum or continuum of behavioral traits. For example:

Higher S —

Tend to prefer a more controlled, deliberative and predictable environment. They place a premium on security of a work situation and disciplined behavior. They also tend to show a sense of loyalty to a team or organization, and as a result, may have a greater longevity or tenure in a position than some other styles. They have an excellent listening style and are very patient coaches and teachers for others on the team.

Lower S —

Tend to prefer a more flexible, dynamic, unstructured work environment. They value freedom of expression and the ability to change quickly from one activity to another. They tend to become bored with the same routine that brings security to the Higher S traits. As a result, they will seek opportunities and outlets for their high sense of urgency and high activity levels, as they have a preference for spontaneity.



Your score shows a very low score on the 'S' spectrum. The comments below highlight some of the traits specific to just your unique score.

- You're a big advocate for new ideas and change.
- You constantly seek flexibility and diversity in the work you do.
- You insist on freedom of expression.
- You work well in a wide variety of locations and are able to shift gears quickly onto various projects.
- You seek personal autonomy or freedom to recreate the conventional wisdom on how best to get results.
- You really prefer an unstructured environment over one that is rigid or too structured.



Cautious

Your approach to standards, procedures, and expectations

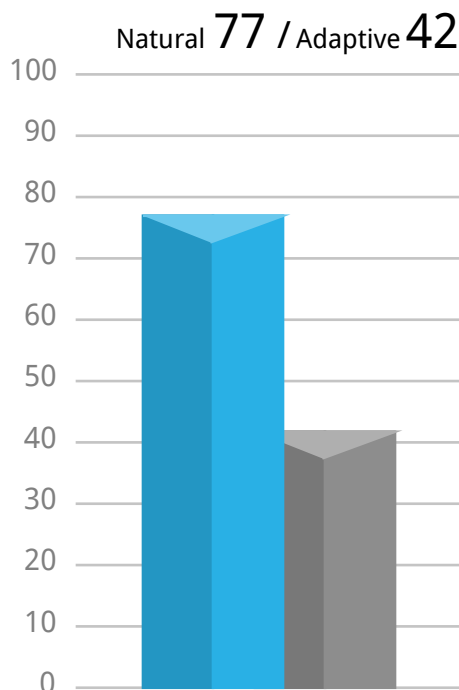
The C in DISC represents Cautiousness. Your score on the scale represented below shows your location on the C spectrum based on the pattern of your responses. A high score doesn't mean good, and a low score doesn't mean bad, as this is a spectrum or continuum of behavioral traits. For example:

Higher C —

Tend to adhere to rules, standards, procedures, and protocol set by those in authority whom they respect. They like things to be done the right way according to the operating manual. "Rules are made to be followed" is an appropriate motto for those with higher C scores. They have some of the highest quality control interests of any of the styles and frequently wish others would do the same.

Lower C —

Tend to operate more independently from the rules and standard operating procedures. They tend to be bottom-line oriented. If they find an easier way to do something, they'll do it by developing a variety of strategies as situations demand. To the Lower C scores, rules are only guidelines, and may be bent or broken as necessary to obtain results.



Your score shows a moderately high score on the 'C' spectrum. The comments below highlight some of the traits specific to just your unique score.

- You believe in maintaining high standards of quality control.
- You are very conscientious in delivering high levels of detail.
- You desire a great deal of explanation before beginning new tasks.
- When you disagree, you may express your resistance in a passive-aggressive manner.
- You prefer a neat and clean work environment.
- You like to use a lot of detail when explaining processes and tasks to others.



Natural Style Pattern:

Your natural style is the way you tend to behave when you aren't thinking about it. This is where you are most comfortable (natural). This is also the style you will revert back to when under stress or moving too quickly to be consciously thinking about modifying your behavior. Finally, this is the style you should seek to be true to in your daily roles. Being natural will return better results with less effort and stress.

The following statements are true to just your unique natural style:

- Two somewhat opposing drives emerge: The drive for quick, visible results coupled with an equal drive for high quality control. In an ideal world both can be accomplished simultaneously. However, in reality, sometimes these two drives are very difficult to achieve. (We may achieve one at the expense of the other.)
- A drive toward aggression and assertiveness is softened a bit by an internal sensitivity. Decisiveness, quick thinking, and rapid reaction time are met with some hesitation due to a desire to investigate all facets of a problem and all potential solutions before making a final decision.
- Can handle assertive and aggressive people with a manner of blunt or critical response.
- Becomes bored with routine work and seeks new problems to solve.
- May vacillate on some decisions, wanting to make the highest quality decision possible, and may keep the information-gate or data-gate open too long. The result may sometimes be decision-by-crisis.
- Able to look at a project from both a big-picture perspective and the details and minutia that contribute to each step.
- Brings a future-oriented awareness to problems and solutions.
- Develops new systems and procedures to increase efficiency or quality control.



Adaptive Style Pattern:

This is the style of behavior you adapt to when you are conscious of your own behavior, when you feel you are being observed or whenever you are trying to better fit a situation. This is not a natural style for you, but still one of your two styles none-the-less. In other words, it is the way you feel you "should" behave when thinking about it. The statements below are specific to your individual Adaptive style:

- You want authority equal to your area of responsibility.
- You want to be seen as one who loves challenges, competition, and difficult assignments.
- You speak your mind, and may sometimes be blunt, or even sarcastic when under pressure.
- You may be critical of established procedures and methods.
- Your high degree of self-confidence in taking risks coupled with your high ego strength will yield one who will take full responsibility for the risks.
- You work long hours in creating the best solutions possible and have expectations of others to do the same.
- You set an image of high goals for yourself and others and expect both to meet those goals and live up to the image established.
- You tend to be more of a doer than a dreamer and the primary drive is to get things done, to reach closure, and move on to the next project or issue.



Based on your behavioral style there are certain opportunities for becoming more effective by being aware of how you prefer, and enjoy, to behave. The items below may assist you in your professional development growth. By understanding these items you may find explanations for why you may be stuck in some areas of your life and why other aspects give you no trouble at all. You could be more effective by:

- Resisting the need for total perfection every time, squeezing the trigger faster.
- Being more open to change.
- Verbalize your thoughts more and include others in the decision-making process more.
- Ask for more input from others.
- In an environment with minimum of oversight, interference, and organizational politics getting in your way.
- Trusting that others can deliver with competence and high standards.
- Time where you can work uninterrupted when necessary.
- Realizing that your desire for constant high quality work may slow your high-pressure decision-making time.



Your behavioral style will cause you to be motivated by certain factors in your environment. Having these present may make you feel more motivated, and productive. The following are things that you may want in your surroundings to feel optimally motivated:

- Authority equal to your areas of responsibility.
- Control over your own destiny and career path.
- Questions answered in brief and precise ways, a trait very typical of the pure High D preference.
- You want support of your ideas and initiatives from others who have higher follow-through on details.
- You want decision-making authority equal to the responsibility you are given.
- Opportunity for advancement and career expansion.
- Power, authority, and control to make decisions to achieve successful results.
- Wants many opportunities to learn various aspects of the organization, industry, and global connections.



Each behavioral style contains certain unique strengths as a result of how your four behavioral dimensions relate to each other. Understanding your own unique behavioral strengths is an important part of putting your new level of self-awareness to work for your success and satisfaction. The following statements highlight specific strengths of your behavioral style:

- Strong agent of change.
- Able to make decisions with the bottom-line in mind.
- A very creative thinker and innovator.
- Maintains a high sense of urgency: The clock is ticking.
- Brings a sense of rapid solutions and high quality control to the organization.
- Maintains a strong business focus on problems, ideas, and solutions.
- Able to use imagination and calculated risk-taking in ways to create new solutions to problems, or new systems for success.
- Provides hard work and heavy mind-share into creating the best possible answers to questions or problems.



Your behavioral style plays a significant role in determining what aspects of an environment you like. The items below will help you understand what will define an ideal working climate for you. Based on how you prefer to behave, an ideal climate for you is one that provides you with:

- Freedom from details and minutia.
- Few, if any controls or limitations on your authority.
- Many experiences and some occasional unexpected surprises or problems.
- An organizational focus on the future.
- An audience to hear your ideas and solutions and to carry them to completion.
- Multi-threaded and multi-tasking operations and activities.
- Variety and fast pace in the environment.
- Performance appraisals based on the results achieved, not the means or process.



Along with strengths, all behavioral styles come with areas that could become weaknesses - if depended upon or not acknowledged. The trick is not to manufacture a weakness in the first place by depending on these things.

Here are a few items that could become problematic for you if not acknowledged or known. Your awareness of the potentials below is your best step in making sure they remain only potential problems.

Due to your behavioral style, you may tend to:

- Appear somewhat abrupt and blunt toward others without being aware of it.
- Be somewhat cool and aloof at times.
- Vacillate too much between decisions due to the need to re-examine evidence, or even the chance that new evidence may come in.
- Have a high need for perfection that may hamper your satisfaction until it is reached.
- Not share your ideas with others on the team enough.
- Work in a rapid burst for a while, followed by periods of re-examination or quiet reflection, which can cause delays.
- Place "all" items on the to-do list as priority number one.
- Get stuck in a loop between wanting to get it done quickly, but also perfectly.



Based on how you tend to behave you have certain preferences for how you like to convey information, teach, instruct or share knowledge with others. This is also true of how you like to receive information and learn. Understanding your behavioral preferences here will help increase your effectiveness in teaching or instructing others, and in being taught and learning.

How you prefer to share knowledge or teach:

- Leads group by inspiring each to be the best.
- Takes more of a "manager" training style than a collaborative one.
- Knowledge gives the participants abilities to solve new problems.
- Confident even in the midst of complex material, because you have done your homework long before the session began.
- Presents detailed information in a logical and sequential manner.
- Evaluations based on certifying that participants have certain skills.
- Bottom-line orientation to preparing participants for skills they will need.

How you prefer to receive knowledge or learn:

- Will structure own activities only with explicit goals and outcomes established.
- Prefers individual work over interaction.
- Needs details and time to reflect on learning.
- Likes factual data and hands-on experiences.
- Doesn't like cloudy or vague issues... will seek black and white alternatives.
- Wants to know what the experts think about the topic area or subject.
- Accepting of a more impersonal training/learning venue.



This page is unique in this report because it is the only one that doesn't speak directly to you, rather to those who interact with you. The information below will help others communicate with you more effectively by appealing to your natural behavioral style. The first items are things others SHOULD do to be better understood by you (Do's) and the second list is of things others SHOULD NOT do (Don'ts) if they want you to understand them well.

Things to do to effectively communicate with Caniggia:

- Be specific about what needs to be done and who is going to do it.
- Three rules: Make it quick, make it engaging, and make for the door.
- Do your homework and be prepared with goals, objectives, support materials, etc., but don't plan on using all of them. Have the material with you as support.
- If you agree with the outcome, follow through and do what you say you will do.
- Provide logical and practical evidence.
- Present your items in a logical way.
- Be clear in your explanations.

Things to avoid to effectively communicate with Caniggia:

- Avoid trying to build friendships and personal relationships.
- Avoid rambling discussion and wasting time.
- Avoid wild speculations without factual support.
- Don't be careless or haphazard.
- Don't be unrealistic with deadlines.
- Avoid leaving loopholes or vague issues hanging in the air.
- Don't forget or lose things necessary for the meeting or project.



In order to make the most out of the information in this report it is important that you connect it to your life in a tangible way. To help you make this information your own, and pull out the most relevant parts, fill in the blanks below.

Decisiveness:

How is your 'D' score relevant to your life?

Interacting:

How is your 'I' score relevant to your life?

Stabilizing:

How is your 'S' score relevant to your life?

Cautiousness:

How is your 'C' score relevant to your life?

Overall Natural Style:

What is one way in which your natural style relates to your life?

Overall Adaptive Style:

What is one way in which your adaptive style relates to your life?

Strength-based insights:

What specific strengths do you think connect to your success more than any other?

**Communication Dos and Don'ts:**

What did you learn from understanding your preferred communication style?

Ideal Job Climate:

How well does your current climate fit your behavioral style?

Effectiveness:

What is one way in which you could become more effective?

Motivation:

How can you stay more motivated?

Improvement:

What is something you learned that you can use to improve your performance?

Training/Learning:

What did you learn that could help you instruct others better, or learn more effectively?



Your final step to making sure you really benefit from the information in this report is to understand how your behavioral style contributes to, and perhaps hinders, your overall success.

Supporting Success:

Overall, how can your unique behavioral style support your success? (cite specific examples)

Limiting Success:

Overall, how could your unique behavioral style get in the way of your success? (cite specific examples)



The Values Index

WHY are you motivated to use your talents based on your drivers of engagement?



About This Report

Research conducted by Innermetrix shows that the most successful people share the common trait of self-awareness. They recognize the situations that will make them successful, and this makes it easy for them to find ways of achieving objectives that resonate with their motivations. They also understand their limitations and where they are not effective and this helps them understand what does not inspire them or what will not motivate them to succeed. Those who understand their natural motivators better are far more likely to pursue the right opportunities, for the right reasons, and get the results they desire.

This report measures seven dimensions of motivation. They are:

- **Aesthetic** - a drive for balance, harmony and form.
- **Economic** - a drive for economic or practical returns.
- **Individualistic** - a drive to stand out as independent and unique.
- **Political** - a drive to be in control or have influence.
- **Altruist** - a drive for humanitarian efforts or to help others altruistically.
- **Regulatory** - a drive to establish order, routine and structure.
- **Theoretical** - a drive for knowledge, learning and understanding.



The Elements of the Values Index

This Values Index is unique in the marketplace in that it examines seven independent and unique aspects of value or motivation. Most other values instruments only examine six dimensions of value by combining the Individualistic and Political into one dimension. The Values Index remains true to the original works and models of two of the most significant researchers in this field, thus delivering to you a profile that truly helps you understand your own unique motivations and drivers.

Also, the Values Index is the first to use a click & drag approach to rank the various statements in the instrument, which makes taking the instrument more intuitive, natural and in the end you can actually create the order you see in your mind on the screen.

Finally, the Values Index instrument contains the most contemporary list of statements to make your choices more relevant to your life today, which helps ensure the most accurate results possible.



A closer look at the seven dimensions

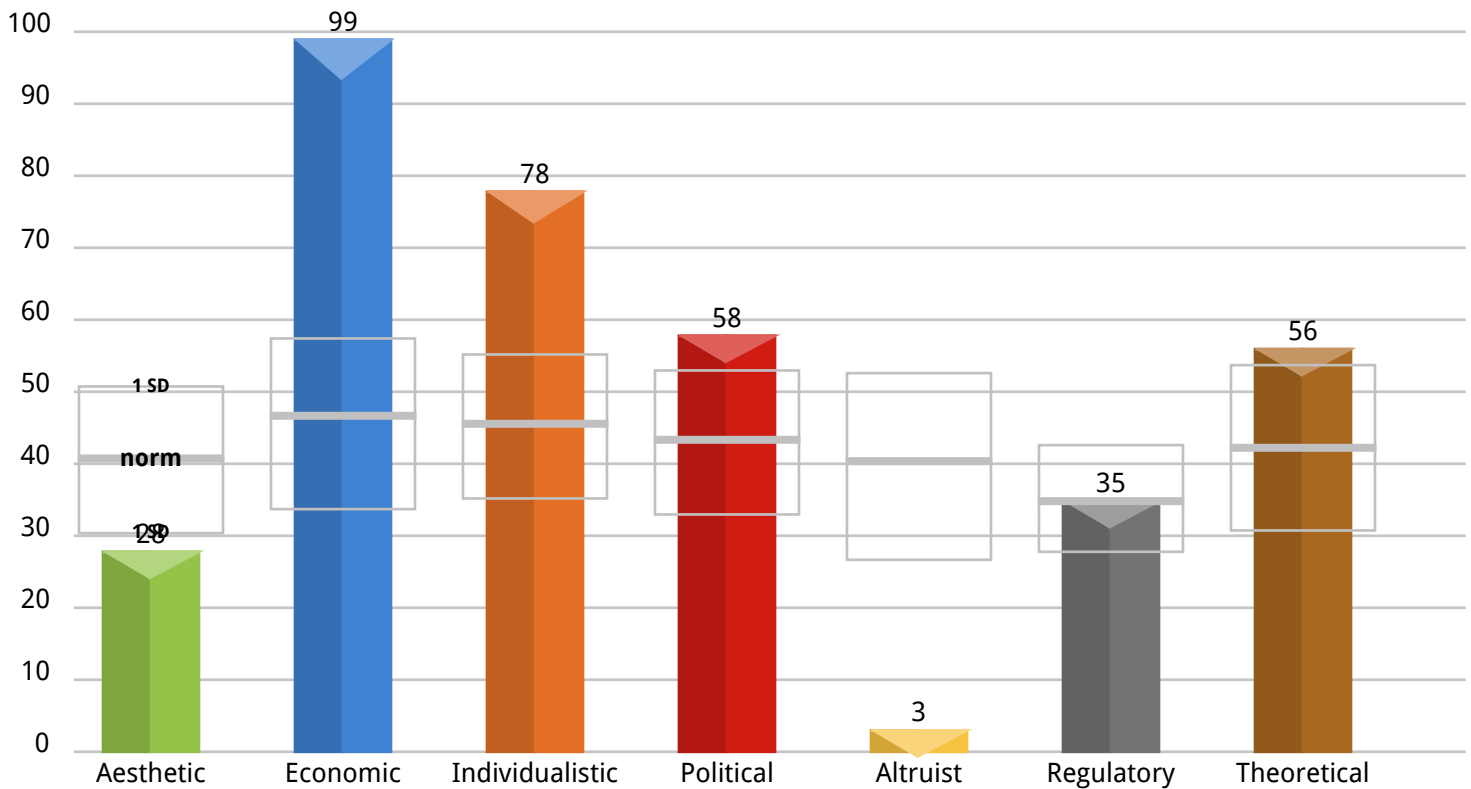
Values help influence behavior and action and can be considered somewhat of a hidden motivation because they are not readily observable. Understanding your values helps to tell you why you prefer to do what you do.

It is vital for superior performance to ensure that your motivations are satisfied by what you do. This drives your passion, reduces fatigue, inspires you and increases drive.

Value	The Drive For
Aesthetic	Form, Harmony, Beauty, Balance
Economic	Money, Practical results, Return
Individualistic	Independence, Uniqueness
Political	Control, Power, Influence
Altruistic	Altruism, Service, Helping others
Regulatory	Structure, Order, Routine
Theoretical	Knowledge, Understanding

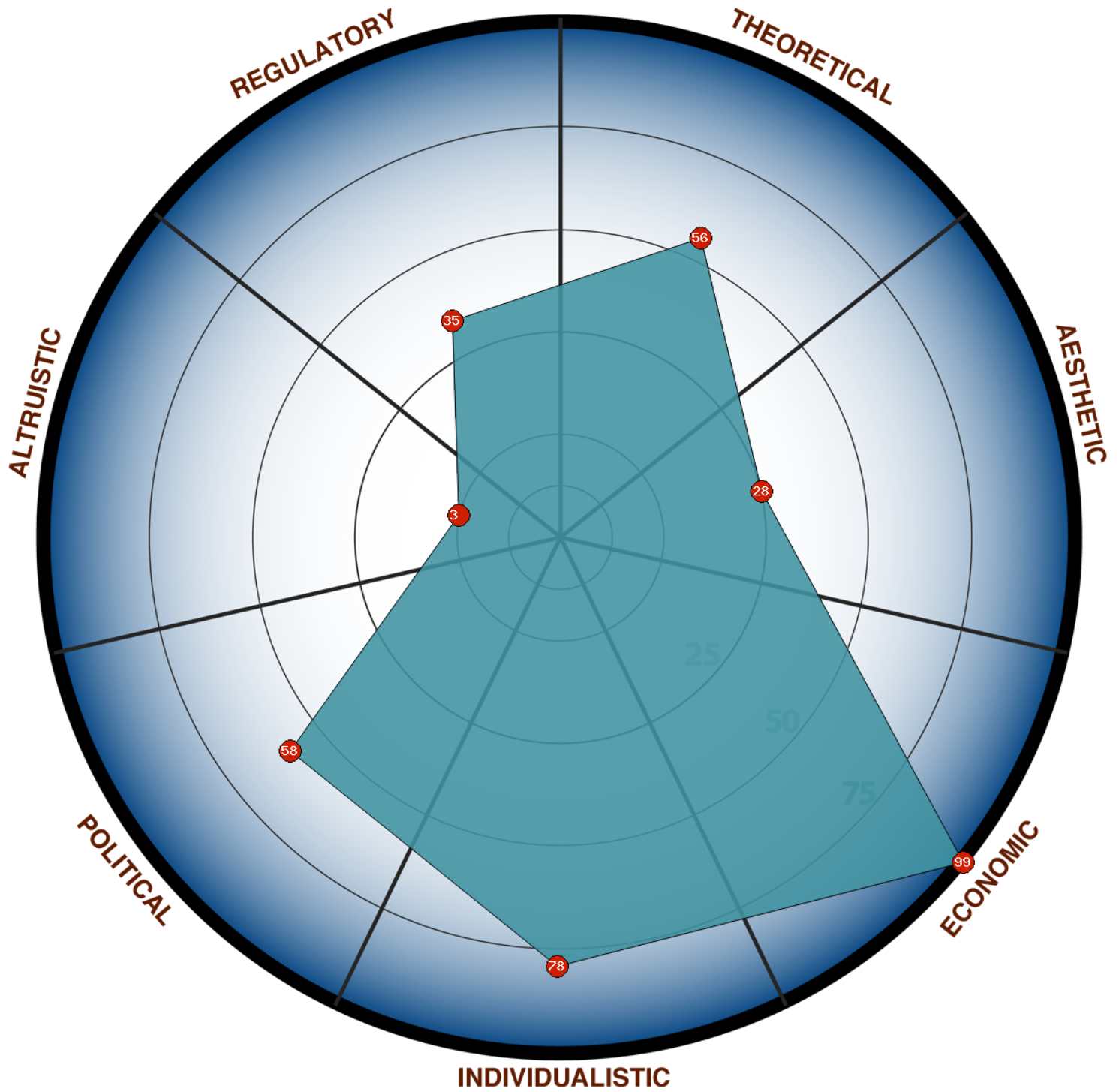


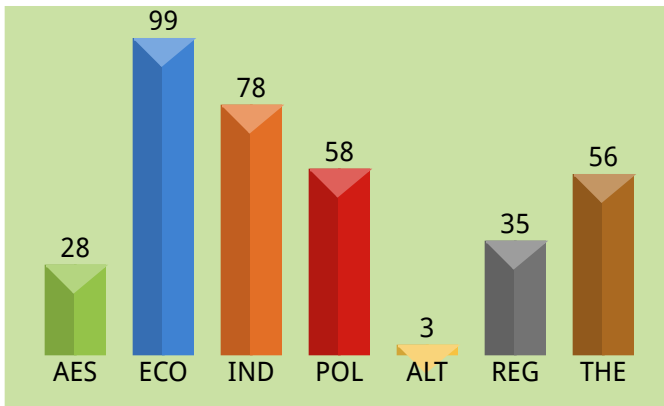
Executive Summary of Caniggia's Values



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Low Aesthetic	You have a bottom-line approach focusing on functionality over form or aesthetics.
Very High Economic	You are very competitive and bottom-line oriented.
Very High Individualistic	You demonstrate high independence and project self-confidence.
High Political	You are able to accept the credit or take the blame with a 'the buck stops here' attitude.
Very Low Altruist	You guard your trust level so as not to get burned, either self or team.
Average Regulatory	You are able to balance and understand the need to have structure and order, but not paralyzed without it.
High Theoretical	You have a high interest level in understanding all aspects of a situation or subject.





The Aesthetic Dimension:

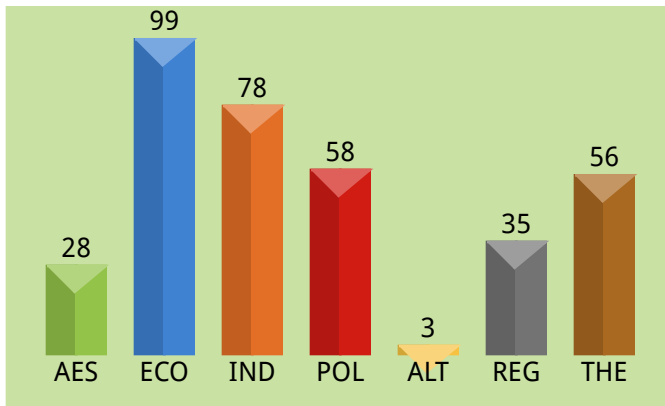
The main motivation in this value is the drive to achieve balance, harmony and find form or beauty. Environmental concerns or “green” initiatives are also typically prized by this dimension.

General Traits:

- Having harmony and balance may not be as important to you as other drive factors shown in this report.
- You are rather practical when it comes to the aesthetics or decoration of the environment; it should make business sense.
- You are a good steward of business processes and don't want to waste resources on aesthetics or beauty if they don't impact productivity.
- You are not likely to emotionally connect with artistic form and harmonic balance.
- You tend to take a practical approach to workplace aesthetics and appearance and surroundings.

Key Strengths:

- You tend to take more of a bottom-line approach.
- You are a strong survivor even in heavy competition.
- To you, achieving balance and peace in life may take a back seat to results.
- You are less emotional than many and prefer practical transactions.



The Aesthetic Dimension:

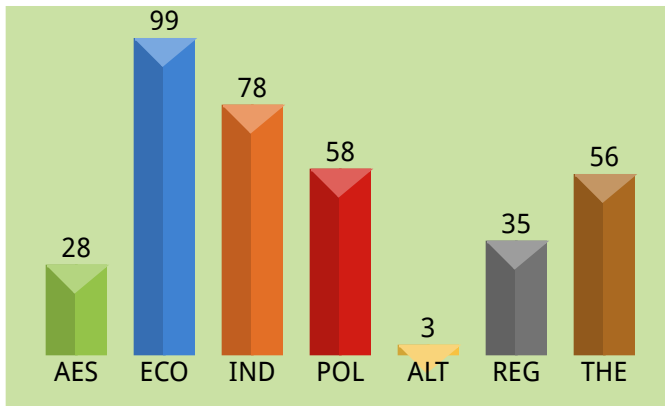
The main motivation in this value is the drive to achieve balance, harmony and find form or beauty. Environmental concerns or “green” initiatives are also typically prized by this dimension.

Motivational Insights:

- To maintain your optimal level of motivation, avoid getting involved with projects related to the aesthetics of the work environment. Leave it to others and enjoy the fruits of their efforts.
- You can keep motivation high by appealing to the practical side of projects.
- You appeal to the practical aspects of a situation.
- You connect topics to improvements in function, not things like harmony or beauty.
- You stick to the bottom-line issues.

Training/Learning Insights for Caniggia:

- You teach/learn in a very practical way, nothing fancy.
- You will be flexible about the surroundings in which you learn.
- You should avoid lots of team interaction just for the sake of interaction; be certain there is a business reason.
- You will make sure to connect training benefits to business opportunities.
- You believe more team involvement would benefit from pointing out the practical reasons.

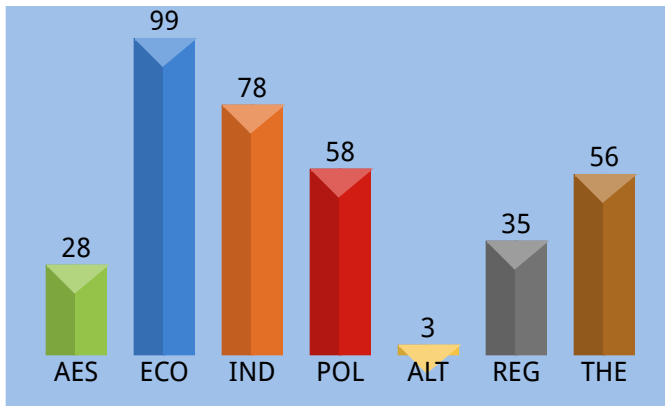


The Aesthetic Dimension:

The main motivation in this value is the drive to achieve balance, harmony and find form or beauty. Environmental concerns or “green” initiatives are also typically prized by this dimension.

Continual Improvement Insights:

- Some might consider you somewhat unconcerned about aesthetics, artistic beauty or harmony.
- You may be seen as a bit overly businesslike.
- You should try to appreciate the value others have for artistic things, or trying to increase workplace aesthetics.
- Remember to respect the creativity of others.
- You need to remember that others have different levels of of aesthetic values, and their opinions need to be respected.



The Economic Dimension:

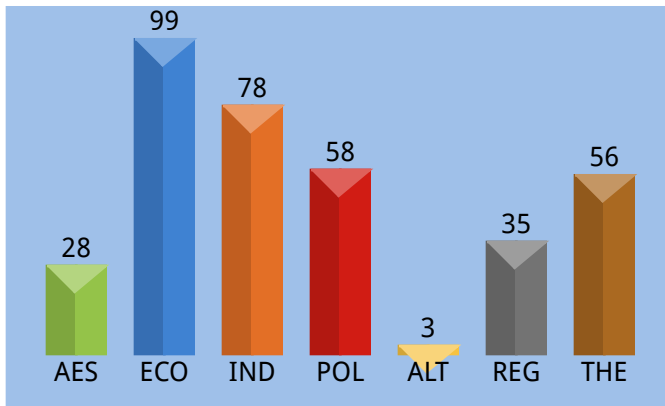
This dimension examines the motivation for security from economic gain, and to achieve practical returns. The preferred approach of this dimension is a professional one with a focus on bottom-line results.

General Traits:

- You are interested in what is practical and useful in achieving your vision of success.
- You are goal driven, especially financial goals.
- You may fit the stereotype of the highly driven American businessperson, motivated by economic incentives.
- Sales, technical, or management training programs must demonstrate a bottom-line financial gain as a result of your participation.
- People who score like you tend to be hard working, competitive, and motivated most by financial rewards and challenging compensation plans.

Key Strengths:

- You are able to multi-task in a variety of areas, and keep important projects moving.
- You will protect organizational or team finances, as well as your own.
- You are highly driven by competition, challenges, and economic incentives.
- You are highly productive.
- You show a keen ear to the revenue-clock, your own and the organization's.



The Economic Dimension:

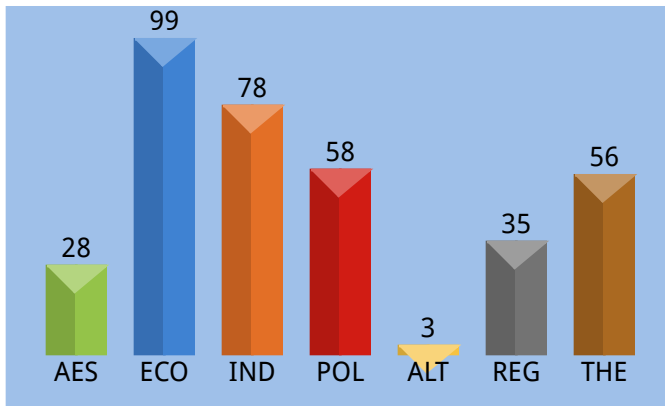
This dimension examines the motivation for security from economic gain, and to achieve practical returns. The preferred approach of this dimension is a professional one with a focus on bottom-line results.

Motivational Insights:

- You realize that it's not just money that motivates, but also personal fulfillment in the job.
- You make certain that economic rewards are fair, clearly communicated, and provide a high-end return for those willing to work for it.
- You are certain to reward performance, and encourage participation as an important member of the team.
- You would appreciate recognition and rewards (e.g., bonuses) as soon as possible, not just farther out as in at the end of the quarter or year.
- Be certain you are balancing your professional and personal life.

Training/Learning Insights for Caniggia:

- If possible, you should build in some group competition as a part of any training activities.
- You should link learning outcomes to the ability to become more effective in increasing earnings for both yourself and the organization.
- You prefer some rewards or incentives for participation in additional training and professional development.
- Your scores are like those who want information that will help them increase bottom-line activity and effectiveness.

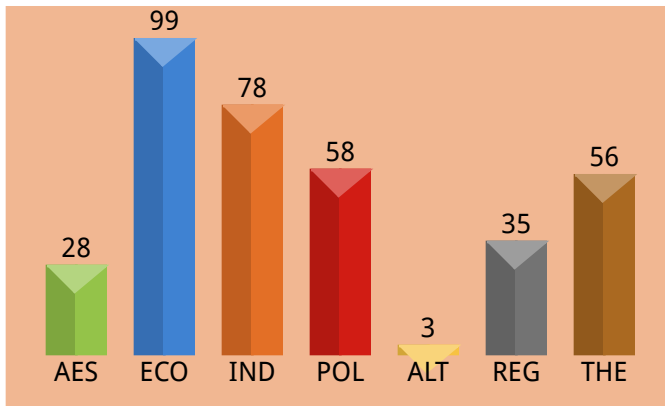


The Economic Dimension:

This dimension examines the motivation for security from economic gain, and to achieve practical returns. The preferred approach of this dimension is a professional one with a focus on bottom-line results.

Continual Improvement Insights:

- While this very high economic drive may be a significant motivating factor in achieving your goals, it may also become a visible "greed factor" especially in sales people, and others sharing this very high economic drive.
- You may need to learn how to mask that greed factor so as not to alienate a prospect, customer, or client.
- You may need to hide the dollar signs in your eyes in order to establish the most appropriate rapport with others.
- You may judge efforts of others by an economic scale only.
- You may need to work on balancing other Values scales and appreciating the strengths that others bring, even those who may not share this very strong Economic drive.



The Individualistic Dimension:

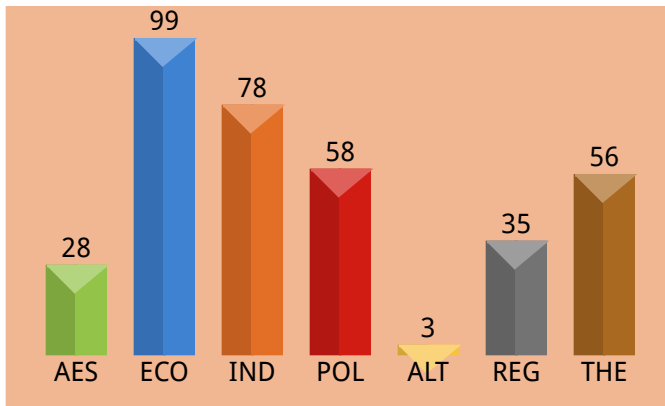
The Individualistic dimension deals with one's need to be seen as unique, independent, and to stand apart from the crowd. This is the drive to be socially independent and have opportunity for freedom of personal expression.

General Traits:

- Your pattern of responses indicates that you have a very strong desire to be your own person.
- Your high individualism may be demonstrated in creative problem solving and a higher risk-taking attitude.
- You enjoy working in your own way and own methods.
- You may have a tendency to push-the-envelope to the maximum in situations where winning is desired.
- You may enjoy maintaining the image of being a maverick at times.

Key Strengths:

- You have the ability to take a strong stand, and not be afraid to be different in either ideas or approaches to problem solving.
- You bring creative ideas.
- You desire to be an individual and to celebrate differences.
- You enjoy making presentations to small or large groups, and are generally perceived as an engaging presenter by your audiences.
- You realize that we are all individuals and have ideas to offer.



The Individualistic Dimension:

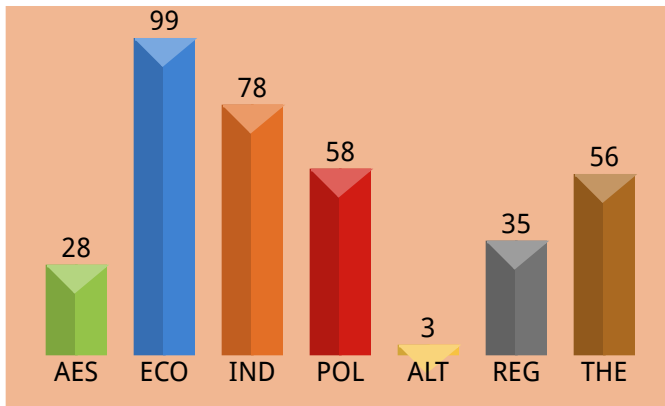
The Individualistic dimension deals with one's need to be seen as unique, independent, and to stand apart from the crowd. This is the drive to be socially independent and have opportunity for freedom of personal expression.

Motivational Insights:

- You should be allowed freedom to make your own decisions about how an assignment should be completed.
- You may like to work apart from the team and independently at times.
- Remember to look for continuous opportunities to learn and progress.
- You will appreciate 'air-time' at meetings to share ideas with others on the team.
- You should remember that even as attention from others is important, you may also desire some independence from team organization and protocol at times.

Training/Learning Insights for Caniggia:

- Your learning and professional development activities should be flexible, having a wide variety of options.
- You should attempt to provide enough creative space for you to express your uniqueness.
- You should allow for some experimental or non-routine types of options.
- You should link the benefits of learning new things to a personal ability to enhance your performance.

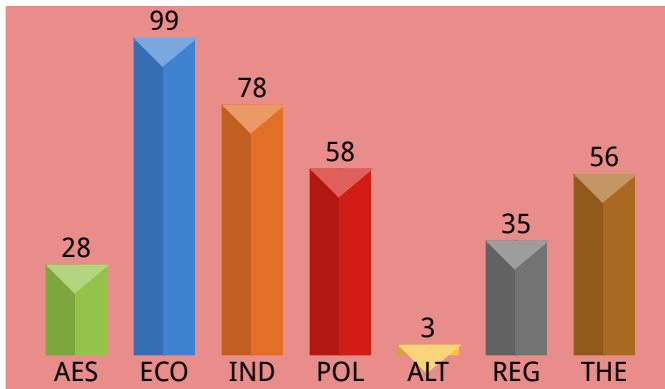


The Individualistic Dimension:

The Individualistic dimension deals with one's need to be seen as unique, independent, and to stand apart from the crowd. This is the drive to be socially independent and have opportunity for freedom of personal expression.

Continual Improvement Insights:

- Sometimes your very unique approaches do not always result in complete success, and may sometimes cause conflict with others if sensitivity is not used.
- Your potential value clashes with others may be reduced through increased awareness and sensitivity to the needs of others.
- You may need to remember that your good ideas aren't the only good ideas.
- You may need to listen more to others and speak less.
- When presenting an idea you may spend a bit too much time telling (or selling) the audience about your own uniqueness, rather than discussing the topic of the presentation.



The Political Dimension:

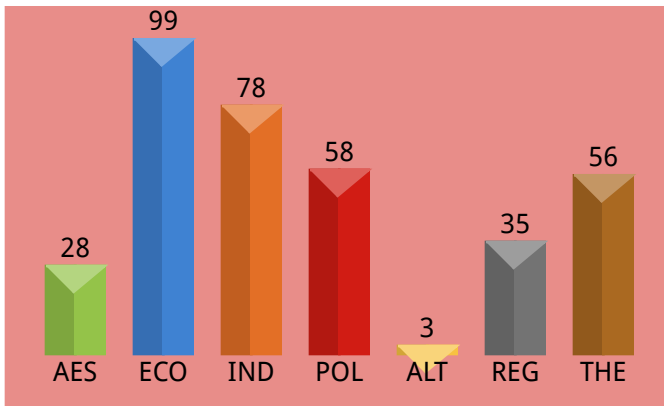
This drive is to be seen as a leader and to have influence and control over one's environment or success. Competitiveness is often associated with those scoring high in this motivation.

General Traits:

- You are comfortable being in a leadership position and seek those roles.
- You are an active agent in tough decision-making roles.
- You show a very high energy level in working toward goals and ambitions.
- You seek competition.
- You enjoy winning.

Key Strengths:

- You have a 'buck stops here' approach to business and getting things done.
- You have a high energy level to work hard at meeting goals.
- You accept struggle and hard work toward a goal.
- You are able to plan and design work projects for teams to accomplish.
- You are able to plan and control your own work tasks.



The Political Dimension:

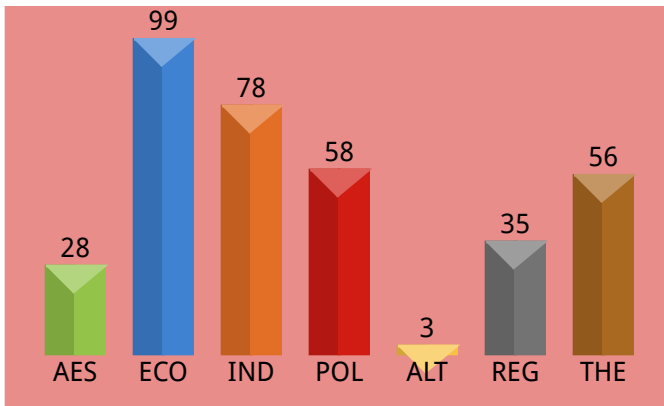
This drive is to be seen as a leader and to have influence and control over one's environment or success. Competitiveness is often associated with those scoring high in this motivation.

Motivational Insights:

- You appreciate occasional public recognition and praise for successes.
- You may need to be more willing to share the attention and successes for wins.
- You score like others who may feel stifled if surrounded by many constraints.
- You enjoy status and esteem in the eyes of others.
- You prefer freedom to take risks, but also need the boundaries and limits to the risk-taking freedom.

Training/Learning Insights for Caniggia:

- You link learning successes with potential to increase personal credibility and motivation of teams when working with others.
- You provide for a variety of learning and professional development options.
- Some who share this score range may prefer independent study instead of group or team learning activities.
- You score like those who frequently show an interest in leading some training or professional development activities.
- If group activities are involved, attempt to build in some competition and group leadership events.

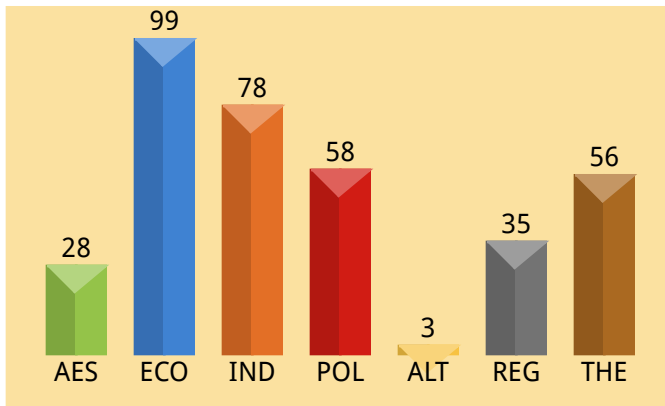


The Political Dimension:

This drive is to be seen as a leader and to have influence and control over one's environment or success. Competitiveness is often associated with those scoring high in this motivation.

Continual Improvement Insights:

- You may need to be more sensitive to the needs of others on the team.
- You may be perceived as one who oversteps authority without cause.
- You may show impatience with others who don't see the big picture as clearly.
- You may need to soften your own agenda at times and allow for other ideas and methods to be explored.
- You may project a high sense of urgency which may also translate to some as a high intensity.



The Altruistic Dimension:

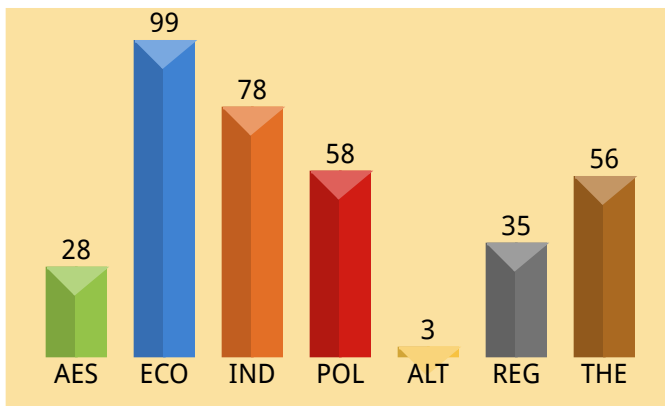
This drive is an expression of the need or drive to benefit others in a humanitarian sense. There is a genuine sincerity in this dimension to help others, give of one's time, resources and energy, in aid of others.

General Traits:

- You are not strongly motivated strictly by benefiting others alone.
- You take a bottom-line approach to helping others. There needs to be mutual reward.
- When you are dealing with others, it is very much about business and function.
- You may not be seen as the most generous person when it comes to donating free time or services.
- You are not driven by a strong desire to be altruistic.

Key Strengths:

- You have a very pragmatic, bottom-line approach to business transactions.
- You are a very strong survivor in chaotic situations.
- Purely emotional arguments or pleas do not convince you very effectively.
- You have a rational-steady business focus.
- You work just fine alone, and don't need continuous team interaction.



The Altruistic Dimension:

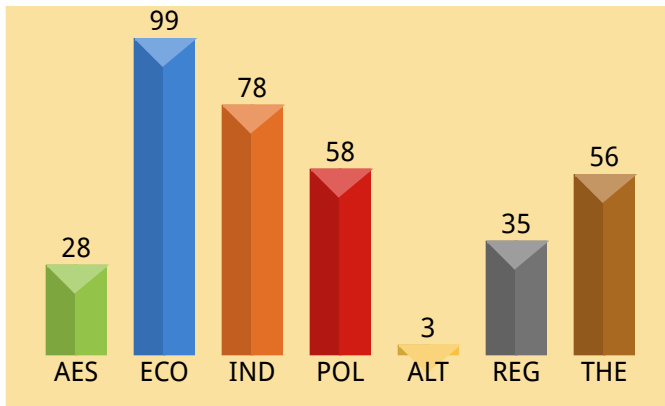
This drive is an expression of the need or drive to benefit others in a humanitarian sense. There is a genuine sincerity in this dimension to help others, give of one's time, resources and energy, in aid of others.

Motivational Insights:

- You should try not to get assigned for coaching or counseling duties, as these activities may not be your forte, and will take away from your attention to business matters.
- You prefer appeals presented in a practical, unemotional way.
- You stick to the bottom line, and don't lead off on tangents.
- You demonstrate the practical benefits of increased team-work.
- You should remember that you will likely migrate towards independent work, even within a team, so try to pre-set some areas for independence.

Training/Learning Insights for Caniggia:

- You should make sure to link learning and professional development work to areas of personal interest.
- You should demonstrate the practical benefits of any training or learning.
- You connect all training or learning to the bottom-line business needs and how it will return personal results.
- You may like to train or learn independently, apart from others.

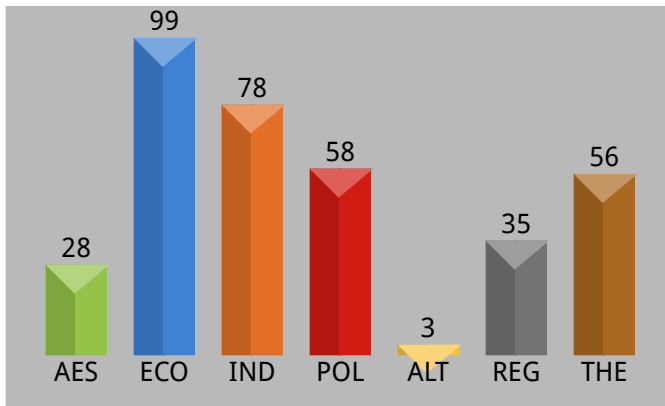


The Altruistic Dimension:

This drive is an expression of the need or drive to benefit others in a humanitarian sense. There is a genuine sincerity in this dimension to help others, give of one's time, resources and energy, in aid of others.

Continual Improvement Insights:

- Some could consider your very pragmatic approach as self-centered if not monitored.
- You are likely to be viewed as "guarded" and "reserved" by those who are much more altruistic.
- You might benefit from being more sensitive to the personal needs of others.
- You may gain personally by helping others gain personally as well.



The Regulatory Dimension:

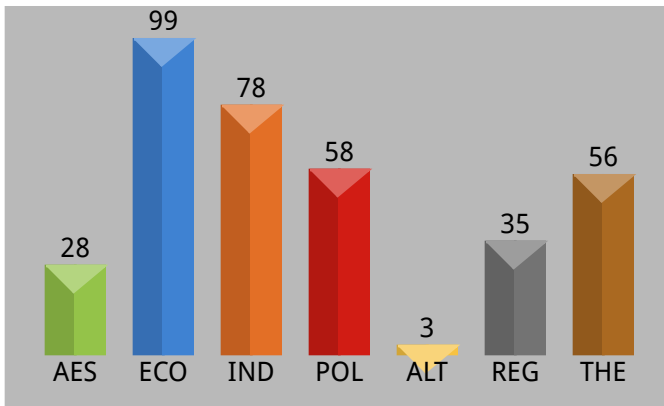
The Regulatory drive indicates one's drive to establish order, routine and structure. This motivation is to promote rules and policies, a traditional approach and security through standards and protocols.

General Traits:

- You appreciate some structure, but not too much.
- You understand both sides of the argument for more and less rules and policies.
- You are accepting of authority, but not bound by it blindly.
- You are good at seeing the details, but not likely to get lost in them.
- You are right at the national mean when it comes to desire for stability or steadiness.

Key Strengths:

- You can challenge protocol and be creative if the situation demands it enough.
- You are very flexible when it comes to dealing with very little or too much structure.
- You act to stabilize those on a team.
- You are good at providing order and structure where it is required.
- You are not overly rigid in the need for order and structure.



The Regulatory Dimension:

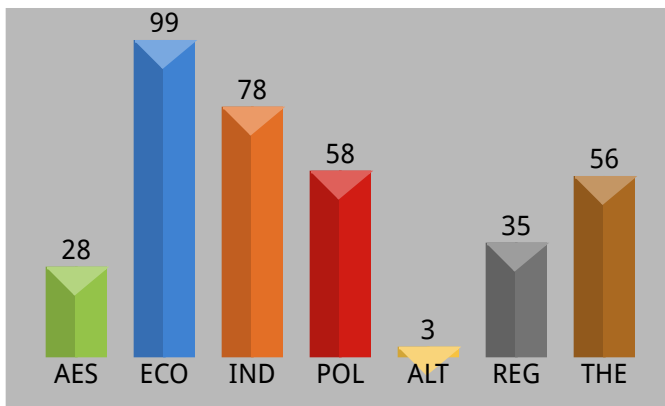
The Regulatory drive indicates one's drive to establish order, routine and structure. This motivation is to promote rules and policies, a traditional approach and security through standards and protocols.

Motivational Insights:

- You can help bring order out of chaos without going overboard.
- You can be the mediator between those who support the old guard and those who want revolution.
- You can provide a balanced view for creating new policies, procedures and protocols that are effective.
- You will be good at helping maintain a stable environment.
- You can be a valuable asset when it comes to working in routine environments.

Training/Learning Insights for Caniggia:

- You are open to creativity or flexibility.
- You prefer to learn in the accepted way through the existing curriculum.
- You become a supportive team member who gets behind the initiative.

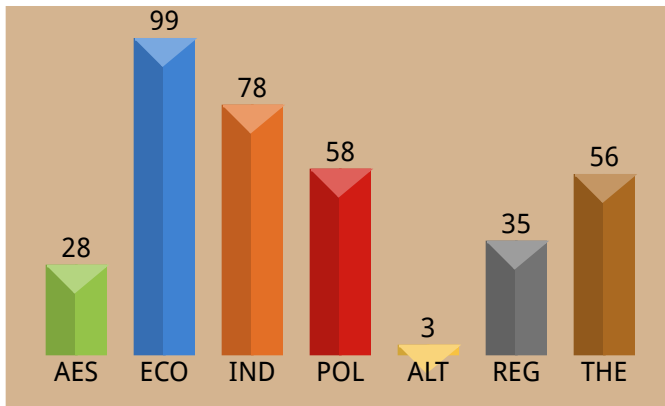


The Regulatory Dimension:

The Regulatory drive indicates one's drive to establish order, routine and structure. This motivation is to promote rules and policies, a traditional approach and security through standards and protocols.

Continual Improvement Insights:

- You might benefit from exerting opinions freely in discussions of direction and planning.
- You could take a firmer stand on team issues involving dissenting opinions.



The Theoretical Dimension:

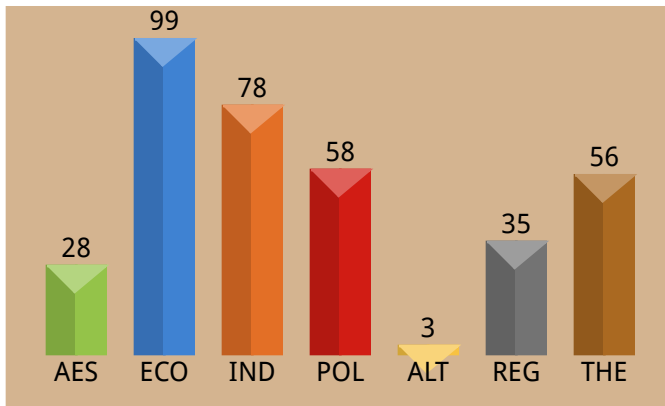
The drive to understand, gain knowledge, or discover the “truth”. This motivation can often be to gain knowledge for knowledge sake. Rational thinking, reasoning and problem solving are important to this dimension.

General Traits:

- You may enjoy learning even for its own sake.
- You have a high degree of curiosity in a variety of areas.
- You may prefer learning-based events or conferences over a small economic incentive.
- You believe that continuous learning is healthy for the mind and body.
- You like to go to trade shows and conventions in your area of interest and expertise to find new ideas and tools for the team and organization at large.

Key Strengths:

- You score as an active problem-solver, seeking solutions.
- You bring a strong knowledge-driven ethic.
- You have a stable, knowledge-driven ethic.
- You have a strong ability to read, study, and learn independently.
- You provide an open-minded approach that comes from broad-based research.



The Theoretical Dimension:

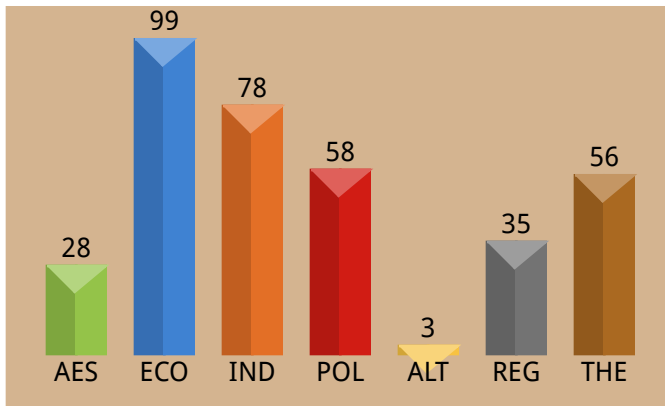
The drive to understand, gain knowledge, or discover the “truth”. This motivation can often be to gain knowledge for knowledge sake. Rational thinking, reasoning and problem solving are important to this dimension.

Motivational Insights:

- Be certain to look for knowledge-based incentives, such as new training courses, books, subscriptions, and journals.
- Provide your knowledge and expertise whenever possible at team meetings, and when in problem-solving mode.
- If there is a learning-based event to be planned, be certain you are involved. If there is an external learning-based event on the calendar, be certain you have the opportunity to attend.
- You sometimes prefer incentives or bonuses are earned as tickets to a special event: Consider cultural events that are not just sports related.
- Seek opportunities to teach as well as to learn.

Training/Learning Insights for Caniggia:

- You score like those who may have their own on-going personal development program already in progress.
- You enjoy learning even for its own sake and will be supportive of most training and development endeavors.
- You can be depended upon to do your homework... thoroughly and accurately.
- You are actively engaged in learning both on and off the job.



The Theoretical Dimension:

The drive to understand, gain knowledge, or discover the “truth”. This motivation can often be to gain knowledge for knowledge sake. Rational thinking, reasoning and problem solving are important to this dimension.

Continual Improvement Insights:

- You may sometimes bog down in details and minutia when needing to see the big picture.
- You may be somewhat selfish at times in sharing ideas with others, until others have established their own technical credibility.
- You have a tendency to demonstrate a bit of aloofness, especially to those not as intellectually driven.
- You score like some who need coaching on time management.
- You don't rush from one learning experience to another. You make certain there are some practical applications.



Use this sheet to help you track which motivators are well aligned and which are not and what you can do about it.

Action Step: Looking at your Values Index report, find which motivators are the most powerful for you (i.e., which ones are highest and farthest above the norm). Write down the top two in the space below, and record how well your current roles align with these motivators (i.e., how well what you do satisfies what you are passionate about).

	Alignment				
	Poorly				Highly
Motivator #1: _____	1	2	3	4	5
Motivator #2: _____	1	2	3	4	5

Legend:

- 2-4 = Poor
- 4-5 = Below Average
- 6-7 = Average
- 8-9 = Excellent
- 10 = Genius

Tally your score here:

To reach Genius levels of passion, you must increase alignment of your environment with your passions.

Motivator #1: What aspects of your company or role can you get involved in that would satisfy this motivator?

Motivator #2: What aspects of your company or role can you get involved in that would satisfy this motivator?



Your final step to making sure you really benefit from the information in this report is to understand how your values style contributes to, and perhaps hinders, your overall success.

Supporting Success: Overall, how well do your motivators and drivers help support your success? (cite specific examples):

Limiting Success: Overall, how do your natural drivers or motivators not support your success? (cite specific examples):



Attribute Index

WHAT natural talents do you have based on how you think and make decisions?



Over fifty years of scientific research has revealed that there are three distinct styles of decision-making. Each of us can make decisions in these three ways, but we tend to develop a preference for one more than the other two. This preference becomes a subconscious force, affecting the decisions we make on a daily basis and shaping how we perceive the world around us and ourselves.

The three decisional styles are the personal, the practical, and the analytical. These dimensions can be examined in the form of patterns based on two distinct factors unique to axiology.

The Personal Style: People with a preference for this style of making decisions tend to see the world from a personal point of view, or with concern for the individuals involved. They see people in a unique, individual light and are more concerned about others than the results and theory. This involves a personal involvement with, concentration on, or investment in people. To this style, the world is filled with people needing to be understood.

The Practical Style: People with a preference for this style of making decisions tend to see things in very practical, no nonsense, real-world, task oriented manner. They are more concerned with results than others and theory. They see people in comparative ways as they relate to others. To this style, the world is an objective waiting to be achieved.

The Analytical Style: People with a preference for this style of making decisions tend to see the world from a theoretical perspective, more in an abstract way than a concrete one. They see people as part of a system and tend to think in very black and white terms. They are more concerned with thinking about things, and analysis than actual results or personal concerns of others. To this style, the world is a problem to be explored and solved.

To some extent we are all capable of making all three kinds of decisions, but our preference tends to be for one more than the other two. Here's a simple example of the three in contrast to each other. One of each style are sitting around a table trying to figure out what to do. While the Personal style is focused on the needs of the workers involved and how best to utilize their talents, the Practical doesn't really care as much about the personal needs, or if it is done right, he just wants to get it done. Finally there is the Analytical who sees no reason to worry about the people involved or even getting it done if it isn't going to be done correctly.



We all have different balances of these three styles; that's what makes our decisions and actions different from each other's. These ways of making decisions, and how we use them, are at the core of who we are. They are behind our preferences, our strengths, and our weaknesses. In the following pages you will find a list of capacities which are the result of your unique combination of these three decisional styles. It is this understanding of your individual strengths and weaknesses that will enable you to affect change in your life and achieve greater personal success. It is only by first understanding something that we are then able to change it.



External Decision Making Pattern Summary

Your external clarity pattern indicates that you are someone who focuses on the efficiency in situations. Although you are able to understand people and can be empathetic, this is not your strength. Organization, completion of objectives and of the work function in particular, is where you possess higher ability. Individual personal needs or values of others may be somewhat hidden or ambiguous to you. You see performance and organizational needs more clearly and may tend to work on those understanding more than the understanding you have for people. You prefer big picture thinking (planning it) and street level operations (doing it) than socializing about it. You are practical and you enjoy working in general. Overall development level in the Systems and Tasks dimensions is equal but moderate at this time, which could be caused by some disruptive events in your life or turmoil at work. The People dimension has low development, and is under developed in comparison. This may cause you difficulty in dealing with others on a frequent interpersonal basis. Level of development speaks to your ability to "see" a specific dimension. The more clearly we see a dimension of thought, the more able we are to use it; therefore the better we are at it.

Maximizers

Efficient and productive organization and fulfillment of work

Conceptual thinking

Organizing

Schematic and or detail oriented thought

Minimizers

Communication and people skills

Human awareness

Balancing people needs with organizational and objective needs

Motivators

Responsibility to authority

Status and recognition

Sense of belonging

Needs for Growth

Better people awareness and possibly the development of communication skills. Keeping people's individual needs as highly valued or as important as that of the other dimensions of value.



Targets for Reinforcement (R) and Development (D)

Sensitivity toward others (D)

Human awareness (D)

Quality orientation (D)

Preferred Environment

Clearly defined responsibility and relationship with authority; goal-oriented production. Management with limited human development responsibility.



Internal Decision Making Pattern Summary

You define yourself according to your present work or primary social role and identify this with the perception of your true strengths and weaknesses. Your self-image is more flexible and malleable according to the demands of your primary social role or work. You have a good self image and you are confident in the roles you find yourself in life right now (e.g., husband, manager, mother, etc). However, you are less confident about the best way to proceed in one of those roles. This can be caused by changes in the "way" you fulfill a role. New technology at work, changing relationships, new responsibilities. These would all be examples of changes in your life that could cause you to change how you fulfill your many roles. You see the People and Tasks dimensions clearly and have good levels of development in both. You see the Systems dimension less clearly with moderate development. Level of development speaks to your ability to "see" a specific dimension. The more clearly we see a dimension of thought, the more able we are to use it; therefore the better we are at it.

Maximizers

- Self-confidence
- Role awareness
- Self acceptance
- Persistence

Minimizers

- Self direction
- Project goal focus
- Internal mission statement

Motivators

- Self improvement
- Material Possessions
- Professional/social role involvement
- Responsibilities

Needs for Growth

To develop a clearer sense of direction that guides your actions based on your own internal understanding of how you should be doing things, rather than how you feel others expect you to do things.



Targets for Reinforcement (R) and Development (D)

Self Direction (D)

Sense of mission (D)

Self awareness (R)



This graph summarizes the 5 Categories that comprise this Talent Profile. A description and mean score for each category is on the following page.

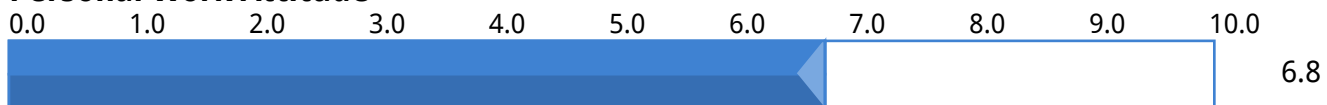
This Customer Service assessment report is designed to objectively measure those capacities which are vital to successfully dealing with customers. This report seeks to provide valuable insight into Caniggia's specific aptitudes and abilities in relating to, understanding and satisfying the customer.

Report Component Graphs

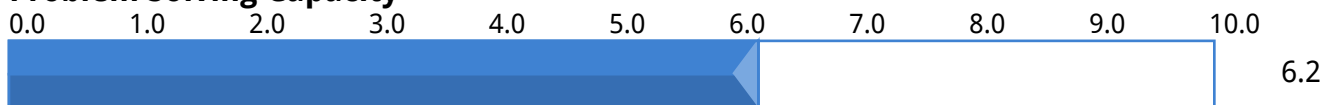
Communicating with Customers



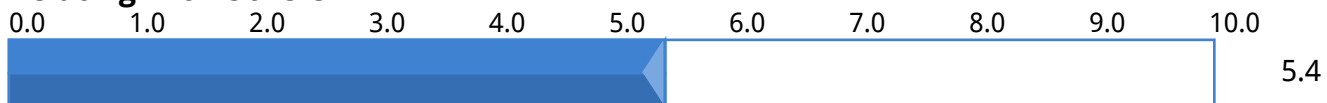
Personal Work Attitude



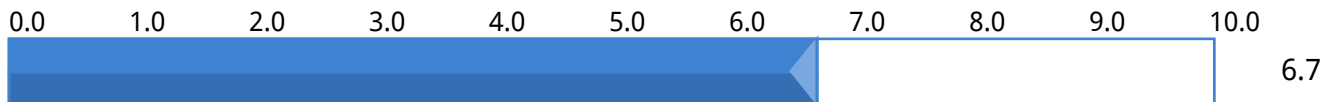
Problem Solving Capacity



Relating with Others



Work Ethic



Caniggia Thompson



Communicating with Customers (6.3)

Caniggia's ability to listen to, and respond to, the customer in an objective, efficient and professional manner.

Personal Work Attitude (6.8)

Caniggia's ability to feel satisfied and competent in his job, and to work in a persistent and consistent manner.

Problem Solving Capacity (6.2)

The ability to see and understand the crucial issues in a problem situation and to then identify workable solutions.

Relating with Others (5.4)

This is Caniggia's ability to understand and appreciate customer needs, to deal with customers in a concerned but objective manner.

Work Ethic (6.7)

Is Caniggia a hard and honest worker? This is an overall assessment of Caniggia's work ethic. It involves his ability to meet pre-set standards, respect company policies and property, possess a strong work ethic, and make decisions which take into consideration the needs of everyone involved (e.g. himself, others and the company).

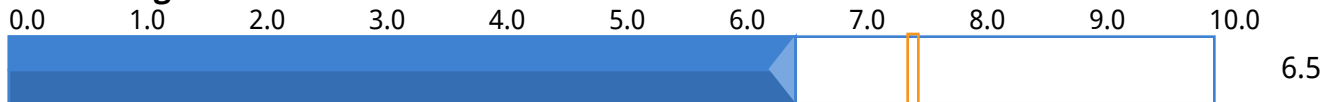


Category Description

Caniggia's ability to listen to, and respond to, the customer in an objective, efficient and professional manner.

Category Component Graphs

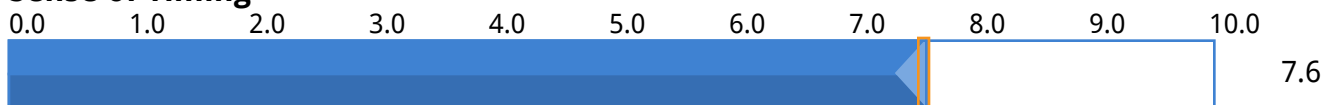
Evaluating What Is Said



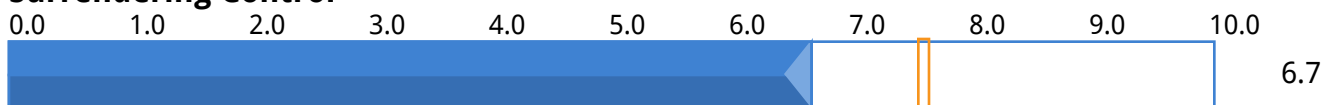
Human Awareness



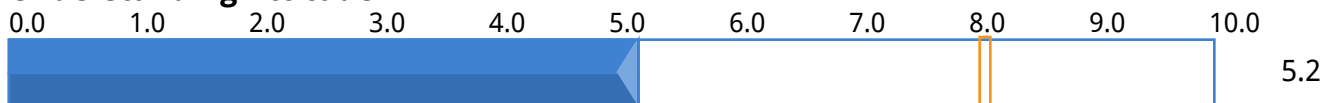
Sense of Timing



Surrendering Control



Understanding Attitude



Category Component Descriptions

Evaluating What Is Said (6.5)

evaluates Caniggia's openness toward other people and his willingness to hear what others are saying, rather than what he thinks they should say or they are going to say.

Human Awareness (5.2)

evaluates Caniggia's ability to be conscious of the feelings and opinions of others; and to value others as people instead of just as their organizational role or value.

Sense of Timing (7.6)

evaluates Caniggia's ability to evaluate a situation in such a way that statements, decisions, and actions are the most effective, accurate, and timely.

Surrendering Control (6.7)

evaluates Caniggia's ability to surrender control of a given situation or outcome to another person or a group of people.



Understanding Attitude (5.2)

evaluates Caniggia's ability to read between the lines and to understand body language, reticence, stress, and emotions.

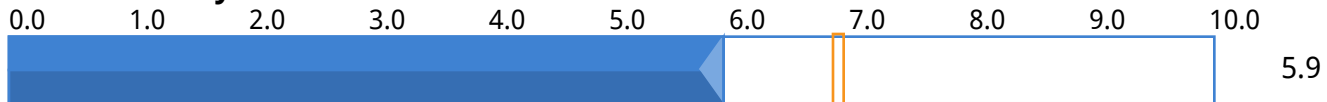


Category Description

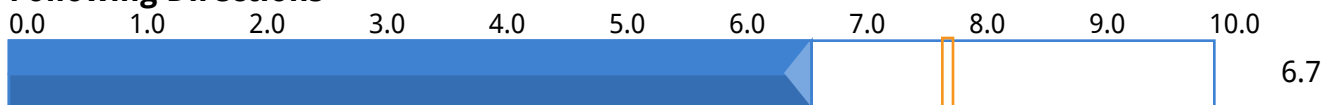
Caniggia's ability to feel satisfied and competent in his job, and to work in a persistent and consistent manner.

Category Component Graphs

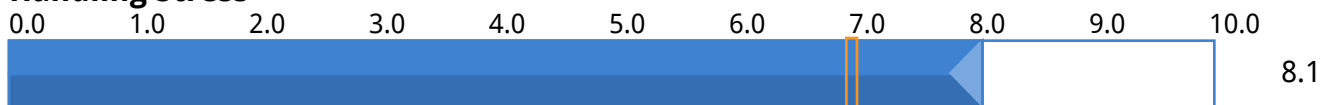
Accountability For Others



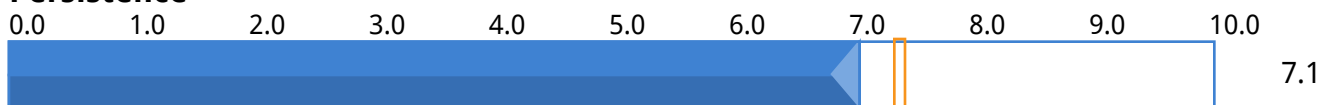
Following Directions



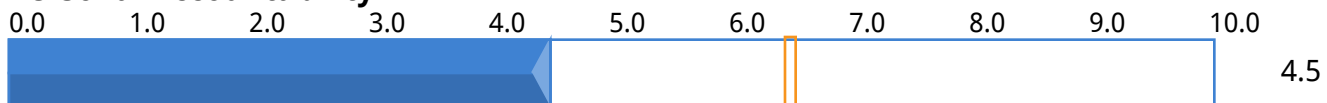
Handling Stress



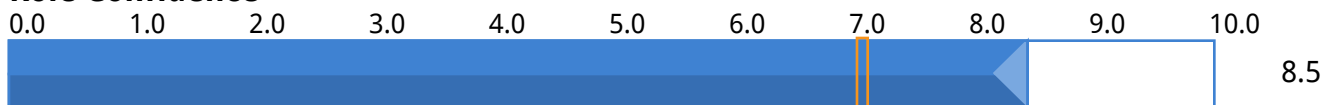
Persistence



Personal Accountability



Role Confidence



Caniggia Thompson

Category Component Descriptions

Accountability For Others (5.9)

evaluates Caniggia's ability to be responsible for the consequences of the actions of those whom he manages.

Following Directions (6.7)

evaluates Caniggia's ability to hear, understand, and follow directions or instructions effectively. This is his willingness to postpone making personal decisions, or taking action, until he has listened to what he is being asked to do.

Handling Stress (8.1)

evaluates Caniggia's ability to balance and to defuse inner tensions and stresses, which if allowed to build up, might interfere with his ability to perform up to his potential.



Persistence (7.1)

evaluates Caniggia's ability to stay on course in times of difficulty.

Personal Accountability (4.5)

evaluates Caniggia's ability to be responsible for the consequences of his own decisions and actions, and not shift the focus or blame for poor performance to somewhere else or on others.

Role Confidence (8.5)

evaluates Caniggia's ability to develop and to maintain an inner strength based on the belief that he will succeed.

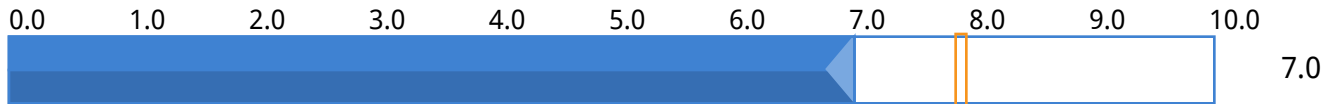


Category Description

The ability to see and understand the crucial issues in a problem situation and to then identify workable solutions.

Category Component Graphs

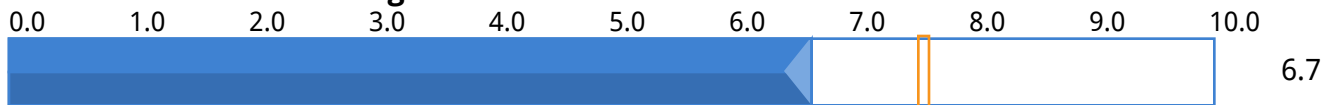
Attention To Detail



Integrative Ability



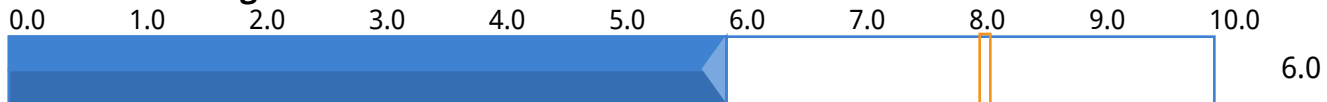
Intuitive Decision Making



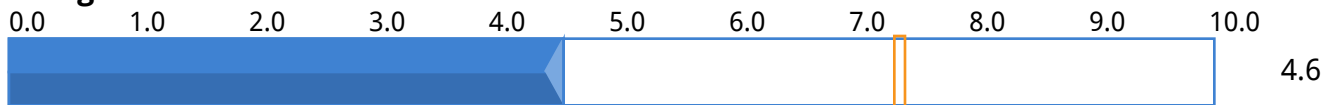
Problem and Situation Analysis



Problem Solving



Using Common Sense



Category Component Descriptions

Attention To Detail (7.0)

evaluates Caniggia's ability to see and to pay attention to details.

Integrative Ability (7.0)

evaluates Caniggia's ability to identify the elements of a problem situation, to understand which components are critical, and to decide what to do.

Intuitive Decision Making (6.7)

evaluates Caniggia's ability to accurately turn intuitive perceptions about a situation into a decision or action.

Problem and Situation Analysis (6.1)

evaluates Caniggia's ability to identify the elements of a problematic situation and to understand which components are critical.



Problem Solving (6.0)

evaluates Caniggia's ability to identify alternative solutions to a problem and to select the best option.

Using Common Sense (4.6)

evaluates Caniggia's ability to focus on practical thinking, to see the world clearly, and to make common sense decisions.

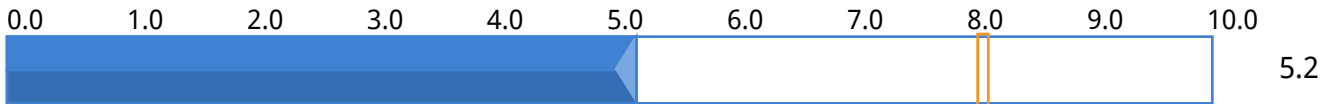


Category Description

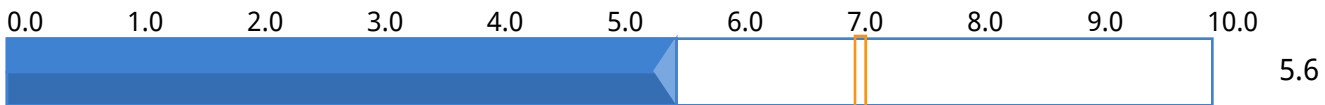
This is Caniggia's ability to understand and appreciate customer needs, to deal with customers in a concerned but objective manner.

Category Component Graphs

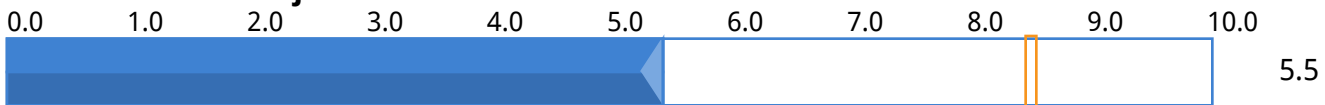
Attitude Toward Others



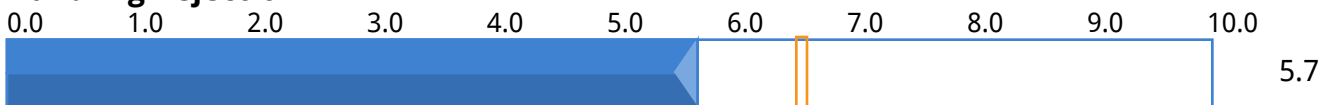
Emotional Control



Freedom From Prejudices



Handling Rejection



Relating To Others



Caniggia Thompson

Category Component Descriptions

Attitude Toward Others (5.2)

evaluates Caniggia's ability to maintain a positive, open and objective attitude towards others.

Emotional Control (5.6)

evaluates Caniggia's ability to exhibit an externally rational and objective demeanor even while internally stressed or emotional.

Freedom From Prejudices (5.5)

evaluates Caniggia's ability to prevent prejudices from entering into and affecting an interpersonal relationship.

Handling Rejection (5.7)

evaluates Caniggia's ability to avoid taking rejection or criticism in an overly personal manner.

Relating To Others (5.2)

evaluates Caniggia's ability to coordinate personal insights and knowledge of others into effective interactions.

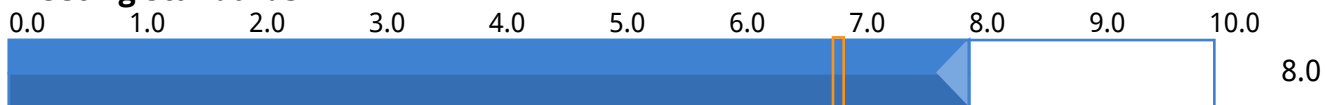


Category Description

Is Caniggia a hard and honest worker? This is an overall assessment of Caniggia's work ethic. It involves his ability to meet pre-set standards, respect company policies and property, posses a strong work ethic, and make decisions which take into consideration the needs of everyone involved (e.g. himself, others and the company).

Category Component Graphs

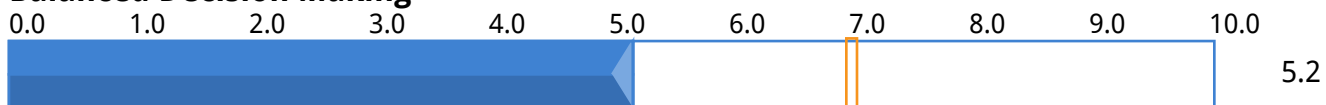
Meeting Standards



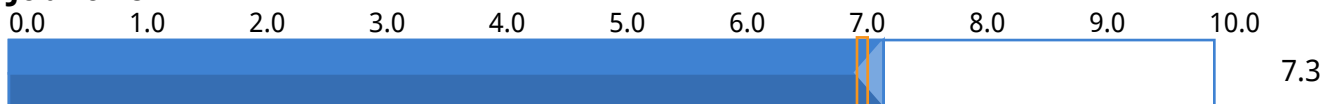
Respect For Policies



Balanced Decision Making



Job Ethic



Caniggia Thompson

Category Component Descriptions

Meeting Standards (8.0)

evaluates Caniggia's ability to see and to understand the standard requirements established for a job and evaluates his commitment to meeting them.

Respect For Policies (6.4)

evaluates Caniggia's appreciation for the value of conducting business affairs according to the intent of company policies and standards.

Balanced Decision Making (5.2)

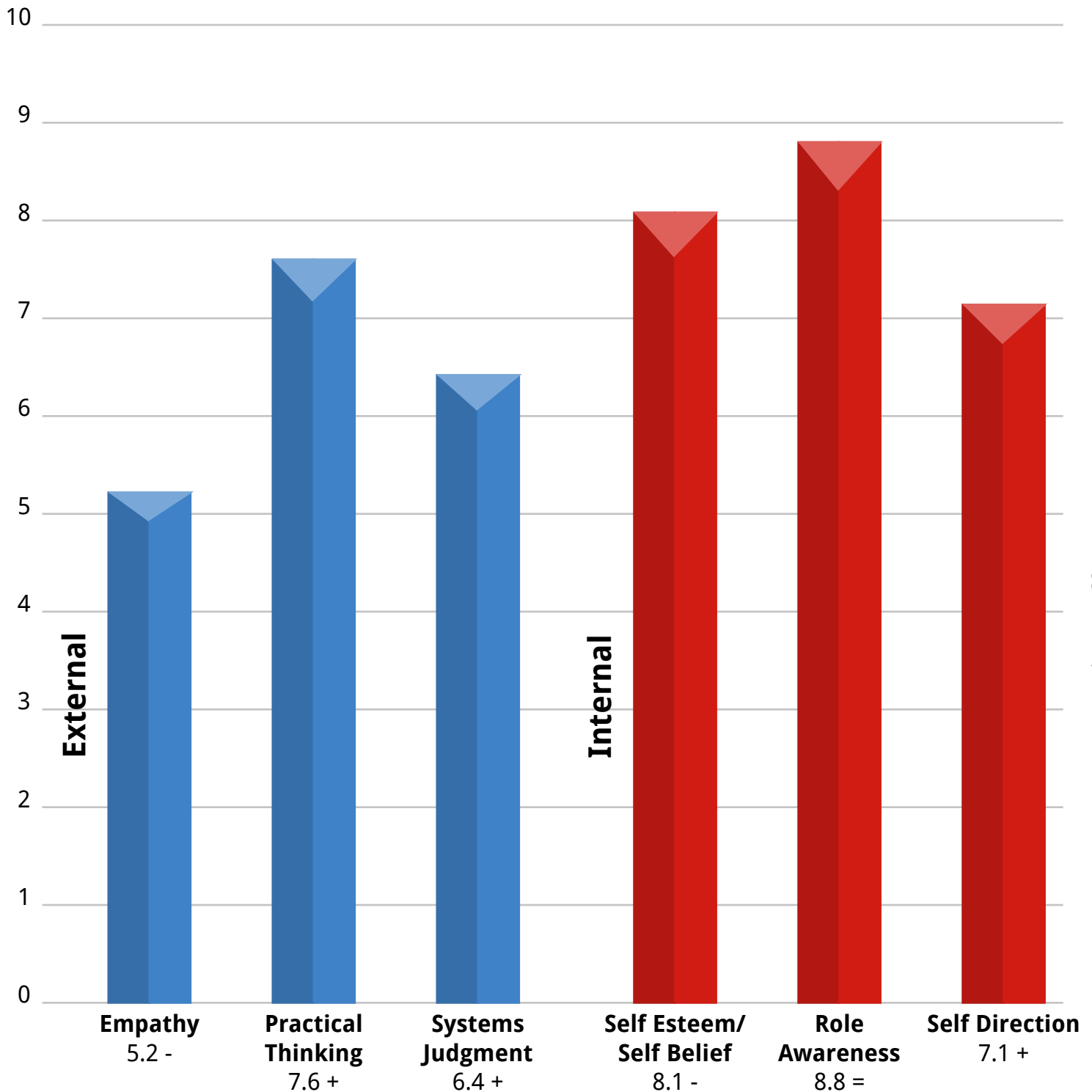
evaluates Caniggia's ability to be objective and to evaluate fairly the different aspects (people and other) of a situation; and his ability to make an ethical decision that takes into account all aspects and components.

Job Ethic (7.3)

evaluates Caniggia's personal commitment to the execution of a specific task.



0.79 / 0.91



Caniggia Thompson



Material Possessions (8.8)	Problem Management (6.9)
Project Scheduling (8.8)	Creativity (6.7)
Role Awareness (8.8)	Following Directions (6.7)
Self Confidence (8.5)	Intuitive Decision Making (6.7)
Conveying Role Value (8.5)	Surrendering Control (6.7)
Enjoyment Of The Job (8.5)	Evaluating What Is Said (6.5)
Role Confidence (8.5)	Project and Goal Focus (6.5)
Realistic Personal Goal Setting (8.3)	Leading Others (6.4)
Consistency and Reliability (8.2)	Conceptual Thinking (6.4)
Handling Stress (8.1)	Respect For Policies (6.4)
Self Esteem (8.1)	Results Orientation (6.4)
Self Improvement (8.1)	Sense of Belonging (6.4)
Gaining Commitment (8.0)	Systems Judgment (6.4)
Meeting Standards (8.0)	Seeing Potential Problems (6.2)
Personal Commitment (8.0)	Problem and Situation Analysis (6.1)
Initiative (7.9)	Problem Solving (6.0)
Personal Drive (7.9)	Accountability For Others (5.9)
Sense of Timing (7.6)	Attitude Toward Honesty (5.8)
Concrete Organization (7.6)	Handling Rejection (5.7)
Long Range Planning (7.6)	Realistic Goal Setting For Others (5.7)
Practical Thinking (7.6)	Emotional Control (5.6)
Respect For Property (7.6)	Correcting Others (5.5)
Status and Recognition (7.6)	Evaluating Others (5.5)
Persuading Others (7.4)	Realistic Expectations (5.5)
Self Starting Ability (7.4)	Sensitivity To Others (5.5)
Job Ethic (7.3)	Developing Others (5.5)
Proactive Thinking (7.1)	Freedom From Prejudices (5.5)
Self Direction (7.1)	Understanding Motivational Needs (5.5)
Self Discipline and Sense of Duty (7.1)	Diplomacy (5.4)
Sense of Mission (7.1)	Attitude Toward Others (5.2)
Self Management (7.1)	Empathetic Outlook (5.2)
Persistence (7.1)	Human Awareness (5.2)
Attention To Detail (7.0)	Monitoring Others (5.2)
Quality Orientation (7.0)	Personal Relationships (5.2)
Integrative Ability (7.0)	Relating To Others (5.2)
Theoretical Problem Solving (7.0)	Understanding Attitude (5.2)
Self Assessment (7.0)	Balanced Decision Making (5.2)
Flexibility (6.9)	Using Common Sense (4.6)
Self Control (6.9)	Personal Accountability (4.5)