

# Basic profile

Simon Salesman

19.10.2016 Norm: General norm

	STANDARD SCORES - %-portions										
	2.3	4.4	9.2	15.0	19.1	19.1	15.0	9.2	4.4	2.3	
<b>ACHIEVEMENT MOTIVES</b>	1	2	3	4	5	6	7	8	9	10	<b>INDEPENDENT PERFORMER</b>
<i>fo</i> Less focused											Very focused, quality-oriented
<i>co</i> Less competitive											Very competitive, results-oriented
<b>LEADERSHIP MOTIVES</b>	1	2	3	4	5	6	7	8	9	10	<b>LEADER</b>
<i>le</i> Not leading of others											Strongly leading of others
<i>is</i> Reserved, unassuming											Steps forward, inspires others
<b>INTERACTION MOTIVES</b>	1	2	3	4	5	6	7	8	9	10	<b>COLLABORATOR</b>
<i>so</i> Solitary, withdrawing											Seeks contacts, communicates
<i>em</i> Distant, remote											Guides, advises others
<i>re</i> Autonomous, self-sufficient											Relies on, listens to others
<b>THINKING</b>	1	2	3	4	5	6	7	8	9	10	<b>PLANNING &amp; PROBLEM SOLVING</b>
<i>or</i> Pursues facts											Pursues ideas
<i>pc</i> Concrete perception											Abstract perception
<i>th</i> Analytical, logical thinking											Intuitive, instinctive thinking
<i>dc</i> Cautious, controlled decisions											Quick, risk-taking decisions
<b>ATTITUDES</b>	1	2	3	4	5	6	7	8	9	10	<b>VIEWING</b>
<i>am</i> Prefers clarity, stability											Prefers novelty, change
<i>op</i> Less optimism											Much optimism
<i>sr</i> Much self-reflection											Less self-reflection
	2.3	4.4	9.2	15.0	19.1	19.1	15.0	9.2	4.4	2.3	
	STANDARD SCORES - %-portions										



# Team Roles

Simon Salesman

19.10.2016 Norm: General norm

		STANDARD SCORES - %-portions											
		2.3	4.4	9.2	15.0	19.1	19.1	15.0	9.2	4.4	2.3		
<b>TEAM LEADER</b>		1	2	3	4	5	6	7	8	9	10	<b>TEAM LEADER</b>	
<i>le</i> Not leading of others												Strongly leading of others	
<i>is</i> Reserved, unassuming												Steps forward, inspires others	
<b>CONTROLLER</b>		1	2	3	4	5	6	7	8	9	10	<b>CONTROLLER</b>	
<i>le</i> Not leading of others												Strongly leading of others	
<i>am</i> Prefers novelty, change												Prefers clarity, stability	
<b>COLLABORATOR</b>		1	2	3	4	5	6	7	8	9	10	<b>COLLABORATOR</b>	
<i>so</i> Solitary, withdrawing												Seeks contacts, communicates	
<i>em</i> Distant, remote												Guides, advises others	
<b>SPECIALIST</b>		1	2	3	4	5	6	7	8	9	10	<b>SPECIALIST</b>	
<i>fo</i> Less focused												Very focused, quality-oriented	
<i>dc</i> Quick, risk-taking decisions												Cautious, controlled decisions	
<b>IDEA GENERATOR</b>		1	2	3	4	5	6	7	8	9	10	<b>IDEA GENERATOR</b>	
<i>or</i> Pursues facts												Pursues ideas	
<i>am</i> Prefers clarity, stability												Prefers novelty, change	
		2.3	4.4	9.2	15.0	19.1	19.1	15.0	9.2	4.4	2.3		
		STANDARD SCORES - %-portions											



## Group profile example

Compared to general population, drivers in this creativity focused MBA program (US) emphasize attainment of results (*co*), external display (*is*), guidance of others (*em*) and search for creative solutions (*th*) justifying to describe it as a group of CREATIVE PERFORMERS.

Compared to the group, the individual participant's drivers emphasize even stronger external display (*is*), guidance of others (*em*) and overall stronger search for new, creative processes (*or*, *pc*, *th*). His/her lower than average search for quality (*fo*) and results (*co*) in independent activities set clear limitations. In the group, he/she may be described as a CREATIVE INSPIRER, the driver profile pointing more to facilitative than entrepreneurial, self-performing roles within innovation business.

# Work group profile



7.11.2016

● MBA Class (US) *sample size: 26*

● MBA participant

