



EQ - IQ Consulting

## Competency Styles Reports for David Sample



Shallow Dive

## Introduction

The Competency Styles Reports is a personality based development tool that is designed to help you to understand how your personality is likely to shape your behavior in four key areas:

- Planning and Organising
- Problem Solving
- Leading by Supporting
- Leading by Influencing

The personality test/s that you completed is based on the ground breaking work done by Raymond Cattell, who is considered to be the father of personality assessment. These instruments are underpinned by more than 50 years of research, are respected as the paramount personality assessments in the world today and form the framework on which many other personality and emotional intelligence models and tests are based.

Included in this pack are four reports, one on each of the 4 key areas listed above. There are some important things to remember, when using this set of reports.

Firstly, please bear in mind, that these tools are not used as a measurement of your demonstrated/observable competency in these four areas. However, because personality has a deep rooted and pervasive influence on our behavior, your personality traits are likely to influence how you execute in these four areas. This makes it possible for us to identify likely strengths and

Ensure that you carefully study the information contained in each of the reports. Although reports of this nature are seldom 100% applicable to an individual, usually they are very accurate. If you do not initially agree with some of the content keep an open mind. Observe your own behavior at work then read your report again and see whether it fits. Sometimes things that are accurate about ourselves are initially out of our awareness and we need to give it time to filter through. You may also wish to discuss the basis of your disagreement with an executive coach or other suitably

Our personalities are deeply ingrained and seldom change radically. However, it is perfectly possible to develop behavioral strategies that can limit the extent to which our personalities may derail us in certain areas. Be realistic though. This will required sustained effort on your part. Following the coaching suggestions in this report can aid you in doing this.

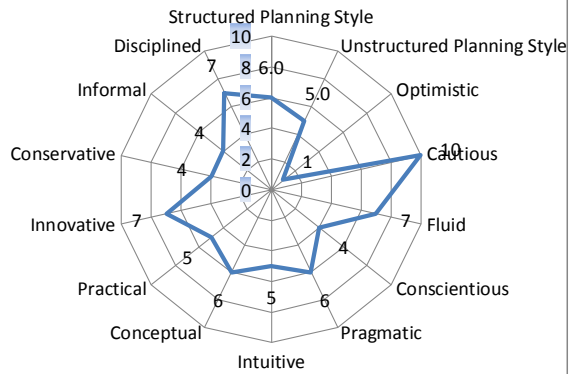
Please use the coaching suggestions as guidelines only. The onus rests on you to apply your mind to the contents of this report. It is not to be applied globally to every challenge you are dealing with. Situational factors are likely to dictate which advice is applicable.

Quite often, in reports of this nature there may seem to be conflicting information about yourself, or conflicting advice. This is quite normal. We as individuals are complex and can in fact have conflicting personality traits. We may for instance be both empathic and highly driven, structured but also creative. We suggest though that you try to understand the broad themes emerging from your profile, and also to realise that different situations will draw out different sides to your personality.

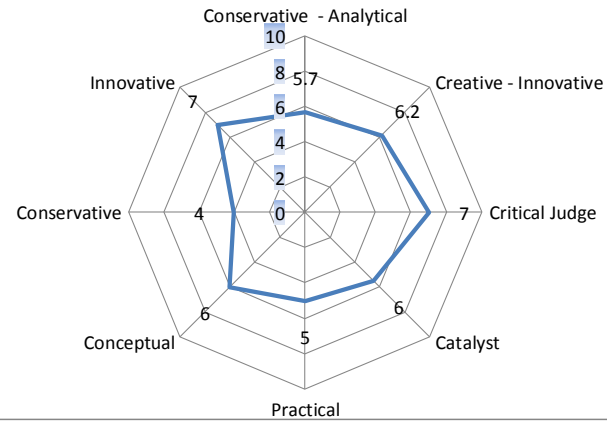
Over time, try to see the links between your different personality traits as they may affect one another. You may for instance be highly dominant, but also highly collaborative. How you interact with people, will be different to someone who is highly dominant but also highly critical. In fact, this is exactly what we have tried to accomplish with this report, i.e. to give you an insight into how a combination of your personality traits may shape your behavior on planning and organising, problem solving, leading by supporting and leading by influencing.

## Profile Graphic David Sample Competency Styles

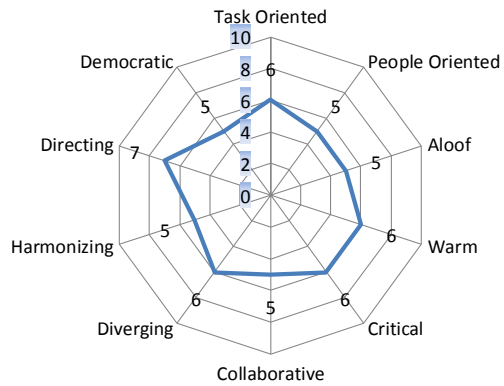
### Planning and Organising Style



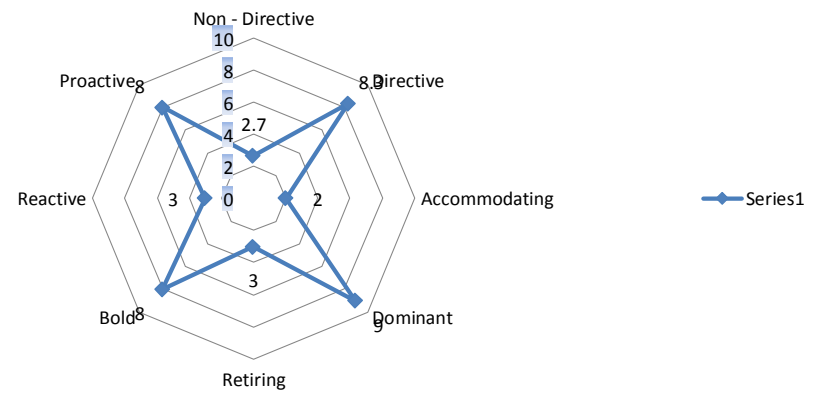
### Problem Solving Style



### Leading by Support



### Leading by Influencing

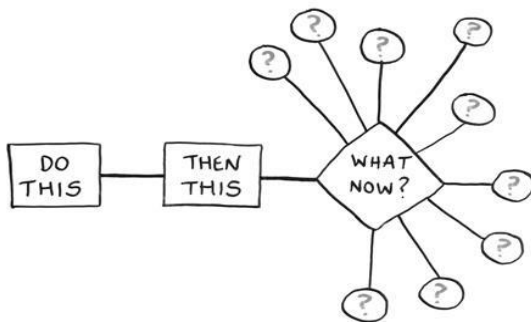


Series1



EQ - IQ Consulting

## Planning and Organising Style Report for David Sample



Unstructured



Structured

# Introduction

This report is intended to provide you with an insight into how your personality is likely to affect the way in which you go about planning and organising.

The report has three sections.

1. Snapshot which provides you with a quick visual overview of your Planning and Organising Style
2. Narrative Section
3. Summary Section

Snapshot provides you with a quick visual overview of your Planning and Organising Style.

The Narrative Section discusses how your Planning and Organising are likely to be affected by a number of your personality traits.

Cautious Versus Optimistic  
Conscientious Versus Opportunistic  
Self - Disciplined Versus Unstructured  
Logical Versus Intuitive  
Practical Versus Creative  
Conservative Versus Innovative

The Narrative Section of this report provides you with a rating on how strongly developed each personality trait is, the strengths and weaknesses of each trait, coaching suggestions on how to overcome some of the weaknesses, and questions to ask yourself when you are planning and organising that will help you to offset the weaknesses.

Whether you are weak, average or strong in any of these dimensions will affect the way you plan and organize. Taken together, your scores will also indicate whether you tend to be more structured or more unstructured when you plan and organise. There are benefits and drawbacks to both approaches.

If you simply want a quick overview of your planning and organizing style, skip directly to the Summary Section. This section gives you a visual overview of the attributes that affect your planning and organizing and your scores on them. This is a quick way to see which personality attributes you need to focus on first in order to improve your planning and organising.

This section also summarises the potential strengths and derailers of your style, and neatly groups the Coaching Questions contained in the narrative report. You can therefore use the Summary Section as a quick reference guide to assist you when you are planning and organising.

**Remember.**

The higher your score on a personality attribute, the more likely you will experience both the benefits and limitations that the attribute has on your planning and organizing. It stands to reason therefore, that you should focus on those personality attributes on which you achieved the highest

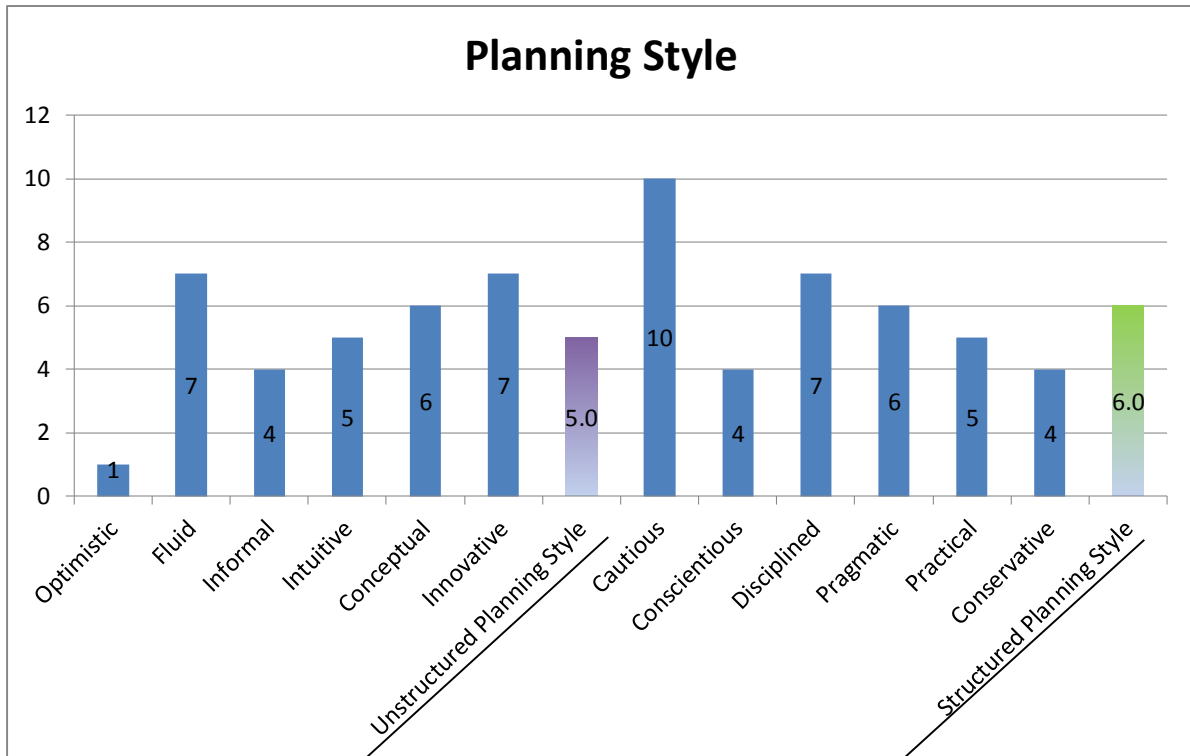
**Tip:**

Use the table on the following page to fast forward to those sections of the report that will have the most relevance for you. These are the ones that are tagged in red.

Print out the Summary Section at the end of the report and keep it handy during the day. This will provide with a quick reference and reminders of the coaching tips and behavior changes you should aim for.

## Planning and Organizing Snapshot

The ability to plan and execute a task or project by setting goals, identify action steps to achieve these goals, identify and co-ordinate the resources needed to achieve these goals, the ability to prioritise and to adjust plans as needed.



The table below reflects your global planning style preferences.

Unstructured Planning Style	5.0	Structured Planning Style	6.0
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Unstructured Attributes		Structured Attributes	
Optimistic	1	Cautious	10
Fluid	7	Conscientious	4
Informal	4	Disciplined	7
Intuitive	5	Pragmatic	6
Conceptual	6	Practical	5
Innovative	7	Conservative	4

## Cautious Style

**Rating: Very Strong**

### Your Profile

Your assessment indicates that you have a very strong leaning towards a Cautious Planning Style.

As a result you may very frequently wish to check yourself against the potential weaknesses of this style and the coaching tips that have been provided to help overcome the drawbacks of this style.

### Strengths

As someone with a cautious planning style, you are likely to be someone who is careful about rushing into things. You are likely to think carefully about things before doing them, and to keep your thoughts to yourself. The strengths of this style is that Cautious planners tend to be risk aware. When planning and organising, they tend to be grounded and aware of constraints and obstacles that need to be taken into consideration. They are not inclined to rush into things and tend to make a careful appraisal of what is doable and what is not, and are inclined to avoid pitfalls and planning mistakes.

### Weaknesses

First of all check your score on the Cautious Planning Style. The stronger your score, the more the following paragraphs will apply to you:

Cautious planners tend to use what is known as “Black Hat” thinking. This kind of thinking is characterised by judgment or identifying why something may not work; spotting the difficulties and dangers; and understanding where things might go wrong. When overused it could take you overly long to come to a decision. You may also stick with a plan of action for too long, before making changes, even when that plan is not working well or optimal. You may be too cautious in steering matters into a new direction, either because you are too aware of what can go wrong or because you may over – estimate the challenges involved. You may also find it difficult to generate enthusiasm and get others excited about plans that need to be executed.

### Coaching Tips

You may want to consider stepping back from situations and consciously consider why plans may work and try to identify the strengths and opportunities contained in them. You could benefit from making a list of the potential opportunities and benefits of a planned course of action. You may need to try to train yourself not to retreat from or discard plans simply because there are obstacles and pitfalls, and learn to make a conscious effort to find solutions to them. Try to learn to address your inner critic which tends to be problem focused, and balance it out by building arguments as to why things could work. You may also benefit by learning to be more open to the suggestions of others, rather than routinely pouring cold water on their proposals.

## Questions To Ask Yourself

Why will my/this plan work?

What are the solutions to the obstacles I have identified in my/this plan?

How can I make this plan work?

Am I being too pessimistic about this plan?