

Your Change Readiness Profile

Prepared for

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Professional Edition

K

KNOW

B

BUILD

S

SEEK

About This Report

This report gives you a clear picture of how you are personally equipped to navigate change — before the change begins. It is not a performance review, a personality label, or a prediction. It is a snapshot of three things: what you bring into change by nature, what you can develop, and what conditions you should actively seek.

What this report is

A personality-based pre-change readiness picture. It measures traits that predict how well someone navigates uncertainty, adapts to new demands, and maintains their wellbeing under pressure. These traits are consistent regardless of the specific change — making this useful even when the full nature of the change is unknown.

The three levels of personality

Each finding in this report sits at one of three levels. Wired traits are your neurological baseline — stable and fixed. Felt traits sit at the emotional level — responsive to circumstance but not reliably developable in short timeframes. Conscious traits are cognitive and contextual — genuinely plastic and directly amenable to coaching and practice. This report focuses on Wired and Conscious levels.

Know — and why some things don't change

Your Wired traits give you a baseline orientation toward change. They are not deficits to fix — they are conditions to understand and prepare around. The preparation work is understanding them, not fighting them. A strong threat-detection system is an asset if you know how to use it.

Build — and why some things genuinely can

Your Conscious traits are genuinely developable within a realistic timeframe. Coaching, practice and conscious effort all land here. This is your pre-change preparation agenda — the specific traits where investment before the change pays back most reliably.

Seek — and why your conditions matter

Your personality creates specific conditions that matter more to you than to someone else. This section names those conditions and positions you as an active advocate for them. Nobody gets these automatically. Seeking them is a legitimate and adult response to change.

What this report doesn't cover

Skills, knowledge, the specifics of the change itself, organisational factors, trust in leadership. These all matter — and they sit outside what personality measurement can tell you. Use this report as your starting point, not your complete picture. Consider what else you need to understand about yourself and your context going in.

HOW TO USE THIS REPORT

Read each section in order. Start with the Overview to get the headline picture. Know explains your fixed wiring. Build identifies your preparation agenda. Seek names the conditions you should actively pursue. Your Profile in Motion describes how these interact as a system. The final section turns all of this into questions worth sitting with. If you are working with a coach, bring this report to your first session.

Each section is split into two parts. Draw energy from identifies what you can rely on — your natural strengths going into change. Direct energy to identifies where conscious effort is most likely to pay back.

TECHNICAL INFORMATION & PRIVACY

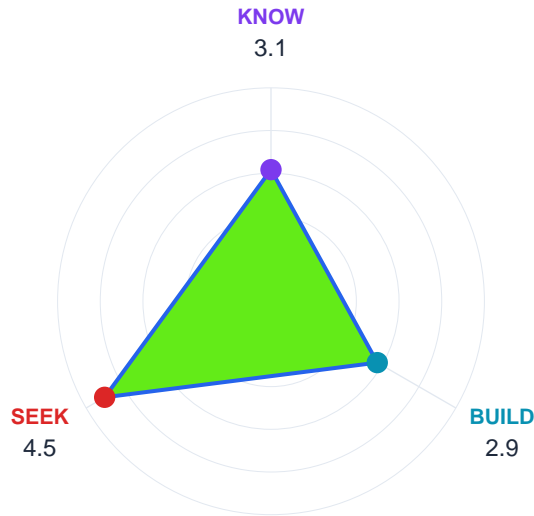
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SECTION 1

Your Change Readiness Overview

*Nothing changes without energy going somewhere.
This report is about where yours needs to go.*



- Know — your fixed wiring. Understand it and use it.
- Build — your preparation agenda. This is where your development energy goes.
- Seek — your conditions for success. Your job is to go after them.

KNOW
3.1 / 5

BUILD
2.9 / 5

SEEK
4.5 / 5

Marcus, your wiring combines strong alarm systems with lower drive, meaning you naturally approach change with careful consideration rather than immediate action. Your Build foundations are developing across all areas, creating genuine preparation opportunities. Both your Identity and Safety intensities are sending high signals right now, meaning recognition and control matter significantly to you during this change. The energy patterns in this report show you where to draw confidence and where to direct preparation effort.

SECTION 2

Know — Your Wiring Going In

Some aspects of how you respond to change are deeply wired — part of your neurological baseline. They don't shift through training or willpower. The value is in understanding them clearly so you can work with them, not against them.

BIS

4.0 / 5
Threat detection

BAS

2.2 / 5
Approach drive

Curiosity

3.0 / 5
Novelty orientation

Pattern: Inhibition-dominant

Draw energy from

Marcus, your threat-detection wiring runs consistently high while your drive system operates at a steadier pace. This combination produces a naturally careful, considered approach to change that spots problems others miss. You bring genuine quality control to any transition — the person who asks the right questions before momentum builds too quickly. Your moderate curiosity provides just enough pull toward new information without overwhelming your need to process thoroughly.

Direct energy to

Your wiring means change will always feel more effortful than it does for people with higher drive systems. The gap between your alarm system and your forward momentum creates real friction that needs conscious management. You need more processing time, more information, and more structure than fast-moving environments typically provide. Identify what specific information you need before any change begins, and advocate for the time to work through it properly rather than trying to match other people's pace.

NOTE

Your personality gives you a baseline orientation toward change — but your experience of it will also be shaped by how much you understand about why it's happening, what it means for you personally, and how much you trust the people leading it. Don't wait to be briefed. Identify the questions you need answered and seek those conversations out early.

SECTION 3

Build — Your Preparation Agenda

These traits sit at the conscious level of your personality — the level that genuinely responds to coaching, practice and deliberate effort. This is where preparation time pays back most reliably.

Adaptability

2.8 / 5

Developing

Awareness

2.8 / 5

Developing

Optimism

3.0 / 5

Developing

Feedback

3.0 / 5

Developing

Draw energy from

Build

Marcus, your preparation energy needs to go wide rather than deep right now. All four conscious capabilities sit at developing level, which means you have solid foundations without any single area demanding intensive focus.

You bring consistent baseline competence across the board. Your optimism and feedback receptiveness both sit at the threshold where you can engage constructively with input and find workable angles when things shift. This gives you a stable platform to work from during change.

Direct energy to

Your preparation agenda is about steady development across all four areas rather than intensive work on any single capability. Focus on building your awareness first — it drives everything else. Start noticing patterns in how you respond when circumstances shift unexpectedly. Pay attention to what you miss in group dynamics or your own reactions under pressure. Pick one person whose judgment you trust and ask them to point out blind spots you might be missing in real time over the next month.

NOTE

Personality traits are one part of your capability going into change. Skills and knowledge are the other — what you'll practically need to learn or do differently when the change lands. Your Build section covers the personality foundations. It's also worth identifying any specific skill or knowledge gaps the change will create and taking steps to close them before they become pressures.

SECTION 4

Seek — Your Conditions for Success

Your personality creates specific conditions that matter more to you than they might to someone else. This section names those conditions. Nobody gets them automatically — seeking them out is a legitimate and adult response to change.

Identity Intensity

5.0 / 5

High signal

Safety Intensity

4.0 / 5

High signal

Draw energy from

Marcus, your forward momentum through change draws significant energy from two clear sources. Both recognition and autonomy matter deeply to you right now. This dual intensity creates a reliable foundation — you know exactly what conditions you need to perform well during transitions.

Your strong sense of what constitutes meaningful work gives you clear criteria for evaluating any change. When you can see how a transition connects to outcomes that matter, your natural drive engages quickly. Your equally strong need for control means you instinctively identify the autonomy you require to do your best work. This combination — caring about both the work itself and how it gets done — provides consistent internal direction when everything else shifts around you.

Direct energy to

Advocate specifically for visibility into how your contributions will be recognized as change unfolds. Name directly when shifting priorities or new systems threaten your ability to demonstrate competence in areas that matter to you. Seek early conversations about decision-making authority — which choices remain yours, which move elsewhere, and where new autonomy might emerge. Both recognition and control matter significantly to you, so identify one person in leadership who can give you honest updates about how these conditions are being protected or rebuilt. Schedule that conversation this week.

NOTE

The conditions identified here are based on your personality signals — they reflect what your wiring tells us will matter most to you through this change. Beyond personality, your experience will also be shaped by workload, the quality of your relationship with your manager, the psychological safety of the team environment, and the quality of information you receive. These are also worth actively seeking. You are entitled to name what you need in order to perform well. Seeking those conditions is not a sign of weakness — it is how adults navigate change successfully.

SECTION 5

Your Profile in Motion

Your traits don't operate in isolation. The way your wired responses, developable foundations and personal stakes interact with each other is what shapes how you actually experience change. This section describes what your particular combination produces.

0 Asset interactions

3 Friction interactions

Marcus, your system is set up to be the person who sees what others miss and asks the questions that prevent costly mistakes. Your threat-detection wiring combines with genuine curiosity to make you naturally thorough — you notice risks early and want to understand them properly before moving forward. This careful, considered approach is a real asset when change arrives too fast or without enough detail for others to evaluate properly.

The tension in your system comes from needing more time and control than change typically allows. Your alarm system fires readily, but your flexibility under pressure is still developing — meaning you feel the full force of uncertainty without an easy ability to adjust course quickly. When changes threaten your autonomy or get imposed rather than collaborated on, both your threat sensitivity and your high need for control activate at once, creating maximum internal resistance.

Your strong stake in being seen as competent adds another layer — you need enough information and involvement to maintain your reputation and influence, not just your comfort. This means rushed changes or ones where you're expected to figure it out as you go will feel particularly destabilising for you specifically.

The result is someone colleagues likely see as thoughtful and risk-aware, but who needs more lead time and input into the change process than others might require. Your system works best when you can shape rather than simply respond to what's coming.

SECTION 6

Insights for Reflection

Whether you are working with a coach or simply taking time to reflect, these questions are designed to help you go deeper with what this report has surfaced. They are not a checklist — sit with the ones that create the most resistance.

Your Threat Detection System

Your alarm system fires readily, which gives you valuable early warning but can also lock you into caution when movement is needed.

- What specific signs tell you that your threat detection is helping versus holding you back in a change situation?
- When has your early warning system saved you from a genuinely bad decision?
- What would need to be true for you to trust moving forward even when your alarm system is active?

Control and Autonomy Stakes

Changes that remove your agency hit you harder than most because control and autonomy matter deeply to you personally.

- What does losing control actually feel like in your body when change is happening around you?
- Which changes have you resisted primarily because of how they were imposed rather than what they were?
- What minimum level of involvement do you need in shaping a change before you can genuinely engage with it?

Flexibility Under Pressure

Your ability to adjust course when circumstances shift is currently limited, which amplifies the impact of your threat sensitivity.

- What happens to your thinking when you feel cornered by a change you cannot avoid?
- When have you surprised yourself by being more flexible than you expected?
- What conditions help you stay mentally agile when your first instinct is to dig in?

Recognition and Competence

Being seen as competent matters intensely to you, which means changes that put your expertise at risk carry extra weight.

- How do you typically respond when a change makes you feel like a beginner again?
- What would you need to hear from others during a change to feel that your competence is still valued?
- Which of your skills are you most afraid a current or upcoming change might make irrelevant?

This report is a starting point — not a complete picture. Use it to prepare well.

Marcus Daniel Rodriguez · The Change Readiness Profile