



Blind Spots Intelligence: The 8 Leadership Styles Report

This compilation report provides you with all eight Blind Spot Assessment reports. Use these reports to understand how to adapt your style to the style of others.



Leadership Matters!



HOW TO USE THESE REPORTS

Focus on learning the primary styles: Competitor, Motivator, Peacemaker and Analyzer. You will then find it easier to understand the blended styles: Energizer, Connector, Stabilizer and Controller.

Note: Most people are not just one primary or blended style. But, left unaware, they are likely to operate within the style revealed by their assessment results. Use this information only as a guide to building relationships with better communications.



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COMPETITOR

CONGRATULATIONS!

AS A COMPETITOR, YOU ARE A FORCE TO BE RECKONED WITH!

- You tend to move forward with utter determination to win. You measure your success based on your results more than efforts.
- You are known to have thick skin. You don't care too much about what others think or how others feel about your drive and determination.
- People rely on you to get things done, even the seemingly impossible.
- You thrive in challenging environments. You accept obstacles as a challenge and strive to not let anything or anyone get in your way.
- You love to be in control of your own destiny.
- You can be quick to take calculated risks and keep your organization or team moving forward.



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- You are pioneering and adventurous and have an intense drive to lead the most highly productive teams in the best organization in the marketplace.
- You are viewed as fast-paced and intense. You come across as very self confident. You appear to others as a natural, gifted leader. You keep very busy and strive to maintain a high level of personal productivity and efficiency. Few things get you more excited than meeting or exceeding goals. You love to win!



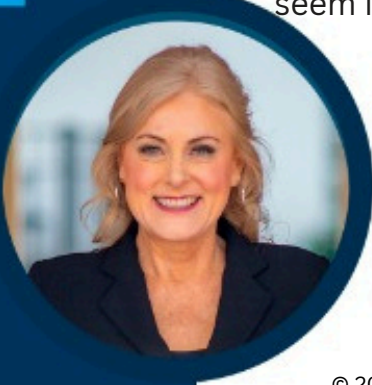
Leadership Matters!



YOUR POTENTIAL BLIND SPOTS

We all have blind spots. Every strength we have could also have a corresponding weakness or potential blind spot. The following is a list of your potential blind spots. The more you can maintain an awareness of them, the easier it will be to mitigate their effects. Learning to maintain a high level of awareness will take time and practice. Dare to Stay Aware!

- You have a strong personality and demeanor. As a result, you can easily come across as very intimidating even if you don't want that to be the case.
- You might view people as simply a means to an end rather than a valued and integral contributor to the success of the mission. Though they might follow, they will not necessarily feel valued.
- Because of your candor, you tend to speak your mind without regard to the feelings of others. Others might become gun shy about communicating with you.
- Because of your focus on the end game, you can tend to have little patience for the details. When others try to explain the details, you can seem intolerant and impatient.



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- When communicating, you are apt to cut people off or talk over them.
- You have very little tolerance for incompetence and easily get frustrated when people fall short of your expectations.
- You are driven to win; sometimes at all costs. Breaking the rules, damaging relationships or heading toward a personal or professional disaster can happen suddenly because you have been oblivious. Stay alert!
- You are so fast-paced and risk-tolerant, you might sacrifice the quality of the project or never even finish the project before moving on to the next one.
- You can become stubborn and find it tough to listen to the opinions of others. Changing course based on those insights from others can be problematic.
- You might have a constant internal battle with your ego. You can easily move from confident to arrogant without even realizing it. And, even if you are not arrogant, you are sometimes seen that way by others.



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WHAT DRIVES YOU?

We all have internal drivers that shape who we are and how we behave. Internal drivers are subconscious assumptions you may have made in early childhood about how the world works. According to Human behavior expert Dr. Mark Scullard, you may have developed these assumptions as early as three to seven years old. These beliefs are not bad. They just need to be recognized to help you have a more precise understanding and interpretation of your reality.

By recognizing these subconscious internal beliefs, you can adapt your style to others more quickly and make better decisions that will yield a more desirable outcome.



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YOUR INTERNAL DRIVERS

Deep in your core, you might discover or realize you have a driving need to control your own destiny; to be the master of your own fate. Maintaining control of your environment is a very high priority for you. You might feel like you have to win in whatever you find yourself doing

whether it is a project or a conversation. If you think about it, you might consider that winning gives you a sense of how well you are doing in life. You might have this innate drive to always be on top. You may have this strong desire to create your own environment. You might have this driving need to always be doing something productive. Vulnerability might be considered a threat.

DRIVING KEYWORD WINNING

Recognizing and maintaining an awareness of these internal drivers will help you mitigate your blind spots.



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STRENGTHS

- Bold
- Dominant
- Strong
- Decisive
- Intense
- Fearless
- Daring
- Adventurousome
- Results-Oriented
- Driven
- Self-assured
- Self-reliant
- Competitive
- Assertive



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ABOUT THIS ASSESSMENT

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You've joined the ranks of tens of thousands of people around the world who have completed this Assessment.

This report provides you with a concise guide to your potential blind spots. Most people deeply identify with the results.

There are four primary styles: Competitor, Motivator, Peacemaker, and Analyzer, and four blended styles: Energizer, Connector, Stabilizer, and Controller.



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RECOMMENDATIONS TO DEVELOP BETTER RELATIONSHIPS

Work diligently to maintain a high level of self-awareness
of your potential blind spots.

- Learn how to be more empathetic, to actively listen to those around you.
- Surround yourself with leaders who are less risk-tolerant and willing to speak out if they do not agree with your decisions. Accept that they might be right and you might be wrong. Learn to demonstrate more humility and be open to counsel checks and balances.
- Slow down a bit on your risk-taking decisions so you can do things right, not just fast.
- Be more patient and show more concern for the feelings and opinions of others. Show them mutual respect regardless of their title or position. Though you may well deserve the accolades for the success of your project, remain balanced and show appreciation for the rest of the team and their contributions.



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- Learn to harness the power of your strengths and remain cognizant of your potential blind spots so that you can lead a more cohesive team.
- Learn to adapt your leadership style to the style of those you work with so you can connect at deeper levels with them on an interpersonal basis. The more adaptable you become, the more cohesive your team will become.
- See relationships as more important than the success of the mission. If you lose the relationship you have lost the mission. Though this will feel counter-intuitive, it will yield greater results.
- Maintain a constant awareness of what is driving you and why you are feeling and thinking as you are in the moment. Challenge those feelings and thoughts. Then, create new thoughts and actions that will lead to a more desirable outcome.



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ENERGIZER

CONGRATULATIONS!

AS AN ENERGIZER, YOU ARE STRONG AND DOMINANT, YET WARM AND PERSONABLE.

- You are a force to be reckoned with!
- You are a very persuasive leader. Others are easily impressed and motivated by you.
- You tend to move forward with utter determination to win. You value being appreciated and respected for your decisions and results. You are a driven visionary. Your enthusiasm is contagious. You tend to be encouraging but feel a bit reticent about overdoing it.
- You come across as very self-confident and appear to others as a gifted leader. You leverage your charm and social prowess to get things done.
- You are optimistic and people easily trust you and want to be part of what you are doing and where you are going.



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- You love sharing the vision and telling the story but strive to maintain a high level of productivity and efficiency. The one thing that satisfies you more than meeting or exceeding your goals is when others show their appreciation and respect for the same.



Leadership Matters!



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- You have this driving need for respect. So, if you feel disrespected you might feel compelled to challenge those who you feel have disrespected you.
- Your need for the approval of others might even influence you to make decisions that lead to less desirable results because you didn't want to be rejected.
- You sometimes struggle with needing to provide constructive criticism but not knowing the best way to handle it without offending someone.



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- Your enthusiasm for winning can cause you to occasionally move forward quickly and miss important details that might have an adverse effect on the end results.
- Because of your focus on the end game, you might tend to have little patience with the details. When others try to explain the details, you can seem intolerant.
- Your need to motivate and encourage people might at times be seen as overbearing. You are likely to quickly step into the role of leader in the absence of other leadership and not give others a chance to rise up to the occasion.
- If others recognize this driving need for recognition, they might see you as insecure and question your leadership capabilities.
- In your zeal, you might be apt to cut people off or talk over them.
- Your self-confidence can easily be misconstrued as arrogance. You might occasionally become arrogant while thinking you are just being confident.



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- Though you appreciate people and their contributions, you might rightly be accused of bulldozing over people and hurting the feelings of those who are on your side.
- You tend to see the big picture and have the energy to drive forward. As a result, your emotions can sometimes influence your decisions toward outcomes that are less desirable.



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WHAT DRIVES YOU?

We all have internal drivers that shape who we are and how we behave. Internal drivers are subconscious assumptions you may have made in early childhood about how the world works. According to Human behavior expert Dr. Mark Scullard, you may have developed these assumptions as early as three to seven years old. These beliefs are not bad. They just need to be recognized to help you have a more precise understanding and interpretation of your reality. By recognizing these subconscious internal beliefs, you can adapt your style to others more quickly and make better decisions that will yield a more desirable outcome.



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YOUR INTERNAL DRIVERS

Deep in your core, you might discover or realize you have a driving need to constantly be doing something. You love being in control of your own destiny. You might feel that if you are not doing something significant or thriving in life you might be doing something wrong. You feel compelled to be recognized and known for your accomplishments.

DRIVING KEYWORD STIMULATION

Recognizing and maintaining an awareness of these internal drivers will help you mitigate your blind spots.

STRENGTHS

- Enthusiastic
- Bold
- Convincing
- Strong
- Expressive
- Decisive
- Optimistic
- Self-assured
- Persuasive
- Outgoing
- Daring
- Competitive
- Results-oriented
- Inspirational



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RECOMMENDATIONS TO DEVELOP BETTER RELATIONSHIPS

**Work diligently to maintain a high level of self-awareness
of your potential blind spots.**

- Continue working on being more empathetic to others.
- Surround yourself with leaders who are less risk-tolerant and willing to speak out if they do not agree with your decisions. Accept that they might be right and you might be wrong. Learn to demonstrate more humility.
- Slow down a bit on your decisions so you can do things right, not just fast.
- Pay more attention to the details.
- Be more patient and show more concern for the feelings of others. Show them mutual respect regardless of their title or position. Though you may well deserve the accolades for the success of your project, remain balanced and show appreciation for the rest of the team and their contributions.



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- Learn to identify when your emotions are driving your decisions. Try to be more rational in your decision-making.
- Surround yourself with leaders who are more focused and analytical so they can bring a healthy balance to your leadership. Become more confident in who you are.
- Focus is difficult. Be careful to not leave projects unfinished. Learn to pay closer attention to details.
- Be more engaged and patient with others. Learn to be more sensitive to the feelings of others.
- You tend to know a lot of people but are not close to many of them. Work on building deeper relationships, at least with those closest to you.
- Learn to harness the power of your strengths and remain cognizant of your potential blind spots so that you can lead a more cohesive team.



Leadership Matters!



- Learn to adapt your leadership style to the style of those you work with so you can connect at deeper levels with them on an interpersonal basis. The more adaptable you become, the more cohesive your team will become.
- Maintain a constant awareness of what is driving you and why you are feeling and thinking as you are in the moment. Challenge those feelings and thoughts. Then, create new thoughts and actions that will lead to a more desirable outcome.



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MOTIVATOR

CONGRATULATIONS!

AS A MOTIVATOR, YOU CAN BE A VERY PERSUASIVE LEADER.

- Others are easily impressed and motivated by you. You can get people excited about your vision.
- You tend to be very enthusiastic and encouraging.
- You leverage your charm and social prowess to get things done.
- You tend to be very optimistic.
- People easily trust you and want to be part of what you are doing and where you are going.
- You make people feel good and are willing to help whenever you can.
- You love sharing the vision and telling the story.



Leadership Matters!



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- You can tend to be flighty leaving projects or tasks unfinished much to the chagrin of those relying on you.
- Your need for the approval of others might influence you to make decisions that lead to less desirable results because you didn't want to be rejected.
- Providing others with constructive criticism is a real challenge; it feels contrary to who you are at your core. If you can't be encouraging, you'd rather not say anything. This can lead people to lose trust in your leadership and devalue your feedback.



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- Your need to motivate and encourage people might also be seen as overbearing. You are likely to quickly step into the role of leader in the absence of other leadership and not give others a chance to rise up to the occasion.
- You might tend to wear your emotions on your sleeve and even allow emotions to influence your decisions.
- If others recognize this driving need for recognition, they might see you as insecure and question your leadership capabilities.
- Staying focused on the task at hand can prove to be difficult.



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WHAT DRIVES YOU?

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YOUR INTERNAL DRIVERS

Deep in your core, you might discover or realize you have a driving need for connection. You love being known by a lot of people even though you might only have deep connections with a few. Feeling wanted by a lot of people empowers you. You might find yourself with a need for constant stimulation. Sitting still or remaining quiet in the background feels foreign and unsatisfying. Expressing yourself while still being accepted by others is what keeps you going. Expression might be your ultimate core value from which you derive your self-worth. The more people accept your self-expression, the better you feel about yourself.



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DRIVING KEYWORD EXPRESSION

Recognizing and maintaining an awareness of these internal drivers will help you mitigate your blind spots.

STRENGTHS

- Enthusiastic
- Gregarious
- Convincing
- Expressive
- Optimistic
- Persuasive
- Friendly
- Charming
- Inspirational
- Motivating
- Articulate
- Confident
- Impressive
- Sensitive
- Encouraging
- Playful



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RECOMMENDATIONS TO DEVELOP BETTER RELATIONSHIPS

**Work diligently to maintain a high level of self-awareness
of your potential blind spots.**

- Learn how to be more empathetic, to actively listen to those around you.
- Learn to identify your emotions and become more rational in your decision-making.
- Focus is difficult. Be careful to not leave projects unfinished. Use self rewards.
- Learn to pay closer attention to details.
- Be more engaged and patient with others.
- Work on building deeper relationships, at least with those closest to you.



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- Surround yourself with leaders who are more focused and analytical so they can bring a healthy balance to your leadership. Become more confident in who you are.
- Learn to harness the power of your strengths and remain cognizant of your potential blind spots so that you can lead a more cohesive team.
- Learn to adapt your leadership style to the style of those you work with so you can connect at deeper levels with them on an interpersonal basis. The more adaptable you become, the more cohesive your team will become.
- Maintain a constant awareness of what is driving you and why you are feeling and thinking as you are in the moment. Challenge those feelings and thoughts. Then, create new thoughts and actions that will lead to a more desirable outcome.



Leadership Matters!



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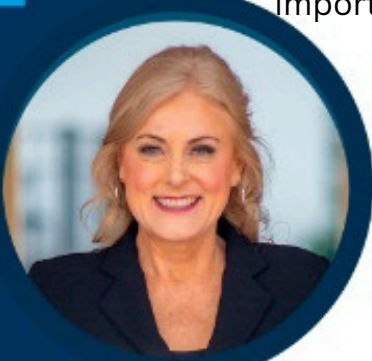


CONNECTOR

CONGRATULATIONS!

AS A CONNECTOR, OTHERS ARE EASILY IMPRESSED AND MOTIVATED BY YOU.

- You can be a very persuasive leader.
- You are naturally sensitive and inspiring. You also love rallying people together for the common good.
- You can get people excited about your vision.
- You tend to be very enthusiastic and encouraging. You leverage your charm and social prowess to get things done.
- You tend to be very optimistic. You enjoy building and being on a solid team that is connected at personal levels.
- You try to not make rash decisions. You are very inclusive and enjoy helping others succeed. Creating a stable and secure environment is important to you.



Leadership Matters!



- When change is required, you are sensitive to how it will be perceived by others. You proceed cautiously through any change initiatives.
- You make people feel good and are willing to help whenever you can. You love sharing the vision and telling the story.
- People can count on you to follow through and complete whatever projects you start. Your consistency and attention to detail is admirable.



Leadership Matters!



YOUR POTENTIAL BLIND SPOTS

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- Your need for the approval of others might influence you to make decisions that lead to less desirable results because you didn't want to be rejected.
- Providing others with constructive criticism is a real challenge; it feels contrary to who you are at your core. If you can't be encouraging, you'd rather not say anything. This can lead people to lose trust in your leadership and devalue your feedback.
- To minimize conflict, you might sacrifice your own wants, needs and desires. Others might seem to appreciate this at times. However, it can also cause them to question your ability to lead. And, you might harbor your own resentment and feel bullied.



Leadership Matters!



- You don't mind a little risk and adventure. But, you also like to maintain a safe and stable environment. As a result, you might tend to miss opportunities that require more risk than you are comfortable with.
- Know that dominant people might take advantage of you mistaking your kindness and enthusiasm for weakness and unwarranted zeal.
- You are sensitive to the feelings of others and can easily get hurt when others are not equally as sensitive to your feelings. You might need to be tougher and handle criticism without taking it personally.
- Attention to details and completing projects is not a core strength. This might frustrate those who depend on your leadership. Pay attention to the details or work closely with someone who will do that for you.
- Be sure to carefully consider all the options before charging ahead on new initiatives. Don't let your zeal get in the way of making rational decisions.



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WHAT DRIVES YOU?

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YOUR INTERNAL DRIVERS

Deep in your core, you might discover or realize you have a driving need be wanted and accepted. Feeling a sense of connection brings meaning to your life. Expressing yourself while still being accepted by others is what keeps you going. The more people accept your self expression, the better you feel about yourself. You might discover or realize you have a driving need to keep things harmonious, especially within relationships at work and home. You might feel that it is your job to make others happy. Helping others fuels who you are and elevates your self-worth. If you are not helping others, or if you are causing others to be unhappy, you might find yourself questioning your value.



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DRIVING KEYWORD BE WANTED

Recognizing and maintaining an awareness of these internal drivers will help you mitigate your blind spots.

STRENGTHS

- Enthusiastic
- Courteous
- Serving
- Convincing
- Sympathetic
- Optimistic
- Persuasive
- Thoughtful
- Tolerant
- Friendly
- Motivating
- Articulate
- Sensitive
- Encouraging



Leadership Matters!



RECOMMENDATIONS TO DEVELOP BETTER RELATIONSHIPS

**Work diligently to maintain a high level of self-awareness
of your potential blind spots.**

- Learn how to be more empathetic, to actively listen to those around you.
- Learn to identify your emotions and become more rational in your decision-making.
- Learn to express your feelings rather than bottling them up.
- Be more engaged and patient with others.
- Work on building deeper relationships, at least with those closest to you
- Surround yourself with leaders who are more focused and analytical so they can bring a healthy balance to your leadership. Become more confident in who you are.



Leadership Matters!



- Focus is difficult. Be careful to not leave projects unfinished.
- Learn to identify your emotions and become more rational in your decision-making.
- Learn to pay closer attention to details.
- Work on speaking out and standing up for what you believe is right.
- Learn to be confident in your decisions.
- Face your fears head on. Don't let them hold you back from taking calculated risks or being open to change.
- Don't worry as much about conflict. Think of conflict as an opportunity to build better, deeper relationships. Embrace conflict as a positive, not a negative.
- Don't let others take advantage of you. Learn to stand firm and push back. You might even need to stand up from a sitting position to drive home your point.



Leadership Matters!



- Learn to harness the power of your strengths and remain cognizant of your potential blind spots so that you can lead a more cohesive team.
- Learn to adapt your leadership style to the style of those you work with so you can connect at deeper levels with them on an interpersonal basis. The more adaptable you become, the more cohesive your team will become.
- Maintain a constant awareness of what is driving you and why you are feeling and thinking as you are in the moment. Challenge those feelings and thoughts. Then, create new thoughts and actions that will lead to a more desirable outcome.

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Leadership Matters!



PEACEMAKER

CONGRATULATIONS!

AS A PEACEMAKER, YOU ARE A CALM, STEADY LEADER.

- You are a calm, steady leader.
- You enjoy building and being on a solid team that is connected at personal levels.
- You don't make rash decisions. You are contemplative about your decisions wanting to make sure they are right before executing them.
- You are very inclusive and enjoy helping others succeed. Creating a stable and secure environment is important to you. When change is required, you are sensitive to how it will be perceived by others. You proceed cautiously through any change initiatives.
- You like consistent work patterns. You focus on becoming an expert in your niche.



Leadership Matters!



- You are very supportive of others and within reason prefer to allow them to work at their own pace.
- You are a good listener. People feel they can trust you and open up to you. People can count on you to follow through and complete whatever projects you start.
- Your consistency and attention to detail is admirable..



Leadership Matters!



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- Few people like change but you like it even less. You might easily find yourself overwhelmed when sudden change happens. This might cause you to withdraw and be silent bottling up resentments and frustrations. Because you bottle up these feelings, others might think you are indifferent or insensitive to what is happening.
- To avoid conflict, you tend to sacrifice your own wants, needs and desires. Others might seem to appreciate this at times. However, it can also cause them to question your ability to lead. And, you will build up resentment and feel bullied.
- Creating a safe and stable environment is important to you. As a result, you might tend to miss opportunities that require a little extra risk.



Leadership Matters!



- Though you are the strong, stable, silent style, more dominant styles might take advantage of you mistaking your kindness for weakness.
- Being center stage is not your favorite place to be. Having to stand up and share your vision with a large group can tend to cause you fear and anxiety Others might perceive this as not having a conviction for your vision.
- You are a naturally sensitive person. Others might unintentionally hurt your feelings. You also might find yourself frustrated with people who appear insensitive.
- Because you enjoy stability, others might get frustrated by perceiving you as inflexible or overly cautious. You might find yourself getting frustrated or irritated when people are not patient with you.



Leadership Matters!



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YOUR INTERNAL DRIVERS

Deep in your core, you might discover or realize you have a driving need to keep things harmonious, especially within relationships at work and home. Any kind of friction or conflict is a threat to this harmony. So, you might find yourself doing whatever you have to do to avoid or minimize these threats. You might feel that it is your job to make others happy. Helping others fuels who you are and elevates your self-worth. If you are not helping others, or if you are causing others to be unhappy, you might find yourself questioning your value.

DRIVING KEYWORD HARMONY

Recognizing and maintaining an awareness of these internal drivers will help you mitigate your blind spots.



Leadership Matters!



STRENGTHS

- Adaptable
- Diplomatic
- Harmonious
- Flexible
- Courteous
- Serving
- Sympathetic
- Thorough
- Peacemaking
- Loyal
- Kind
- Thoughtful
- Tolerant
- Honest



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Leadership Matters!



RECOMMENDATIONS TO DEVELOP BETTER RELATIONSHIPS

Work diligently to maintain a high level of self-awareness
of your potential blind spots.

- Learn how to embrace change. Realize that change is inevitable.
- Work on speaking out your own feelings and standing up for what you believe is right.
- Learn to be confident in your decisions.
- Learn to express your feelings rather than bottling them up.
- Face your fears head on. Don't let them hold you back from taking calculated risks or being open to change
- Don't worry as much about conflict. Think of conflict as an opportunity to build better, deeper relationships. Embrace conflict as a positive, not a negative.



Leadership Matters!



- Don't let others take advantage of you. Learn to stand firm and push back. You might even need to stand up from a sitting position to drive home your point.
- Learn to harness the power of your strengths and remain cognizant of your potential blind spots so that you can lead a more cohesive team.
- Learn to adapt your leadership style to the style of those you work with so you can connect at deeper levels with them on an interpersonal basis. The more adaptable you become, the more cohesive your team will become.
- Maintain a constant awareness of what is driving you and why you are feeling and thinking as you are in the moment. Challenge those feelings and thoughts. Then, create new thoughts and actions that will lead to a more desirable outcome.



Leadership Matters!



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Leadership Matters!



STABILIZER

CONGRATULATIONS!

AS A STABILIZER, YOU ARE A CALM AND CONSCIENTIOUS LEADER.

- You appreciate having all the facts and details before making an important decision. You don't make rash decisions. You are cautious about making fast decisions unless they are absolutely necessary. You are contemplative about your decisions wanting to make sure they are right before executing them.
- You enjoy building and being on a solid team that is connected at personal levels.
- Creating a stable and secure environment is important to you. When change is required, you are sensitive to how it will be perceived by others. You proceed cautiously through any change initiatives. You like consistent work patterns.



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- You are very supportive of others and within reason prefer to allow them to work at their own pace.
- You are a good listener.
- People feel they can trust you and open up to you. People can count on you to follow through and complete whatever projects you start. Your consistency and attention to detail is admirable.
- Competence is important to you.
- You are very calculating and enjoy evaluating the statistical data to validate your decisions.
- Quality is more important to you than quantity.
- You are a thinker. You appreciate and enjoy projects that challenge your thinking. You lead with confidence knowing that every option has been thoroughly considered before making a decision.
- People see you as an expert and value your critical thinking skills.



Leadership Matters!



YOUR POTENTIAL BLIND SPOTS

We all have blind spots. Every strength we have could also have a corresponding weakness or potential blind spot. The following is a list of your potential blind spots. The more you can maintain an awareness of them, the easier it will be to mitigate their effects. Learning to maintain a high level of awareness will take time and practice. Dare to Stay Aware!

- Because of your exacting nature, you can become critical of others. Therefore, others become gun shy about communicating with you.
- You lean toward being a perfectionist and might not realize you are inadvertently setting unrealistic standards for others. You might naturally expect others to have your same high standards for perfection thus, setting them up for failure.
- You have very little tolerance for incompetence and easily get frustrated when people fall short of your expectations.
- You have high standards for following the rules and might get irritated with those who don't. Other good people might feel uncomfortable around you and might even see you as self-righteous. This bothers you as it creates an internal conflict with your value for relationships.



Leadership Matters!



- When challenged you might have a tendency to stand your ground and defend your beliefs or decisions. This may send a signal that you are combative or defensive rather than simply confident in your decision.
- Creating a safe and stable environment is important to you. As a result, you might tend to miss opportunities that require a little extra risk.
- Being center stage is not your favorite place to be. Having to stand up and share your vision with a large group can tend to cause you fear and anxiety. Others might perceive this as not having a conviction for your vision.
- Because you enjoy stability, others might get frustrated by perceiving you as inflexible or overly cautious. You might find yourself getting frustrated or irritated when people are not patient with you.
- You are a naturally sensitive person. Others might unintentionally hurt your feelings. You also might find yourself frustrated with people who appear insensitive.



Leadership Matters!



WHAT DRIVES YOU?

We all have internal drivers that shape who we are and how we behave. Internal drivers are subconscious assumptions you may have made in early childhood about how the world works. According to Human behavior expert Dr. Mark Scullard, you may have developed these assumptions as early as three to seven years old. These beliefs are not bad. They just need to be recognized to help you have a more precise understanding and interpretation of your reality. By recognizing these subconscious internal beliefs, you can adapt your style to others more quickly and make better decisions that will yield a more desirable outcome.



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YOUR INTERNAL DRIVERS

Deep in your core, you might discover or realize you have a driving need to keep things harmonious, especially within relationships at work and home. Any kind of friction or conflict is a threat to this harmony. So, you might find yourself doing whatever you have to do to avoid or minimize these threats. You have this innate desire to always come across as being credible. You never want to be blamed for anything. So, you feel compelled to take great care in evaluating every situation. You choose your words very carefully, especially in unfamiliar social settings. Maintaining control helps you protect your dignity and credibility. Safety and security are extremely important to you.



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Leadership Matters!



DRIVING KEYWORD SECURITY

Recognizing and maintaining an awareness of these internal drivers will help you mitigate your blind spots.

STRENGTHS

- Accurate
- Diplomatic
- Serving
- Analytical
- Questioning
- Inquisitive
- Flexible
- Imaginative
- Exacting
- Faithful
- Honest
- Conscientious
- Loyal
- Calculating



Leadership Matters!



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Leadership Matters!



RECOMMENDATIONS TO DEVELOP BETTER RELATIONSHIPS

**Work diligently to maintain a high level of self-awareness
of your potential blind spots.**

- Surround yourself with leaders who are a bit more risk-tolerant and willing to speak out if they do not agree with your decisions. Accept that they might be right and you might be wrong.
- Be confident in your decisions but at the same time demonstrate more humility and openness to other perspectives. Recognize your need to be right and demonstrate a willingness to be wrong
- Learn to express your feelings rather than bottling them up. Be more expressive and enthusiastic with your vision and ideas.
- Enjoy your relationships rather than just enduring them.
- Embrace conflict as a positive, not a negative. Think of conflict as an opportunity to build better, deeper relationships.



Leadership Matters!



- Learn to harness the power of your strengths and remain cognizant of your potential blind spots so that you can lead a more cohesive team.
- Learn to adapt your leadership style to the style of those you work with so you can connect at deeper levels with them on an interpersonal basis. The more adaptable you become, the more cohesive your team will become.
- Maintain a constant awareness of what is driving you and why you are feeling and thinking as you are in the moment. Challenge those feelings and thoughts. Then, create new thoughts and actions that will lead to a more desirable outcome.



Leadership Matters!



ANALYZER

CONGRATULATIONS!

AS AN ANALYZER, YOU ARE A THOUGHTFUL, STUDIOUS, CONSCIENTIOUS LEADER!

- You appreciate having all the facts and details before making an important decision.
- You are cautious about making fast decisions unless they are absolutely necessary.
- Competence is important to you.
- You are very calculating and enjoy evaluating the statistical data to validate your decisions.
- Quality is more important to you than quantity.
- You don't mind taking calculated risks. But, the data must support your decision.



Leadership Matters!



- You function best when there are measurable systems and processes functioning efficiently.
- You are a thinker. You appreciate and enjoy projects that challenge your thinking. You lead with confidence knowing that every option has been thoroughly considered before making a decision.
- People see you as an expert and value your critical thinking skills.
- People see you as a by-the-book person. Following the rules is a high value for you.



Leadership Matters!



YOUR POTENTIAL BLIND SPOTS

We all have blind spots. Every strength we have could also have a corresponding weakness or potential blind spot. The following is a list of your potential blind spots. The more you can maintain an awareness of them, the easier it will be to mitigate their effects. Learning to maintain a high level of awareness will take time and practice. Dare to Stay Aware!

- The Analyzer style has a strong and cautious personality and demeanor. As a result, you can easily come across as very intimidating even if you don't want that to be the case.
- People can easily annoy you, especially those who tend to have a more emotional, intuitive style.
- You might find yourself being critical of others, especially of their performance. As a result, you can come across as arrogant and demeaning. Others might also become gun shy about communicating with you.



Leadership Matters!



- You lean toward being a perfectionist and might not realize you are inadvertently setting unrealistic standards for others. You might naturally expect others to have your same high standards for perfection thus, setting them up for failure.
- You have high standards for following the rules and little tolerance for those who don't. Other good people might feel uncomfortable around you and even see you as self-righteous.
- When challenged you might have a tendency to stand your ground and defend your beliefs or decisions. This may send a signal that you are combative or defensive rather than simply confident in your decision.
- You have very little tolerance for incompetence and easily get frustrated when people fall short of your expectations.



Leadership Matters!



WHAT DRIVES YOU?

We all have internal drivers that shape who we are and how we behave. Internal drivers are subconscious assumptions you may have made in early childhood about how the world works. According to Human behavior expert Dr. Mark Scullard, you may have developed these assumptions as early as three to seven years old. These beliefs are not bad. They just need to be recognized to help you have a more precise understanding and interpretation of your reality. By recognizing these subconscious internal beliefs, you can adapt your style to others more quickly and make better decisions that will yield a more desirable outcome.



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Leadership Matters!



YOUR INTERNAL DRIVERS

Deep in your core, you might discover or realize you have a driving need to be right. Accuracy is paramount to who you are. You have this innate desire to always come across as being credible. You never want to be blamed for anything. So, you feel compelled to take great care in evaluating every situation. You choose your words very carefully, especially in unfamiliar social settings. Maintaining control helps you protect your dignity and credibility. Safety and security are extremely important to you.

DRIVING KEYWORD ACCURACY

Recognizing and maintaining an awareness of these internal drivers will help you mitigate your blind spots.



Leadership Matters!



STRENGTHS

- Accurate
- Analytical
- Prudent
- Questioning
- Inquisitive
- Perfectionist
- Imaginative
- Exacting
- Faithful
- Diligent
- Conscientious
- Calculating
- Organized
- Thinker



Leadership Matters!



RECOMMENDATIONS TO DEVELOP BETTER RELATIONSHIPS

Work diligently to maintain a high level of self-awareness
of your potential blind spots.

- Learn how to be more empathetic, to actively listen to those around you without being critical.
- Be more patient with those who are more expressive and demonstrative. Help them feel that you value their perspective.
- Though you feel you have evaluated all the potential outcomes for a decision, accept that others might be right and you might be wrong. Learn to demonstrate more humility.
- Don't over analyze or over think your decisions. Learn to be a bit more intuitive.



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- Be more patient and show more concern for the feelings of others. Show them mutual respect regardless of their title or position. Though you may well deserve the accolades for the success of your project, remain balanced and show appreciation for the rest of the team and their contributions.
- Be willing to move outside of your comfort zone.
- Be more positive.
- Be less critical of others.
- Learn to harness the power of your strengths and remain cognizant of your potential blind spots so that you can lead a more cohesive team.
- Learn to adapt your leadership style to the style of those you work with so you can connect at deeper levels with them on an interpersonal basis. The more adaptable you become, the more cohesive your team will become.



Leadership Matters!



- Realize we live in an imperfect world.
- Maintain a constant awareness of what is driving you and why you are feeling and thinking as you are in the moment. Challenge those feelings and thoughts. Then, create new thoughts and actions that will lead to a more desirable outcome.

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Leadership Matters!



CONTROLLER

CONGRATULATIONS!

AS A CONTROLLER, YOU ARE A THOUGHTFUL, STUDIOUS, CONSCIENTIOUS LEADER WITH A DETERMINATION TO WIN.

- You appreciate having all the facts and details before making an important decision. You are cautious about making fast decisions unless they are absolutely necessary.
- Competence is important to you.
- You measure your success based on your results more than efforts knowing that you have thoughtfully considered all the potential outcomes.
- You don't mind taking calculated risks. But, the data must support your decision.
- You function best when there are measurable systems and processes functioning efficiently.



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Leadership Matters!



- You are a reserved and cautious thinker. You appreciate and enjoy projects that challenge your thinking.
- People see you as an expert and value your critical thinking and analytical skills.
- People see you as a by-the-book person. Following the rules is a high value for you and people appreciate that they can trust you.



Leadership Matters!



YOUR POTENTIAL BLIND SPOTS

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- You can sometimes come across as very intimidating even if you don't want that to be the case.
- You might view people as simply a means to an end rather than a valued and integral contributor to the success of the mission. Though they might follow, they will not necessarily feel valued.
- Because of your candor, you might tend to speak your mind without regard to the feelings of others. Others become gun shy about communicating with you.
- When communicating, you are apt to cut people off or talk over them.



Leadership Matters!



- You have very little tolerance for incompetence and easily get frustrated when people fall short of your expectations.
- Though rules are important and you try to be cautious, you are just enough of a risk-taker that crossing a line might catch you off guard.
- You can become stubborn and might find it tough to listen to the opinions of others. Changing course based on those insights from others can be problematic for you.
- You might find yourself being critical of others, especially of their performance. As a result, you can come across as arrogant and demeaning. Others might also become gun shy about communicating with you.
- You lean toward being a perfectionist and might not realize you are inadvertently setting unrealistic standards for others. You might naturally expect others to have your same high standards for perfection thus, setting them up for failure.



Leadership Matters!



- You have high standards for following the rules and little tolerance for those who don't. Other good people might feel uncomfortable around you and even see you as self-righteous.
- When challenged you might have a tendency to stand your ground and defend your beliefs or decisions. This may send a signal that you are combative or defensive rather than simply confident in your decision.



Leadership Matters!



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YOUR INTERNAL DRIVERS

Deep in your core, you might discover or realize you have a driving need to control your own destiny; to be the master of your own fate. Maintaining control of your environment is a very high priority for you. Maintaining control helps you protect your dignity and credibility.

Vulnerability might be considered a threat. You might also discover or realize you have a driving need to be right. Accuracy is paramount to who you are. You have this innate desire to always come across as being credible. You never want to be blamed for anything. So, you feel compelled to take great care in evaluating every situation. You choose your words very carefully, especially in unfamiliar social settings.



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DRIVING KEYWORD MAINTAIN CONTROL

Recognizing and maintaining an awareness of these internal drivers will help you mitigate your blind spots.

STRENGTHS

- Strong
- Accurate
- Questioning
- Analytical
- Decisive
- Intense
- Organized
- Results-oriented
- Driven
- Self-assured
- Faithful
- Self-reliant
- Conscientious
- Assertive



Leadership Matters!



RECOMMENDATIONS TO DEVELOP BETTER RELATIONSHIPS

Work diligently to maintain a high level of self-awareness
of your potential blind spots.

- Learn how to be more empathetic, to actively listen to those around you.
- Surround yourself with leaders who are willing to speak out if they do not agree with your decisions. Accept that they might be right and you might be wrong. Learn to demonstrate more humility.
- Be more patient with those who are more expressive and demonstrative. Help them feel that you value their perspective.
- Though you feel you have evaluated all the potential outcomes for a decision, accept that others might be right and you might be wrong
- Don't over analyze or over think your decisions. Learn to be a bit more intuitive.



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- Be more patient and show more concern for the feelings of others. Show them mutual respect regardless of their title or position. Though you may well deserve the accolades for the success of your project, remain balanced and show appreciation for the rest of the team and their contributions.
- Be willing to move outside of your comfort zone.
- Be more positive.
- Be less critical of others.
- Learn to harness the power of your strengths and remain cognizant of your potential blind spots so that you can lead a more cohesive team.
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