

Athletic Peak Performance Profile™

Innermetrix, Inc.
Innermetrix Talent Profile of John Doe

Patterns Overview

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 due to the work of Dr. David Mefford and his characterology research on axiology and personality types (Mefford, et.al, 1980). Dr. Mefford worked out a system of patterns based on two distinct factors unique to axiology. His research focused on the clarity patterns, which we have expanded upon.

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.

Societal I=E>S (S)

External Decision Making Pattern Summary

The "(split)" in a Pattern title signifies extreme separation between a person's Maximizers and minimizers. The difference between the two can be extreme and very noticeable.

You prefer to interpret situations in terms of people and their social and work relationships first, and then the relationship to the larger system or structure within which these people and the society exist. Social behavior and productive application of human resources take much precedence over system and organization, or compliance with the set structure or set of rules. You have very good to excellent ability for empathetic and pragmatic thinking with low Systems dimension appreciation or ability. This means that you are someone who values people and their needs as very important and balance this importance with business objectives in a very good way. Your significantly lower valuation of the Systems dimension reveals that you have a strong dislike for highly structured environments, preferring instead to work freely without lots of controls. You are much more concerned with people and getting things done to be constrained by such things like blind rules that "don't understand the real time needs". Your overall development levels in the People and Systems dimensions are equal and high, while the Tasks dimension is moderate, but under developed in comparison. 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

Teamwork or any group effort
 Interpersonal communication
 Empathy
 Practical thinking
 Understanding others
 Planning and organizing
 Balancing performance and people needs with goal demands

Minimizers

Appreciation for authority, rules and regulations
 Strong preference for production deadlines or personnel needs in favor of rules, structure or systemic guidelines
 Systemic thought
 Proactive thinking
 Results orientation

Motivators

Financial security
 Status and recognition
 Personal relationships

Needs for Growth

Develop better two-way communication with authority figures, and greater appreciation for set rules, parameters, order or structure.

Targets for Reinforcement (R) and Development (D)

Results orientation (D)
 Problem Solving (D)
 Systems judgment (D)

Preferred Environment

Decision-sharing; cooperative, teamwork atmosphere under higher-level leadership. Less structure.

Performer E>I=S (L)

Internal Decision Making Pattern Summary

You primarily value or appreciate yourself through your work or primary social roles (business and personal). You place most of the emphasis for your self worth on actually doing or performing the work or these primary roles. You have some significant questions about the way in which you are to accomplish your goal, however. This can often be caused by new technology, or a new way in which you fulfill your job or role. You also have a lower sense of self worth and this can cause people greater stress and rob you of productivity in many areas. Your overall level of development in the Tasks dimension is highest of the three, but only moderately. You have an equal, but low, level of development in the people and Systems dimensions. 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

Identification of self with primary social or professional role
Understanding what you want to do
Highly committed to your endeavors
"Keep at it" attitude

Minimizers

Self esteem vulnerability due to loss of social or professional role
Internal sense of direction or mission statement to follow
Goal focus

Motivators

Professional or role challenges or demands
Material possessions

Needs for Growth

To improve your self value apart from professional or role successes.

Targets for Reinforcement (R) and Development (D)

Personal commitment (D)
Self discipline/sense of duty (D)
Self assessment (D)

Athletic Peak Performance Profile Summary

Report Summary

This graph summarizes the 6 categories that comprise this Innermetrix Talent Profile. A description and mean score for each category is on the following page. This profile is designed to help the top athlete and their management to identify latent natural talents that aren't obvious or observable physically. Mental strengths (e.g., character, attitude, motivation, self-confidence, etc.) are just as much a factor in achieving peak performance as are physical talents. This report will help you understand your natural strengths so you can play to them more, and learn your natural weaknesses so you can keep them from getting in your way.

Report Component Graphs

Getting results



Mental Drive and Grit



Personal Motivators



Self Sufficiency



Solving Problems



Teamwork



John Doe

Category Overviews

Getting results (5.5)

"What attributes does John possess that will help her to get results?" This provides information about John's raw ability to get results, to apply herself to a goal and accomplish it using a variety of abilities.

Mental Drive and Grit (7.0)

How driven is John? This category looks at how much drive and force John possess that will push her through no matter how tough things get.

Personal Motivators (6.9)

What drives John inside? This category looks at which of the big six internal motivators are John's greatest drivers.

Self Sufficiency (6.8)

How self sufficient is John? This category looks at how self-motivated John is to go get things done, get out there and make it happen, without any external forces motivating her to do it.

Solving Problems (6.1)

Can John work around troubles and problems easily? This category looks at John's ability to identify problems in her performance, or the environment, and come up with practical, executable solutions.

Teamwork (8.6)

How well does John work as in a team environment? This category looks at John's attitude toward working with others in a collaborative way.

Getting results

Category Description

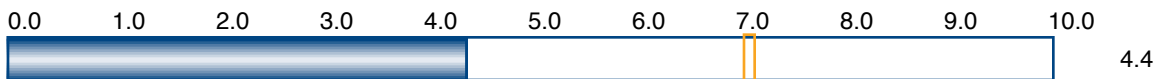
"What attributes does John possess that will help her to get results?" This provides information about John's raw ability to get results, to apply herself to a goal and accomplish it using a variety of abilities.

Category Component Graphs

Following Directions



Job Ethic



Meeting Standards



Respect For Policies



Category Component Descriptions

Following Directions (5.2)

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

Job Ethic (4.4)

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

Meeting Standards (6.7)

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

Respect For Policies (5.5)

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

John Doe

Mental Drive and Grit

Category Description

How driven is John? This category looks at how much drive and force John possess that will push her through no matter how tough things get.rn

Category Component Graphs

Initiative



Persistence



Personal Drive



Self Discipline and Sense of Duty



Category Component Descriptions

Initiative (7.4)

evaluates John's ability to direct her energy toward the completion of a goal without an external catalyst.

Persistence (7.5)

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

Personal Drive (7.4)

evaluates how strongly John feels the need to achieve, to accomplish, or to complete her work.

Self Discipline and Sense of Duty (5.5)

evaluates how strongly John feels the need to be consistent and true to herself in her actions.

John Doe

Personal Motivators

Category Description

What drives John inside? This category looks at which of the big six internal motivators are John's greatest drivers.

Category Component Graphs

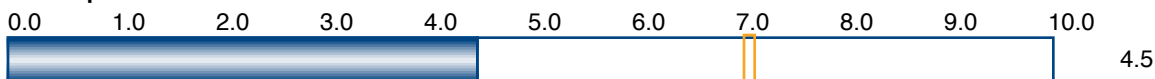
Material Possessions



Personal Relationships



Self Improvement



Sense of Belonging



Sense of Mission



Status and Recognition



John Doe

Category Component Descriptions

Material Possessions (7.9)

evaluates the importance of money or material possessions in John's motivation.

Personal Relationships (9.3)

evaluates how motivated John is in forming personal relationships with the people with whom she works.

Self Improvement (4.5)

evaluates John's motivation to improve herself.

Sense of Belonging (5.5)

evaluates the importance of feeling like part of a team or a member of a group for John's motivation.

Sense of Mission (5.5)

evaluates the importance and commitment John gives to her ideals and goals.

Status and Recognition (8.8)

evaluates the importance for John of social status and recognition.

Self Sufficiency

Category Description

How self sufficient is John? This category looks at how self-motivated John is to go get things done, get out there and make it happen, without any external forces motivating her to do it.

Category Component Graphs

Consistency and Reliability



Personal Commitment



Proactive Thinking



Self Starting Ability



Category Component Descriptions

Consistency and Reliability (8.3)

evaluates John's internal need to be conscientious in her personal or professional efforts, to be both consistent and reliable in her life roles.

Personal Commitment (6.7)

evaluates John's ability to focus and to stay committed to a task: a measure of her internal, personal commitment.

Proactive Thinking (6.8)

evaluates John's ability to determine the future implications of current decisions and actions.

Self Starting Ability (5.5)

evaluates John's ability to find her own motivation for accomplishing a task and the degree to which she will maintain that course in the face of adversity.

John Doe

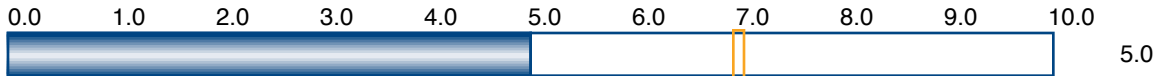
Solving Problems

Category Description

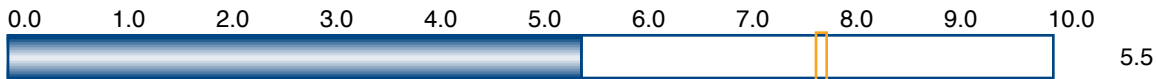
Can John work around troubles and problems easily? This category looks at John's ability to identify problems in her performance, or the environment, and come up with practical, executable solutions.

Category Component Graphs

Balanced Decision Making



Conceptual Thinking



Integrative Ability



Problem Solving



Category Component Descriptions

Balanced Decision Making (5.0)

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

Conceptual Thinking (5.5)

evaluates John's ability to see the big picture and then to determine which direction to take, and how resources should be used to attain future goals.

Integrative Ability (7.6)

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

Problem Solving (6.4)

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

John Doe

Teamwork

Category Description

How well does John work as in a team environment? This category looks at John's attitude toward working with others in a collaborative way.

Category Component Graphs

Attitude Toward Others



Empathetic Outlook



Freedom From Prejudices



Surrendering Control



Category Component Descriptions

Attitude Toward Others (9.3)

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

Empathetic Outlook (9.3)

evaluates John's capacity to perceive and understand the feelings and attitudes of others or to place herself in the shoes of another.

Freedom From Prejudices (9.0)

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

Surrendering Control (6.9)

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

John Doe

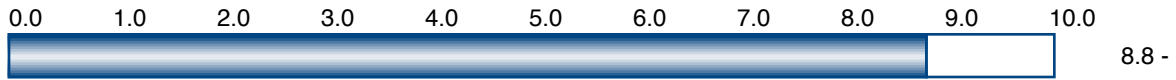
Dimensional Balance

External

Empathy



Practical Thinking

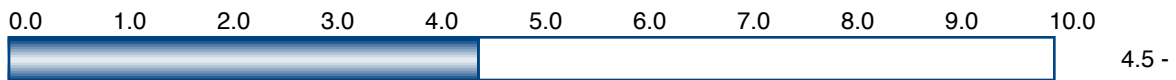


Systems Judgement



Internal

Self Esteem



Role Awareness



Self Direction



John Doe