

This is your iMap. It provides insight as to what you are energized to do, the strengths you exhibit, the type of support you need to be successful, and how you show stress when you do not receive that support. This information will help you better manage yourself and understand situations and your relationships with other people.

People whose Asterisk is in the Red quadrant typically like to:

- spend time working on projects
- do outdoor activities
- focus on results that they can see
- do things that require 'hands-on' involvement
- build or fix things

People whose Asterisk is in the Green quadrant like to:

- engage in discussions and debates with others
- encourage and motivate people to do their best
- do things to help other people out
- give speeches or public presentations
- coach, counsel or teach

People whose Asterisk is in the Yellow quadrant like to:

- follow a process or system to get results
- research things so you're prepared
- analyze and track how things are doing with solid metrics
- work with numbers or data
- keep things organized and well maintained

People whose Asterisk is in the Blue quadrant like to:

- do things that are creative or artistic
- spend time reading or writing
- dream about future possibilities
- come up with new ideas
- listen to or perform music

The Asterisk Marker is used to describe the type of interests you have. People with the Asterisk Marker towards the top of the Map prefer more hands-on involvement with activities and people. The further left the Asterisk Marker lies the more a person prefers to be in charge and get things done.

People whose Asterisk Markers are towards the bottom of the Map prefer to take a more indirect role when dealing with activities and people. The further right the Asterisk Marker lies the more the person prefers putting emphasis on people and the quality of the relationship.



People whose Asterisks are in this quadrant like to work with people, negotiate, influence and persuade more than you do.

People whose Asterisk is in this quadrant like work that involves organizing, building systems, tracking data and finding patterns more than you do.

People whose Asterisk is in this quadrant enjoy creative work, brainstorming, planning and strategizing more than you do.

Your asterisk is in the Red quadrant. You like hands on projects that allow you to see results right away.

You may like:

- to do things that have a clear-cut and tangible outcome
- to concentrate on finishing a project
- to focus on results
- be involved in activities in a 'hands on' way
- to manage projects with a practical orientation

People whose Diamond is in the Red quadrant are:

- practical and decisive
- energetic and action-oriented
- collaborative and get things done
- solution-oriented
- driven to finish something

People whose Diamond is in the Green quadrant are:

- friendly, outgoing and sociable
- persuasive, convincing, motivational
- clear on what to do
- competitive and good at winning
- spontaneous and responsive to new things

People whose Diamond is in the Yellow quadrant are:

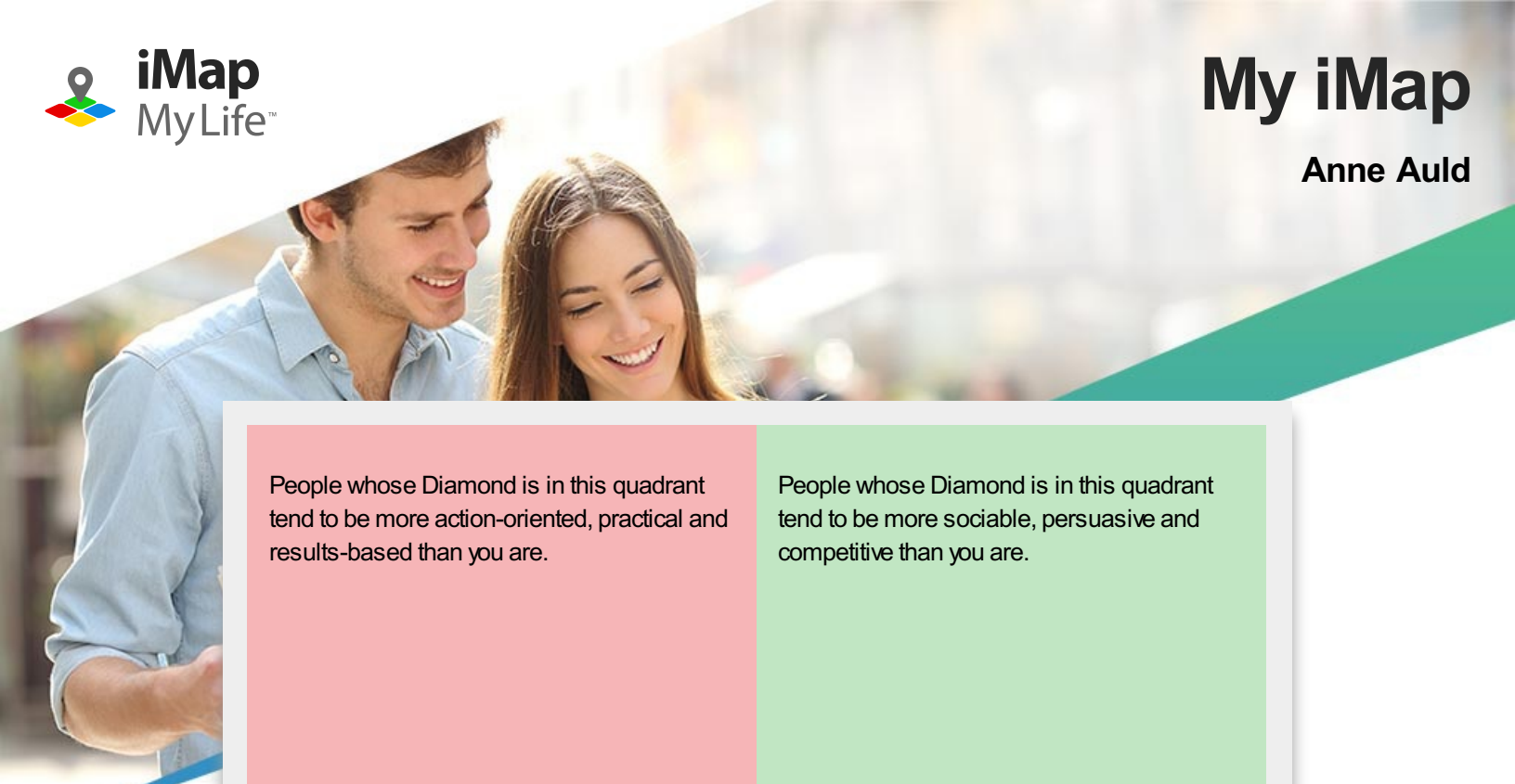
- careful, consistent, and like to follow rules
- keep things under control by using a system
- apt to do things the proven way with predictable methods
- fair, and go for a win-win
- can be counted on by others

People whose Diamond is in the Blue quadrant are:

- thoughtful and don't rush decisions
- good at listening to other people
- creative, innovative and approach things in a new way
- considerate of how others may feel
- respectful of people who matter to them

The Diamond Marker is used to describe how you have learned to get results by relying on your strengths. People with the Diamond Marker towards the top of the Map typically use a more outgoing, forceful approach to get results. The further left the Diamond Marker lies the more they approach situations in an objective and logical manner.

People whose Diamond Markers are towards the bottom of the Map typically use low-key and reserved approaches to get results. The further right the Diamond Marker lies the more they approach situations with intuition and thoughtfulness.



People whose Diamond is in this quadrant tend to be more action-oriented, practical and results-based than you are.

People whose Diamond is in this quadrant tend to be more sociable, persuasive and competitive than you are.

People whose Diamond is in this quadrant tend to be more careful, rule-based, and consistent than you are.



Your diamond is in the Blue quadrant. You are very considerate of other people's thoughts and feelings, and think matters through before taking action.

Your strengths include being:

- insightful and perceptive about others' feelings
- optimistic in your attitude
- thoughtful in your approach
- friendly, particularly with people who are important to you

People whose Circle is in the Red quadrant thrive in environments where

- people like them
- everyone pitches in to make things happen
- the group looks at things practically
- people would rather do something than nothing at all
- decisions are not ambiguous

People whose Circle is in the Green quadrant thrive in an environment where

- it's clear who is in charge and they know what they're doing
- they know what is expected of them
- there are few rules and lots of flexibility
- people have a good time
- people are rewarded for their contributions

People whose Circle is in the Yellow quadrant thrive in environments where

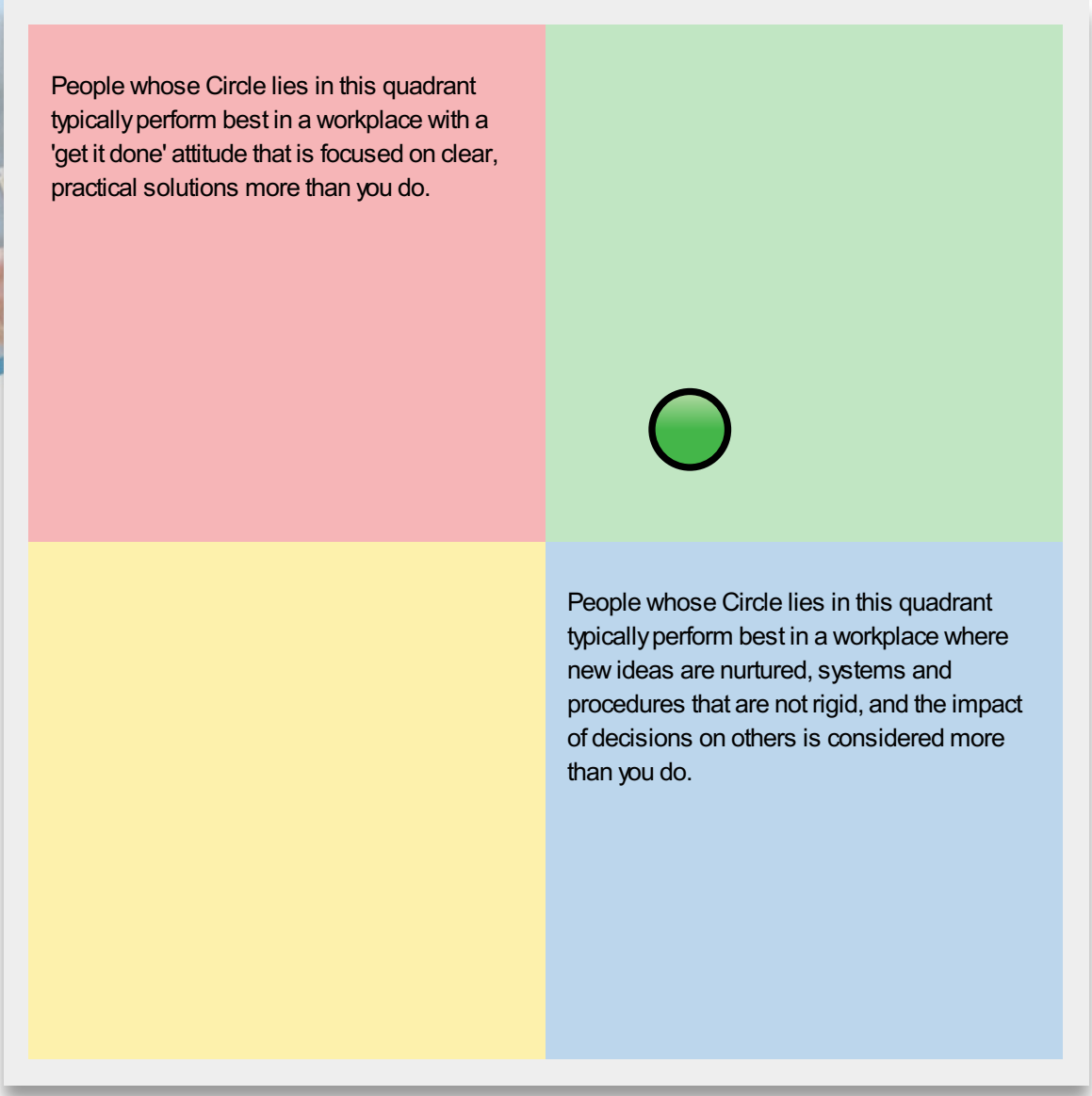
- people play by the rules, and the rules are clear
- each person is treated fairly, without favoritism
- no one has to fight to get what they want
- fair, and go for a win-win
- things are organized and orderly, without surprises
- there is stability and not a lot of surprises

People whose Circle is in the Blue quadrant thrive in an environment where

- people care about them and listen to how they feel
- they have plenty of time to make decisions
- they have possibilities and options, not rules
- trying new things is encouraged
- people are loyal and respectful

The Circle Marker describes the support or motivation you need to fully leverage your strengths. People with the Circle Marker towards the top of the Map do their best when others are open, direct, and action-oriented. The further left the Circle Marker lies, the more they respond to support that is objective, logical and produces results.

People with the Circle Marker towards the bottom of the Map do their best when others are low-keyed and democratic. The further right the Circle Marker lies, the better they respond to support that is encouraging and empathetic.



People whose Circle lies in this quadrant typically perform best in a workplace with a 'get it done' attitude that is focused on clear, practical solutions more than you do.

People whose Circle lies in this quadrant typically perform best in a workplace where new ideas are nurtured, systems and procedures that are not rigid, and the impact of decisions on others is considered more than you do.

Your Circle is in the Green quadrant, but it also lies fairly close to the middle of the grid. You like to work in enthusiastic and competitive work environments, where there is a variety to what you do, and you can count on the people around you to behave in a consistent manner.

You do your best work when others:

- do not demonstrate extremes in behavior but are typically more measured in demeanor

People whose Square is in the Red quadrant exhibit their stress behavior by becoming:

- bossy, pushy, aggressive
- focused just on the job or task
- hasty in decision making
- insensitive to how people feel
- impatient and trying to force results

People whose Square is in the Green quadrant exhibit their stress behavior by becoming:

- defensive and aggressively arguing their point of view
- unfocused and not finishing what they start
- overly competitive, interested in the quick win
- a risk taker even if the stakes are high
- forgetful of the importance of rules

People whose Square is in the Yellow quadrant exhibit their stress behavior by becoming:

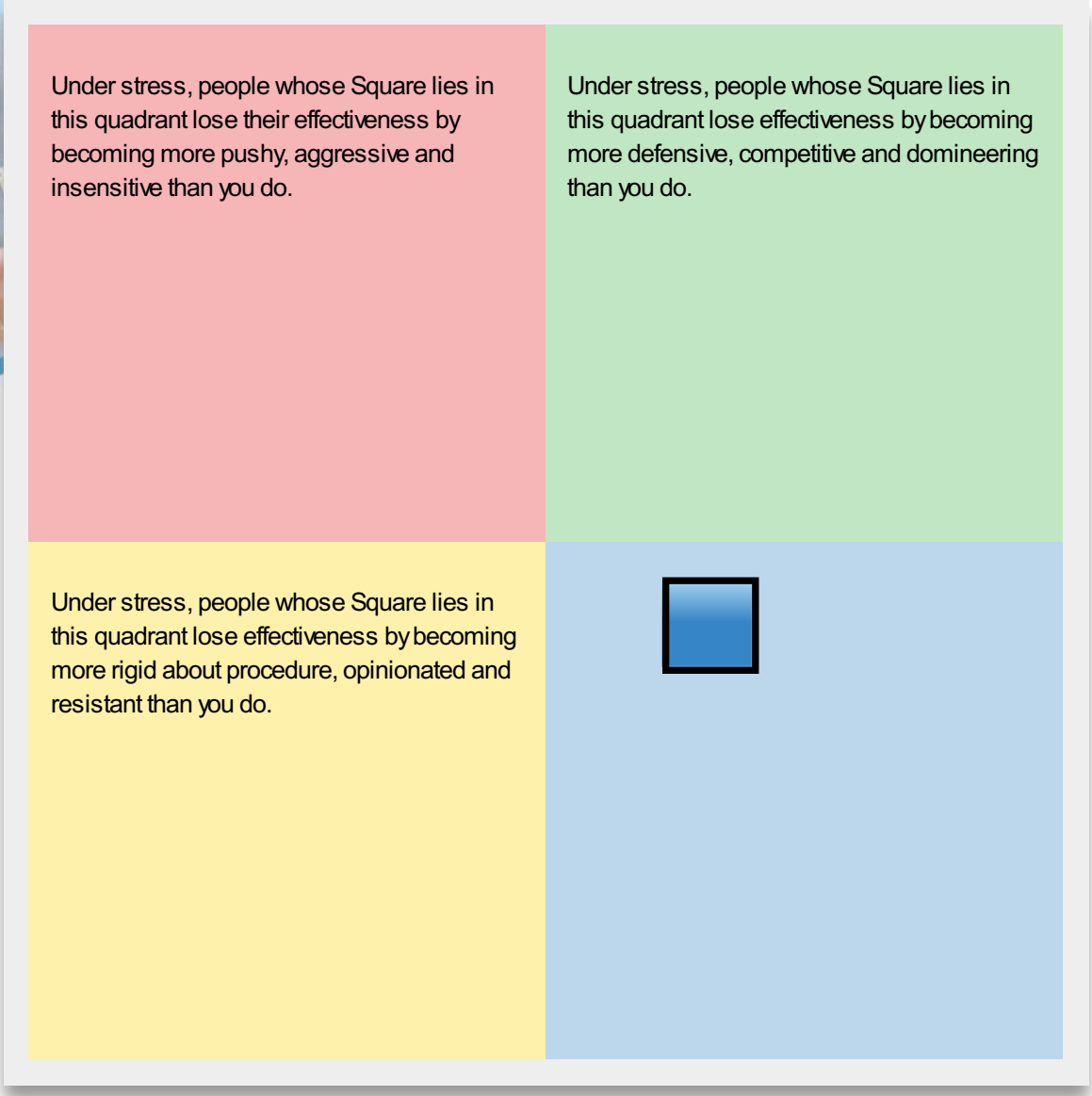
- too concerned about policy, procedure
- over controlling
- opinionated and rigid about what to do
- inconsiderate of exceptions to the rules
- resistant to change

People whose Square is in the Blue quadrant exhibit their stress behavior by becoming:

- overly sensitive and taking things too personally
- anxious and creating worst case scenarios
- withdrawn and avoiding people
- pessimistic about outcomes
- indecisive even about simple things

The Square Marker describes your stress or reactive behavior. This is how your behavior shifts if your needs are consistently unmet. People with the Square Marker towards the top of the Map typically become overly forceful and outspoken under stress. The further left the Square Marker lies the more they become remote and analytical under stress.

People whose Square Markers are towards the bottom of the grid become withdrawn and quiet. The further right the Square Marker lies, the more sensitive and subjective they become.



Under stress, people whose Square lies in this quadrant lose their effectiveness by becoming more pushy, aggressive and insensitive than you do.

Under stress, people whose Square lies in this quadrant lose effectiveness by becoming more defensive, competitive and domineering than you do.

Under stress, people whose Square lies in this quadrant lose effectiveness by becoming more rigid about procedure, opinionated and resistant than you do.

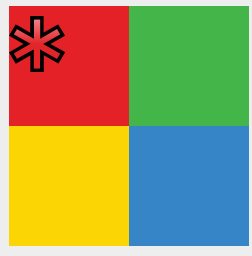


Your Square is in the Blue quadrant, but it also lies fairly close to the middle of the Grid. When you don't get the support you need, you may exhibit stress behaviors from all four quadrants.

When you're losing your effectiveness, your peers may notice that you become:

- overly sensitive to criticism, indecisive and easily demoralized
- impatient and insensitive
- self-protective and distracted by real or imagined criticism
- overly cautious and rigid

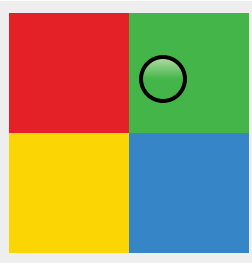
The combination of the three put you in your 'Zone' where peak performance seems effortless.



1. When you're doing what you love...

Your Interests:

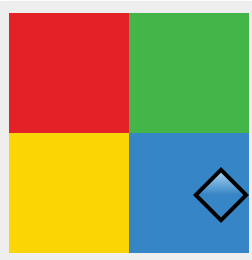
You enjoy practical, hands-on work that produces tangible results.



2. And receive the support that is ideal for you...

Your Needs:

You are most effective in a sociable, enthusiastic and competitive environment, where people do not display extremes of behavior.

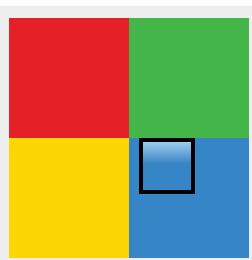


3. Using the strengths that come naturally to you...

Your Strengths:

When working at your best, you are reflective, creative, and considerate of your impact on others.

When I am in my zone, I avoid my stress.



Of course every job is stressful at one time or another. But if you're spending too much time in your stress behavior, remember to revisit your motivational needs. Is something happening, or has something changed, that is working against you receiving the support you need?

Your Stress Reactions:

Under stress, you can become withdrawn, fatigued, indecisive, overly sensitive to criticism, as well as rigid, insensitive or defensive.

In order to avoid the damage that can be caused by stress behaviors, avoid over thinking things and set your feelings aside so you can jump into action as quickly as possible.