



rizwana Abdul kader

April 19, 2016

This Innermetrix ADVanced Insights Profile combines the best of three world-class profiles.

The Attribute Index measures how you think and make decisions. The Values Index measures your motivational style and drivers and the DISC Index measures your preferred Behavioral style. Together they create WHAT, WHY and HOW (i.e., What natural talents do you have, Why are you motivated to use them and How do you prefer to use them.)

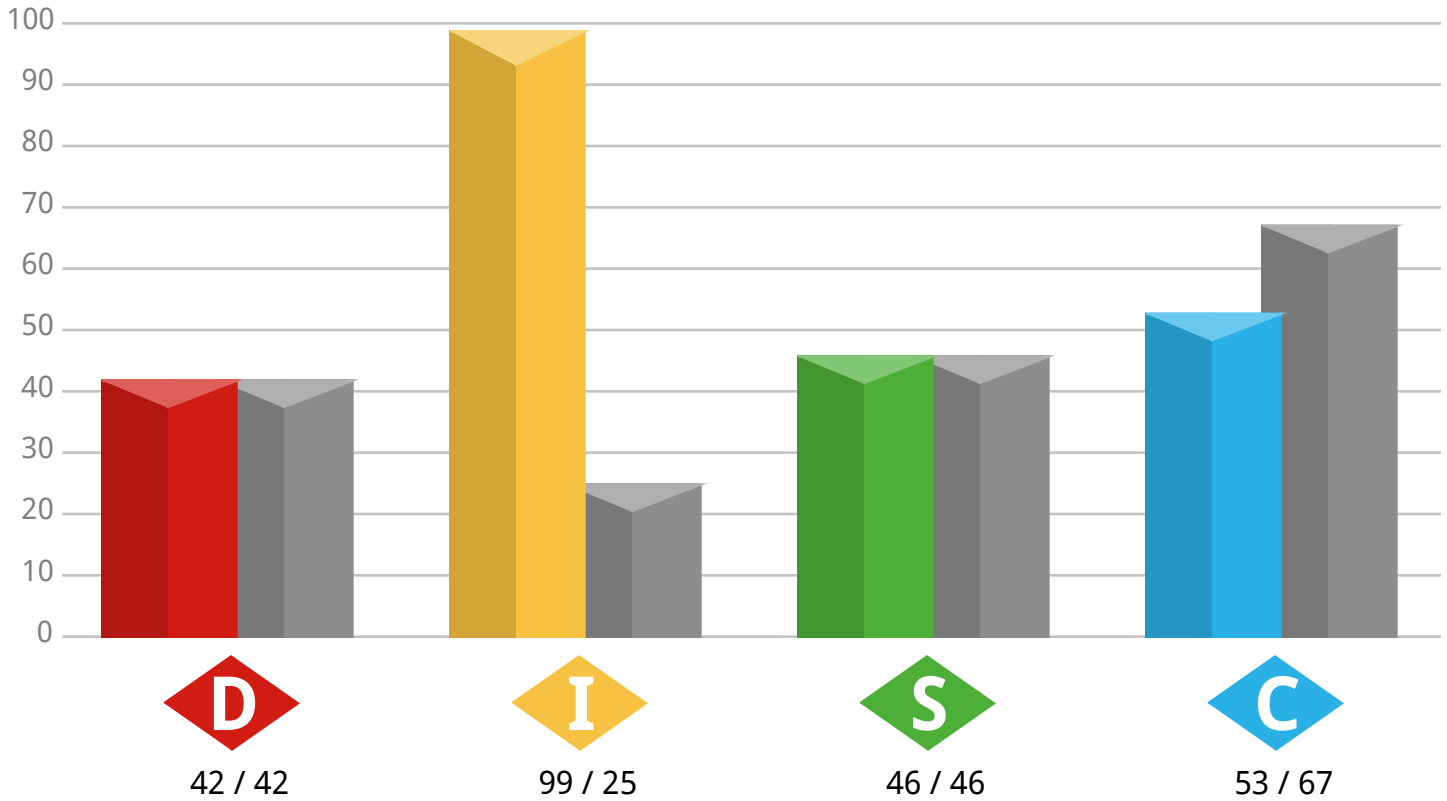
This level of self-awareness and discovery are the core to achieving peak performance in any role or endeavor, to ensure that you properly align what you do best with how you do it and why.



Excelledia
Mohammed Shabeer



Natural and Adaptive Styles Comparison



rizwana Abdul kader

Natural Style:

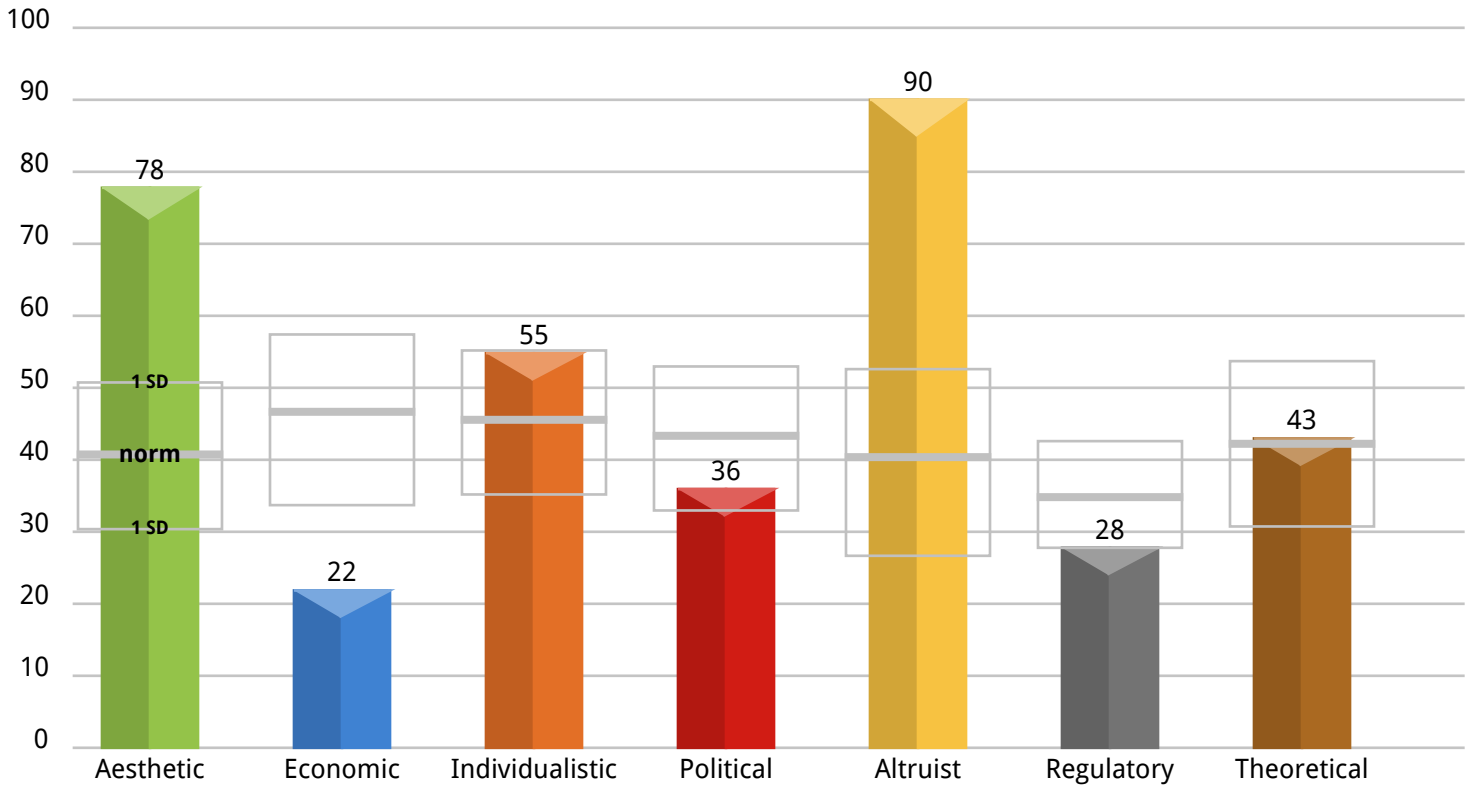
The natural style is how you behave when you are being most natural. It is your basic style and the one you adopt when you are being authentic and true to yourself. It is also the style that you revert to when under stress or pressure. Behaving in this style, however, reduces your stress and tension and is comforting. When authentic to this style you will maximize your true potential more effectively.

Adaptive Style:

The adaptive style is how you behave when you feel you are being observed or how you behave when you are aware of your behavior. This style is less natural and less authentic for you or your true tendencies and preferences. When forced to adapt to this style for too long you may become stressed and less effective.



Executive Summary of rizwana's Values



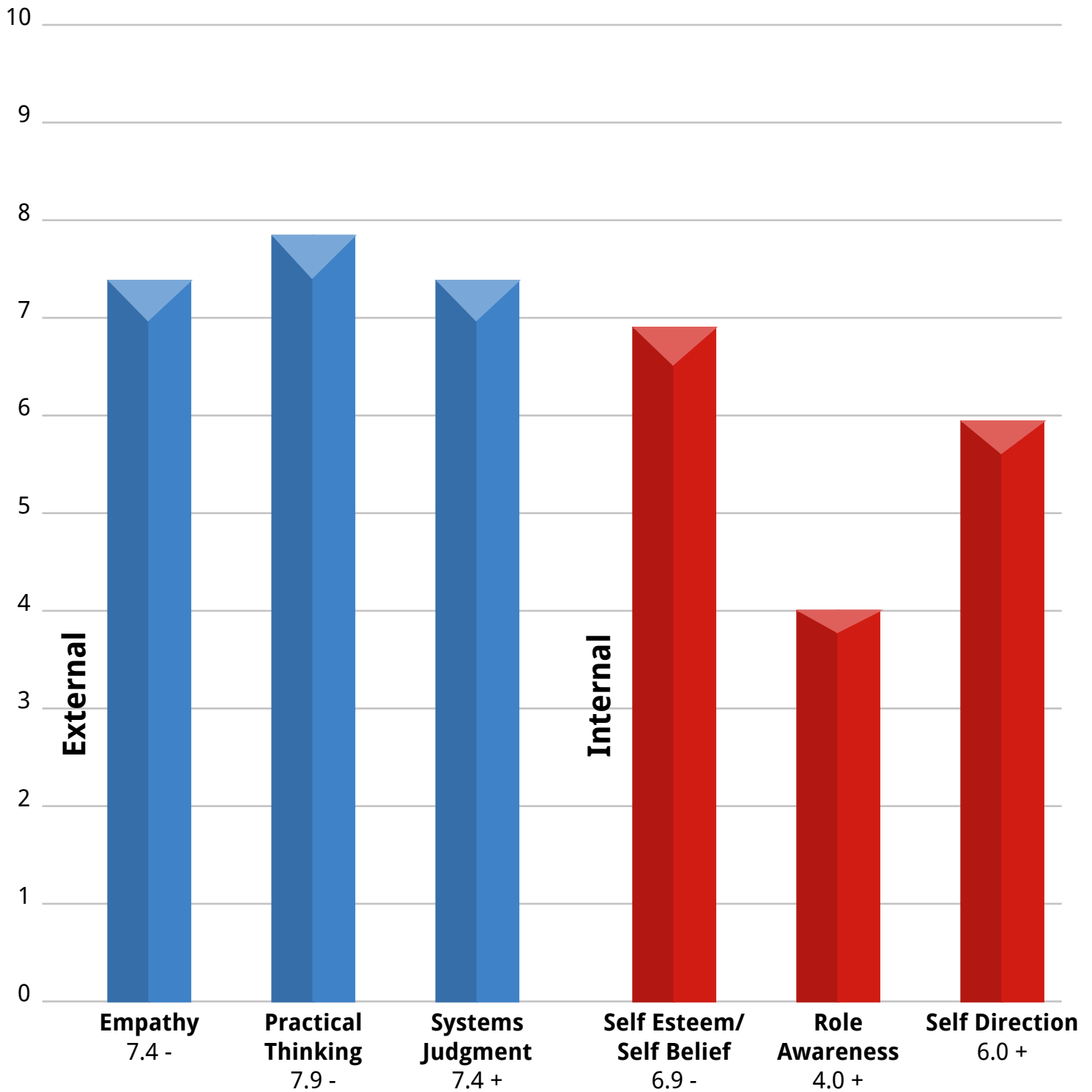
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Very High Aesthetic	You place great importance in finding a good work-life balance, creating more than destroying and artistic self expression.
Very Low Economic	You may try to help meet customers' needs (internal and external) before your own.
Average Individualistic	You are not an extremist and able to balance the needs of both others and self.
Average Political	You are flexible, able to take or leave the power or clout that comes with the job title or assignment.
Very High Altruist	You have a very high sincerity-factor and a high empathy for others' needs.
Average Regulatory	You are able to balance and understand the need to have structure and order, but not paralyzed without it.
Average Theoretical	You are able to balance the quest for understanding and knowledge with the practical needs of a situation.



ADVanced Insights Profile | Dimensional Balance

0.92 / 0.70



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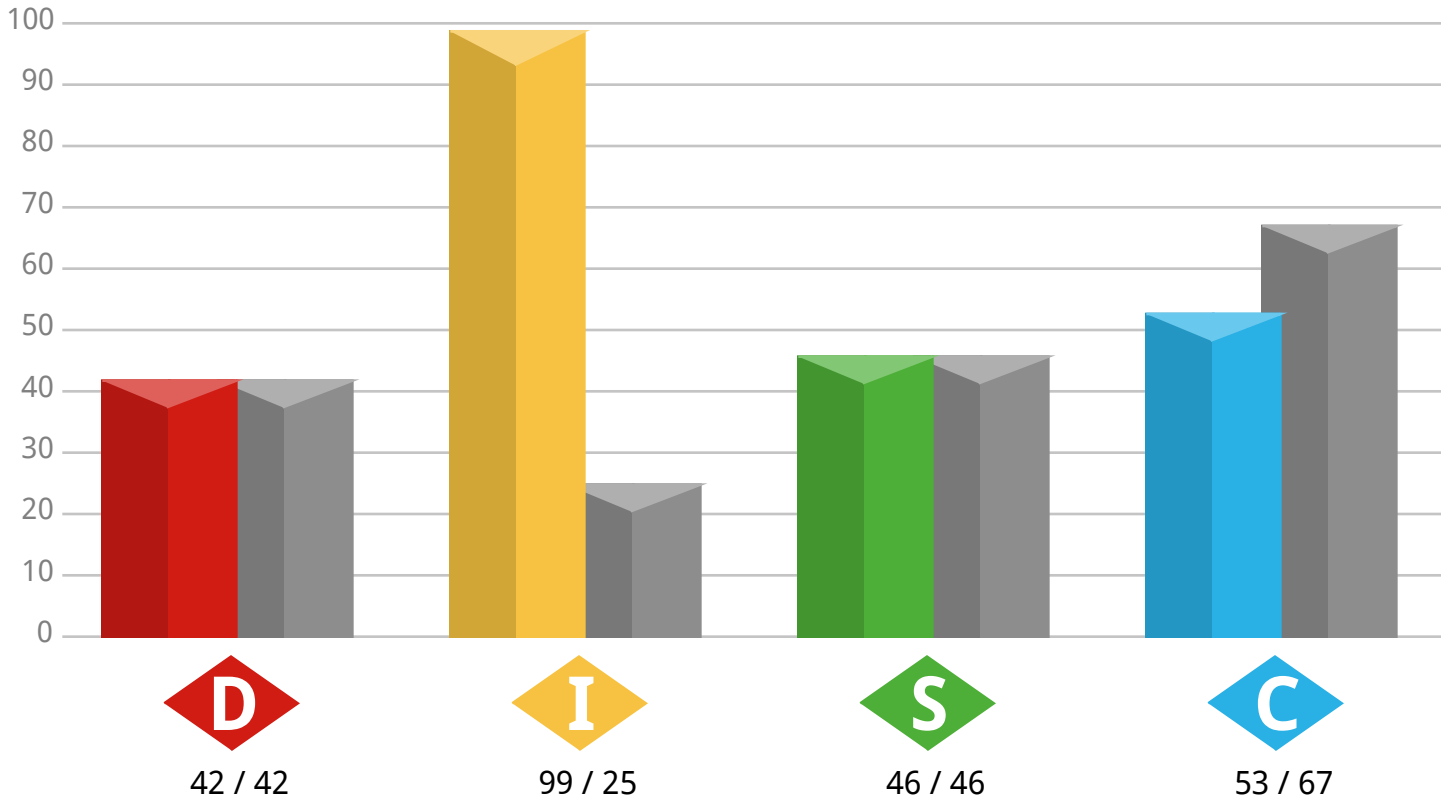


The DISC Index

HOW do you prefer to use your talents based on your natural behavioral style?



Natural and Adaptive Styles Comparison



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About This Report

Research conducted by Innermetrix shows that the most successful people share the common trait of self-awareness. They recognize the situations that will make them successful, and this makes it easy for them to find ways of achieving objectives that fit their behavioral style. They also understand their limitations and where they are not effective and this helps them understand where not to go or how not to be as well. Those who understand their natural behavioral preferences are far more likely to pursue the right opportunities, in the right way, at the right time, and get the results they desire.

This report measures four dimensions of your behavioral style. They are:

- **Decisive** — your preference for problem solving and getting results
- **Interactive** — your preference for interacting with others and showing emotion
- **Stability** — your preference for pacing, persistence and steadiness
- **Cautious** — your preference for procedures, standards and protocols

This report includes:

- **The Elements of DISC** — Educational background behind the profile, the science and the four dimensions of behavior
- **The DISC Dimensions** — A closer look at each of your four behavioral dimensions
- **Style Summary** — A comparison of your natural and adaptive behavioral styles
- **Behavioral Strengths** — A detailed strengths-based description of your overall behavioral style
- **Communication** — Tips on how you like to communicate and be communicated with
- **Ideal Job Climate** — Your ideal work environment
- **Effectiveness** — Insights into how you can be more effective by understanding your behavior
- **Behavioral Motivations** — Ways to ensure your environment is motivational
- **Continual Improvement** — Areas where you can focus on improving
- **Training & Learning Style** — Your preferred means of sharing and receiving styles
- **Relevance Section** — Making the information real and pertinent to you
- **Success Connection** — Connecting your style to your own life



The Elements of the DISC-Index

This DISC-Index report is unique in the marketplace for a number of reasons. You just completed the first ever click & drag DISC instrument on the market. This was constructed in a precise manner to allow for ease of responses, even in the midst of many difficult decisions. This intuitive interface allows you to focus on your answers, not the process.

Also, unlike other DISC instruments, this instrument allows you to rank all four items instead. As a result, this instrument produces zero waste in responses. Some instruments ask you to choose two items out of four, and leave two items blank. Those instruments have a 50% waste of terms, and do not provide for an efficient response process. The DISC Index instrument eliminates that response problem.

Another unique aspect of this DISC-Index report is that we present the DISC aspects of your behavior both as separate entities and as a dynamic combination of traits. This report presents the first time that each of the DISC elements are separated and developed as pure entities of themselves. This can serve as an important learning tool as you explore the deeper aspects of DISC. Your unique pattern of DISC traits is developed through the context of this report. Additionally, the following four pages will be devoted to exploring your DISC scores as separate components within the unique combination of traits that you exhibit.

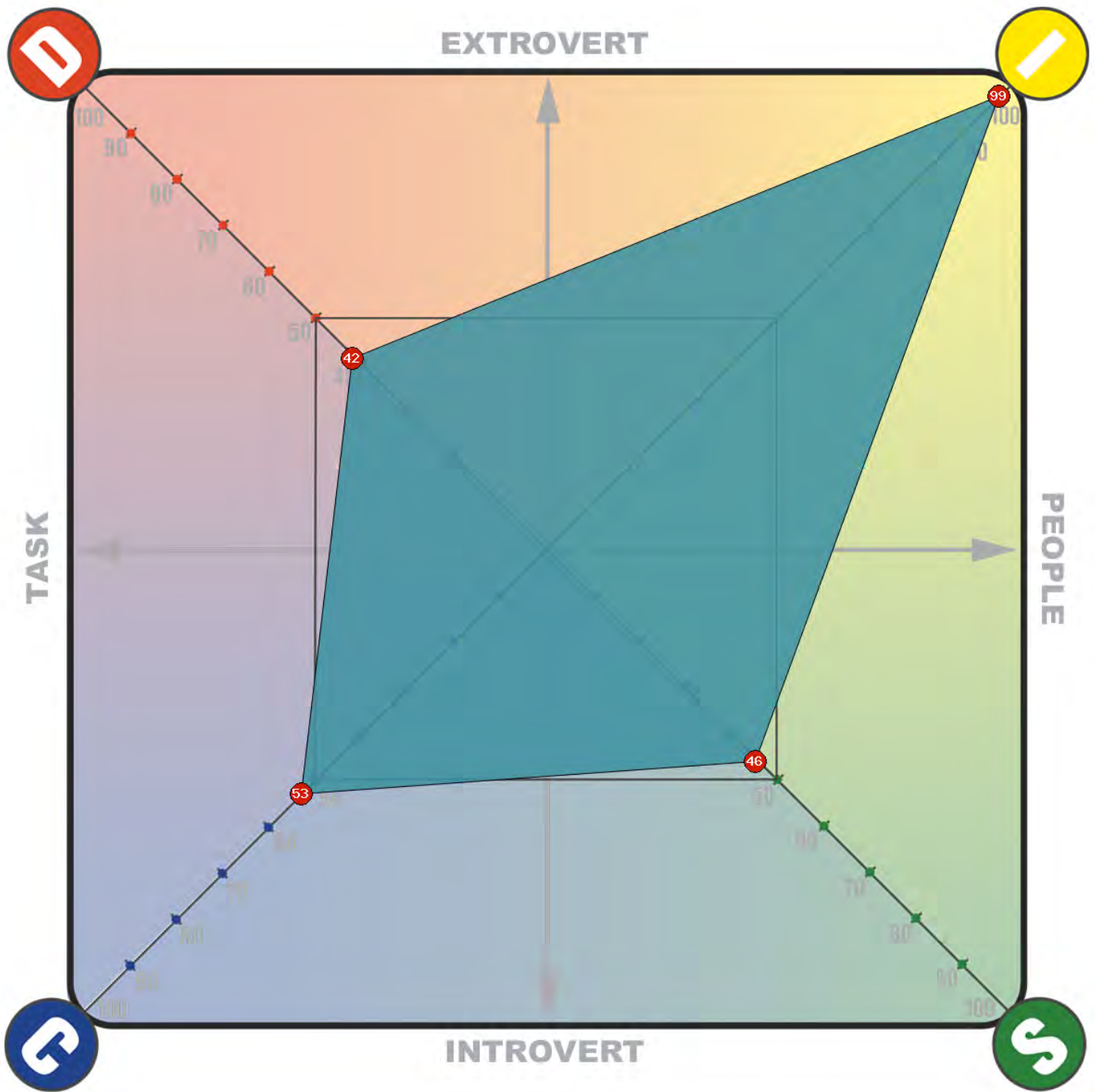
A comment on contradictions: You may read some areas of this report that may contradict other text. This is due to the fact that many of us show contradictory behaviors in the normal course of our daily operations. Each of us are at times talkative and other times more reflective, depending on how we are adapting our behavior. The expression of these contradictions is a demonstration of the sensitivity of this instrument to determine these subtle differences in our natural and adaptive style.



A closer look at the four components of your behavioral style

Decisive	Interactive	Stabilizing	Cautious
Problems: How you tend to approach problems and makes decisions	People: How you tend to interact with others and share opinions	Pace: How you tend to pace things in your environment	Procedures: Your preference for established protocol/ standards
High D	High I	High S	High C
Demanding Driving Forceful Daring Determined Competitive Responsible Inquisitive Conservative Mild Agreeable Unobtrusive	Gregarious Persuasive Inspiring Enthusiastic Sociable Poised Charming Convincing Reflective Matter-of-fact Withdrawn Aloof	Patient Predictable Passive Complacent Stable Consistent Steady Outgoing Restless Active Spontaneous Impetuous	Cautious Perfectionist Systematic Careful Analytical Orderly Neat Balanced Independent Rebellious Careless Defiant
Low D	Low I	Low S	Low C

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Decisive

Your approach to problem-solving and obtaining results

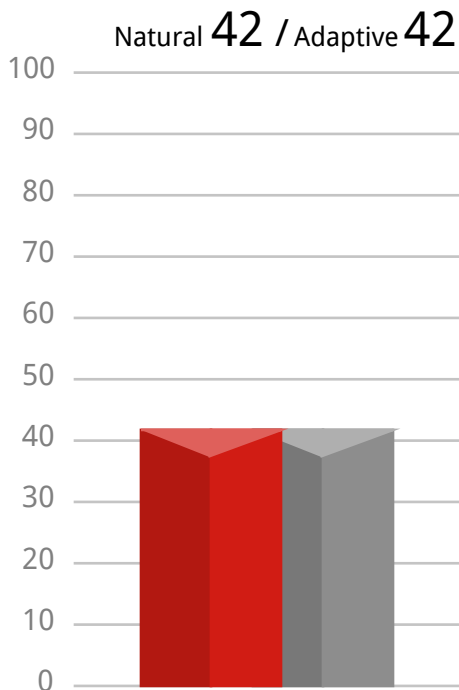
The D in DISC represents Decisiveness. Your score on this scale, represented below, shows your location on the D spectrum based on the pattern of your responses. A high score doesn't mean good, and a low score doesn't mean bad, as this is a spectrum or continuum of behavioral traits. For example:

Higher D —

Tend to solve new problems very quickly and assertively. They take an active and direct approach to obtaining results. The key here is new problems such as those that are unprecedented or haven't happened before. There may also be an element of risk in taking the wrong approach or developing an incorrect solution, but those with a High D score are willing to take those risks, even if they may be incorrect.

Lower D —

Tend to solve new problems in a more deliberate, controlled, and organized manner. Again, the key here is new and unprecedented problems. The Lower D style will solve routine problems very quickly because the outcomes are already known. But, when the outcomes are unknown and the problem is an uncertain one, the Lower D style will approach the new problem in a calculated and deliberate manner by thinking things through very carefully before acting.



Your score shows a low average score on the 'D' spectrum. The comments below highlight some of the traits specific to just your unique score.

- You are usually very supportive of decisions made by others on the team.
- You can be very modest in dealing with others.
- You are quite self-critical of yourself and demand a lot out of yourself.
- You are a calculated risk-taker, but only after you have had sufficient time to consider all potential outcomes.
- You prefer a work environment that is not too pressured or filled with constant change.
- You like to think things through before acting.



Interactive

Your approach to interacting with people and display of emotions.

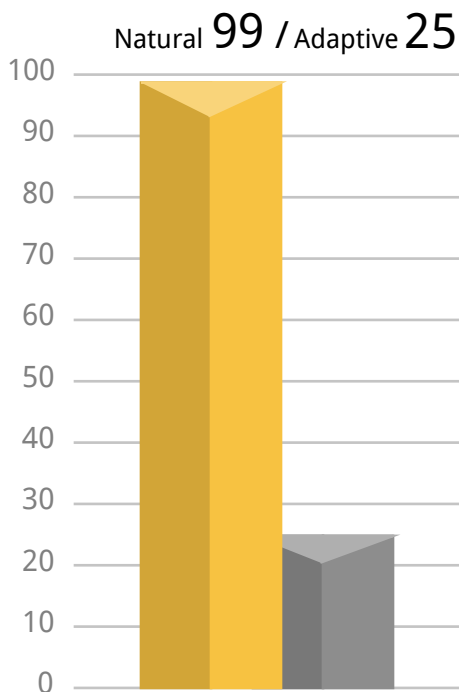
The I in DISC represents Interactive. Your score on this scale represented below shows your location on the I spectrum based on the pattern of your responses. A high score doesn't mean good, and a low score doesn't mean bad, as this is a spectrum or continuum of behavioral traits. For example:

Higher I —

Tend to meet new people in an outgoing, gregarious, and socially assertive manner. The key here is new people whom one hasn't met before. Many other styles are talkative, but more so with people that they've known for some time. The Higher I scores are talkative, interactive and open even with people whom they have just initially met. People scoring in this range may also be a bit impulsive. Generally speaking, those with the Higher I scores are generally talkative and outgoing.

Lower I —

Tend to meet new people in a more controlled, quiet and reserved manner. Here's where the key word "new people" enters the equation. Those with Lower I scores are talkative with their friends and close associates, but tend to be more reserved with people they've just recently met. They tend to place a premium on the control of emotions, and approach new relationships with a more reflective approach than an emotional one.



Your score shows a very high score on the 'I' spectrum. The comments below highlight some of the traits specific to just your unique score.

- You are gregarious and outgoing with most everyone you meet.
- You can be extremely persuasive.
- Generally speaking, people find you warm, open and excellent at interacting with others.
- You are very enthusiastic in working with others.
- You express or talk about your emotions openly on the up-side or down-side.
- You can at times be too impulsive in making decisions.



Stabilizing

Your approach to the pace of the work environment

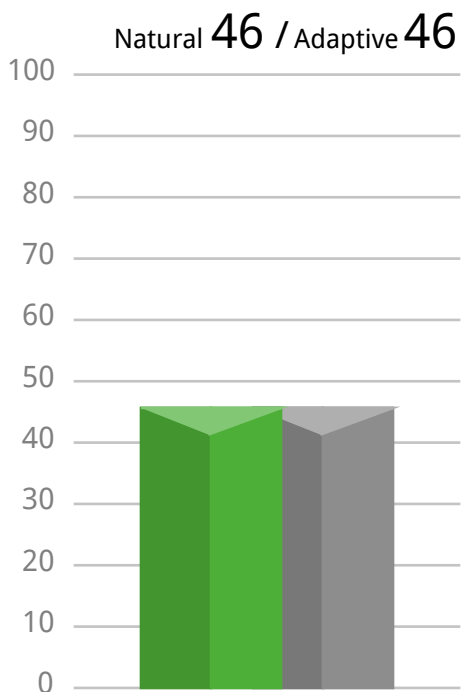
The S in DISC represents Stabilizing. Your score on this scale represented below shows your location on the S spectrum based on the pattern of your responses. A high score doesn't mean good, and a low score doesn't mean bad, as this is a spectrum or continuum of behavioral traits. For example:

Higher S —

Tend to prefer a more controlled, deliberative and predictable environment. They place a premium on security of a work situation and disciplined behavior. They also tend to show a sense of loyalty to a team or organization, and as a result, may have a greater longevity or tenure in a position than some other styles. They have an excellent listening style and are very patient coaches and teachers for others on the team.

Lower S —

Tend to prefer a more flexible, dynamic, unstructured work environment. They value freedom of expression and the ability to change quickly from one activity to another. They tend to become bored with the same routine that brings security to the Higher S traits. As a result, they will seek opportunities and outlets for their high sense of urgency and high activity levels, as they have a preference for spontaneity.



Your score shows a low average score on the 'S' spectrum. The comments below highlight some of the traits specific to just your unique score.

- You prefer a faster paced environment, but one that is not frantic or chaotic.
- You are comfortable acting alone to determine the best course of action.
- You work well in a variety of environments and on a wide selection or projects or tasks.
- You respect the established ways, but are open to change when it is deemed necessary.
- You like being mobile and on the go, but you like a home base to return to from time to time.
- You are flexible enough to deal with change openly and without fear.



Cautious

Your approach to standards, procedures, and expectations.

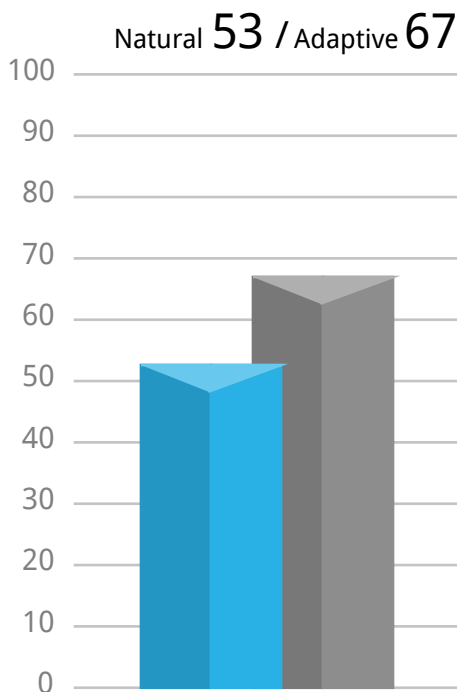
The C in DISC represents Cautiousness. Your score on the scale represented below shows your location on the C spectrum based on the pattern of your responses. A high score doesn't mean good, and a low score doesn't mean bad, as this is a spectrum or continuum of behavioral traits. For example:

Higher C —

Tend to adhere to rules, standards, procedures, and protocol set by those in authority whom they respect. They like things to be done the right way according to the operating manual. "Rules are made to be followed" is an appropriate motto for those with higher C scores. They have some of the highest quality control interests of any of the styles and frequently wish others would do the same.

Lower C —

Tend to operate more independently from the rules and standard operating procedures. They tend to be bottom-line oriented. If they find an easier way to do something, they'll do it by developing a variety of strategies as situations demand. To the Lower C scores, rules are only guidelines, and may be bent or broken as necessary to obtain results.



Your score shows a high average score on the 'C' spectrum. The comments below highlight some of the traits specific to just your unique score.

- You prefer a neat, orderly and structured work environment.
- You desire a lot of accuracy and detail.
- Your preference is to adhere to the defined and proven way of doing things.
- You are quite analytical and enjoy a higher level of details and data.
- You really like to get things done correctly the first time.
- You are sensitive to high quality control and have a need for accuracy.



Natural Style Pattern:

Your natural style is the way you tend to behave when you aren't thinking about it. This is where you are most comfortable (natural). This is also the style you will revert back to when under stress or moving too quickly to be consciously thinking about modifying your behavior. Finally, this is the style you should seek to be true to in your daily roles. Being natural will return better results with less effort and stress.

The following statements are true to just your unique natural style:

- May become somewhat impatient or aggressive when under pressure.
- Tends to be considerate of others on the team and persuades in an assertive manner without being demanding.
- Will follow-up carefully on project details, especially if they have been delegated to others.
- High optimism and desire to win.
- Shows the ability to handle both the people-side and the detail-side of a project with equal skill and confidence.
- Able to accomplish complex tasks by working enthusiastically with people.
- Shows a special characteristic of being able to help others on the team to visualize the activities necessary to lead to success in a complex project or design.
- Has ability to take the seed of an idea and make it develop into a successful solution.



Adaptive Style Pattern:

This is the style of behavior you adapt to when you are conscious of your own behavior, when you feel you are being observed or whenever you are trying to better fit a situation. This is not a natural style for you, but still one of your two styles none-the-less. In other words, it is the way you feel you "should" behave when thinking about it. The statements below are specific to your individual Adaptive style:

- In the workplace, you prefer order over chaos, and will work to create and preserve order.
- Others on the project team may seek you to answer a complex procedural question, because you know the answer, or know where to find it.
- May tend to be a 'worrier' (in a positive way), giving thought and mind-share on projects even when away from the job. You may come in after a weekend of thinking, and offer an ideal solution.
- The High C preferences show that you are one who is motivated to demonstrate a high degree of quality control awareness in all projects and processes.
- Highly aware of the dangers of making mistakes through hasty decisions.
- Motivated to maintain emotions in a cool, calm, collected, and controlled manner. This is contributed by the High C and Low I preferences.
- You show an excellent questioning style in order to get into the details of an issue.
- Tends to be most effective in a work culture where conflicts are kept to a minimum.



Based on your behavioral style there are certain opportunities for becoming more effective by being aware of how you prefer, and enjoy, to behave. The items below may assist you in your professional development growth. By understanding these items you may find explanations for why you may be stuck in some areas of your life and why other aspects give you no trouble at all. You could be more effective by:

- Having frequent exposure and contact with people.
- Having ample time to complete all tasks.
- Relying on others more when under pressure.
- Having clear and specific job descriptions and role responsibilities.
- Being able to delegate routine tasks and procedures.
- Working in a democratic environment.
- Being involved in the wider picture and scope of the work.
- Capitalize on your detail-orientation.



Your behavioral style will cause you to be motivated by certain factors in your environment. Having these present may make you feel more motivated, and productive. The following are things that you may want in your surroundings to feel optimally motivated:

- Sufficient time to consider all options before making a final decision.
- A work environment with minimal hostility and pressure that sometimes reduce quality and effectiveness.
- Changes should be controlled changes, and made only when proven to be necessary changes.
- Security in knowing that the products and services are of highest quality.
- Quality control standard that are adhered to by all members of the organization, not just by a few people.
- Standard operating procedures that can support a quality initiative without being changed dramatically.
- Complete explanations of systems and processes that impact your work environment.
- Tasks completed the 'right' way the first time, so that errors don't have to be corrected later.



Each behavioral style contains certain unique strengths as a result of how your four behavioral dimensions relate to each other. Understanding your own unique behavioral strengths is an important part of putting your new level of self-awareness to work for your success and satisfaction. The following statements highlight specific strengths of your behavioral style:

- People-oriented, but also rather modest, so has the ability to get along with a wide variety of others.
- An optimistic team player.
- Demonstrates technical competence and skills on the people side; this trait is rare and can be of great importance.
- Able to handle both people and details with equal skill and confidence.
- Able to communicate with external stakeholders and strangers very easily and get into the necessary details in an engaging way.
- Brings a sense of genuine enthusiasm to the team and organization.
- Brings a positive sense of humor and can break-the-ice or hostility with humor in a diplomatic way.
- Uses tact in directing projects or assignments.



Your behavioral style plays a significant role in determining what aspects of an environment you like. The items below will help you understand what will define an ideal working climate for you. Based on how you prefer to behave, an ideal climate for you is one that provides you with:

- Time to reflect and think about the pros and cons of solutions.
- Complete explanations of areas of responsibility and control.
- A work group providing close relationships with a small group of associates, rather than superficial relationships with a large group of people.
- Security in the work setting to maintain high quality control standards.
- Quality standards in which to support and maintain.
- Standard, accepted operating procedures that support the more complex processes.
- Projects completed the 'right way' the first time, to avoid problems later on.
- Freedom from intense time-pressured decisions.



Along with strengths, all behavioral styles come with areas that could become weaknesses - if depended upon or not acknowledged. The trick is not to manufacture a weakness in the first place by depending on these things.

Here are a few items that could become problematic for you if not acknowledged or known. Your awareness of the potentials below is your best step in making sure they remain only potential problems.

Due to your behavioral style, you may tend to:

- Be overly optimistic in your ability to persuade or manage others.
- Be overly optimistic in judging the ability of others.
- Take a passive aggressive approach, rather than a confrontational one.
- Trust people a bit too much and may get burned in the process.
- Build a team of people just like yourself, creating less diversity of talents or personalities.
- Be overly enthusiastic at times, at least to others who are more reserved.
- Become overly defensive when faced with change or threats.
- Oversell your ideas a little too much.



Based on how you tend to behave you have certain preferences for how you like to convey information, teach, instruct or share knowledge with others. This is also true of how you like to receive information and learn. Understanding your behavioral preferences here will help increase your effectiveness in teaching or instructing others, and in being taught and learning.

How you prefer to share knowledge or teach:

- Leads through factual persuasion.
- Presents detailed information in a logical and sequential manner.
- Enriches the content with stories and experiences.
- Precise in evaluations of participants to increase their quality of knowledge.
- Appreciates intellectual recognition.
- Wants to provide participants with the ability to understand principles and concepts.
- Wants to enlarge the scope and vision of the training program.

How you prefer to receive knowledge or learn:

- Integrates experiences with practical applications and ideas.
- Likes spontaneity, flexibility, and variety in the learning environment.
- Collects data and analyzes information.
- Interacts frequently with others and can also work independently.
- Likes self-discovery and trial and error methods occasionally.
- Needs to know specifically what to do and when to do it.
- Likes active testing of ideas and experiences.



This page is unique in this report because it is the only one that doesn't speak directly to you, rather to those who interact with you. The information below will help others communicate with you more effectively by appealing to your natural behavioral style. The first items are things others SHOULD do to be better understood by you (Do's) and the second list is of things others SHOULD NOT do (Don'ts) if they want you to understand them well.

Things to do to effectively communicate with rizwana:

- Ask for input regarding people and specific assignments.
- Provide testimonials from people seen as important and prominent.
- Allow time to verify the issues and potential outcomes.
- Plan to talk about things that support dreams and goals.
- Free-up enough to be engaging, stimulating, and fast-paced.
- Join in and talk positively about people and their goals.
- Do your homework because that will be critical to the success of the conversation or meeting.

Things to avoid to effectively communicate with rizwana:

- Be certain all decision-points have reached closure and action-plans are the result.
- Don't be dogmatic.
- Don't use quick manipulations of ideas.
- Don't legislate.
- Don't rush the issues or the decision-making process until you have buy-in.
- Don't leave decisions hanging in the air.
- Don't be vague about what's expected of either of you.



In order to make the most out of the information in this report it is important that you connect it to your life in a tangible way. To help you make this information your own, and pull out the most relevant parts, fill in the blanks below.

Decisiveness:

How is your 'D' score relevant to your life?

Interacting:

How is your 'I' score relevant to your life?

Stabilizing:

How is your 'S' score relevant to your life?

Cautiousness:

How is your 'C' score relevant to your life?

Overall Natural Style:

What is one way in which your natural style relates to your life?

Overall Adaptive Style:

What is one way in which your adaptive style relates to your life?

Strength-based insights:

What specific strengths do you think connect to your success more than any other?



Communication Dos and Don'ts:

What did you learn from understanding your preferred communication style?

Ideal Job Climate:

How well does your current climate fit your behavioral style?

Effectiveness:

What is one way in which you could become more effective?

Motivation:

How can you stay more motivated?

Improvement:

What is something you learned that you can use to improve your performance?

Training/Learning:

What did you learn that could help you instruct others better, or learn more effectively?



Your final step to making sure you really benefit from the information in this report is to understand how your behavioral style contributes to, and perhaps hinders, your overall success.

Supporting Success:

Overall, how can your unique behavioral style support your success? (cite specific examples)

Limiting Success:

Overall, how could your unique behavioral style get in the way of your success? (cite specific examples)



The Values Index

WHY are you motivated to use your talents based on your drivers of engagement?



About This Report

Research conducted by Innermetrix shows that the most successful people share the common trait of self-awareness. They recognize the situations that will make them successful, and this makes it easy for them to find ways of achieving objectives that resonate with their motivations. They also understand their limitations and where they are not effective and this helps them understand what does not inspire them or what will not motivate them to succeed. Those who understand their natural motivators better are far more likely to pursue the right opportunities, for the right reasons, and get the results they desire.

This report measures seven dimensions of motivation. They are:

- **Aesthetic** - a drive for balance, harmony and form.
- **Economic** - a drive for economic or practical returns.
- **Individualistic** - a drive to stand out as independent and unique.
- **Political** - a drive to be in control or have influence.
- **Altruist** - a drive for humanitarian efforts or to help others altruistically.
- **Regulatory** - a drive to establish order, routine and structure.
- **Theoretical** - a drive for knowledge, learning and understanding.



The Elements of the Values Index

This Values Index is unique in the marketplace in that it examines seven independent and unique aspects of value or motivation. Most other values instruments only examine six dimensions of value by combining the Individualistic and Political into one dimension. The Values Index remains true to the original works and models of two of the most significant researchers in this field, thus delivering to you a profile that truly helps you understand your own unique motivations and drivers.

Also, the Values Index is the first to use a click & drag approach to rank the various statements in the instrument, which makes taking the instrument more intuitive, natural and in the end you can actually create the order you see in your mind on the screen.

Finally, the Values Index instrument contains the most contemporary list of statements to make your choices more relevant to your life today, which helps ensure the most accurate results possible.



A closer look at the seven dimensions

Values help influence behavior and action and can be considered somewhat of a hidden motivation because they are not readily observable. Understanding your values helps to tell you why you prefer to do what you do.

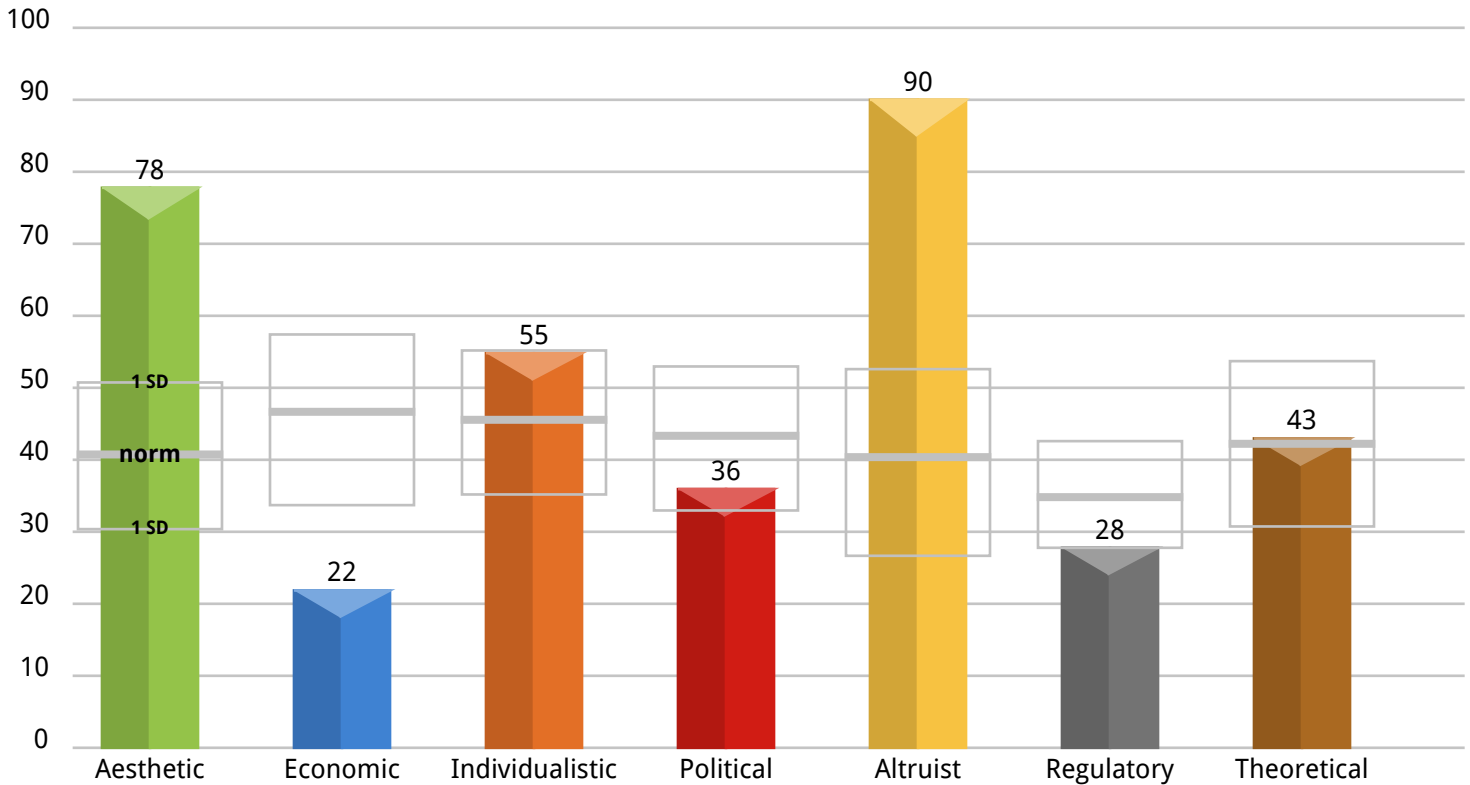
It is vital for superior performance to ensure that your motivations are satisfied by what you do. This drives your passion, reduces fatigue, inspires you and increases drive.

Value	The Drive For
Aesthetic	Form, Harmony, Beauty, Balance
Economic	Money, Practical results, Return
Individualistic	Independence, Uniqueness
Political	Control, Power, Influence
Altruistic	Altruism, Service, Helping others
Regulatory	Structure, Order, Routine
Theoretical	Knowledge, Understanding

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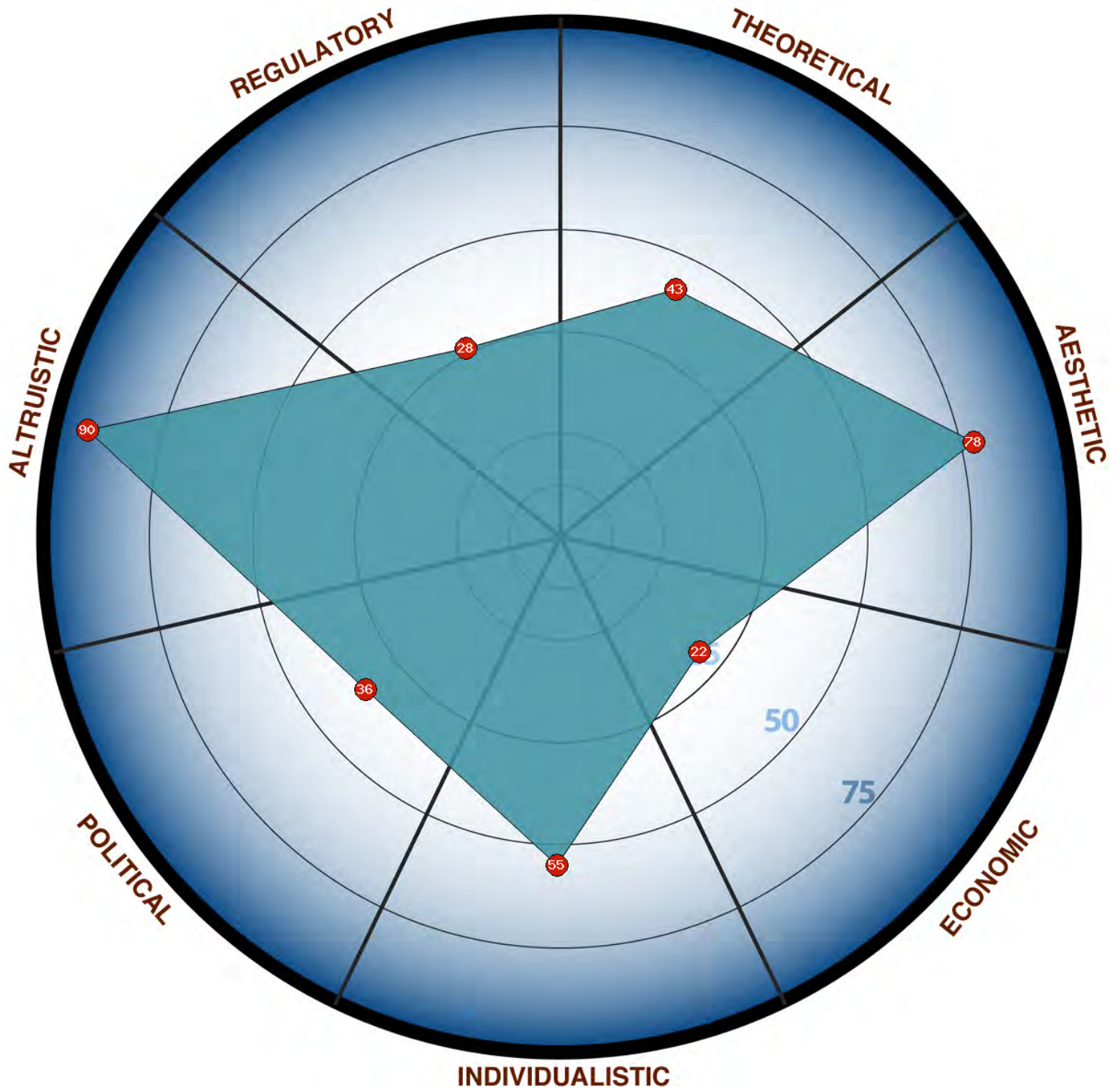


Executive Summary of rizwana's Values

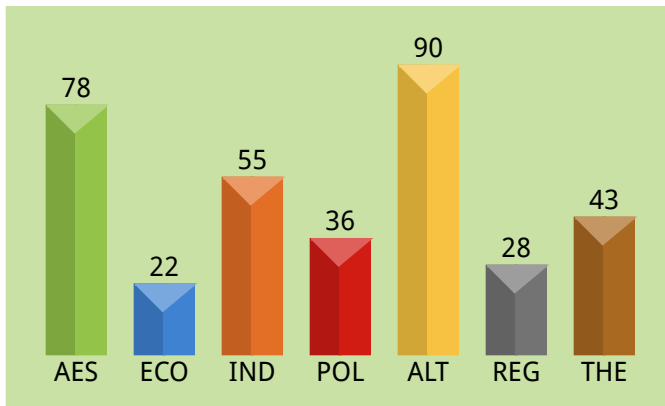


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Very High Aesthetic	You place great importance in finding a good work-life balance, creating more than destroying and artistic self expression.
Very Low Economic	You may try to help meet customers' needs (internal and external) before your own.
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The Aesthetic Dimension:

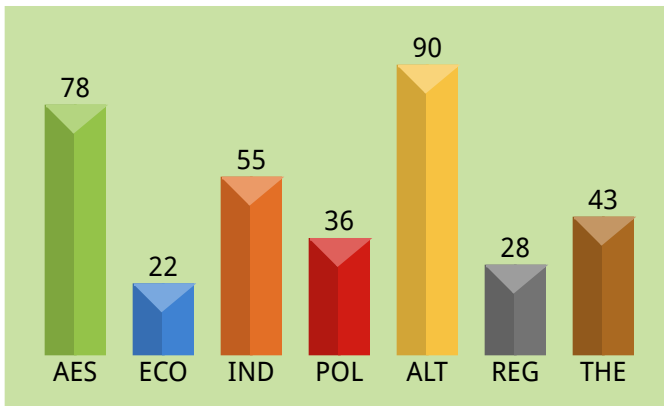
The main motivation in this value is the drive to achieve balance, harmony and find form or beauty. Environmental concerns or “green” initiatives are also typically prized by this dimension.

General Traits:

- You desire ample personal time for reflection and to maintain work/life balance.
- You have a high awareness and interest in the moods, beliefs, and values of others.
- You have a strong interest in preserving the environment, nature and resources.
- You show a very strong desire for beauty, harmony and aesthetics in the personal or work environment.
- You seek self-realization and fulfillment in both work and personal settings.

Key Strengths:

- You like to network with others and share creative ideas and solutions.
- You are a very creative problem-solver.
- You are very helpful in helping others find creative alternatives.
- You demonstrate a very high personal and professional regard for the feelings and emotions of others on the team.
- To you, any creativity is often only limited by external, not internal boundaries.



The Aesthetic Dimension:

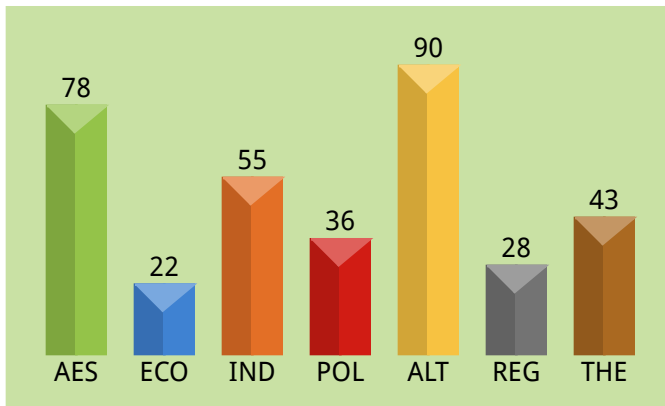
The main motivation in this value is the drive to achieve balance, harmony and find form or beauty. Environmental concerns or “green” initiatives are also typically prized by this dimension.

Motivational Insights:

- You may tend to over-react to emotional situations.
- You appreciate those who show a genuine interest in your ideas and solutions.
- You should allow ample time for personal life balance.
- You provide ample opportunity for creative self-expression.
- You allow room for new ideas and approaches.

Training/Learning Insights:

- You should link new knowledge to new ways to be creative or achieve better harmony and balance in life.
- You have the ability to connect training and development to other's needs and interests, and to encourage their own imagination.
- To increase the meaning of training programs, you should try to link these to increased understanding of form, harmony, and the big picture.

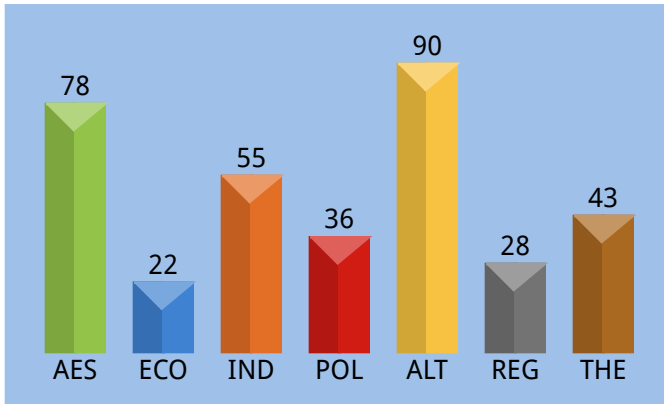


The Aesthetic Dimension:

The main motivation in this value is the drive to achieve balance, harmony and find form or beauty. Environmental concerns or “green” initiatives are also typically prized by this dimension.

Continual Improvement Insights:

- You may carry too great an emphasis on the artistic, or balance/form issues in the workplace.
- You need to remember that sometimes function is all there is time for or all that is needed.
- At times, you may try to be too much of a non-conformist.
- You could get lost in creativity if not kept somewhat reined in and on target.
- You might tend to have work back up if you are too creative or inventive with how to do it.



The Economic Dimension:

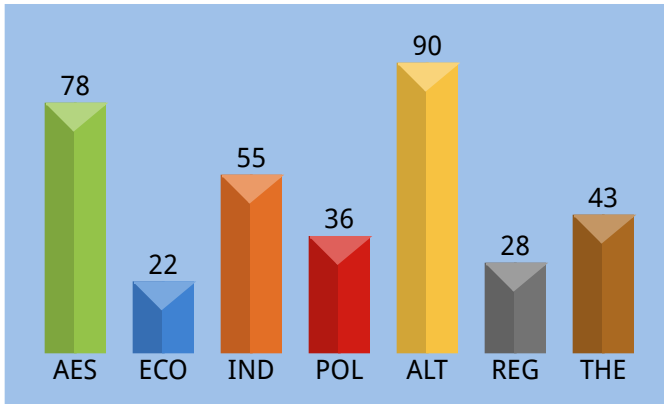
This dimension examines the motivation for security from economic gain, and to achieve practical returns. The preferred approach of this dimension is a professional one with a focus on bottom-line results.

General Traits:

- Since this values area may help to determine one's money-motivation, the results indicate that you may be motivated more by things other than a high paycheck (although that may still be important).
- The lower score here may also indicate that you may have already begun to reach your own level of financial security, to the extent that things other than money may now become motivating drives.
- You should check the full results and graph of the inventory to determine those values that were ranked in a higher field than the Economic area.
- You score in a range that indicates a lower interest in materialistic things, or that you have already achieved a level of material security.
- While not driven by money, some in this score range may be sensitive to perceived inequities in wages and salaries, and do not want to be taken advantage of in that process.

Key Strengths:

- You see a wider spectrum of the picture, not just the economic view.
- You rarely (if ever) look at a project with a "what's in it for me?" perspective.
- You are an excellent team player and team member.
- You are less concerned with monetary compensation, and find higher rewards in other (higher) value dimensions in this report.
- You are sensitive and responsive to the "people-side" of work related activities.



The Economic Dimension:

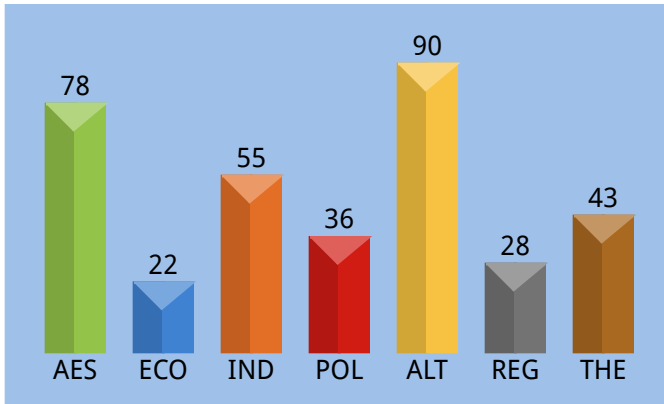
This dimension examines the motivation for security from economic gain, and to achieve practical returns. The preferred approach of this dimension is a professional one with a focus on bottom-line results.

Motivational Insights:

- You should allow time in the schedule for helping others.
- Avoid measuring your performance by an economic incentive only.
- You need options for taking on tough challenges.
- You should avoid mundane tasks.
- You prefer praise for continued contributions to the job, sometimes even without highly visible recognition.

Training/Learning Insights:

- You score like those who appreciate additional training functions and are supportive of the trainer and activities.
- You score like those who enjoy a more cooperative learning style.
- You may prefer less competition between learning groups.
- You may prefer team-oriented activities, to work and share ideas with others.
- You come to a training or development function typically without a 'What's in it for me?' attitude.

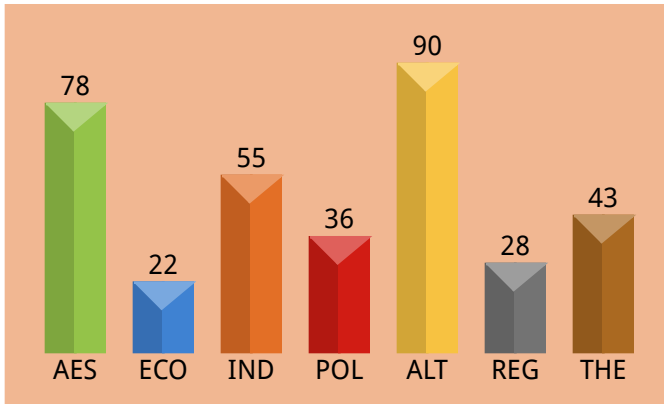


The Economic Dimension:

This dimension examines the motivation for security from economic gain, and to achieve practical returns. The preferred approach of this dimension is a professional one with a focus on bottom-line results.

Continual Improvement Insights:

- You may tend to over commit both on and off the job, such as with community organizations, etc.
- You may avoid making tough decisions that may negatively impact others on the team.
- You may need to learn to say "no" more often.
- You should avoid spreading yourself too thin by taking on responsibilities that could be delegated to others.
- You may not hear the 'revenue clock' ticking on some projects.



The Individualistic Dimension:

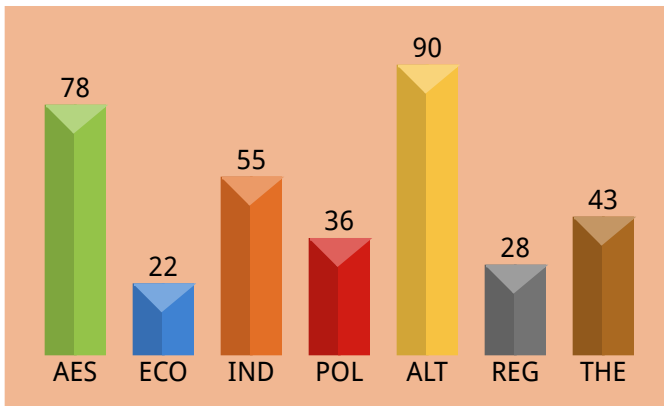
The Individualistic dimension deals with one's need to be seen as unique, independent, and to stand apart from the crowd. This is the drive to be socially independent and have opportunity for freedom of personal expression.

General Traits:

- You are generally not considered an extremist on ideas, methods, or issues in the workplace.
- You have the ability to take a stand on an issue when necessary, to yield position when necessary, and to do both with equal sincerity.
- Those who score like you would probably not be considered controversial in their workplace ideas or transactions.
- You show moderate social flexibility in that you would be considered as one who is socially appropriate and supportive of others on the team.
- You have the ability to take or leave the limelight and attention given for special contributions.

Key Strengths:

- You may be considered flexible and versatile without being an extremist.
- You are able to see both sides of the positions from those with higher and lower Individualistic scores.
- You are able to follow or lead as asked.
- You may be seen as a stabilizing force in organizational operations and transactions.
- You may be able to mediate between the needs of the higher and lower Individualistic members of the team.



The Individualistic Dimension:

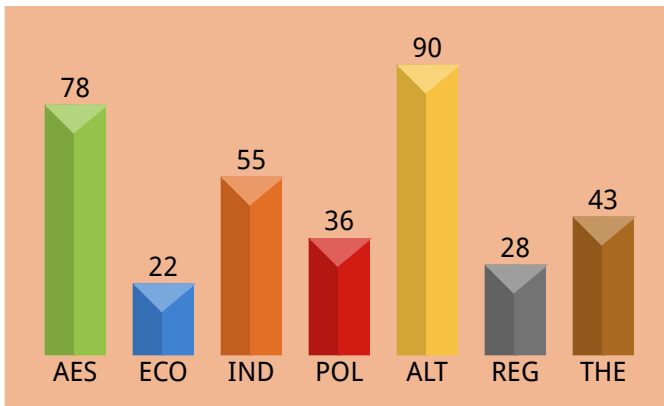
The Individualistic dimension deals with one's need to be seen as unique, independent, and to stand apart from the crowd. This is the drive to be socially independent and have opportunity for freedom of personal expression.

Motivational Insights:

- Remember that you score like those with a high social flexibility, that is, you can assume an appropriate leadership role for a team, or be a supportive team member as the situation requires.
- Remember that you show the ability to get along with a wide variety of others, without alienating those with opinions in extreme positions on the spectrum.
- You act as a balancing or stabilizing agent in a variety of team environments.
- You bring an Individualistic drive typical of many professionals, i.e., near the national mean.
- You can provide input to gain a center-lane perspective on an organizational issue related to this Values scale.

Training/Learning Insights:

- You are able to be a flexible participant in training and development programs.
- You tend to enjoy both team-oriented and individual or independent learning activities.
- You will be a supportive member of the training experience from the viewpoint of this Values dimension.
- Because this score is near the national mean, please check other higher and lower Values areas to obtain additional insight into learning preferences.

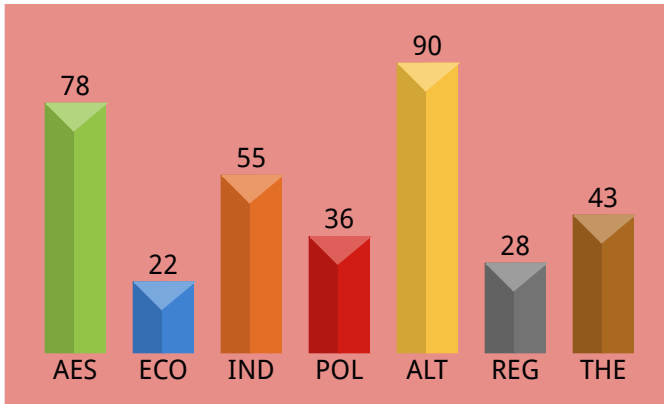


The Individualistic Dimension:

The Individualistic dimension deals with one's need to be seen as unique, independent, and to stand apart from the crowd. This is the drive to be socially independent and have opportunity for freedom of personal expression.

Continual Improvement Insights:

- Without necessarily picking sides, you may need to take a stand on some issues related to individual agendas.
- To gain additional insight, you should examine other values drives to determine the importance of this Individualistic drive factor.
- You should allow space for those with higher Individualistic drives to express themselves in appropriate ways.
- You should avoid criticizing those with higher or lower Individualistic drives, since all Values positions are positions deserving respect.



The Political Dimension:

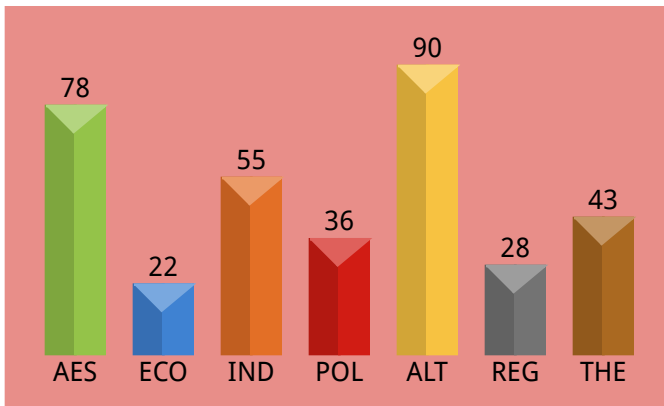
This drive is to be seen as a leader and to have influence and control over one's environment or success. Competitiveness is often associated with those scoring high in this motivation.

General Traits:

- A score near the mean indicates that the Political (power seeking) drive is not your primary motivational factor.
- You bring a sense of balance to some power-issues that may emerge occasionally.
- You may be seen as a stabilizing force in day-to-day team operations.
- You show an appropriate balance between seeking leadership roles and supporting roles without being an extremist in either direction.
- Your score in this range is near the typical business professional's score.

Key Strengths:

- You bring flexibility to the team. Able to lead when asked, but able to support when asked as well.
- You are a stabilizing force on the team.
- You are able to appreciate the needs of both the higher and lower Political individuals on the team.
- You are perceived by others on the team as neither dictatorial nor dependent with regard to team projects and goals.
- You show appropriate respect to leaders of a project, as well as ability to offer suggestions for change.



The Political Dimension:

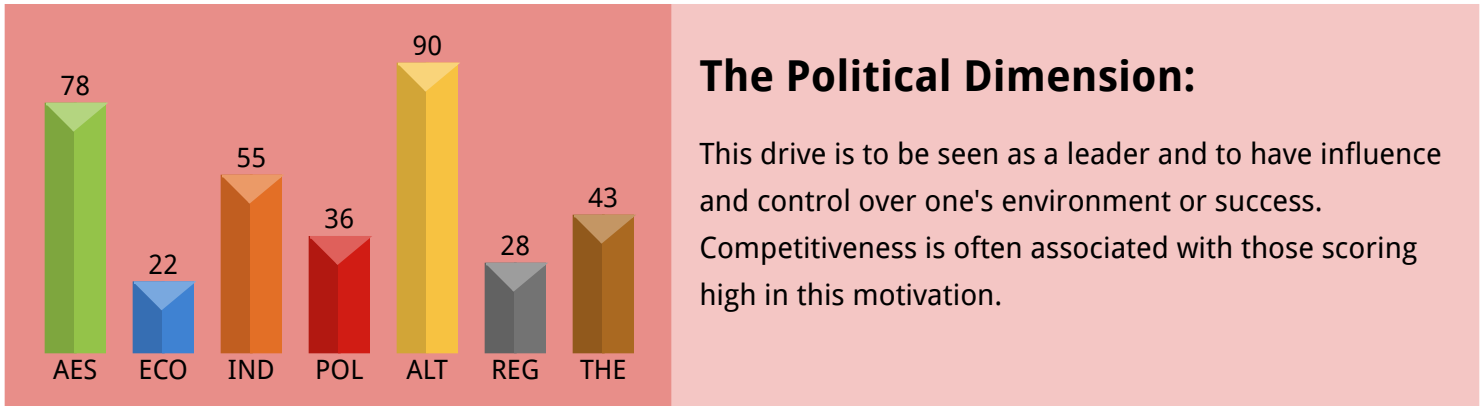
This drive is to be seen as a leader and to have influence and control over one's environment or success. Competitiveness is often associated with those scoring high in this motivation.

Motivational Insights:

- Don't forget that you have the ability to be a stabilizing agent between high-control and high-support on special team functions and initiatives.
- You bring a power seeking drive typical of many business professionals, since your score is very near the national mean on this scale.
- Give your input to the team in order to gain a middle-of-the-road insight and understanding of work related issues.
- Review other Values drives that might be higher or lower than the Political score in this report in order to gain a greater understanding of specific keys to managing and motivating.

Training/Learning Insights:

- You score like those who are supportive in a variety of work activities and development.
- You will respond with flexibility to either cooperative or competitive team activities.
- You score like those who participate openly in training activities without trying to dominate the event.
- You show ability to lead a training event as well as support and participate.

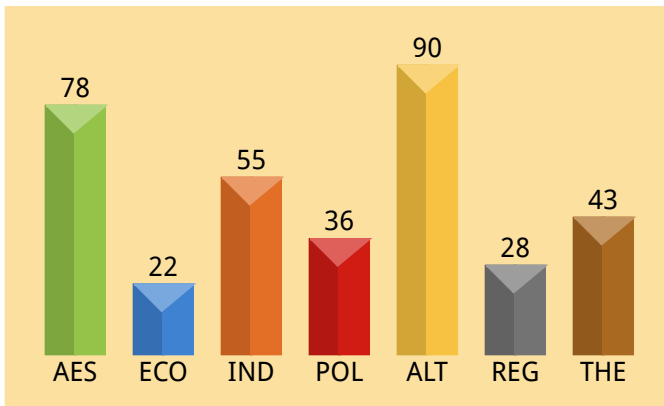


The Political Dimension:

This drive is to be seen as a leader and to have influence and control over one's environment or success. Competitiveness is often associated with those scoring high in this motivation.

Continual Improvement Insights:

- You may need to shift gears into either a more supportive role or a greater leadership role at times.
- When issues of team leadership emerge, you may need to take a more visible stand on some problem-solving situations.
- Examine other Values drives in this report in order to gain increased understanding of areas for continuous improvement.



The Altruistic Dimension:

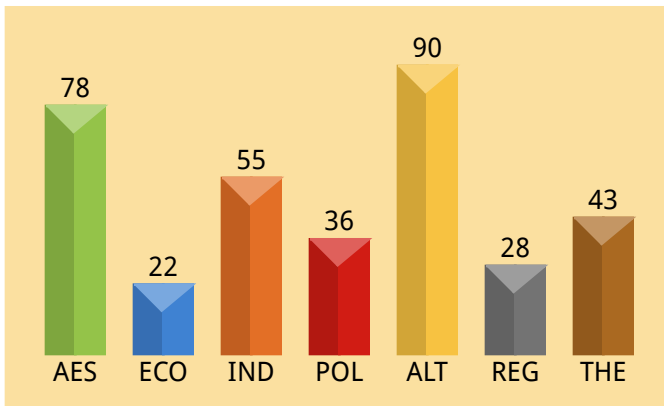
This drive is an expression of the need or drive to benefit others in a humanitarian sense. There is a genuine sincerity in this dimension to help others, give of one's time, resources and energy, in aid of others.

General Traits:

- You have a very high sincerity and genuine interest in helping others.
- You find the most value in work, beyond just a paycheck, when it aids others.
- You like helping, teaching, and coaching others.
- You have a very strong need to help and support others.
- You believe it's "Better to give than receive"

Key Strengths:

- You are much more social than solitary.
- You are aware of what others need, even when not stated by them.
- You are a proactive volunteer who steps in to aid others without hesitation or being asked to.
- You treat others with high personal regard and respect.
- You are a very good team player.



The Altruistic Dimension:

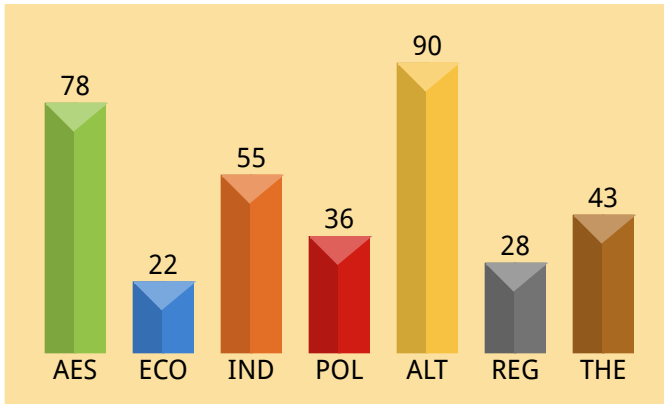
This drive is an expression of the need or drive to benefit others in a humanitarian sense. There is a genuine sincerity in this dimension to help others, give of one's time, resources and energy, in aid of others.

Motivational Insights:

- You may be taken advantage of by others who know of your giving and helpful nature.
- You should treat them with the same level of sincere concern and interest that they give others.
- You should allow ample personal time for whatever giving activities exist outside of work.
- You provide an environment in which there is opportunity to help others.
- You should provide flexibility that adjusts for helping others with various tasks and projects.

Training/Learning Insights:

- Your learning and development should be linked to the potential to help others.
- You should link courses and training to the knowledge gained that may potentially be shared with others on the team, or externally.
- You should link training to increased personal knowledge - to be shared with others.

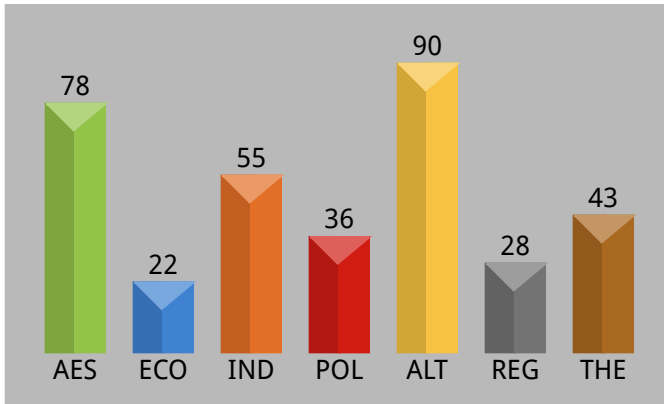


The Altruistic Dimension:

This drive is an expression of the need or drive to benefit others in a humanitarian sense. There is a genuine sincerity in this dimension to help others, give of one's time, resources and energy, in aid of others.

Continual Improvement Insights:

- You may need to say "No" more often.
- You can easily lose focus on personal work in favor of helping others with theirs.
- You should watch to ensure that your giving nature is not abused or actually supporting someone else's largess.
- You may give away too much time, talent and energy.
- You need to remember that support and service efforts needs to be practical as well.



The Regulatory Dimension:

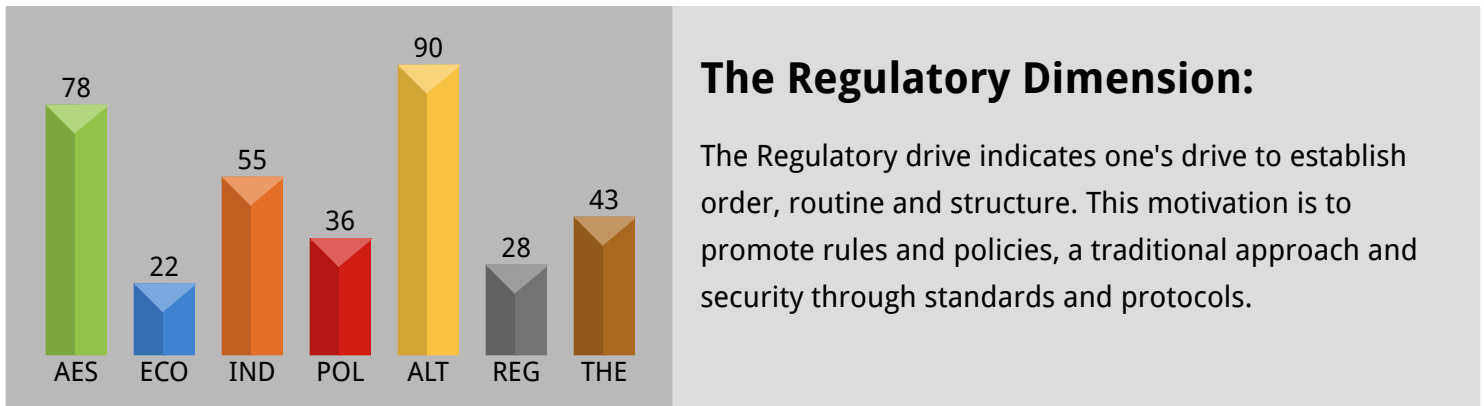
The Regulatory drive indicates one's drive to establish order, routine and structure. This motivation is to promote rules and policies, a traditional approach and security through standards and protocols.

General Traits:

- You understand both sides of the argument for more and less rules and policies.
- You can challenge the rules as long as it is done carefully and logically.
- You are right at the national mean when it comes to desire for stability or steadiness.
- You appreciate some structure, but not too much.
- You are accepting of authority, but not bound by it blindly.

Key Strengths:

- You are very flexible when it comes to dealing with very little or too much structure.
- You act to stabilize those on a team.
- You are good at providing order and structure where it is required.
- You can challenge protocol and be creative if the situation demands it enough.
- You serve as a good moderator between those defending the standard operating procedure, and those challenge it.



The Regulatory Dimension:

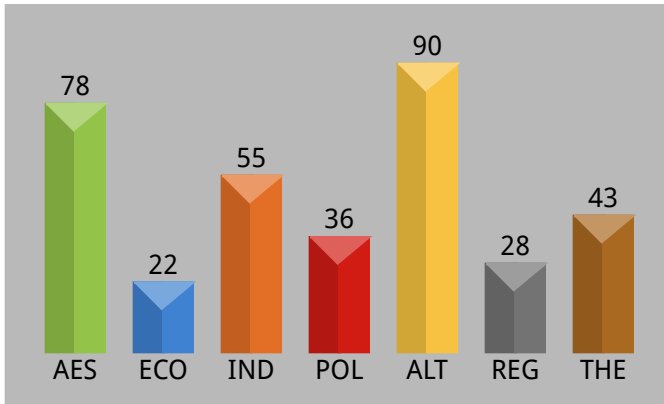
The Regulatory drive indicates one's drive to establish order, routine and structure. This motivation is to promote rules and policies, a traditional approach and security through standards and protocols.

Motivational Insights:

- You can help bring order out of chaos without going overboard.
- You can be the mediator between those who support the old guard and those who want revolution.
- You can provide a balanced view for creating new policies, procedures and protocols that are effective.
- You will be good at helping maintain a stable environment.
- You can be a valuable asset when it comes to working in routine environments.

Training/Learning Insights:

- You are open to creativity or flexibility.
- You prefer to learn in the accepted way through the existing curriculum.
- You become a supportive team member who gets behind the initiative.

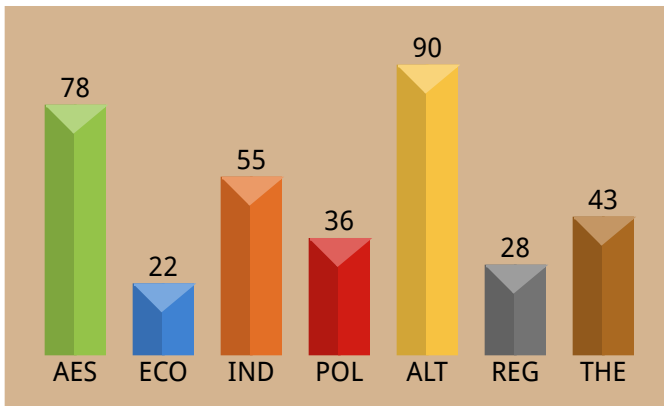


The Regulatory Dimension:

The Regulatory drive indicates one's drive to establish order, routine and structure. This motivation is to promote rules and policies, a traditional approach and security through standards and protocols.

Continual Improvement Insights:

- You might benefit from exerting opinions freely in discussions of direction and planning.
- You could take a firmer stand on team issues involving dissenting opinions.



The Theoretical Dimension:

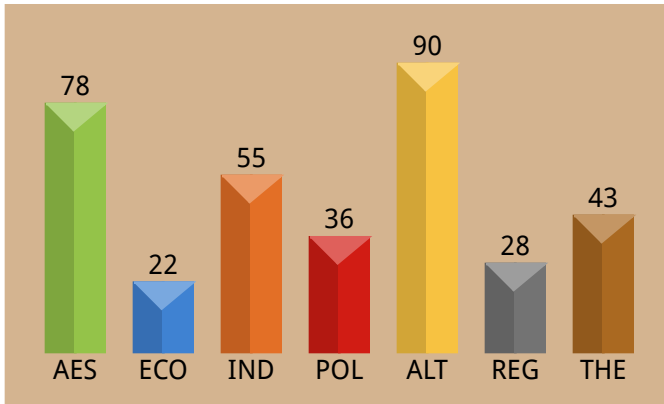
The drive to understand, gain knowledge, or discover the “truth”. This motivation can often be to gain knowledge for knowledge sake. Rational thinking, reasoning and problem solving are important to this dimension.

General Traits:

- You may provide a balance between the very high theoretical approaches and the very low approaches and be able to communicate with each side.
- You are able to understand the needs of the big picture issues, and appreciate the needs of the minutia issues without being an extremist.
- Your score in this range is near the typical businessperson's score.
- Your score near the mean indicates the Theoretical need is not unimportant, yet not a primary driving factor in your motivational behavior.
- You bring a sense of balance and stability to a variety of technical issues and features impacting the team.

Key Strengths:

- You will demonstrate awareness of the necessary technical features and an appropriate on-the-job response as needed.
- You bring flexibility to the team, that is, being detail-oriented when necessary, and being practically-oriented other times.
- You are a stabilizing force on the team.
- You are able to appreciate the needs of both the high and lower Theoreticals.
- You show curiosity about technical details without getting bogged down.



The Theoretical Dimension:

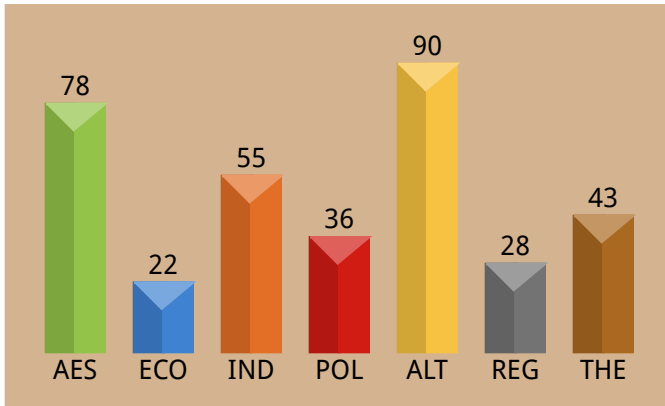
The drive to understand, gain knowledge, or discover the “truth”. This motivation can often be to gain knowledge for knowledge sake. Rational thinking, reasoning and problem solving are important to this dimension.

Motivational Insights:

- Remember that you have the ability to be a balancing and stabilizing agent on high knowledge-driven issues, without being an extremist toward either side.
- You bring a knowledge-drive typical of many business professionals, i.e., near the national mean.
- Your perspective provides a middle-ground understanding.
- Check for other values drives that may be higher or lower than this one in order to gain a more robust picture of specific keys to your motivation.

Training/Learning Insights:

- You are rather flexible and accepting of most training programs offered in the organization.
- You are able to see the need for training and also realize the importance of practical information.
- You understand the needs of the high Theoreticals who want more information and the lower Theoreticals who want only the necessary information.
- Because your score range is near the national mean, please check other areas of higher or lower values drive for additional insight into professional development needs.



The Theoretical Dimension:

The drive to understand, gain knowledge, or discover the “truth”. This motivation can often be to gain knowledge for knowledge sake. Rational thinking, reasoning and problem solving are important to this dimension.

Continual Improvement Insights:

- You may need to be a bit more demonstrative on some complex theoretical issues.
- You may be asked to take a firmer stand or position on team initiatives.
- You may need to examine other values' drives to determine the importance of this Theoretical drive factor.



Use this sheet to help you track which motivators are well aligned and which are not and what you can do about it.

Action Step: Looking at your Values Index report, find which motivators are the most powerful for you (i.e., which ones are highest and farthest above the norm). Write down the top two in the space below, and record how well your current roles align with these motivators (i.e., how well what you do satisfies what you are passionate about).

	Alignment				
	Poorly				Highly
Motivator #1: _____	1	2	3	4	5
Motivator #2: _____	1	2	3	4	5

Legend:	
• 2-4 = Poor	• 8-9 = Excellent
• 4-5 = Below Average	• 10 = Genius
• 6-7 = Average	

Tally your score here:

rizwana Abdul Kader

To reach Genius levels of passion, you must increase alignment of your environment with your passions.

Motivator #1: What aspects of your company or role can you get involved in that would satisfy this motivator?

Motivator #2: What aspects of your company or role can you get involved in that would satisfy this motivator?



Your final step to making sure you really benefit from the information in this report is to understand how your values style contributes to, and perhaps hinders, your overall success.

Supporting Success: Overall, how well do your motivators and drivers help support your success? (cite specific examples):

Horizontal lines for writing answers to the Supporting Success question.

Limiting Success: Overall, how do your natural drivers or motivators not support your success? (cite specific examples):

Horizontal lines for writing answers to the Limiting Success question.



Attribute Index

WHAT natural talents do you have based on how you think and make decisions?



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 based on two distinct factors unique to axiology.

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.



External Decision Making Pattern Summary

You are well developed in all three dimensions of thought (People, Tasks and Systems) and with equal proportion. You can be competent in all three dimensions of value from schematic thinking, to practicality to valuing others. You appreciate and possess equal strengths in: systems, rules, structure, concrete organization, detailed planning, and people skills. You are versatile and good at learning in all of these areas. This can also lead to your becoming easily bored or anxious in positions that require excessive over or under focus on any one dimension of thought by itself, to the exclusion of the others (e.g., door to door sales requires less than excellent empathy). Overall development levels in all three dimensions are equal and all are moderately developed. 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

- Versatility in dealing with people, performance or systems equally
- Quick learning ability in a wide variety of business areas
- Stability, dependability
- Over-all good business and people management potential
- Understanding and communicating with others
- Planning and organizing
- Schematic thinking

Minimizers

- Gets easily bored with limited tasks and responsibilities
- May become anxious if all three areas (people, performance and Systems) aren't utilized.
- Can get easily bored or feel unchallenged if all three areas are not capitalized

Motivators

- Decision-making freedom
- Multi-faceted challenges
- Independence
- Personal relationships
- Status and recognition
- Sense of belonging



Needs for Growth

Personal identification with personal needs, desires and systems. Understanding how balanced high scores may impact roles, duties and objective success of a given position.

Targets for Reinforcement (R) and Development (D)

Human awareness (D)

Practical Thinking (D)

Systems Judgment (D)

Preferred Environment

An atmosphere where there is an open exchange of ideas with readily available feedback; the sharing of responsibilities and decisions. A role which allows the most complete usage of all three external dimensions of thought.



Internal Decision Making Pattern Summary

You tend to have a good self esteem and you define who you are based mostly on your own internal sense of worth, rather than the job you hold or things you own. You live according to a strong sense of who you feel you are. Your work or primary social roles are of lesser importance to you in comparison. It is also very possible that you are suffering from some role confusion right now. Something about one of your major roles in life has changed and as a result you have confusion about how to proceed. You see the People dimension fairly well and this is where you have your highest level of development. The Tasks and Systems dimensions are equal to you in both their importance and development, which is low compared to the People dimension. 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

- Resiliency
- Positive self image
- Handling rejection

Minimizers

- Lack of drive and ambition for exclusively material, position related things
- Sense of direction
- Self sacrifice

Motivators

- Self improvement
- Self discovery

Needs for Growth

Improve your self-image, create a more balanced view of your role's importance and define a clearer sense of direction based on that balanced view.

Targets for Reinforcement (R) and Development (D)

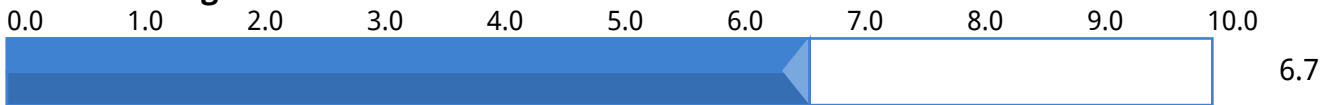
- Role awareness (D)
- Self Esteem (D)
- Self direction (D)



This graph summarizes the 7 Categories that comprise this Innermetrix Talent Profile. A description and mean score for each category is on the following page.

Report Component Graphs

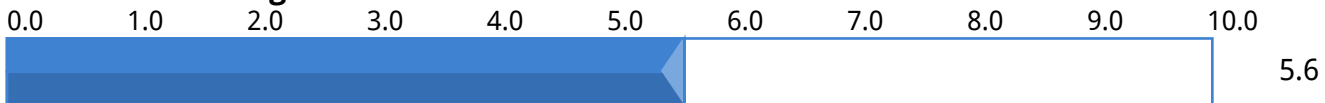
1. Envisioning an Outcome



2. Understanding Your Supporters



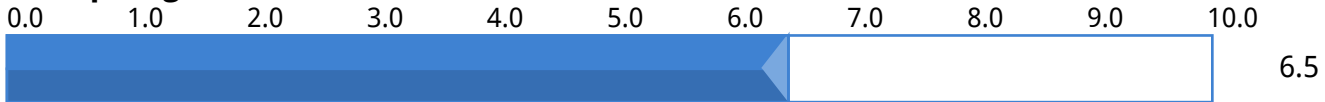
3. Communicating Your Vision



4. Serving Others



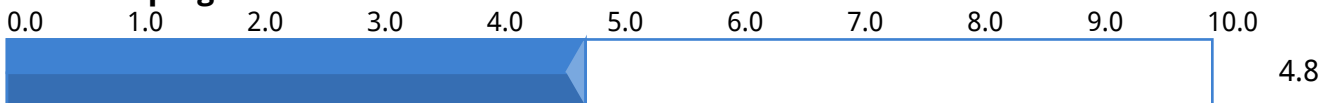
5. Inspiring Others



6. Guiding Others



7. Developing Yourself



rizwana Abdul kader



1. Envisioning an Outcome (6.7)

Leading begins with realizing and clearly envisioning the overall mission to accomplish. A mission is what is going to happen, not how. Realizing your mission leads to the understanding of where change is required and why it is needed now. It takes initiative and determination to solidify the vision and set goals around its achievement. "Starting with the End in Mind," as Steven Covey wrote in the Seven Habits of Highly Successful People, is how you point the way for others who can't see it yet.

2. Understanding Your Supporters (7.1)

Understanding how your vision satisfies peoples' perceived needs is crucial to engage them. You must know what changes others are receptive to and ready for. Listening carefully and objectively will insure that your mission is one that others will embrace. Without followers, you can't be a leader, and followers will only voluntarily engage in something they think satisfies their needs as well as your goals.

3. Communicating Your Vision (5.6)

In order to engage people to follow you must clearly communicate your vision to them. The most powerful movements for change are created by people who have an emotional commitment to the mission and are passionate about it. Therefore you must be able to communicate with people not just through logical arguments, but in a way that touches them emotionally. You must first have that passion for your mission and to allow others to see your passion. It takes a certain amount of courage to champion a new idea, which by definition, others can't yet see

4. Serving Others (6.9)

People will not chase a difficult dream for very long unless they think it supports their own personal goals. You must insure that people connect both your vision and your actions with their own goals. They initially chose to follow you because they thought that by helping you they would help themselves. Now that they are engaged you must work at reinforcing the initial faith they placed in you.



5. Inspiring Others (6.5)

Embarking on difficult and uncertain journeys requires a special kind of energy in order to continue for the long term. Inspiration draws forth that special energy that can only come from the individual. Therefore, leading others for the long term requires that you are able to recognize and bring this energy. People become inspired when they start believing they have more ability than they thought they did. Therefore, leading includes challenging people to do more than they have before, and empowering them to make efforts that will yield a positive result. Sharing hope and courage will keep people motivated to continue on with the mission, even when it seems like the goal is still a long way off.

6. Guiding Others (6.4)

In taking action and moving toward completion of your mission and vision, there will inevitably be surprises and unexpected results. A person skilled in leading will continually assess the plan for achieving the stated goals and make course corrections along the way. Part of this process is to test, in the real world, the initial assumptions that were made. Leading requires a focus on the milestones along the way, not only on the long-term mission. Followers require some indication that they are on the right track and this builds confidence in the leader. A leader requires great courage and character to be tenacious about moving forward, and not exhibiting loss of confidence, even in the face of disappointment.

7. Developing Yourself (4.8)

In order to understand, motivate and lead others, you must first understand yourself. As Chris McCusker, Chairman and CEO of Motorola once said, "Leadership is going first in a new direction - and being followed". So before a person can lead others they must lead the way. This applies to helping people become better. Leaders must practice what they preach and be able to see and develop themselves before they can do so for others.

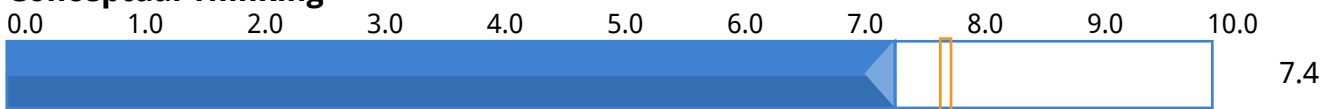


Category Description

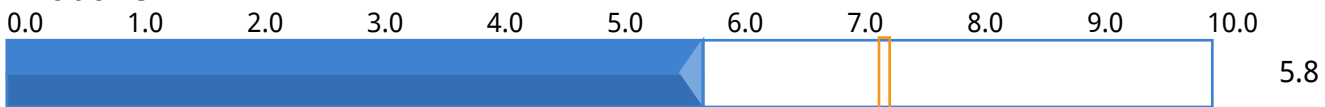
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Category Component Graphs

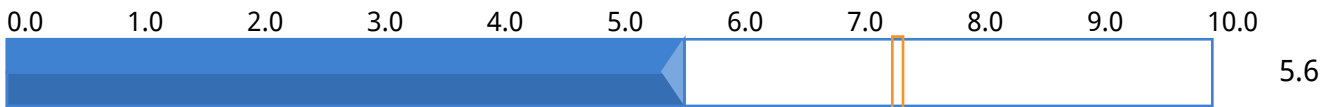
Conceptual Thinking



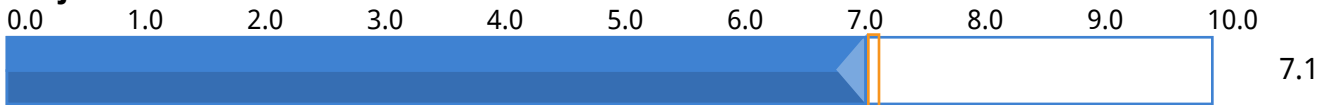
Initiative



Persistence



Project and Goal Focus



Results Orientation



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Category Component Descriptions

Conceptual Thinking (7.4)

evaluates rizwana'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.

Initiative (5.8)

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

Persistence (5.6)

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

Project and Goal Focus (7.1)

evaluates rizwana's ability to stay on target regardless of circumstances.



Results Orientation (7.4)

evaluates rizwana's ability to identify the actions necessary to complete tasks and to obtain results.

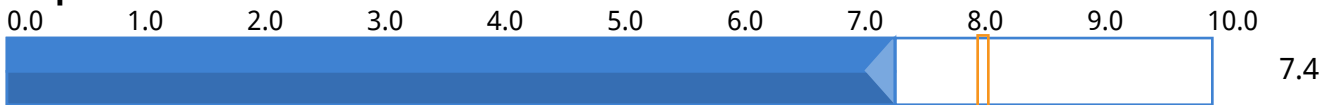


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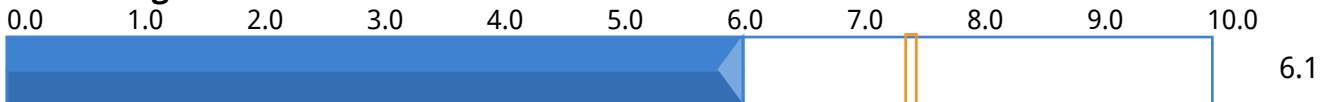
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Category Component Graphs

Empathetic Outlook



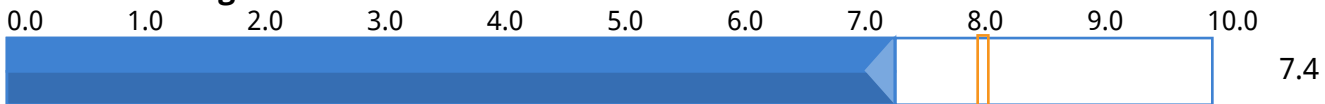
Evaluating What Is Said



Realistic Expectations



Understanding Attitude



Category Component Descriptions

Empathetic Outlook (7.4)

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

Evaluating What Is Said (6.1)

evaluates rizwana's openness toward other people and her willingness to hear what others are saying, rather than what she thinks they should say or they are going to say.

Realistic Expectations (7.5)

evaluates whether rizwana's expectations (in either quality of production or quality of performance) of others can realistically be met.

Understanding Attitude (7.4)

evaluates rizwana's ability to read between the lines and to understand body language, reticence, stress, and emotions.

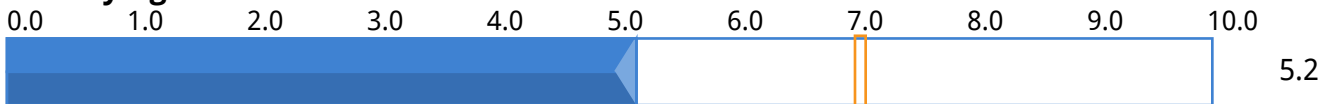


Category Description

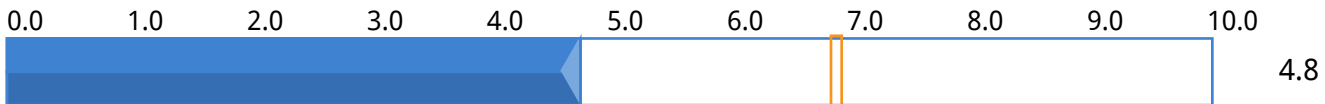
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Category Component Graphs

Conveying Role Value



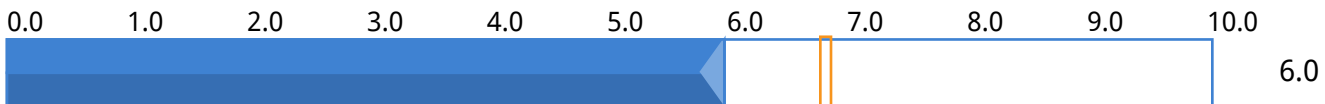
Personal Commitment



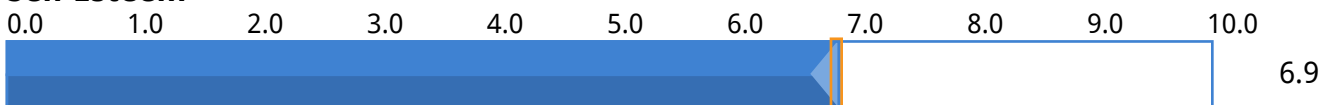
Self Confidence



Self Direction



Self Esteem



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Category Component Descriptions

Conveying Role Value (5.2)

evaluates rizwana's ability to use her own capacities (for empathy, interpersonal relationships, and leadership) to instill, in an employee, a sense of value for the task at hand.

Personal Commitment (4.8)

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

Self Confidence (5.3)

evaluates rizwana's ability to develop and to maintain inner strength based on the desire to succeed and on her belief that she possesses the capabilities to succeed.



Self Direction (6.0)

evaluates rizwana's internal drive to excel in and believe in her chosen career path.

Self Esteem (6.9)

evaluates rizwana's ability to realize and appreciate her own unique self worth.



Category Description

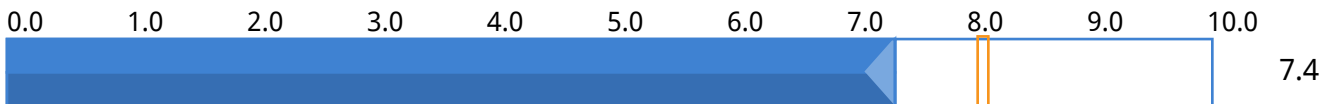
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Category Component Graphs

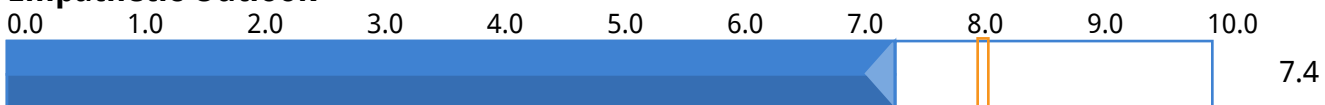
Accountability For Others



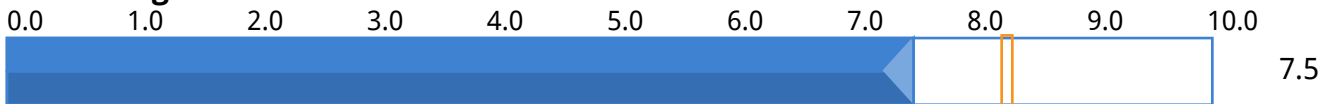
Attitude Toward Others



Empathetic Outlook



Evaluating Others



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Category Component Descriptions

Accountability For Others (5.3)

evaluates rizwana's ability to be responsible for the consequences of the actions of those whom she manages.

Attitude Toward Others (7.4)

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

Empathetic Outlook (7.4)

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

Evaluating Others (7.5)

evaluates rizwana's ability to make realistic and accurate judgments about another, to evaluate her strengths and weaknesses, and to understand her manner of thinking, acting, and behaving.

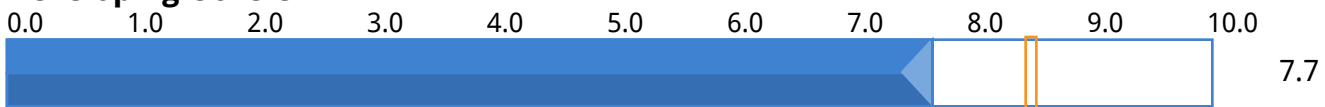


Category Description

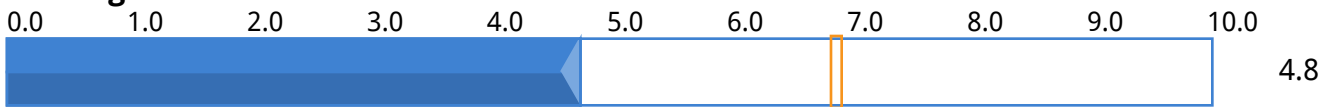
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Category Component Graphs

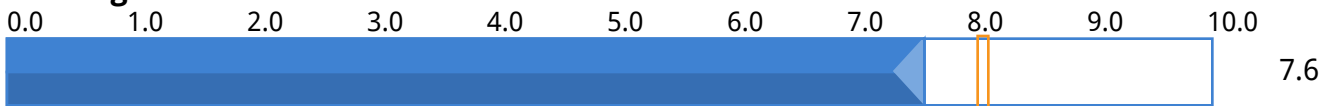
Developing Others



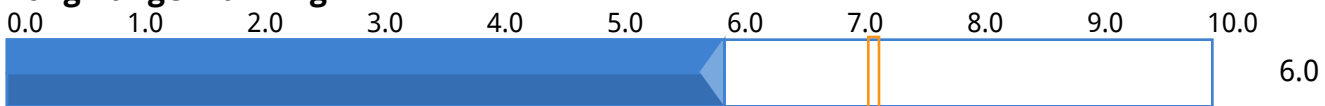
Gaining Commitment



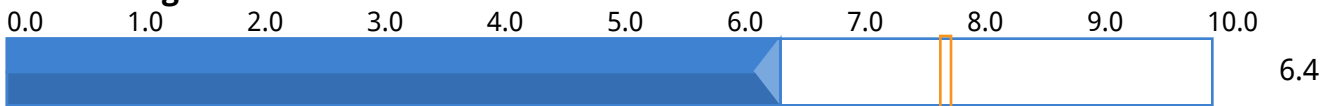
Leading Others



Long Range Planning



Persuading Others



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Category Component Descriptions

Developing Others (7.7)

evaluates rizwana's ability to understand the needs, interests, strengths and weaknesses of others, and to use effectively this information for the purposes of developing others.

Gaining Commitment (4.8)

evaluates rizwana's ability to develop and invoke a self motivating attitude in her employees or coworkers in their pursuit of their goals.

Leading Others (7.6)

evaluates rizwana's ability to organize and to motivate people into getting things accomplished in a way that makes everyone feel a sense of order and direction.



Long Range Planning (6.0)

evaluates rizwana's ability to identify and to evaluate resources and to plan for their utilization throughout the execution of comprehensive, long-range projects.

Persuading Others (6.4)

evaluates rizwana's ability to present her viewpoint in such a way that it is accepted by others.

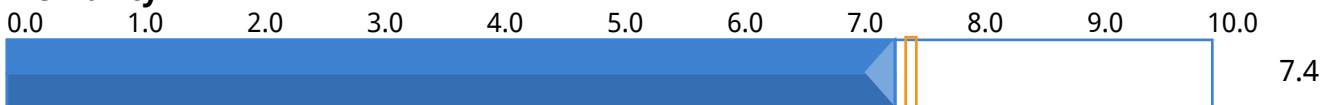


Category Description

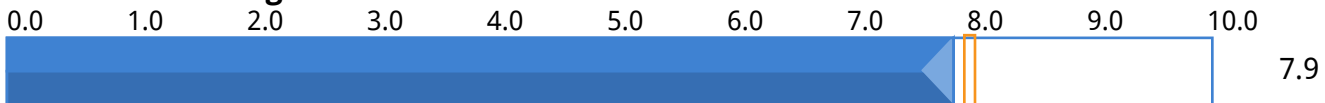
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Category Component Graphs

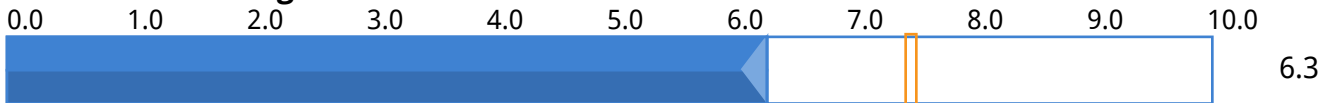
Flexibility



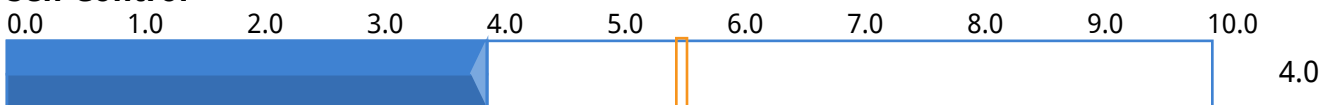
Practical Thinking



Proactive Thinking



Self Control



Category Component Descriptions

Flexibility (7.4)

evaluates rizwana's ability to readily integrate, modify, and respond to changes with minimal personal resistance.

Practical Thinking (7.9)

evaluates rizwana's ability to realistically identify problems and solutions in practical terms, rather than in theoretical or conceptual terms.

Proactive Thinking (6.3)

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

Self Control (4.0)

evaluates rizwana's ability to remain rational and objective when faced with a stressful and emotional situation.

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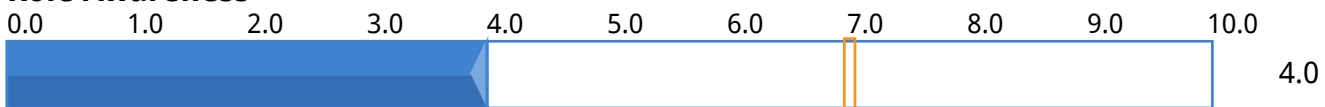


Category Description

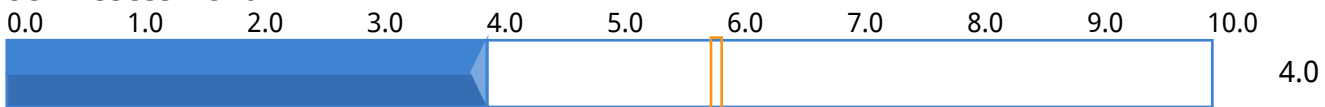
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Category Component Graphs

Role Awareness



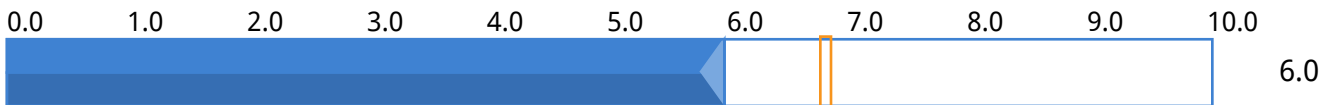
Self Assessment



Self Confidence



Self Direction



Category Component Descriptions

Role Awareness (4.0)

evaluates rizwana's ability to be aware of her role in the world or within a given environment as well as understanding expectations and how those expectations are to be met.

Self Assessment (4.0)

evaluates rizwana's ability to identify her personal management strengths and weaknesses practically and objectively.

Self Confidence (5.3)

evaluates rizwana's ability to develop and to maintain inner strength based on the desire to succeed and on her belief that she possesses the capabilities to succeed.

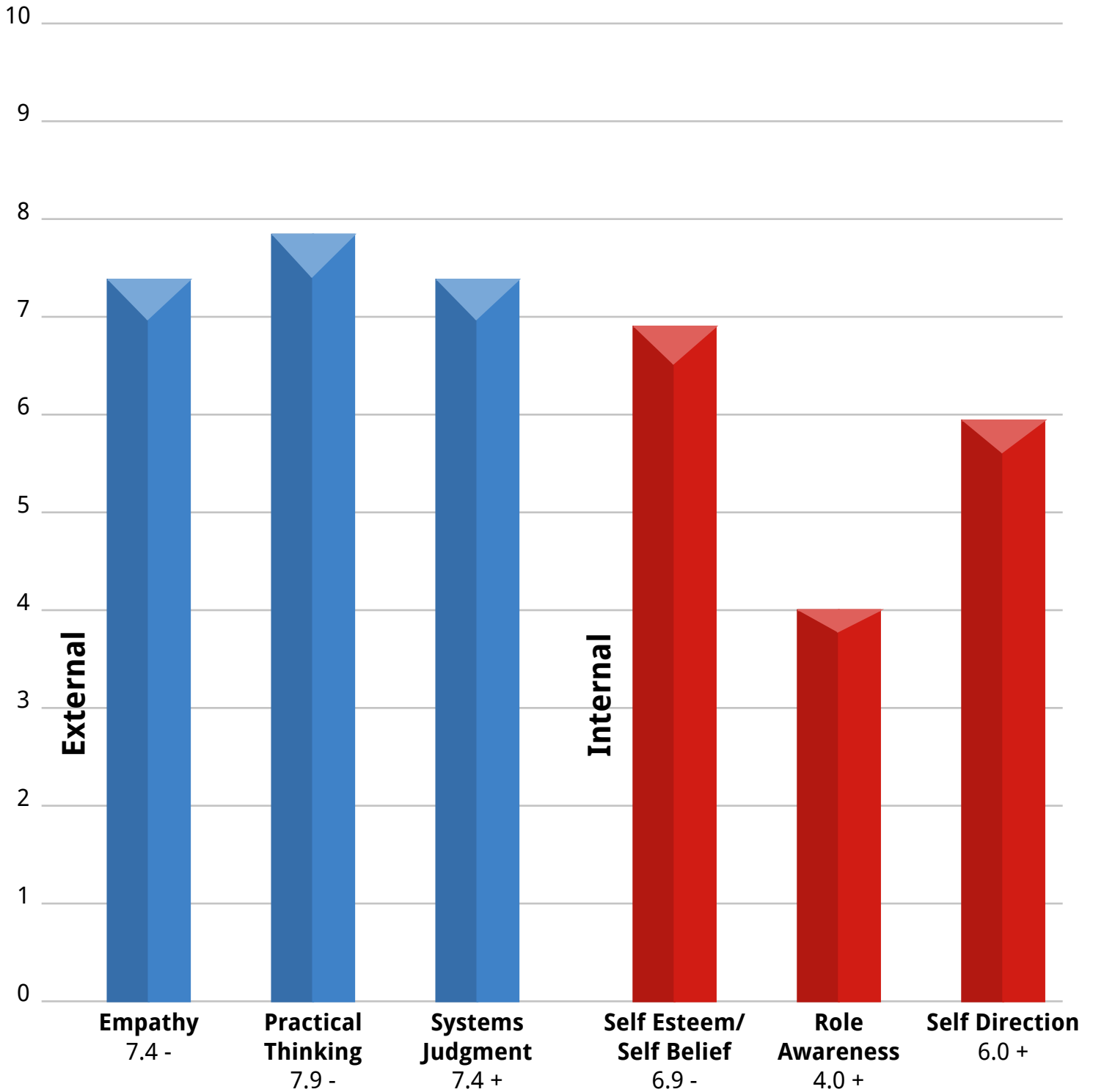
Self Direction (6.0)

evaluates rizwana's internal drive to excel in and believe in her chosen career path.



ADVanced Insights Profile | Dimensional Balance

0.92 / 0.70



rizwana Abdul kader



- Using Common Sense (9.1)
- Problem and Situation Analysis (8.7)
- Following Directions (8.3)
- Integrative Ability (8.3)
- Theoretical Problem Solving (8.3)
- Problem Solving (8.2)
- Seeing Potential Problems (8.0)
- Concrete Organization (7.9)
- Practical Thinking (7.9)
- Respect For Property (7.9)
- Status and Recognition (7.9)
- Realistic Goal Setting For Others (7.8)
- Developing Others (7.7)
- Freedom From Prejudices (7.7)
- Understanding Motivational Needs (7.7)
- Correcting Others (7.7)
- Attention To Detail (7.6)
- Leading Others (7.6)
- Quality Orientation (7.6)
- Evaluating Others (7.5)
- Realistic Expectations (7.5)
- Sensitivity To Others (7.5)
- Handling Rejection (7.4)
- Emotional Control (7.4)
- Flexibility (7.4)
- Attitude Toward Others (7.4)
- Conceptual Thinking (7.4)
- Empathetic Outlook (7.4)
- Human Awareness (7.4)
- Monitoring Others (7.4)
- Personal Relationships (7.4)
- Relating To Others (7.4)
- Respect For Policies (7.4)
- Results Orientation (7.4)
- Sense of Belonging (7.4)
- Systems Judgment (7.4)
- Understanding Attitude (7.4)
- Problem Management (7.2)
- Creativity (7.1)
- Intuitive Decision Making (7.1)
- Project and Goal Focus (7.1)
- Surrendering Control (7.1)
- Handling Stress (6.9)
- Self Esteem (6.9)
- Self Improvement (6.9)
- Diplomacy (6.6)
- Persuading Others (6.4)
- Self Starting Ability (6.4)
- Proactive Thinking (6.3)
- Attitude Toward Honesty (6.3)
- Sense of Timing (6.3)
- Evaluating What Is Said (6.1)
- Job Ethic (6.0)
- Long Range Planning (6.0)
- Self Direction (6.0)
- Self Discipline and Sense of Duty (6.0)
- Sense of Mission (6.0)
- Initiative (5.8)
- Personal Drive (5.8)
- Consistency and Reliability (5.7)
- Balanced Decision Making (5.6)
- Persistence (5.6)
- Personal Accountability (5.5)
- Accountability For Others (5.3)
- Self Confidence (5.3)
- Conveying Role Value (5.2)
- Enjoyment Of The Job (5.2)
- Role Confidence (5.2)
- Realistic Personal Goal Setting (5.2)
- Self Management (5.0)
- Gaining Commitment (4.8)
- Meeting Standards (4.8)
- Personal Commitment (4.8)
- Material Possessions (4.0)
- Project Scheduling (4.0)
- Role Awareness (4.0)
- Self Assessment (4.0)
- Self Control (4.0)