



Well-Run Concepts Behaviors & Motivators Profile™

Sample Report

Your Behavioral Report

You are a unique individual and part of what makes up your personality is your behavioral style. There is no right or wrong style. This is simply how you tend to behave and communicate with others.

Most misunderstandings between people are due to different behavioral styles not understanding **HOW** to communicate with each other. Learning how to recognize the style of others, and adapt your method of communication and interaction, will make you a better communicator.



Before you can understand how to interact with other people better, you first must understand your own behaviors. In your behavioral style report you will do just that.

You may be wondering why there were 2 sets of questions for this assessment. This is because you may behave differently naturally (when you are at home or in a safe relaxed environment where you let your guard down) than you do at work. So we measure **Natural and Work behaviors** and then look at the difference to see where you tend to adapt (change) your behavior.

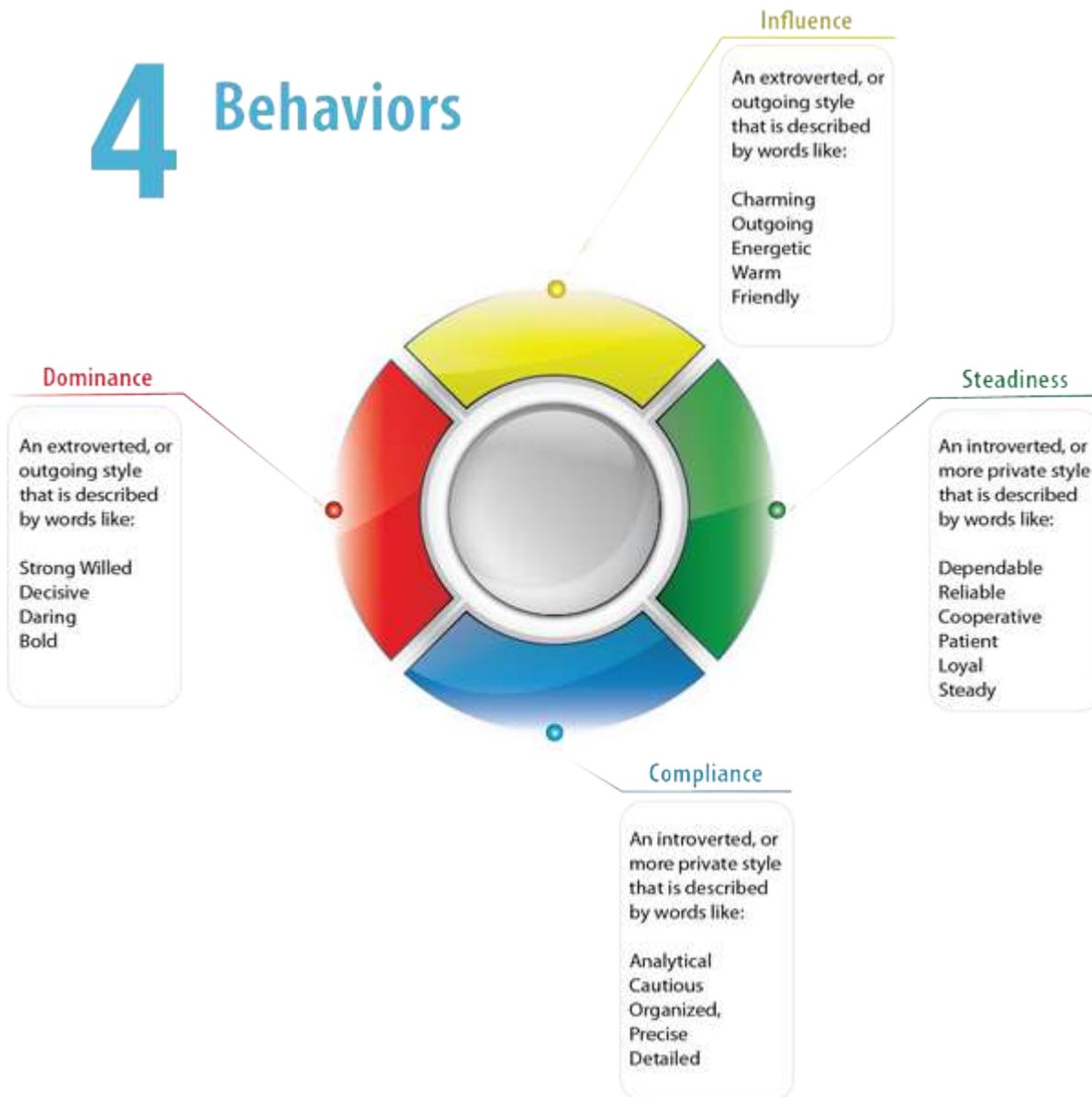
Any big shifts from your natural behavior that are required by your job may cause you stress. However, many people know what is required by their job and can successfully adapt without stress. The ability to handle adapting your behavior depends on you. Understanding yourself is the key to managing the change with as little stress as possible, or finding a job that fits you better and complements your natural preferences.



Four Core Styles

Behaviors are divided into four core styles, each having a distinct difference. Rest assured that we are not saying there are only four types of people. Your style is made up of a combination of the four styles, and your report is based on your specific combination to give an interpretation for your unique behavioral style.

4 Behaviors



Your report is divided into 3 sections

YOUR STYLES COMPARED: Your **Natural Style** compared to your **Work Style** which allows you to see where you are adapting, and the amount of that shift.

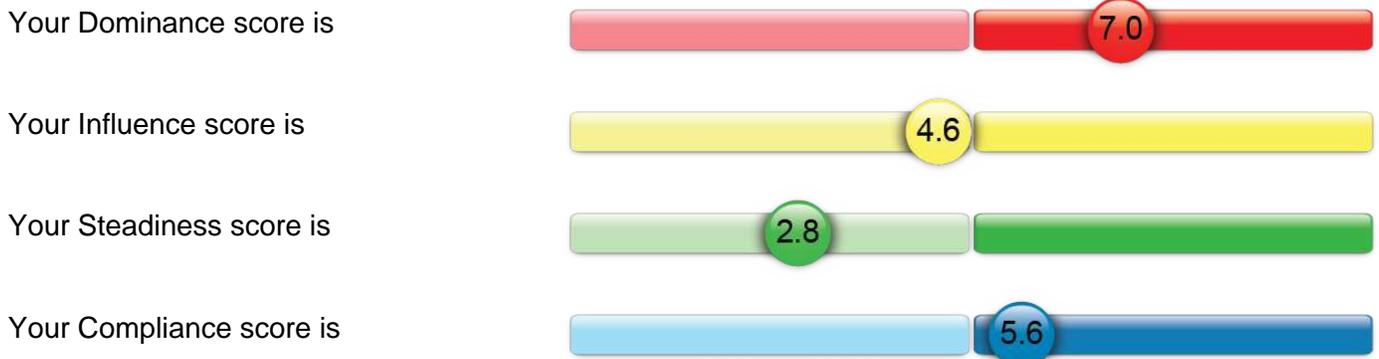
YOUR NATURAL STYLE: Detailed information about your **Natural Style**.

YOUR WORK STYLE: Detailed information about your **Work Style**.

Your Styles Compared

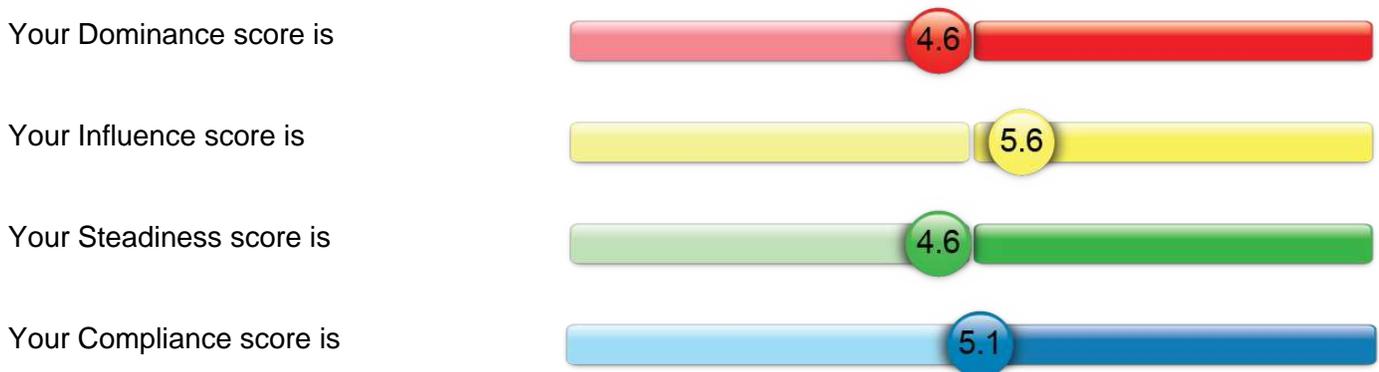
Your Natural Style

This is how you prefer to behave or communicate when you are in your natural surroundings (at home, with family or friends). That does not mean that you do not experience stress and react to it, it means this is how you normally behave when not required to act a different way (by your boss, because of rules....).



Your Work Style

This is how you behave or communicate when you are at work. Your job may require you to just behave and communicate the same as your natural style, which may put less stress on you, or your job may require you to behave in a much different way (focus on tasks or project completion, be organized, talk a lot with people in an enthusiastic manner) and this may, or may not, cause you stress as you adapt to this style of behavior.



This page provides you with the degree of your behavioral adaptation Up or Down from your Natural style to your Work style. Adapting either UP or Down in order to achieve expected results takes energy and focus.

CORE Behavioral Attribute	Natural	Work	Adaptation
Dominance	7.0	4.6	2.4 DOWN
Steadiness	2.8	4.6	1.8 UP
Influence	4.6	5.6	1.0 UP
Compliance	5.6	5.1	0.5 DOWN

Behavioral Attribute	Natural	Work	Adaptation
Collaborative Team Player:	1.9	5.0	3.1 UP
Sense of Urgency:	7.5	4.5	3.0 DOWN
Competitive:	8.5	6.5	2.0 DOWN
Focused on People's Needs:	5.5	7.0	1.5 UP
Project Completion:	3.0	4.5	1.5 UP
Interacting with People:	6.5	7.5	1.0 UP
Multitasking:	5.8	4.8	1.0 DOWN
Organized Space:	5.7	4.9	0.8 DOWN
Time Management:	6.7	6.4	0.3 DOWN
Detailed Analysis:	5.0	4.8	0.2 DOWN
Flexibility:	5.5	5.5	0.0 NONE

Your Natural Style

This is how you prefer to behave or communicate when you are in your natural surroundings (at home, with family or friends).



Natural Style

These are your natural style characteristics based on your blend of each of the 4 behaviors.

- You tend to be a calculated risk taker, weighing the benefits versus risks when making decisions.
- At times you are demanding of others, and expect your directives be followed.
- Under pressure, you may have a hard time making a decision in a timely manner because you are also focused on all possible decision outcomes and the facts and details involved.
- You are an independent problem solver.
- You are competitive and like a good challenge.
- You are comfortable with adopting new methods and making changes that are supported by data and facts.
- You may come across as impatient with others.
- You do not mind taking on many projects or multitasking.
- You are more concerned with the practical details when talking with someone, rather than the feelings and personal connection you have with them.
- You have a lower trust of what others tell you until you take the time to verify the truth in what they are saying.
- You appreciate information that is concise, as well as information which is full of details and facts, depending on your needs at the time.
- You have a high sense of urgency, but also want to make sure things are done right. This may cause you a great deal of inner conflict.
- You are cautious and focus on avoiding errors, mistakes and omissions that you or others might make.
- You do not mind constantly changing goals and objectives, and probably enjoy the challenge.
- You may be very analytical and systematic in your relationships and may not appreciate, or take seriously, those who seem overly emotional and illogical in their thought process.

Your Style Strengths

What are some success key words that best describe your style?

- Competitive
- Problem-solving
- Leading others
- Decisive
- Presenting facts
- Fast-paced performer
- Organized
- Compliance to standards
- Attention to details

Potential Pitfalls of Overextension

A strength can become a weakness if overused. Here are some areas that you should be aware of.

- You have the ability to really drive a team of people to achieve results based on a sound strategy. However, you may push them too hard, and/or too fast without listening to their concerns or feelings. You may talk down to them, micromanage them, or just seem insincere and unconcerned about them. Your focus tends to be on the end result, not on the people. You need to understand that you cannot do it all yourself, and in order to have people put in their best effort, they need to feel listened to and supported. Try being an active listener and determine what the issues really are. Also, let them have the freedom to do things their way within an established timeframe and guidelines. You will find you have a much more productive team and will have much better outcomes.
- You have the drive to get things done fast and to do things correctly. While these are both great attributes, they are in opposition with one another. This can lead to internal conflict when you force yourself to choose between quantity and quality. As often as possible, give yourself enough time to weigh your options, or to do things the "right" way. However, when time is of the essence, make the best decision you can based on the facts and data at hand. Do not over think it or overanalyze it.

Potential Fears

What are some things that can cause you concern?

- Being wrong or making an error
- Criticism of the quality of your work
- Being defeated
- Losing control

Your Preferred Environment

What type of environment(s) would suit your behavioral style best?

- Where being systematic and detail focused is rewarded
- Where you can use your knowledge and analytic skills to their fullest
- Where quick, but effective, decision-making counts most
- Where there is a focus on results
- Where the use of logic and reason is encouraged and respected
- Where ingenuity and determination are rewarded
- Where time is given to analyze facts and details before making plans or decisions
- Where precision is highly valued
- Where you can frequently analyze and solve problems

Behavioral Motivators

What are some things based on your behavioral style that you enjoy?

- Having high quality/safety standards set for the work being done
- Being rewarded for results
- Being in control and a decision maker
- The opportunity to compete and win
- Having access to any information, facts and data you need
- Being given challenges

How You Would Like Others to Communicate with You

How do you respond best when interacting with others?

- Give you options and let you choose
- Be direct and to the point
- Be considerate of your time (Do not waste it)
- Allow you time to research facts or analyze data before presenting your opinion
- Listen to what you are saying before they start to speak
- Be direct and to the point in a systematic way
- Respect your personal space when talking
- Give you their full attention
- Follow any communication protocols that have been established
- Present the relative facts and data in an organized way to support their claims

How Others Should NOT Communicate with You

These are ways that you do not appreciate being interacted with.

- Do not have a side conversation with someone else at the same time they are talking to you
- Do not get in your personal space when having conversations
- Do not contradict what you say, unless they have evidence to support their claim
- Do not change subjects before you have finished making your point
- Do not conduct rambling, unfocussed conversations
- Do not act aggressive or hostile toward you
- Do not give you too many details beyond what is needed
- Do not give you written documents that are disorganized or based on feelings rather than facts
- Do not get too personal with you at work or make small talk, stick to the business at hand
- Do not come to you unprepared or disorganized

Under Stress You May Appear to Others as

Even though it may not be your intention, under stress or pressure you may be perceived by others this way.

- Overly analytical
- Pay more attention to detail than is required
- Aggressive
- Overly competitive
- Insensitive
- Overly critical
- Pushy and forceful
- Argumentative
- Talking down to people
- Too cautious

What You Can Do to Improve Your Interactions with Others by Adapting to Their Style

By adapting to others when communicating you can have more success.

- (High S) Give extra time to adapt to changing priorities and tasks
- (High C) Give details to support decisions
- (High I) Make small talk to make a more personal connection
- (All Styles) Listen to their point of view before making a decision
- (High S) Be respectful of their time. Give them information in writing so that they have time to prepare a response
- (High D) Do not overwhelm them with details. Put the most important information at the top or in bold
- (High I) Be personable and respect their feelings. Do not be overly critical of their lack of detail or disorganization

Core Natural Behaviors

In this section you can read the details of what your Core natural behavioral scores mean in detail.

Dominance

Are you strong-willed, confident, demanding or even aggressive?

Your Dominance score is



Dominance contributes confidence and drive to behavior. It is an extroverted style that can add determination to win to your character.

A **high-moderate score** indicates you have some dominance in your natural behavioral style. You feel driven or determined at times. You tend to make quick decisions and other times you may take longer. Your higher behavioral styles will be influenced somewhat by your dominance, but it may not be apparent to others, except when you are under stress or pressure.

Click on the link to watch your video analysis:<http://bit.ly/1052XMb>

Influence

Are you optimistic, out-going and able to inspire others?

Your Influence score is



An influencer communicates in a warm and charming way. People want to do things for them and enjoy being around them. They tend to be optimistic and fun-loving.

A **moderate-low score** indicates you tend to be less focused on communicating with others in a warm and friendly manner. Your higher behavioral styles will have a stronger influence on your natural behavior (dominance, steadiness, compliance).

Click on the link to watch your video analysis:<http://bit.ly/11EPe15>

Steadiness

Do you like to follow an established routine?

Your Steadiness score is



This measures your preference toward being consistent in how you do things, being reluctant to change without “good” cause, and wanting to finish what you started before starting on something else.

A **low score** indicates you are willing to change and do not mind dropping what you are working on to focus on something else. You may have less patience and may rush through things to get them done.

Click on the link to watch your video analysis:<http://bit.ly/ZBSVa3>

Compliance

Do you like to focus on the facts and follow the rules?

Your Compliance score is



This measures your preference for being analytical, compliant with rules and laws, and cautious when performing tasks so you do them correctly and safely.

A **high-moderate score** indicates you at times exhibit a degree of precision and organization in your behavior. You usually back up your decisions or arguments with facts and data, and you typically take your time answering if you are not certain you are correct. You can be neat and orderly, but do not always take the time to do so. You also at times feel it is better to be right than wrong and it is better to obey the rules than face the consequences of not.

Click on the link to watch your video analysis:<http://bit.ly/ZXRbaC>

Behavioral Attributes Related to Your Natural Style

In this section you can read the details for your behavioral attributes as they relate to your natural style.

Collaborative Team Player:

Are you focused on being a supportive team member?



This measures your preference toward working within a team as a dependable, supportive team player. As well as, working in a collaborative way and encouraging and helping the team members to maintain a cooperative relationship.

A **low score** indicates you are not a collaborative team player. You may have your own agenda on the team. To lead it or to play devil's advocate by throwing in lots of facts or counter opinions to what other team members say. You may be seen as disruptive or aggressive by your other team members and they may not enjoy being on a team with you.

Competitive:

Are you driven to win?



This measures your need to compete in life. A competitive person sees the chance to win at everything they do. They are driven by the sense of accomplishment and being the best.

A **high score** indicates you are very competitive in your actions. You strive to do better than others and be the "winner" even in the most routine things. You get a rush out of beating others, as well as outdoing your own past performances. For those other competitors who interact with you, it may be fun and challenging, or it could lead to some fighting. For those who are not competitive, they may get tired of you always turning everything into a challenge and needing to "win".

Detailed Analysis:

Do you enjoy looking at the data and facts before making decisions?



This measures your preference toward looking at data or crunching numbers to support your ideas, arguments, or decisions.

A **moderate score** indicates you have the ability to conduct detailed analysis when needed, but also feel that when a quick decision is needed you can skip some of the analysis and make a decision faster.

Flexibility:

Are you able to adapt quickly to the demands in life while maintaining a positive attitude?



This measures your versatility and ability to be flexible as your life requires. When new tasks or projects arise can you drop what you are doing and switch gears while keeping a positive attitude.

A **moderate score** indicates you can be versatile and flexible when needed, but do enjoy working on a project until it is completed. Being asked to change gears may cause you some stress, especially if it happens a lot.

Focused on People's Needs:

Are you focused on the needs of others?



This measures your ability to focus on what other people want or need. This may be family, friends or other people you meet in your life outside of work.

A **moderate score** indicates you are often able to listen to others and focus on their needs, communicate well with them, and support them effectively. However, when your schedule is overwhelming, or you are under pressure or stress, you may be short with them, fail to listen effectively, or do not provide the full level of support they need. This may make you appear cold and disconnected to them.

Interacting with People:

Do you prefer to talk and engage actively with others frequently?



This measures your preference toward frequent communication and interaction with others. On the phone, in person, text messaging or through email.

A **moderate score** indicates you do enjoy engaging and interacting with others, but usually keep the conversations focused and to a reasonable length of time. If you enjoy the person you are talking to you may have long social conversations. If you do not feel a strong connection to a person you will keep the conversation short and to the point.

Multitasking:

Do you enjoy taking on many tasks at once and frequent changes?



This measures your preference for doing many different tasks or activities throughout the day. You may be wearing a lot of different hats in life (roles), or may be required to change what you are working to work on a more pressing or urgent task.

A **moderate score** indicates you are able to multitask when needed, but it is not how you prefer to work. If you are asked to multitask too often you will start questioning the reason why and may get to a point where you feel "enough is enough".

Organized Space:

Do you tend to keep your home and living spaces clean and organized?



This measures your preference towards keeping your home and other living spaces (including your computer desktop), clean and organized. Keeping things in their proper place so that they are easy to find, and putting them away when you are done using them.

A **moderate score** indicates you feel there are times for sorting through things, but you may find it hard to find the time when you are busy. You may let things pile up or get disorganized and then periodically go through and clean and put things away. Others will notice when you have got through a cleaning mode, and when you are really busy and have not reached your threshold for clutter yet.

Project Completion:

Do you like to finish projects before you start new ones?



This measures your preference for working on a project from start to finish.

A **low score** indicates you are not project oriented. You prefer to do different things throughout the day and are happy to leave unfinished projects to work on other things. You may not get back to completing these projects as your focus keeps changing, or you may leave them for someone else to finish.

Sense of Urgency:

Are you driven to get things done quickly?



This measures your ability to focus on what needs to be done and get it done fast.

A **high score** indicates you have a high sense of urgency to act quickly and focus on getting the job at hand done. You will not let things get in your way or be slowed down by others who do not see the urgency in solving problems, making decisions, or getting a project or task completed. You are highly motivated to get it done now!

Time Management:

Do you focus on managing your time?



This measures your natural ability to manage your time.

A **moderate score** indicates you like to be on time and use your time effectively, but that does not always happen. There are times when it just gets away from you or when you do not mind spending a little time doing something you enjoy.

Your Work Style



This is how you behave or communicate when you are at work. Your job may require you to just behave and communicate the same as your natural style, which may put less stress on you. If your natural style and work style are very different, it may cause you stress on the job.

Work Style

These are your work style characteristics based on your blend of each of the 4 behaviors.

- You are very diplomatic with other people and tend to maintain your composure under pressure, stress or conflict.
- You enjoy interacting with others socially but avoid risky situations and relationships.
- You communicate well with others and do not tend to argue or feel the need to compete against them.
- You tend to trust others but want to verify what they are saying is true.
- You are comfortable with adopting new methods and making changes that are supported by data and facts.
- You like to get feedback or opinions of others when solving problems.
- You tend to be compliant, adhering to established systems, rules and laws.
- You usually take more time to make a decision because you tend to focus on all of the possible outcomes and then decide on the best one.
- You prefer to have as many details as possible when starting a task or project.
- You tend to be calm but under a lot of pressure, stress or conflict, you will become very vocal about the correct way to do things.
- You are cautious and focus on avoiding errors, mistakes and omissions that you or others might make.
- You tend to correct others who do not check their facts or who provide incorrect information.
- You like your information to be detailed and accurate.

Core Work Behaviors

In this section you can read the details of what your Core work behavioral scores mean in detail.

Dominance

Are you strong-willed and confident on the job?

Your Dominance score is



Dominance contributes confidence and drive to your work behavior. It is an extroverted style that can add the determination to win to your character. It can also help you in driving others to achieve desired goals.

A **moderate-low score** indicates you do not exhibit much, if any, dominance in your behavioral style on the job. You do not tend to be forceful or assertive and you may be slower at making decisions or changes (wanting others' opinions, wanting more facts first or questioning the need for change). When faced with conflict, demanding people or the need to be aggressive, you may feel a lot of stress.

Click on the link to watch your video analysis:<http://bit.ly/158mjcg>

Influence

Are you optimistic and out-going at work?

Your Influence score is



An influencer communicates in a warm and charming way. People want to do things for them and enjoy being around them. They tend to be optimistic, social and persuasive on the job. They can change directions quickly and can inspire a team.

A **high-moderate score** indicates you exhibit some degree of warmth, optimism and energy in your work behavior. At times you enjoy talking with others, expressing yourself verbally and are focusing on people. Your influencing behavior may be masked by other behavioral traits like dominance, steadiness or compliance.

Click on the link to watch your video analysis:<http://bit.ly/ZUJGRP>

Steadiness

Do you like to follow established routines at work?

Your Steadiness score is



This measures your preference toward being consistent in how you do things at work, being reluctant to change without “good” cause, and wanting to finish what you start before moving on to something else.

A **moderate-low score** indicates you are willing to change and do not mind dropping what you are working on to focus on something else. You may have less patience and may rush through things to get them done.

Click on the link to watch your video analysis:<http://bit.ly/13K9Qqk>

Compliance

Do you like to focus on the facts and follow the work rules?

Your Compliance score is



This measures your preference for being analytical, compliant with rules and laws, and cautious when performing work tasks so you do them correctly.

A **high-moderate score** indicates you, at times, exhibit a degree of precision and organization in your work behavior. You usually back up your decisions or arguments with facts and data, and typically take your time answering if you are not certain you are correct. You can be neat and orderly, but do not always take the time to do so. You also may feel it is better to be right than wrong and it is better to obey rules rather than face the consequences of not.

Click on the link to watch your video analysis:<http://bit.ly/100UV6Y>

Behavioral Attributes Related to Your Work Style

In this section you can read the details for your behavioral attributes as they relate to your work style.

Collaborative Team Player:

Do you like to work as a supportive member of a team at work?



This measures your preference toward working within a team as a dependable, supportive team player, as well as, working in a collaborative way while encouraging and helping the team members to maintain a cooperative relationship.

A **moderate score** indicates you can be a collaborative and supportive member of a team, but may also want to take sides at times, take the leadership role, or be more aggressive depending on the situation.

Competitive:

Are you a competitive person on the job?



This measures your need to compete at work. A competitive person sees the chance to win at everything they do. They are driven by the sense of accomplishment and being the best.

A **moderate score** indicates you like to be competitive at times, but it does not drive your work life. You can easily let others win, and just have a good time without feeling you have to compete. It may take something to motivate you to get in the competitive mode, like earning bonus money, or beating a competitor, but often you do things for other reasons than winning.

Detailed Analysis:

Do you enjoy looking at data and facts before making decisions or to increase your knowledge?



This measures your preference toward looking at data or crunching numbers to support your ideas, arguments, or decisions on the job.

A **moderate score** indicates you have the ability to conduct detailed analysis when needed, but also feel that when a quick decision is needed you can skip some of the analysis and make a decision quicker.

Flexibility:

Are you able to adapt quickly to the changing demands of your job while maintaining a positive attitude?



This measures your versatility and ability to be flexible as your job requires. When given new tasks or projects can you drop what you are doing and switch gears while keeping a positive attitude?

A **moderate score** indicates you can be versatile and flexible when needed, but do enjoy working on a project until it is completed. Being asked to change gears may cause you some stress, especially if it happens a lot.

Focused on Customer's Needs:

Are you focused on your customer's needs and actively listening to them?



This measures your ability to focus on the customer. This may be an internal customer (other departments or co-workers you support) or your external customers.

A **moderate score** indicates you are often able to listen to your customer's needs, communicate well with them, and support them effectively. However, when your workload is overwhelming, or you are under pressure or stress, you may be short with them, fail to listen effectively, or do not provide the full level of support they need. This may make you appear cold and disconnected to them.

Interacting with People:

Do you prefer to talk and communicate with co-workers and customers frequently?



This measures your preference toward frequent communication with co-workers and customers. On the phone, in person, text messaging or through email.

A **high score** indicates you prefer to interact and communicate with co-workers and customers often. Your conversations or communications tend to be long and you may, at times, go off on topics other than work as you enjoy the person you are interacting with.

Multitasking:

Do you enjoy taking on many work tasks at once and frequent changes?



This measures your preference for doing many different tasks or activities throughout the day. You may be required to wear many different hats, or to change what you are working on to focus on a more pressing or urgent task.

A **moderate score** indicates you are able to multitask when needed, but it is not how you prefer to work. If you are asked to multitask too often you will start questioning the reason why and may get to a point where you feel "enough is enough".

Organized Work Space:

Do you tend to keep your work space clean and organized?



This measures your preference towards keeping your work area (including your computer desktop), clean and organized. Keeping things in their proper place so they are easy to find, and putting them away when you are done using them.

A **moderate score** indicates you feel that there are times for sorting through things, but you may find it hard to find the time when you are busy. You may let things pile up or get disorganized and then periodically go through and clean and put things away. Others will notice when you have got through a cleaning mode, and when you are really busy and have not reached your threshold for clutter yet.

Project Completion:

Do you like to start a project and see it through to completion before starting a new one?



This measures your preference for working on a project from start to finish.

A **moderate score** indicates you like to complete projects before you start new ones, but also understand that as priorities shift, you will need to be able to shift as well and work on something else. You are able to do this as the need arises.

Sense of Urgency:

Are you driven to get things done quickly on the job?



This measures your ability to focus on what work needs to be done and get it done fast.

A **moderate score** indicates you can get things done urgently when you see the need, but you do not always see the need. You may pause to analyze more data, you may want other opinions (taking the time to gather them), or you may just want to reflect on possible outcomes.

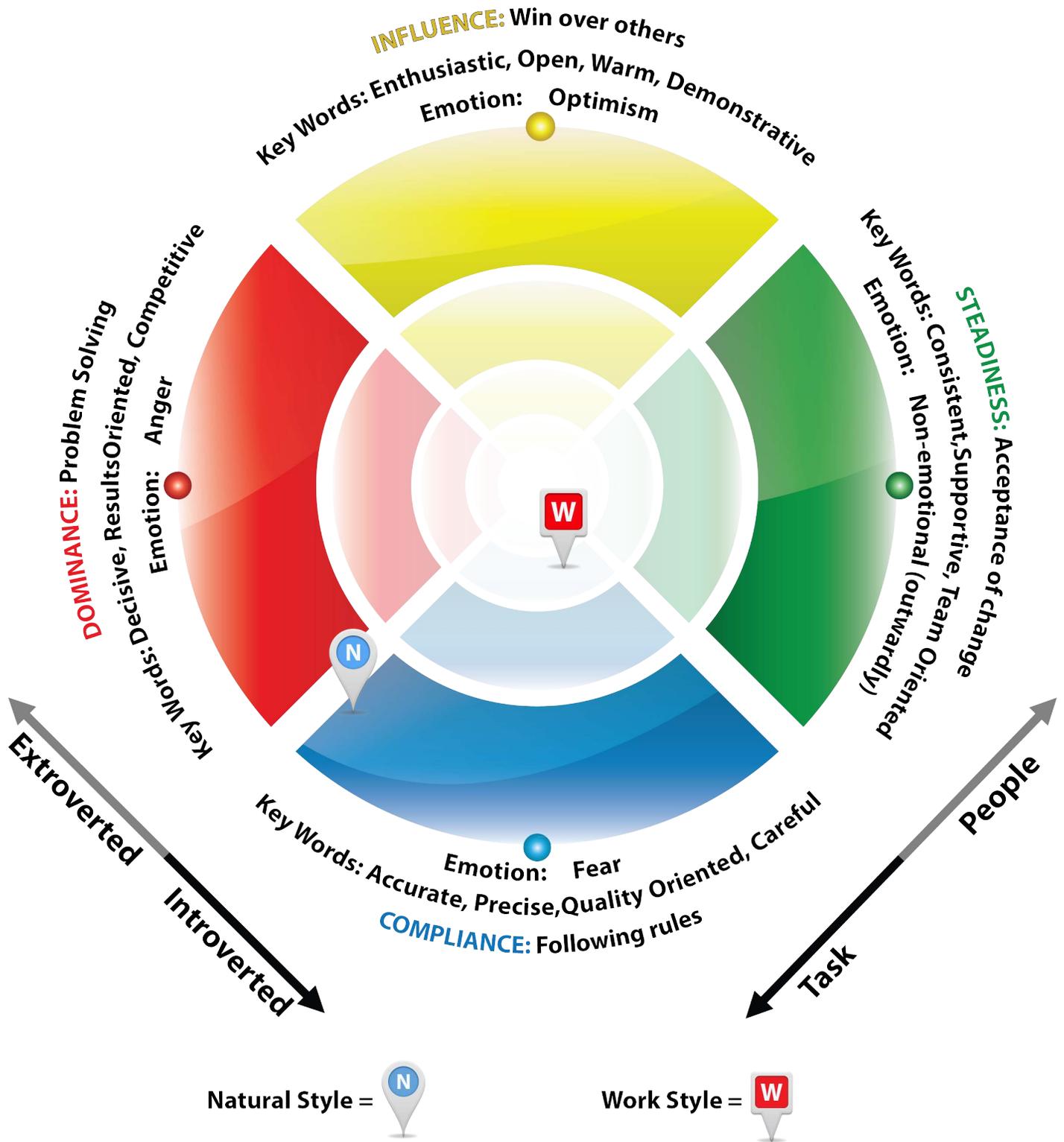
Time Management:

Do you focus on managing your time at work?



This measures your ability to manage your time at work.

A **moderate score** indicates you try to be on time for meetings/deadlines, and try to use your time effectively, but that does not always happen. There are times when you may be less efficient in time management, or spend more time on the relationship aspects of working with others which can lead to getting behind.



Your Motivators Report

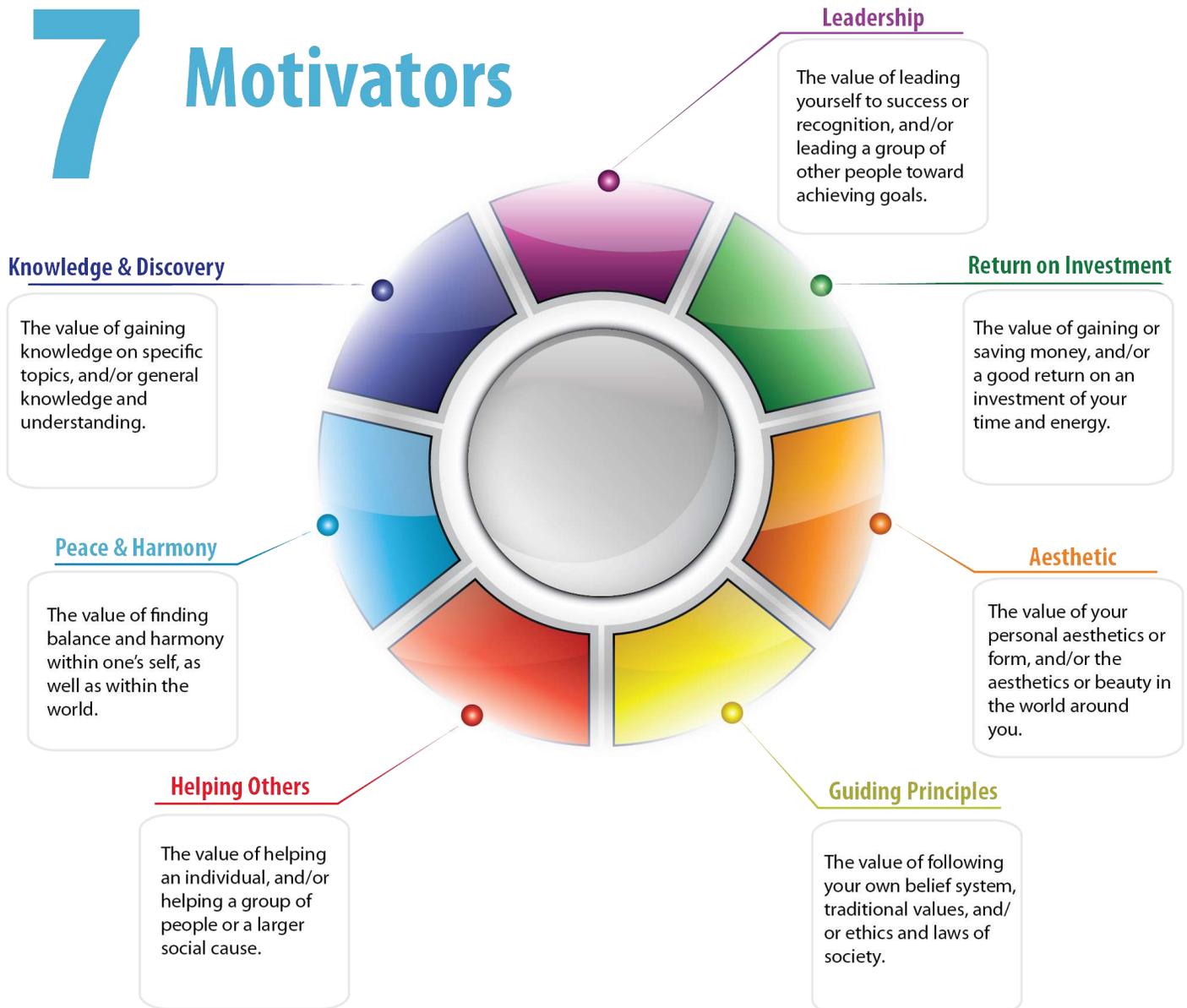
You are motivated in life by key preferred values (motivating factors) that make you a unique individual. Much of the time you do the things you do in life to satisfy these values. You may find that these values are met through the things you do outside of work, or you may find satisfaction through your job directly. Often when you are not happy doing something it is because your motivators are not being met.

Understanding what motivates others in your life is also important, as it may help you get along with them better. You will find that when there are problems/challenges in a relationship, whether it is personal or professional, it is usually a result of a mismatch in motivators or values.



There are seven distinctly different preferred values (also known as motivators or drivers). Your top two or three motivators will tend to be those that most influence your life choices, decisions and actions.

7 Motivators



Your report is divided into 2 sections:

Section 1: Shows your value of all seven preferred values (motivating factors) graphically.

Section 2: Gives you specific information about how you value each of the seven motivators.

Your Motivators Compared

Motivating Factors

The following is a list comparing your motivating factors. Look for your highest 2 or 3 scores. These are your top drivers and have the most influence on your actions. You will strive to find things in your life that will satisfy your desires and needs in these areas. These may be met by your job, or you may seek to satisfy them in some other aspect of your life.

Your Aesthetics score is



Your Preference: Both personal aesthetics, and aesthetics and beauty in the world (art, nature, people)

Your Guiding Principles score is



Your Preference: Both my personal belief system, and principles of ethics, integrity and obeying laws

Your Helping Others score is



Your Preference: Both helping individual people, and helping many people through large causes

Your Knowledge and Discovery score is



Your Preference: Both knowledge and learning in a specific area of interest, and in many different areas

Your Leadership score is



Your Preference: Leading a group of people for the good of the group

Your Peace and Harmony score is



Your Preference: Both peace and harmony within myself, and peace and harmony within the world around me

Your Return on Investment score is



Your Preference: Making or saving money

Traditional Guiding Principles:

Do you follow a system of living which includes ethical principles and beliefs?



Traditional guiding principles can come from a strong personal belief system which could be founded in spiritual or philosophical beliefs, and/or a strong set of principles such as ethics, integrity, and obeying the laws of society.

You have a **moderate score** on traditional guiding principles. You have both your own personal belief system that may be grounded in religious, spiritual, or philosophical beliefs, as well as principles of ethics, integrity and obeying the laws of society. You believe in doing what is “right”, standing up for your principles, and possibly sharing them with others. This may not be your highest motivator, but it is important to your life.

Click on the link to watch your video analysis:<http://bit.ly/18piJX5>

Helping Others:

Do you like to take up a cause and make a difference by helping other people?



Helping others can come from your desire to help individuals in need on a personal basis and/or groups through a larger social cause. You may choose to do this through financial means, direct actions, or assisting a larger organization’s efforts.

You have a **moderate score** on helping others. You enjoy helping individual people, as well as large groups of people through a bigger cause, like feeding the hungry, helping the homeless, or helping abused women. Often you will strive to help an individual person because you empathize with them and truly want to make a difference in their life. This may not be your main focus, or motivator, but it is something that is important to you.

Click on the link to watch your video analysis:<http://bit.ly/159AoGg>

Knowledge and Discovery:

Are you driven to learn and understand the world around you or specific areas that interest you?



Knowledge and discovery can come from the desire to understand the world in general and how it works and/or to learn and understand specific topics you enjoy. You may read the newspaper, watch the news, or search the Internet to grasp in general what is going on in the world or you may spend hours researching the latest information in an area you are most passionate about.

You have a **moderate score** on knowledge and discovery. In general you are interested in understanding the world around you as well as specific topics of interest to you. This may not always be your main focus or motivator, but learning and understanding are still very important to your life.

Click on the link to watch your video analysis:<http://bit.ly/16nOi7c>

Leadership:

Do you want to lead others or yourself to success?



Leadership can come from a desire to be in control, have personal success, and/or to lead a group to success for the good of the group. When combined with your other top values, it means you want to be the best in that area. You may want to be a top business leader, a knowledge leader, or a guru.

You have a **moderate score** on leadership. This primarily comes from your motivation to lead a group of people for their benefit and success. This may be an organization, in your given profession, or as a teacher or mentor. You tend to put the interests of the group over your own, and when you are forced to decide between your own personal success and the success of others, you will choose others. Leadership may not be your main focus or motivator, but it is important to you.

Click on the link to watch your video analysis:<http://bit.ly/ZVYBuN>

Peace and Harmony:

Are you motivated to maintain or find peace and harmony in yourself and/or the world around you?



Peace and harmony can come from either a desire to find inner peace and/or peace and harmony in the outside world. You may do this through self-reflection, meditation, projecting a positive attitude, or direct interaction and communications.

You have a **moderate score** on peace and harmony. You are driven somewhat to find or maintain peace and harmony both inside of you as well as in the world around you. Internally you may practice meditation, yoga, mantras or other methods to help you find inner peace and balance in your life. Externally you may focus on surrounding yourself with optimistic or balanced people, avoiding disharmony or stressful situations, or helping others to find peace and a balance in their lives. This may not be your main focus or motivator, but it does have importance in your life.

Click on the link to watch your video analysis:<http://bit.ly/11Xu3HV>

Return on Investment:

Are you motivated to gain a return on your investment of time or efforts or are you driven by financial returns?



Return on investment can come from the desire to make/save money and/ or it can be the desire to receive your interpretation of a “good” return on the investment of your time and efforts.

You have a **moderate score** on return on investment. This primarily comes from a drive to receive a financial return for your investment of time. When you decide to act on something you usually want to make sure that there will be a good financial return. This may not be your main focus or motivator, but it is still important to you and you will weigh your options.

Click on the link to watch your video analysis:<http://bit.ly/ZV8aff>

