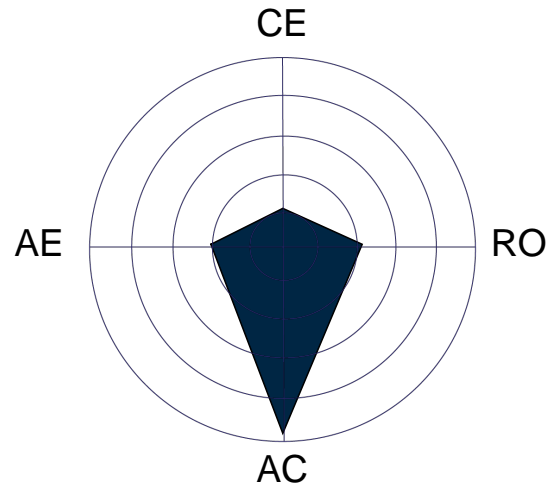


Your Winning Profile Summary

Learning Style:

Assimilator

As an Assimilator, Todd'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:

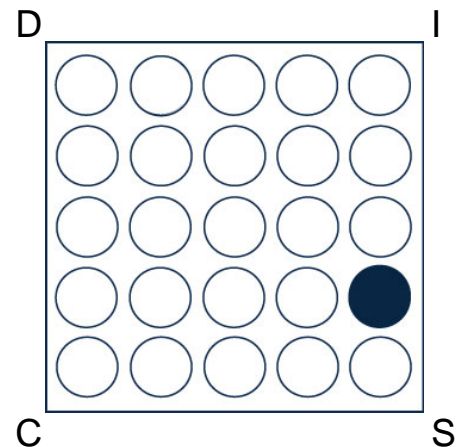
Relationships/Strategic

Talent 1	Talent 2	Talent 3	Talent 4	Talent 5
Learner	Relator	Intellection	Individualization	Self-Assurance

Discus Style:

Planner

As a steady, amiable type of person, with a predominantly high DISC factor of Steadiness, Todd 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
Tactical	Independent	Cautious	Inquisitive	Insightful

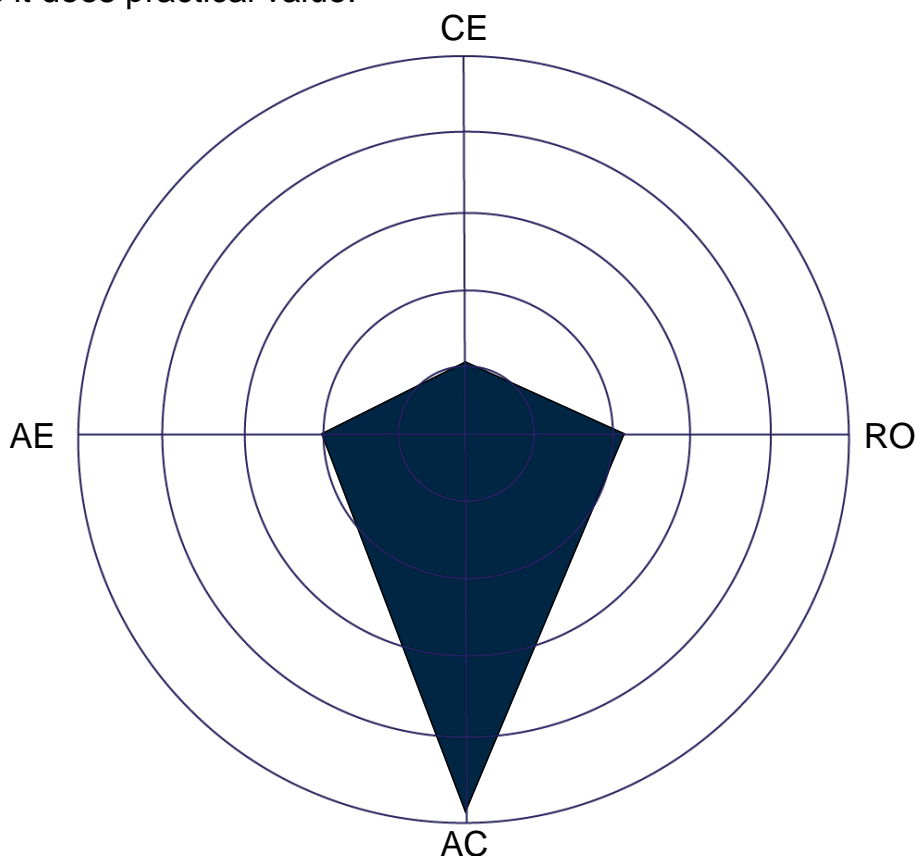
Learning Style

Assimilator

As an Assimilator, Todd'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

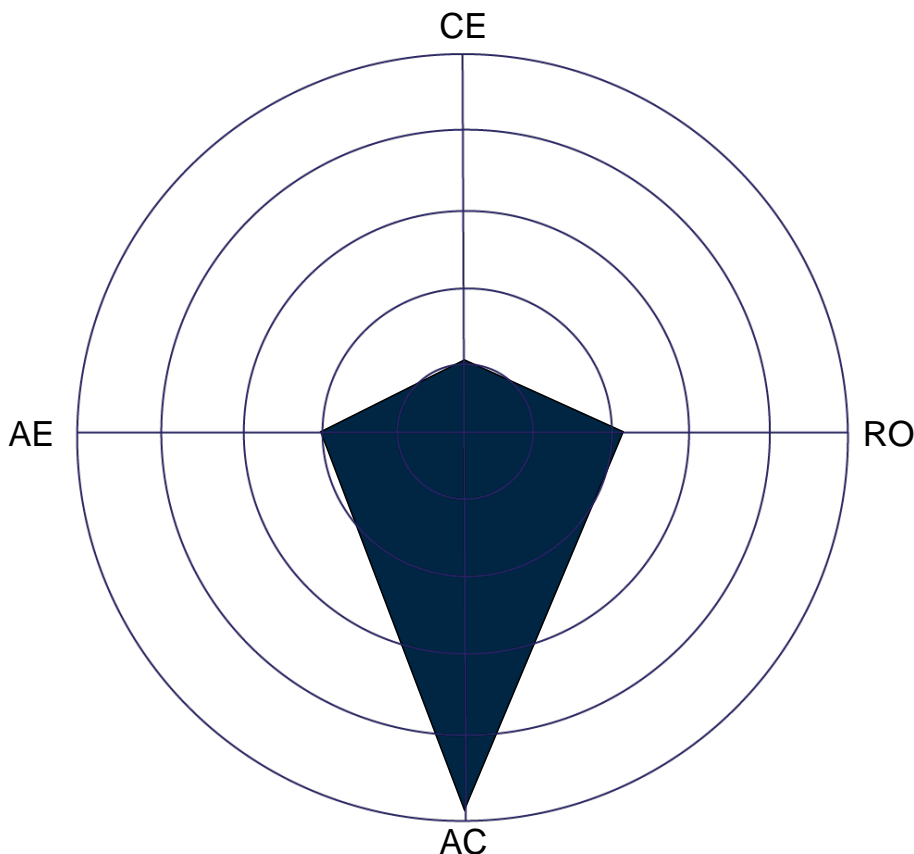
- More interested in abstract concepts
- Prefer lectures and readings
- Quiet and Introspective
- Likes time to reflect before acting

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

Relationships/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.

Todd has a profile made up of Relationship Building and Strategic Thinking themes, which means he is often very effective at building productive teams. Within these teams, Todd will work to ensure that each individual is utilized in such a way as to make best use of their strengths and skills.

Todd will do all that he can to nurture and maximize his teammates' value to the organization, and will be astute at finding the best fit for their teammates. He will develop plans, find efficiencies, and always be on the lookout for his team's next great opportunity.

Value to the Team

- Appreciation of individual strengths
- Allocating roles
- Bespoke problem-solving
- Intellect and wisdom.

Needs

- Time to think (non-pressured)
- Authentic relationships
- Encouragement and Freedom to imagine.

Talent 1	Talent 2	Talent 3	Talent 4	Talent 5
Learner	Relator	Intellection	Individualization	Self-Assurance

Clifton Strengths Domain

Talent 1: Learner

Learners have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites them.

Talent 2: 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.

Talent 3: Intellection

People with Intellection are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.

Talent 4: Individualization

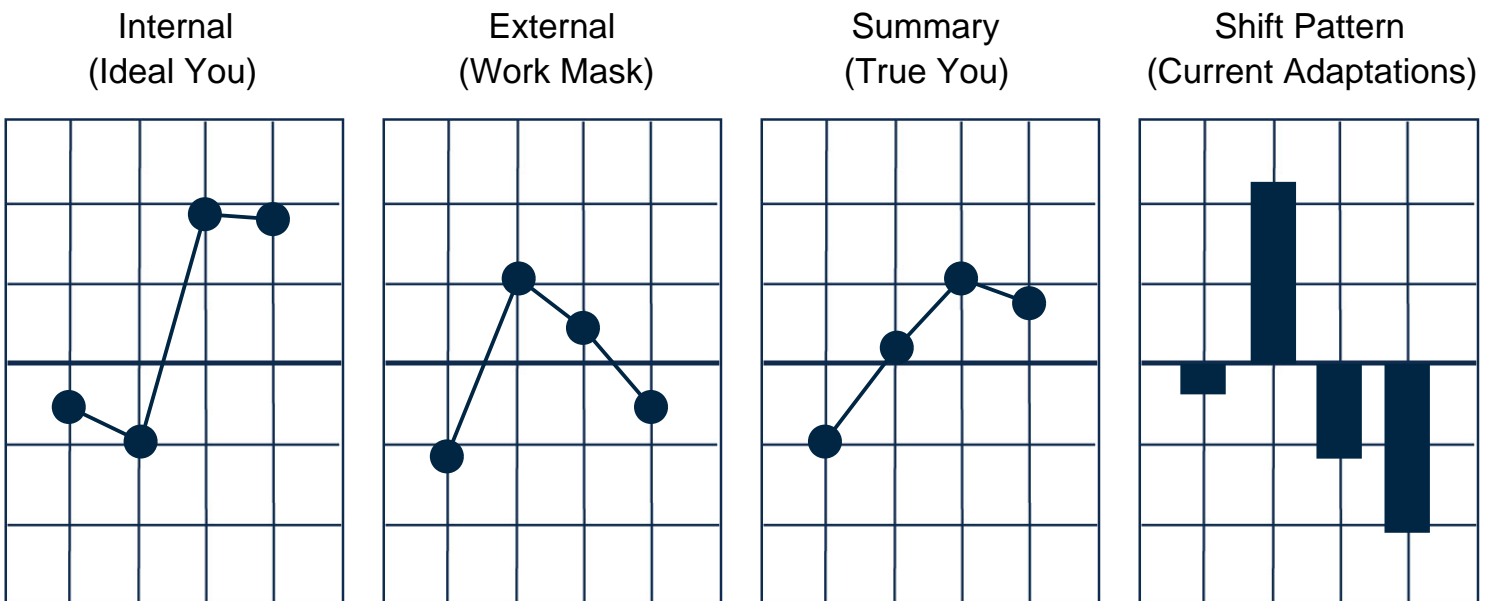
People with Individualization are intrigued with the unique qualities of each person. They have a gift for figuring out how different people can work together productively

Talent 5: Self-Assurance

People with Self-Assurance feel confident to take risks and manage their lives. They have an inner compass that gives them certainty in their decisions.

Axiom Discus

- Dominance -** Though Todd'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 Todd feels marginally less ready to be as independent and decisive than he would prefer.
- Influence -** It appears that Todd is currently projecting himself as having higher levels of openness and confidence than he might typically display. His role may be requiring a more communicative approach at present, either within the workplace or in dealing with individuals from outside the organization.
- Steadiness -** Todd seems to be shifting to a slightly more flexible attitude and more responsive pace in his working environment than might appear in his natural style. It is relatively common to see an adaptation of this kind, and in Todd's case the effect on his overall behavior is incredibly subtle.
- Compliance -** It appears Todd is finding little opportunity to work in the co-operative and analytical style he would typically prefer. His current role, or his perception of it, seems to be demanding a great deal more of an independent outlook and a need to work without established boundaries.



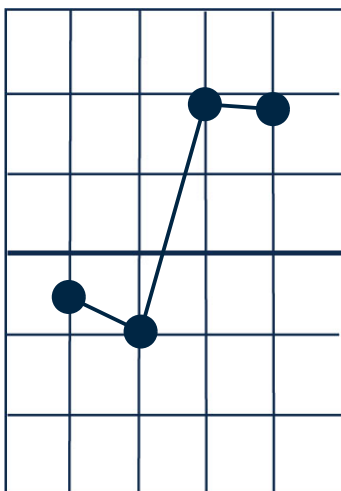
Axiom Discus

Discus Style - Planner

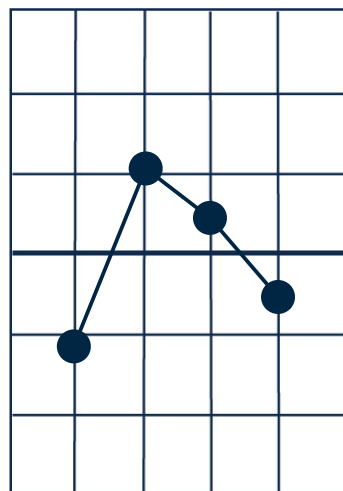
As a steady, amiable type of person, with a predominantly high DISC factor of Steadiness, Todd can be described as a Planner. People of this kind are patient and persistent, dislike change, and like to take time to plan carefully before acting (hence the name of the style). Todd will try to avoid conflict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

Todd'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.

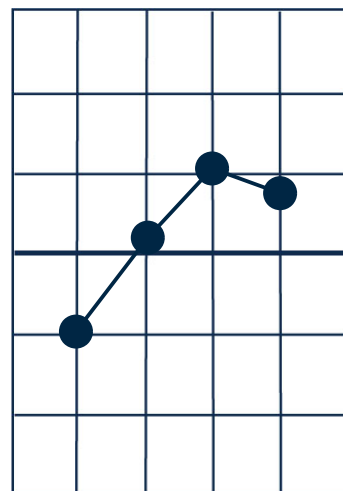
Internal
(Ideal You)



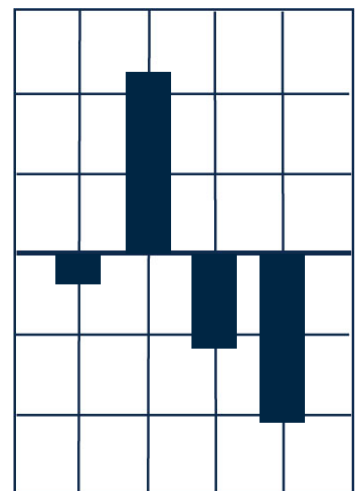
External
(Work Mask)



Summary
(True You)



Shift Pattern
(Current Adaptations)



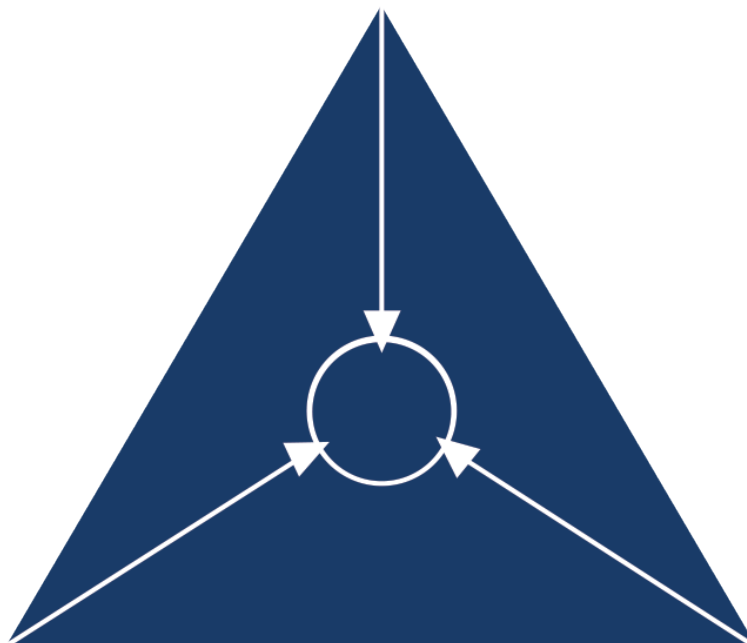
Performance Drivers

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
Tactical	Independent	Cautious	Inquisitive	Insightful

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

Todd'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.

- Todd tends to approach management in an open and amiable manner, acting more as a member of the team than as an authority figure

- He has the greatest impact when working with small groups in less pressured environments, where he can share his wisdom and experience

- He bases his authority on respect for his experience, skills or knowledge, rather than asserting it directly or adopting a demanding attitude

- When coordinating projects he looks to make use of any valuable experience he has gained in order to put the right people in the right roles and avoid errors that may have been made in the past

- He is excellent at identifying areas for development and creating individualized topics to focus on

- He has a particular ability to make sense of information that is presented to him and understand it fully before making an educated decision

Drivers Characteristics

Todd'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.

- With his cautious, patient nature, he takes time to develop relationships. He needs to feel familiar with others before being comfortable interacting freely and openly with them
- His social style could be characterized as amiable rather than overtly outgoing or friendly
- He values positive relationships, but may lack confidence and wants to be sure of his situation before he interacts with colleagues
- He may initially appear quiet and unassuming, but he is very interested in other people. As a reflective learner, he looks to see what lessons might be learned from previous experiences
- He listens carefully and would hope his own ideas are given due consideration
- He may feel uncomfortable in situations where he needs to take a leading social or communicative role, such as making a presentation to a large group

Drivers Characteristics

Todd's Pressure Characteristics

Pressure Driver:
Cautious

Cautious individuals will be reluctant to act until they have gathered the necessary information and understanding to make informed decisions. They don't like being pressured by time.

- Roles that demand independent action or place him in a position where he needs to exercise dominant authority may be a challenge
- He prefers to work in a relatively pressure-free environment where he can become familiar with his colleagues and his surroundings and where he can carefully plan his activities
- He is keen to adopt different approaches to address the challenges he faces
- He wants to feel he can defer problems or decisions to a manager in order to work to his full potential
- He may find it difficult to assert his authority or preferred management practices when leading high-achieving teams of dominant characters in unpredictable environments
- He may be reluctant to bring his needs and concerns to his manager's attention

Drivers Characteristics

Todd's Growth Characteristics

Growth Driver:
Inquisitive

Inquisitive people have the ability to connect experiences and ideas through sustained reflection. Can be seen as quiet, thoughtful, sensitive and deep. They listen with an open mind and like to gather information from a variety of sources, in order to identify and understand concepts and make more informed decisions.

- He responds well when the long-term pictures are included in discussions, particularly when setting targets for him
- He tends to learn by stepping back to observe and reflect on his experiences and feelings, having a particular ability to see things from many different points of view
- A patient, steady style suggests he will be willing to follow the plans of others
- He works best if he feels valued as a member of the team and that his contributions are sought and respected
- He believes strongly in learning as much about a situation as possible making clear action plans. As such, the need to ask questions and continually learn is fundamental to his personal and professional development
- He is not afraid to review existing structures, systems and processes, questioning accepted views with the idea of creating more efficient, effective and often innovative approaches

Drivers Characteristics

Todd's Organization Characteristics

- Organization Driver:** Insightful people have a strong analytical approach and are at their best where several different possibilities need to be analyzed before decisions are made. They have a strong affinity for data and what that tells them; they will be able to link seemingly disparate data into logical patterns. Reluctant to take risks, they will double-check everything and does not like being rushed.
- Insightful**
- He is rather reactive in nature, and is more attuned to responding to others' contributions than in making contributions of his own
 - He develops a clear understanding of a client's particular needs, then enjoys the challenge of creating solutions that address those needs in a manner that is rewarding for all
 - He will be an effective participant in think tanks where new ways of doing business can be processed through brainstorming sessions
 - He tends to examine situations in mainly rational terms and respond to them in an appropriately factual manner
 - He does not like to make rushed decisions, preferring to reflect on how he coped in similar positions previously and seek support from colleagues
 - While he takes time to consider his actions, he is not a natural organizer

A Message from Dr. Gary F. Russell

Dear Todd,

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