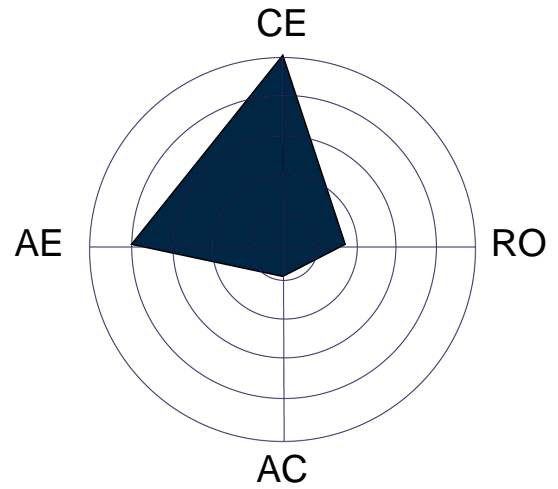


Your Winning Profile Summary

Learning Style:

Accommodator

As an Accommodator, Neil's profile indicates an active, doing mentality and that he is someone whose strength lies in the practical completion of plans of action. Neil's daily drive comes from the need to accomplish tangible goals and his natural energy and high work ethic comes from a determination to succeed at whatever he turns his hand to.



Clifton Strengths Domain:

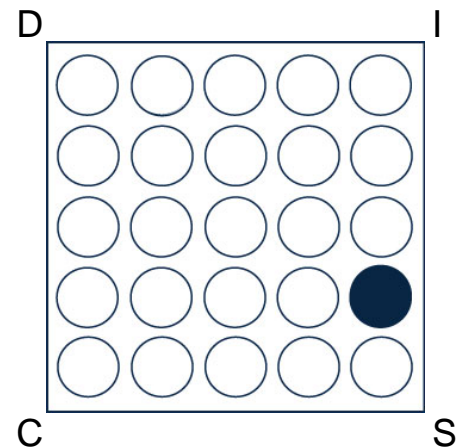
Influencing/Relationships

Talent 1	Talent 2	Talent 3	Talent 4	Talent 5
Achiever	Maximizer	Individualization	Positivity	Woo

Discus Style:

Planner

As a steady, amiable type of person, with a predominantly high DISC factor of Steadiness, Neil can be described as a Planner. People of this kind are patient and persistent, dislike change, and like to take time to plan carefully before acting (hence the name of the style).



Performance Drivers

Impact Driver	Relationship Driver	Pressure Driver	Growth Driver	Organization Driver
Dynamic	Engaging	Hardworking	Practical	Active

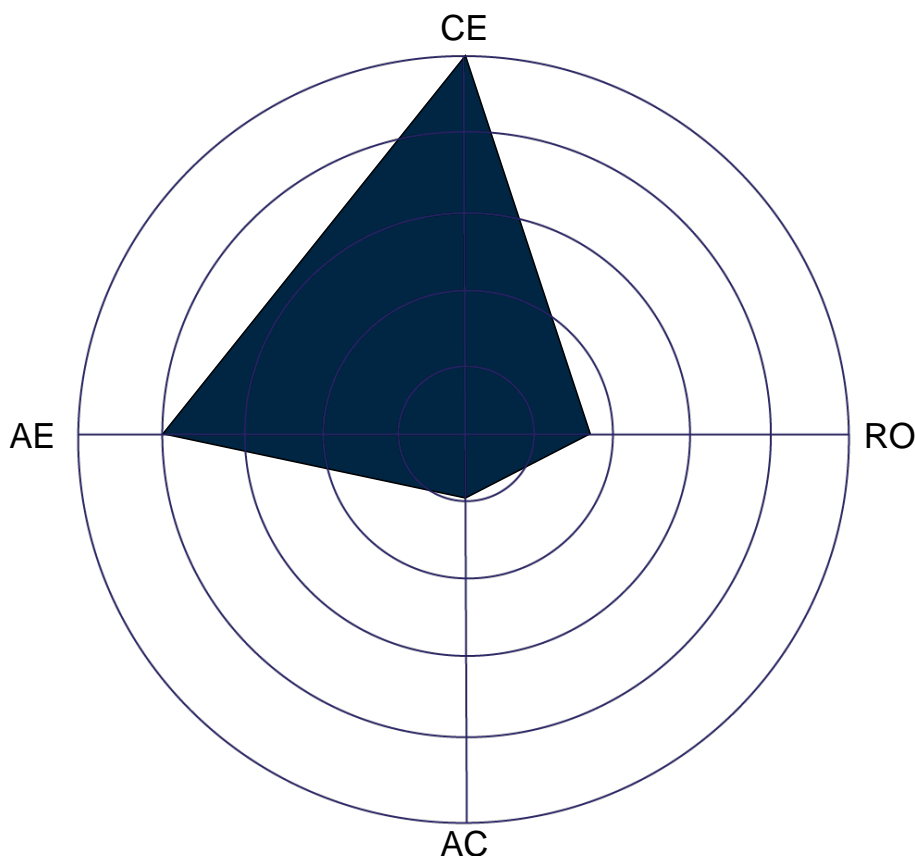
Learning Style

Accommodator

As an Accommodator, Neil's profile indicates an active, doing mentality and that he is someone whose strength lies in the practical completion of plans of action. Neil's daily drive comes from the need to accomplish tangible goals and his natural energy and high work ethic comes from a determination to succeed at whatever he turns his hand to.

This profile also describes people who are naturally outgoing and who are comfortable around others. Accommodators can, on occasions, act impulsively, basing their judgments on gut instincts and may rely more heavily on people for information than on their own technical analysis when solving problems.

However, Accommodators will often make strong leadership candidates - having the confidence in their own ability and a willingness to take risks in order to succeed coupled with the drive and determination to see things through to a positive conclusion. The overriding factor throughout Neil's profile is the receptive, experience-based approach to learning that emphasizes a strong affinity for human interaction. Neil has a passion for action - the practical completion of tasks and a constant drive to achieve. In doing so, he will look to build a strong team around him.



Learning Style

Accommodator

Assets

- Getting things done
- Leading, taking risks
- Enjoys challenging experiences
- Being adaptable and practical

Needs

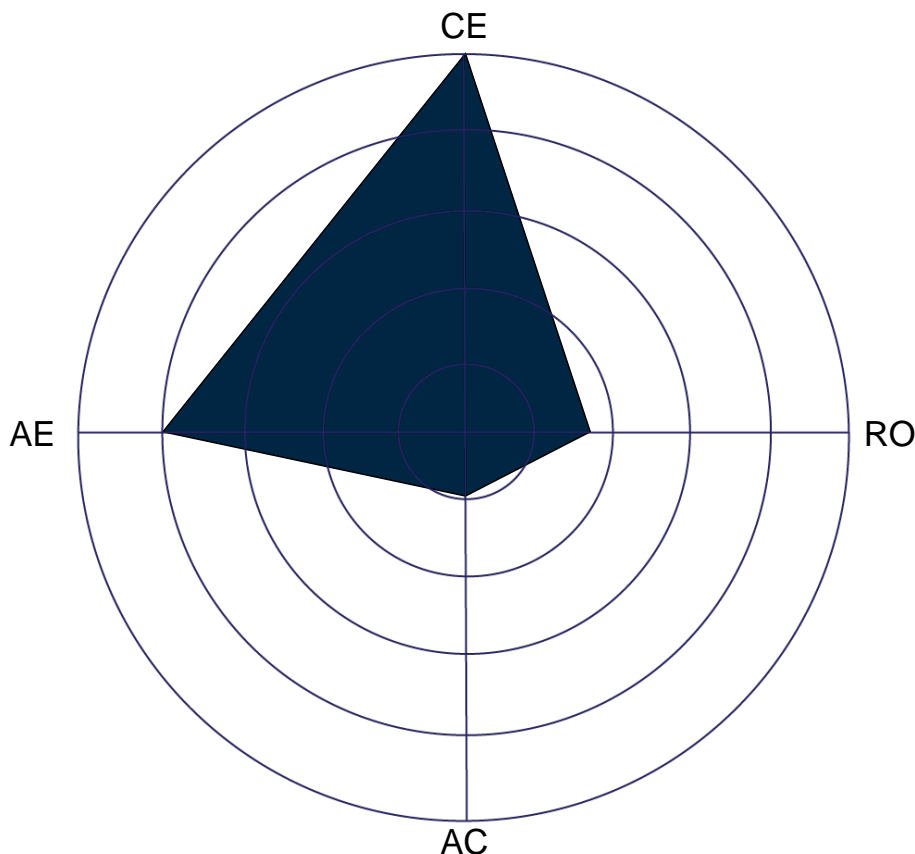
- Action oriented
- Outgoing and extroverted
- Acts on instinct rather than logic
- Impatient and pushy

Perceives Information

- (Concrete Experience)
- Receptive, experience-based approach
- Treats each situation as a unique case
- Relies on others rather than own analytical ability
- At ease with other people

Processes Information

- (Active Experimentation)
- Carries out plans, enjoys problem solving
- Learns from hands-on experience
- Trial and error - risk takers
- Dislikes passive learning



Clifton Strengths Domain

Influencing/Relationships

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.

Neil has a balanced profile, comprised of both Influencing and Relationship Building skills, which means he is inherently good at dealing with people, be they colleagues or clients. Neil is extremely helpful when an organization needs to reach a broader audience, and can sell an idea or concept through his sheer passion and charisma.

Neil is equally adept at seeing the world from the points of view of others, appreciating that every individual is unique, taking the time to adapt his approach to each in order to bring out the very best from them.

Value to the Team

- Engaging and inspiring
- Client focused
- Connecting individuals
- Building relationships.

Needs

- To be in and around others
- Authentic and responsive teammates
- Latitude to act
- Recognition and appreciation.

Talent 1	Talent 2	Talent 3	Talent 4	Talent 5
Achiever	Maximizer	Individualization	Positivity	Woo

Clifton Strengths Domain

Talent 1: Achiever

People talented in the Achiever theme work hard and possess a great deal of stamina. They take immense satisfaction in being busy and productive.

Talent 2: Maximizer

Maximizers focus on strengths to stimulate personal and group excellence. They seek to turn something strong into something superb.

Talent 3: Individualization

People with Individualization are intrigued with the unique qualities of each person. They have a gift for figuring out how different people can work together productively

Talent 4: Positivity

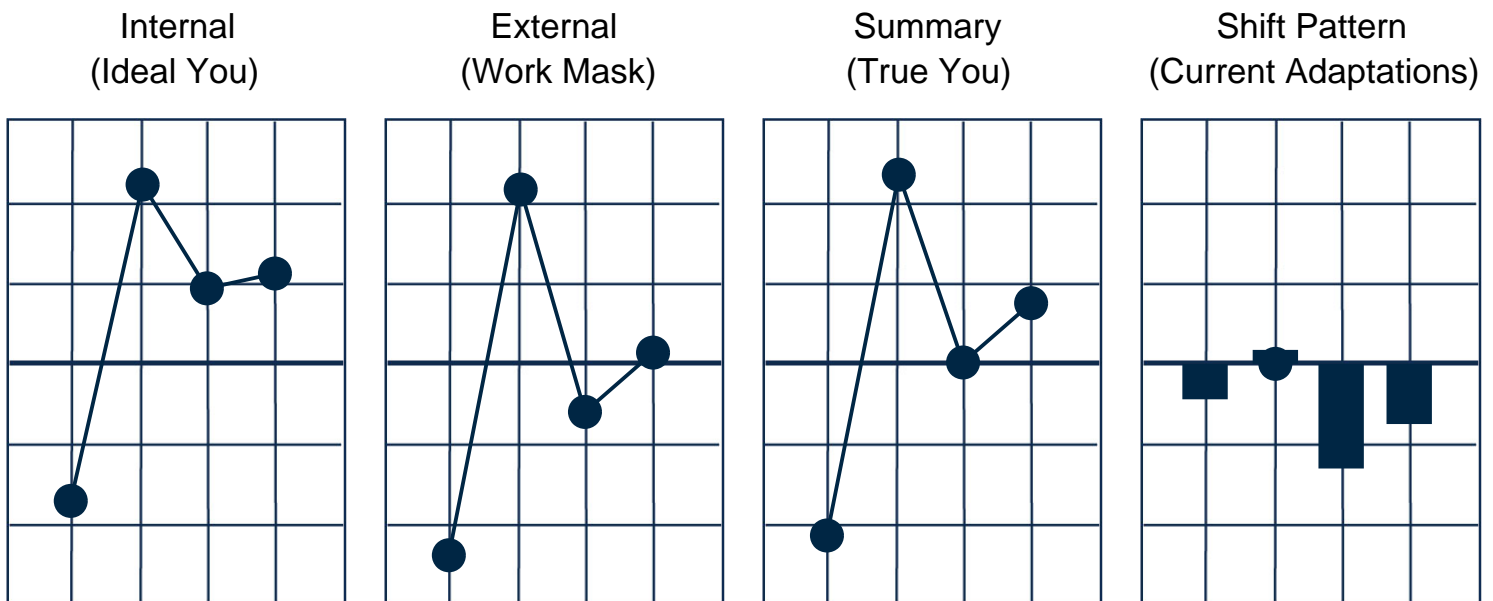
People with Positivity have contagious enthusiasm. They are upbeat and can get others excited about what they are going to do.

Talent 5: Woo

People with Woo love the challenge of meeting new people and winning them over. They derive satisfaction from breaking the ice and making a connection with someone.

Axiom Discus

- Dominance -** Though Neil's levels of directness and assertiveness are not showing a significant adaptation in his working environment, they do show a slight downward trend. This implies that Neil feels marginally less ready to be as independent and decisive than he would prefer.
- Influence -** Neil's level of communicative openness is showing little or no change to adapt to his work environment at present, suggesting that his natural levels match his perceived needs. Neil appears to feel that he is neither too overtly expressive nor too reserved in his current working conditions.
- Steadiness -** Neil'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 Neil might usually display.
- Compliance -** Neil's profile shows that he is focusing slightly less on matters of analysis and accuracy than he might prefer. The adaptation implies that his current role is demanding a certain amount of independence than he might naturally display, though the adjustment is slight.



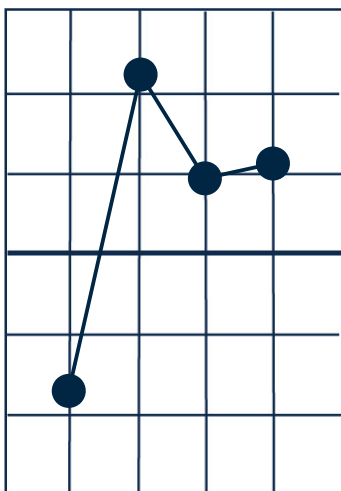
Axiom Discus

Discus Style - Planner

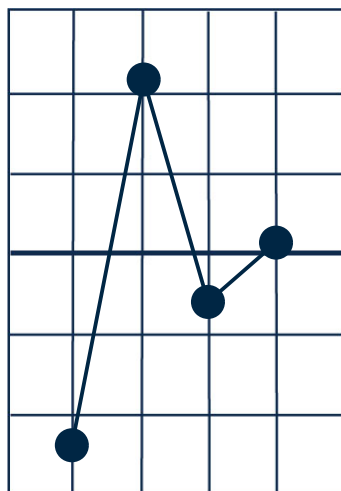
As a steady, amiable type of person, with a predominantly high DISC factor of Steadiness, Neil can be described as a Planner. People of this kind are patient and persistent, dislike change, and like to take time to plan carefully before acting (hence the name of the style). Neil will try to avoid conflict and preserve relationships in a pressure situation. For this reason, his normal reaction will be to attempt to reach a compromise; he will see both sides of an argument or problem.

Neil's desire to avoid conflict or confrontation, and their wish to maintain positive relationships, means that he may be willing to accept assurances and guarantees that might arouse skepticism in others. Nonetheless, he may require time to reach decisions, and should not be forced to a conclusion before he is ready.

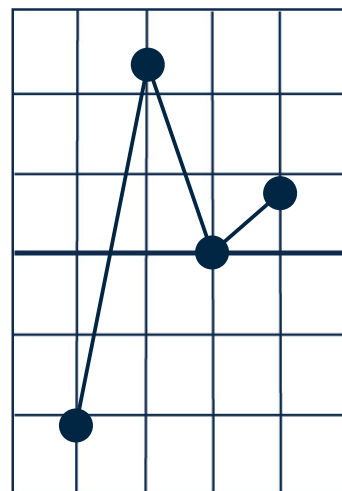
Internal
(Ideal You)



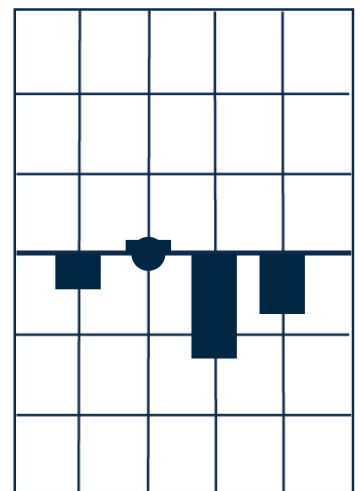
External
(Work Mask)



Summary
(True You)



Shift Pattern
(Current Adaptations)



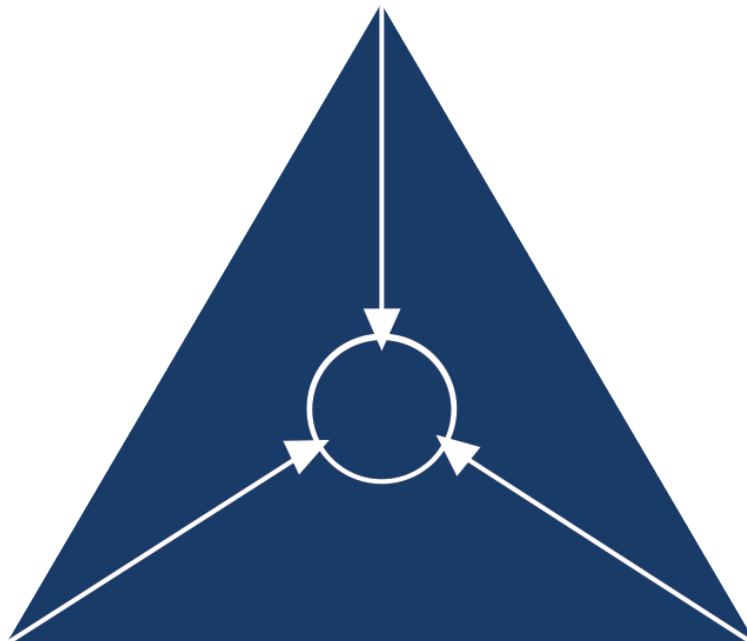
Performance Drivers

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
Dynamic	Engaging	Hardworking	Practical	Active

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

Neil's Impact Characteristics

Impact Driver:
Dynamic

Dynamic people are very keen to get on with things, very active and, at times, impatient. They don't always think or plan, but they're confident in their abilities and tend to learn through doing. Dynamic people are risk takers, outgoing and spontaneous, who enjoy succeeding in achieving goals set for them.

- Neil is very much a team player who takes time to build a mutual sense of trust and respect with colleagues
- His level of personal responsibility suggests he can be relied on to move forward with tasks, always looking to deliver to the best of his ability
- He likes to feel valued and supported. He is motivated to make a difference and prove his value to the organization. Indeed, he wants to feel he is achieving measurable successes on a daily basis
- He instinctively matches complementary strengths and prides himself on his ability to assess talent, using this knowledge to create efficient and effective teams
- He encourages input from others and considers all ideas. If there is a difference of opinion between team members, he will try his best to create consensus and restore harmony
- He likes to be included in key decision-making and planning processes, and appreciates the opportunity to offer his opinions and ideas

Drivers Characteristics

Neil's Relationship Characteristics

Relationship Driver: Engaging people enjoy being in and around others, particularly in positive environments. Great presenters and raconteurs, others are drawn to their warm, open and charismatic style.

Engaging

- He values working closely with people as a means of building camaraderie and a strong team identity
- He sets challenging targets, but will do all he can to support his colleagues' efforts, sharing his wisdom and experience in the process
- He strongly believes that the time and effort he invests in others to address their needs and issues will be repaid through their increased commitment and productivity
- He has a sense of optimism that suggests he sees the good in everyone and that there is no such thing as a lost cause
- Naturally comfortable in group settings, he will not be afraid to offer his views and opinions in meetings and team gatherings
- People like to be around him in social settings. Employers should harness his interpersonal and planning skills when trying to build relationships with new clients

Drivers Characteristics

Neil's Pressure Characteristics

Pressure Driver:
Hardworking

Confident and competitive individuals who enjoy the challenge that pressure brings, Hardworking people tackle situations head on and are willing to take risks in the process. Tend to rely on gut feelings to take quick and decisive action.

- In times of conflict he can act as a positive influence who looks to bring a calming and sensible approach to issues
- Though he is highly resilient to pressure, he may be challenged by situations where he finds his ambitions frustrated, especially by factors outside his control
- He can be very expressive while he feels at ease, but will find it harder to build effective relationships where he detects antagonism
- He may not share his concerns until too late, or may make his requirements known indirectly
- He has a resolute manner and is quick to understand how different variables are linked. He is confident in his ability to develop solutions even if these differ from normal practices and approaches
- If properly channelled, his enthusiastic nature can help motivate the team and drive it forward, particularly in times of heightened pressure

Drivers Characteristics

Neil's Growth Characteristics

**Growth Driver:
Practical**

Practical people are active doers. They will initiate action in order to deal with experiences and situations, preferring to jump in and learn via a hands-on approach. They can get bored and lose focus when not actively involved in the learning process.

- He is energized when management regularly shares plans and expectations and emphasizes his value to the organization
- He works best with other positive, forward-thinking people who share his optimistic attitude
- He commits himself to the development of colleagues and employees and takes great pleasure in seeing small improvements
- His decisions are very much driven by his ability to see scenarios through the eyes of colleagues and clients
- He has a clear vision of where he wants to go and will be very creative in developing plans and strategies for making that vision a reality
- Such is his interest in new ideas and innovations that he may not give existing processes time to prove their value before trying something else

Drivers Characteristics

Neil's Organization Characteristics

- Organization Driver:** Active people thrive in a busy working environment that offers lots of variety with challenging goals to hit. They like to take the initiative, often spending less time planning than most. They struggle to pay attention to mundane and bureaucratic tasks.
- Active**
- He is motivated by people who share his enthusiasm for future planning. Management should ask him to share his vision with regard to his career and the organization
 - He benefits from the time and space to fully analyze and understand something. He prefers to develop a complete understanding before he acts
 - He is excellent at presenting new ideas and concepts to an audience, as he can quickly make people feel at ease and win over their confidence
 - He makes sure to interact with key employees on a regular basis
 - He does not like to work independently or when he feels isolated from the input and interaction of colleagues
 - He prefers to be involved in active, practical tasks. Consequently, areas of work that are more repetitive and bureaucratic may receive less attention to detail

A Message from Dr. Gary F. Russell

Dear Neil,

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