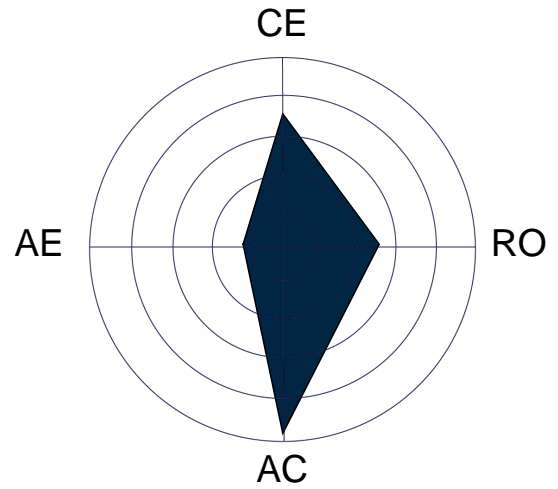


Your Winning Profile Summary

Learning Style:

Assimilator

As an Assimilator, John's Learning Style fits within two main themes - learning from thinking (Abstract Conceptualization) and learning by reflecting (Reflective Observation). People with this profile are good at taking a wide range of information and putting it into concise, logical form.



Clifton Strengths Domain:

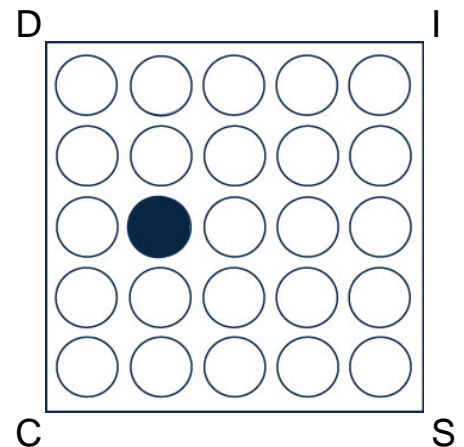
Executing/Strategic

Talent 1	Talent 2	Talent 3	Talent 4	Talent 5
Futuristic	Responsibility	Restorative	Ideation	Relator

Discus Style:

Controlled

The Controlled style lies between the Analyst and Driver styles and contains elements of both. As the name suggests, John will be controlled and may initially be reluctant to share information about himself or his ideas until he feels comfortable to do so. This may require him to ask more questions or gather more information than other types. He may be Assertive or Receptive in approach, however, depending on the situation.



Performance Drivers

Impact Driver	Relationship Driver	Pressure Driver	Growth Driver	Organization Driver
Tactical	Independent	Wise	Thoughtful	Diligent

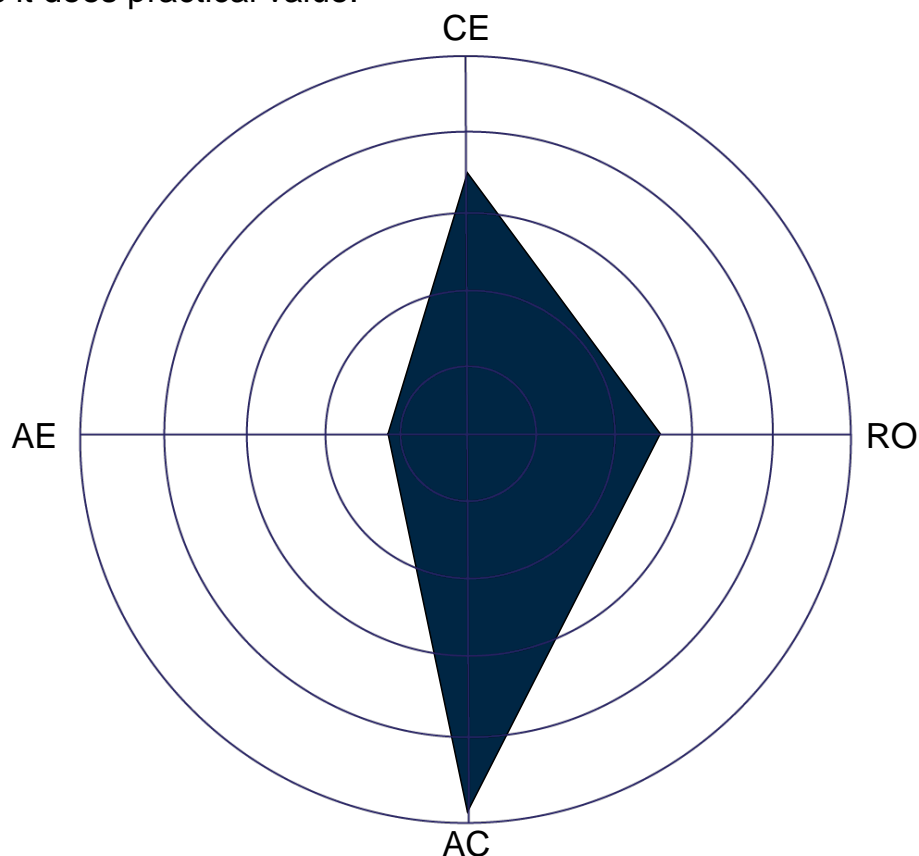
Learning Style

Assimilator

As an Assimilator, John's Learning Style fits within two main themes - learning from thinking (Abstract Conceptualization) and learning by reflecting (Reflective Observation). People with this profile are good at taking a wide range of information and putting it into concise, logical form. They like structure, organization and precision and may prefer to spend more time on the process as opposed to the people performing.

Often viewed as thinkers, Assimilators can appear somewhat reserved, non-vocal and equally may be slow to act. This is simply their manner, as they like to have clarity of thought in their minds before they participate, and conversely can be highly original and productive when they do take part. They tend to rely on a logical and objective understanding of situations when dealing with people or events and are often seen as being organized, reliable, careful and thoughtful.

Assimilators will not be afraid to review existing structures, systems and processes, questioning normal accepted views with the idea of creating more efficient, effective and often innovative approaches. They will avoid allowing their feelings to get in the way of sound judgments. It is often as important for them that a theory has logical soundness as it does practical value.



Learning Style

Assimilator

Assets

- Understanding a range of information.
- Technically gifted
- Create innovative solutions
- Logical and structured

Needs

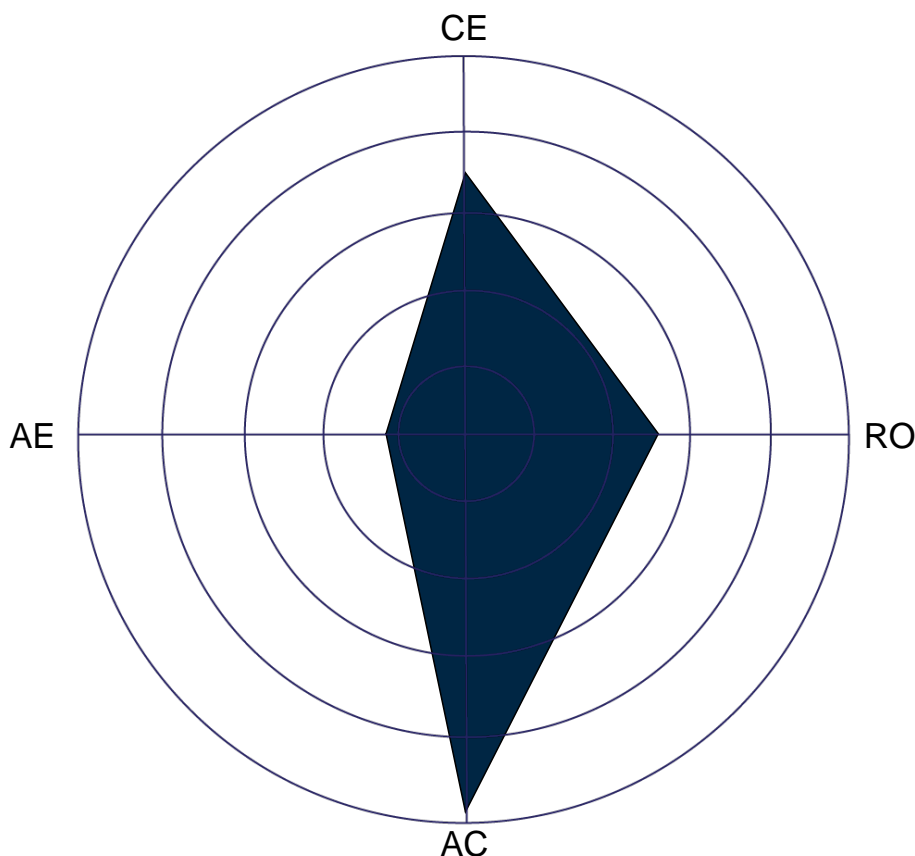
- More interested in abstract concepts
- Prefer lectures and readings
- Quiet and Introspective
- Likes time to reflect before acting

Perceives Information

- (Abstract Conceptualization)
- Analytical
- Rational Evaluation
- Systematic and logical thinking
- Precise and accurate - detail-oriented

Processes Information

- (Reflective Observation)
- Careful observation - takes time to act
- Working in small groups
- Understanding a broad range of information
- Unique, imaginative solutions



Clifton Strengths Domain

Executing/Strategic

Strengths Domains describe a person's greatest possible value add to a team. They help us to understand strengths from multiple angles. While individuals need not be well-rounded, teams should be. A well-rounded team with talent themes from all four domains often have valuable contributions that lead to high levels of performance.

John has a balanced profile, comprised of both Executing and Strategic Thinking skills, which means he will be highly effective when a plan needs to be made, or when a problem requires the generation of new ideas to solve it.

Whether it's actively solving a current problem, or dreaming about how to overcome tomorrow's, John can take a thought or idea and look for the best way to move forward with it in order to achieve tangible outcomes. Developing new ideas and putting them into action is the strengths of this domain, and John will be a tremendous asset to his team in this capacity.

Value to the Team

- Creating direction
- Getting things done
- Concrete reality
- Depth of wisdom
- Systems and processes

Needs

- High level information
- Opportunity to plan
- Freedom to act
- Goals and targets

Talent 1	Talent 2	Talent 3	Talent 4	Talent 5
Futuristic	Responsibility	Restorative	Ideation	Relator

Clifton Strengths Domain

Talent 1: Futuristic

People with Futuristic are inspired by the future and what could be. They are naturally ambitious and energize others to work toward their vision.

Talent 2: Responsibility

People with Responsibility are committed to values such as honesty and loyalty, and will take psychological ownership of what they say and do.

Talent 3: Restorative

People talented in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.

Talent 4: Ideation

People talented in the Ideation theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.

Talent 5: Relator

People talented in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.

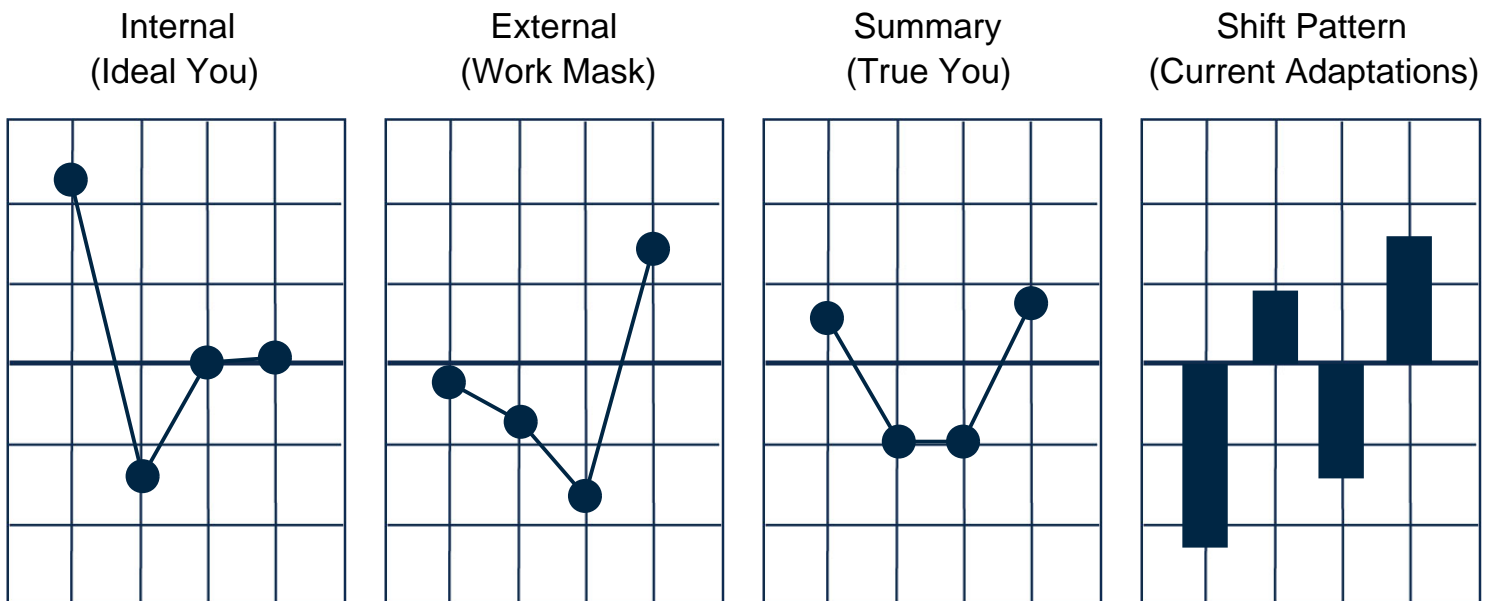
Axiom Discus

Dominance - John may have natural reserves of determination and assertiveness, but he clearly does not feel that such an approach is appropriate in his current working conditions. This suggests he feels less able to act independently, or take responsibility for his own decisions, than he would prefer.

Influence - John is currently showing a perceived need to express himself in a more open and positive way than he might normally prefer. Though the effect is not emphatic, the implication is that John's current conditions are demanding a more persuasive attitude than he would typically display.

Steadiness - John's working environment seems to be demanding a more responsive and active approach from him at present than he might naturally employ. This may involve the need to work to difficult time-scales, or the need to show a greater flexibility than John might usually display.

Compliance - John is showing a certain amount of adjustment in his style to accommodate an environment that he sees as a little more structured than he might ideally prefer. The shift is not distinct, but he is tending to show a little less independence than might typically be the case.



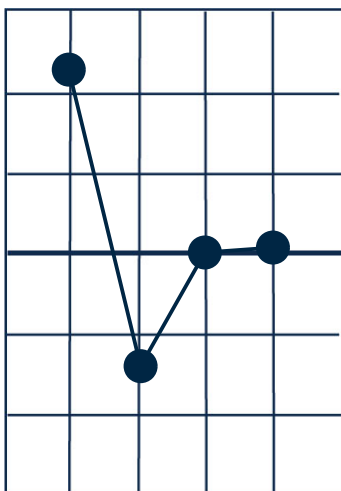
Axiom Discus

Discus Style - Controlled

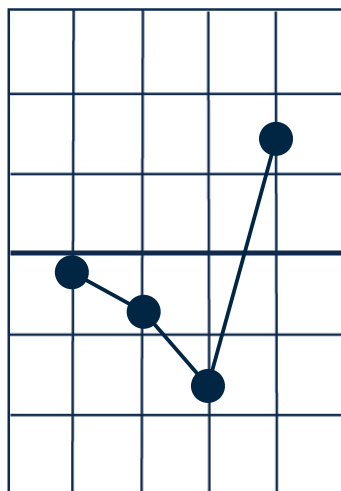
The Controlled style lies between the Analyst and Driver styles and contains elements of both. As the name suggests, John will be controlled and may initially be reluctant to share information about himself or his ideas until he feels comfortable to do so. This may require him to ask more questions or gather more information than other types. He may be Assertive or Receptive in approach, however, depending on the situation.

The Controlled type likes to assume an attitude of control, and can respond negatively to any perceived attempts to undermine their position. However, John will tend to adopt a formal, structured approach, attempting to enforce his desires through rules and authority, rather than through the forcefulness of his approach.

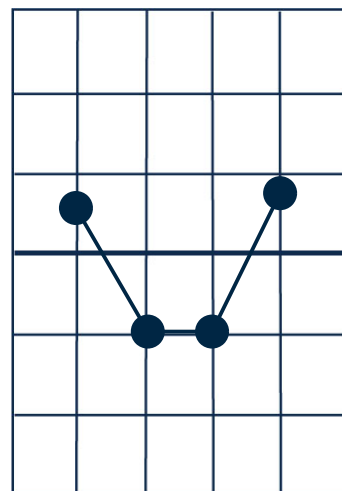
Internal
(Ideal You)



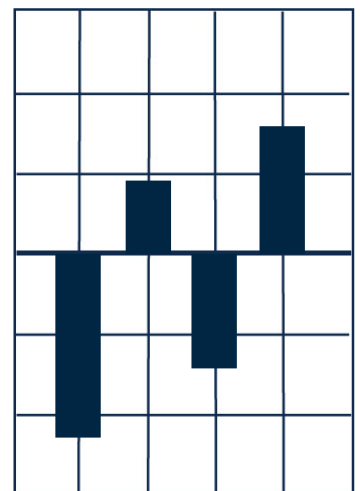
External
(Work Mask)



Summary
(True You)



Shift Pattern
(Current Adaptations)



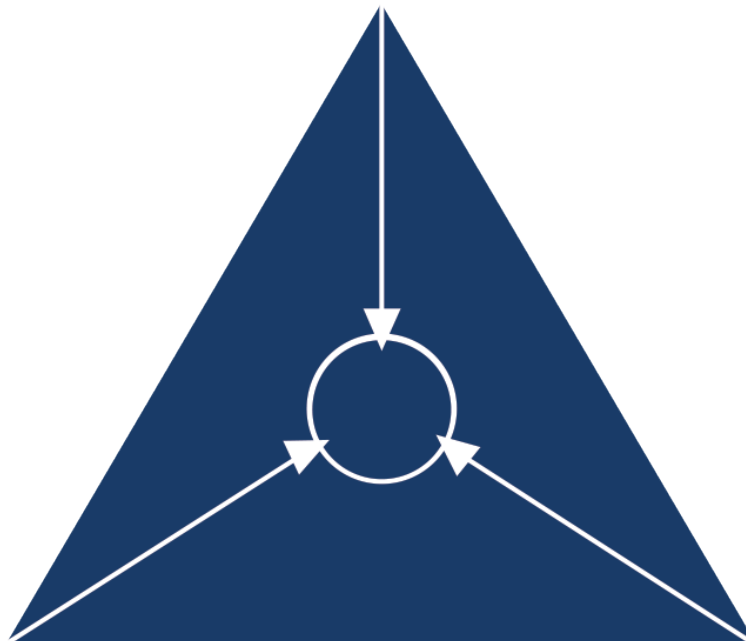
Performance Drivers

Drivers are the external manifestation of your internal energy. These five Drivers are the key factors to best use your talent in a team environment and also a leadership position.

Impact Driver	Relationship Driver	Pressure Driver	Growth Driver	Organization Driver
Tactical	Independent	Wise	Thoughtful	Diligent

Winning Profile measures three aspects of your psychological make-up - thinking, feeling, and acting - and triangulates the results, creating a three-dimensional picture of you.

Dr. Russell, in his search for a less linear profiling system, discovered that the three instruments above, while each linear in their own right, created results that integrated with one another in incredibly revealing ways. This process of Triangulation put the information into sharper relief, accurately measuring the three components of psychological behavior -- how you think, feel and act - and creating the three-dimensional picture Dr. Russell was looking for. Triangulation is now the cornerstone of the Winning Profile process, the most accurate profiling system in the world.



Drivers Characteristics

John's Impact Characteristics

Impact Driver:
Tactical

Tactical people like to plan ahead to avoid or minimize mistakes, gathering lots of information in order to make more informed decisions. They are methodical in their approach and use critical thinking to understand situations, and are not afraid to challenge the status quo.

- John questions conventional ways of doing things, reviewing what has been done in the past in order to help create more efficient and effective practices
- He naturally looks to improve things. He tends to correct errors and insists on changes that others may find irrelevant or unimportant
- When making decisions, he relies on facts and rational arguments over emotional considerations. He appreciates a wealth of information prior to any key meetings
- He wants to generate strong results, and puts in the necessary effort to fully comprehend the subject and feel confident in his ability to deliver
- His focus on accuracy and precision and need for structure suggest that he would be effective in a quality control role within a team environment
- He has effective organizational skills and a natural ability to understand and organize complex problems

Drivers Characteristics

John's Relationship Characteristics

Relationship Driver:
Independent

Reserved and thoughtful, Independent people take time to build relationships and can, initially, be guarded. Their views and opinions are not easily influenced by what others think or say, but they can be astute and enlightening when offered. May need encouraging to speak up in large groups.

- He tends to look at matters practically, and may take longer than other people to develop relationships with colleagues
- He enjoys intellectual discussions, offering arguments for and against a course of action before arriving at the best approach
- He may initially appear rather formal, which some people might find difficult until they get to know him better
- He is naturally objective and can distance himself from personal and emotional considerations. Colleagues will know exactly where they stand with him and exactly what is expected from them
- When considering a decision or idea, he will be more accepting if he can see the facts and data behind it. He does not buy into emotional or subjective arguments
- He tends to manage through rational analysis and explanation as opposed to through persuasiveness. Nonetheless, he expects team members to be receptive and responsive to his direction

Drivers Characteristics

John's Pressure Characteristics

Pressure Driver:
Wise

Wise people takes the time to make informed decisions, based upon astute reflections from experiences and logical understanding of the situation. Unafraid to challenge the norm if needed.

- Driven by a sense of personal achievement, he will step up and take control during times of pressure, leading by example in work ethic and commitment
- Under pressure, he makes decisions based on a clear, pragmatic perspective. He does not allow personal considerations to cloud his view
- He is quick to notice trends and patterns, and can navigate alternative ways to proceed
- He is not afraid to challenge conventional approaches and come up with innovative, alternative ways of doing things if he feels the situation requires it
- Pressure arises when he must make a decision without full information or finish a task so quickly that quality is compromised
- Under pressure he will likely rely on factual information and logical arguments as opposed to becoming involved in direct confrontation

Drivers Characteristics

John's Growth Characteristics

Growth Driver: Thoughtful

Thoughtful people are good at taking a wide range of information and putting it into concise, logical form. They tend to rely on a logical and objective understanding of situations when dealing with people or events and are often seen as being organized, reliable, careful and studious. Often viewed as thinkers, they can appear somewhat introspective, non-vocal and equally may be slow to act.

- He places great emphasis on acquiring knowledge and using it to his advantage. The need to ask questions and continually learn is fundamental to his development
- He is not afraid to question the status quo and explore new approaches and opportunities
- He draws on an extensive knowledge base acquired from his pursuit of information to assist himself and those around him
- As much as he values systems and structure, he is open to introducing new methods and procedures if he believes the organization would benefit, especially if it came with empirical support
- He does not take things at face value, seeking evidence to understand how and why things happen
- He is keen to constantly improve and develop, and expects a similar attitude from colleagues. He may become frustrated by those who do not look to extend themselves

Drivers Characteristics

John's Organization Characteristics

Organization Driver:
Diligent

Diligent people enjoy the challenge of analyzing situations and taking the time to learn all of the facts before creating clear plans and developing processes for improvement. They will commit to undertaking thorough due diligence prior to making key decisions. They will approach most situations in a conscientious and methodical way to ensure that all facts are checked and all options considered.

- He constantly challenges himself to improve systems, processes and models in order to create a more effective and efficient workplace
- He applies reason and logic to come up with clear solutions to problems. However, he can be both creative and original in developing innovative ideas
- His structured and organized approach suggest that team members will know exactly what is expected of them. He has a disciplined attitude, and will look for a similar approach in other members of the team
- He thrives on complex challenges and can be expected to persevere until he achieves his goals
- He is an ideal person to review possible strategies and consider the impact and effects of their implementation across the organization
- He dislikes ambiguity and uncertainty, and will feel pressured if asked to make key decisions or deliver high-quality results without access to the relevant materials and information

A Message from Dr. Gary F. Russell

Dear John,

Let me personally thank you for being a part of our Winning Profile. Your desire for continuous learning and the improvement of yourself and others around you is commendable. Everyone can see and recognize exceptional performance, whether it be in sport, the arts, or in the business world. But we all have trouble understanding, selecting and, critically, reproducing it.

Our goal was to create a three-dimensional psychological outline of your attributes, characteristics and talents, to give you a clear and compelling picture of your greatest assets. When utilized correctly in the right setting, these talents can strongly maximize your performance.

So, now that you know your profile... so what? What do you do now? How do you win with this information and better understanding of you? How can you surround yourself with a team that complements your talents and strengths?

These are exciting, but critical questions you face. We would encourage you stay in touch with us so we can continue sharing with you more information about our Winning Profile Performance program. We can teach and coach people to learn how to on a day-to-day basis to make marginal gains in your own performance and the performance of your team as well.

It's a simple and ever-adapting process. For me, every new person I come in contact with is a new and exciting exploration of winning. We would like to help you understand, beyond the written word, the implications of this report. We are confident it is THE WINNING WAY for you, your coworkers and your entire organization. I'm excited to discuss more with you!

Sincerely,



Dr. Gary F. Russell
CEO/Founder, Winning Profile