

MARTINA TORRES

This Personal Development Chart provides you with actionable insights based on your behavioral drives as measured by The Predictive Index. The Chart includes a description of your natural Strengths and respective Caution areas to consider. The Self-Coaching Tips provided can help you balance your most naturally occurring behavioral style in a variety of situations.

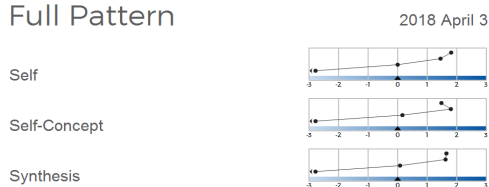
DOMINANCE (A) - The need to control

EXTREMELY	VERY	MODERATELY	MODERATELY	VERY A	EXTREMELY		
<p>STRENGTHS</p> <ul style="list-style-type: none"> · Understanding and collaborative · Accepting of others' decisions · Supportive management style · Interested in team welfare and development 		<p>CAUTIONS</p> <ul style="list-style-type: none"> · May shy away from tough conversations · May have difficulty making unpopular decisions · May be seen as too cautious or not strategic enough 		<p>STRENGTHS</p> <ul style="list-style-type: none"> · Drives change and challenges status quo · Seeks to lead and have an impact · Innovative, self-motivated · Able to think "big picture" 		<p>CAUTIONS</p> <ul style="list-style-type: none"> · May be seen as overly aggressive · May intimidate rather than motivate · May have difficulty delegating authority · May appear to be tough-minded and directive 	
<p>SELF-COACHING TIPS</p> <ul style="list-style-type: none"> · Shift your mindset from "I want to go along" to "I want to be fair" · Stand your ground when you know you're correct · Come to situations and meetings prepared to contribute 				<p>SELF-COACHING TIPS</p> <ul style="list-style-type: none"> · Actively seek input from multiple sources · Practice active listening and allow people to express their opinions or ideas · Think before you speak; think of how your message will be received 			

EXTRAVERSION (B) - The need for social interaction

EXTREMELY	VERY	MODERATELY	MODERATELY	VERY B	EXTREMELY		
<p>STRENGTHS</p> <ul style="list-style-type: none"> · Creative, problem solver · Data driven, analytical · Thoughtful approach to communicating information · Reflective and introspective · Anticipates problems 		<p>CAUTIONS</p> <ul style="list-style-type: none"> · May be slow to trust and reluctant to share until comfortable · Communication may be pointed or minimalist · May appear overly task-focused or remote 		<p>STRENGTHS</p> <ul style="list-style-type: none"> · Motivating, stimulating communicator · People-oriented, sociable · Builds team cohesion and collaboration · Thoughtful delegator 		<p>CAUTIONS</p> <ul style="list-style-type: none"> · May be too optimistic or overly trusting · May prioritize being liked or being the focus of attention · May appear overly talkative and superficial 	
<p>SELF-COACHING TIPS</p> <ul style="list-style-type: none"> · Give presentations in your area of expertise · Initiate conversations or schedule time to speak with others · Create processes that encourage communication 				<p>SELF-COACHING TIPS</p> <ul style="list-style-type: none"> · Allow others the opportunity to contribute and influence outcomes · Consider how much detail or tangible information is needed when communicating · Ask about potential problems or risks 			

Full Pattern



Use responsibly. People are complex. This PI Insight is a helpful starting point, but there's more to this person and pattern than what's presented here. Contact a PI expert for additional insight.



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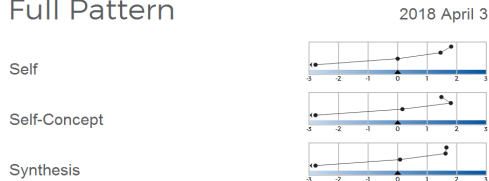
PATIENCE (C) - The need for stability

EXTREMELY	VERY	SITUATIONALLY	VERY	EXTREMELY
		C		
<p>STRENGTHS</p> <ul style="list-style-type: none"> · Proactive and results-oriented · Able to deal with time pressure · Able to deal with variety and change · Multitasker, able to juggle priorities 		<p>CAUTIONS</p> <ul style="list-style-type: none"> · May appear to be terse; "cut to the chase" · May tend to be intolerant of delays especially when impacting results · May become frustrated in stagnant environments 	<p>STRENGTHS</p> <ul style="list-style-type: none"> · Calm and stable · Thoughtful listener · Builds solid group processes · Gives people time to process 	
<p>SELF-COACHING TIPS</p> <ul style="list-style-type: none"> · Reflect on situational urgency - does everything need to be done right now? · Recognize that people have different paces and manage expectations · Honor priorities and see initiatives through to completion 			<p>SELF-COACHING TIPS</p> <ul style="list-style-type: none"> · Clarify timelines and focus on "when" · Manage time wisely - start early and leave time for the unexpected · Keep others informed when progress is made 	

FORMALITY (D) - The need to conform

EXTREMELY	VERY	MODERATELY	MODERATELY	VERY	EXTREMELY
D					
<p>STRENGTHS</p> <ul style="list-style-type: none"> · Flexible approach to most situations and people · Able to delegate details easily · Adept at changing organizational needs · Deals well with ambiguity 		<p>CAUTIONS</p> <ul style="list-style-type: none"> · May provide limited follow up or attention to detail · May not adhere to structure or direction · May appear to others as too casual or uninhibited 	<p>STRENGTHS</p> <ul style="list-style-type: none"> · Strong discipline and execution · Builds structure and respect for the plan · Focuses team on how to get things done right · Organized and thorough follow-up 		<p>CAUTIONS</p> <ul style="list-style-type: none"> · May be uncomfortable in ambiguous situations · May struggle with situations that call for flexibility · May be seen as a perfectionist
<p>SELF-COACHING TIPS</p> <ul style="list-style-type: none"> · Seek data to support your decisions · Evaluate decisions from multiple perspectives or partner with someone who can provide a balanced view · Respect questions others have about "how" things will be done 			<p>SELF-COACHING TIPS</p> <ul style="list-style-type: none"> · Learn how to move forward when "enough" information is available · Ask yourself: Is it worth this much time? · Recognize and respect flexibility shown by others 		

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