



# ADW | Profile

## Facilitator Report

This Report Prepared for  
**Ted Lasso | Program Manager**  
**Extra Loving Care (ID) 95771844**  
**2019-01-07**

### Interpretation Requirements

ADW | Profile Facilitator Certification Level I

ADW | Profile Certified Coach Level II Recommended



# Table of Contents

<b>About ADW   Profile</b>	<b>3</b>
<b>System Profile</b>	<b>4</b>
<b>Personality System PsyPlex</b>	<b>12</b>
<b>My Notes</b>	<b>32</b>



# About ADW | Profile

The ADW | Profile is a powerful tool for understanding an individual in A Deeper Way. The ADW | Profile measures 9 Families (40 Aspects) of an individual's personality, including the Big 5, Self-Concept, Psychological Values, and Conflict Energies - all at one's best, on a typical day, and under stress. The Aspects measured align with the ADW | Situational Identity Model:

Level I <b>L1</b>	<b>System Strengths</b> System Strengths are the most effective expression of a particular Aspect of Personality. Your 5 Most and Least Accessed System Strengths are provided in this report. A more thorough exploration of your System Strengths can be found in your System Strengths Report.
Level II <b>L2</b>	<b>Traits + Patterns</b> The Aspects of Personality in Level II are categorized as Traits & Patterns. These kinds of Aspects indicate how someone tends to behave, think, and relate across general situations. These kinds of Aspects remain stable over time and can be expressed in both effective (Strengths) and ineffective (Derailers) ways.
Level III <b>L3</b>	<b>Self-Concept + Psychological Values</b> The Aspects of Personality in Level III are the Self-Concept & Psychological Values Families. They reveal information about how someone sees themselves and tells their personal narrative. These kinds of Aspects can change over time with changes to self-concept and one's own story.



The PsyPlex<sup>®</sup> is a proprietary graphical depiction of an individual's Personality System. The Personality System results from the unique interaction of an individual's Aspects of Personality. There are Four Vectors within the PsyPlex :

Your motivation and approach to life	<b>Enthusiasm Driven</b> Preference for flexibility, keeping options open, motivated by inspiration, displays sensation-seeking behaviors	<b>Expectation Driven</b> Preference for planning, sticks to routines, motivated to meet expectations, displays goal-driven behaviors
How you process and use information	<b>Conceptual Thinking</b> Makes broad, novel associations between ideas, big picture thinking, inferential, seeks underlying patterns and future possibilities	<b>Concrete Thinking</b> Uses deductive thinking, avoids making inferential leaps, seeks concrete evidence and attends to the here and now
Where you orient yourself to gain energy	<b>External Orientation</b> Gains energy being around others, seeks out groups, entertains and engages others	<b>Internal Orientation</b> Gains energy from solitude, seeks to reduce stimulation, turns inward, observes others
What you focus on when making decisions	<b>Outcome Focus</b> Considers outcomes, facts, analyzes data when making decisions, places value on achieving and asserting	<b>People Focus</b> Considers others' feeling and own sense of group agreement when making decisions, value connection and greater good

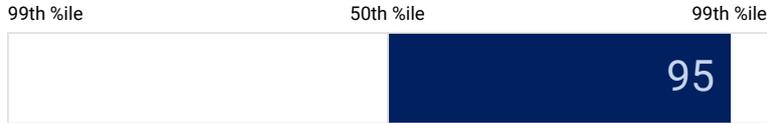


# Personality System | Typical Day

Family I

## Conventional

Traditional, grounded, and practical; prefers to engage with the here and now; thinks concretely and narrowly; likely gravitates toward established, or already proven, methods



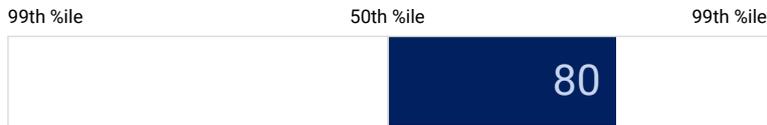
## Openness

Open to a variety of ideas, feelings, and experiences; is imaginative, aesthetically sensitive, has conceptual conversations, and has a wide range of interests

Family II

## Flexibility

Spontaneous, sensation-seeking and easygoing; is flexible and carefree; may struggle with follow-through or keeping commitments to plans



## Conscientiousness

Self-disciplined, dutiful, organized, and goal driven; is focused and diligent; may be stubborn or hard on others who change their commitments

Family III

## Introversion

Internally oriented; gains energy by recharging in solitude; is quiet, reserved, and contemplative; may struggle being center of attention or being around people for extended periods



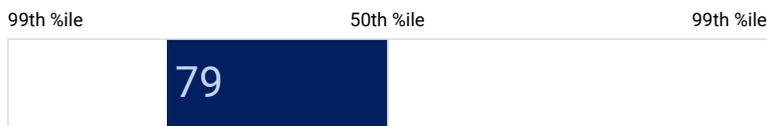
## Extraversion

Externally oriented; gains energy through social stimulation; is talkative, outgoing, sociable, energetic, and domineering; may struggle letting others have the attention

Family IV

## Tough-Minded

Direct and uncompromising of own interests; skeptical of others' intentions; expects competition and challenge from others; seen as assertive and sometimes stubborn and tough-minded



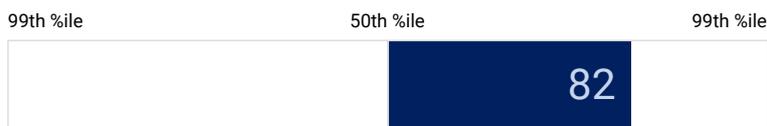
## Agreeableness

Trusting, accommodating, cooperative, and sympathetic toward others; willing to compromise own interests; may not readily express own point of view; may be overly trusting or unconcerned about others' motives

Family V

## Controlled

Emotionally controlled; may not express or share intense emotions or acknowledge the impact of stress, sadness, worry, or anger on own self; may be emotionally closed



## Emotionality

Emotionally expressive; may freely express or share intense emotions or be overly attuned to the impact of stress, sadness, worry, or anger on own self; may be emotionally reactive

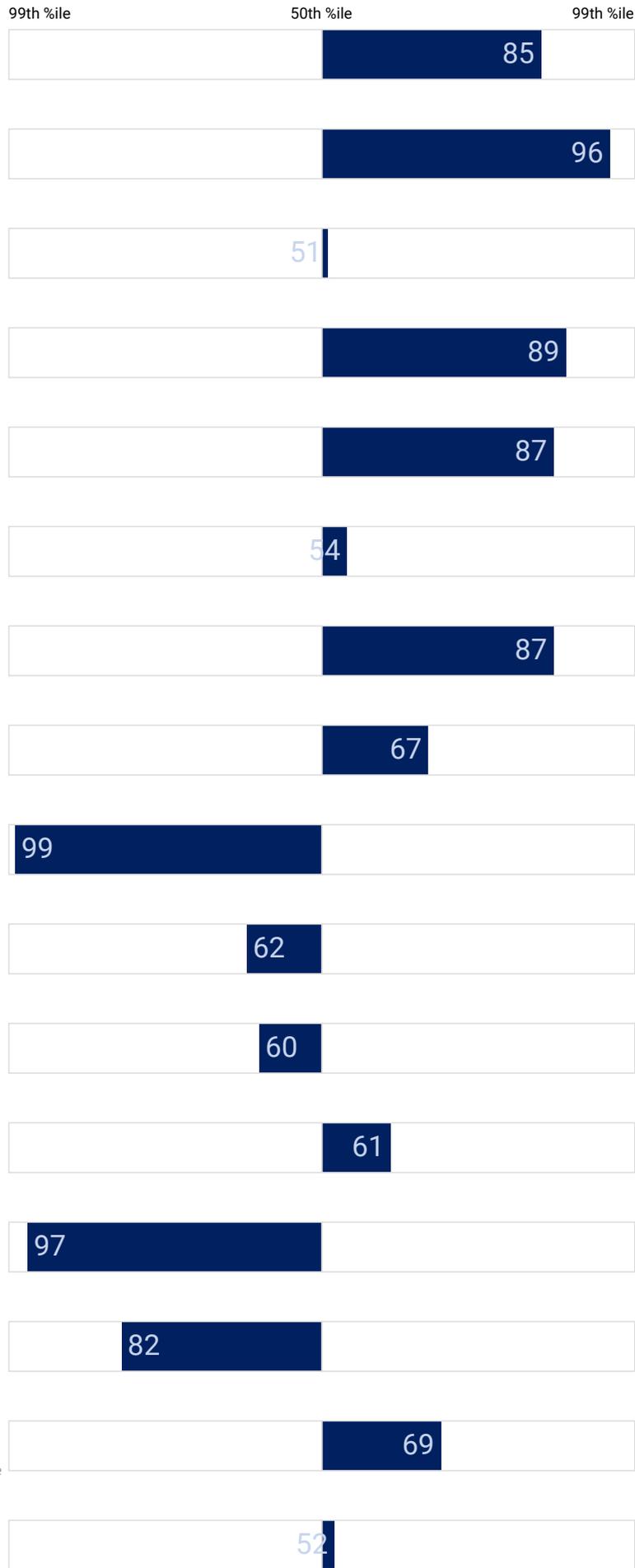


Family I Aspects

Family II Aspects

Family III Aspects

Family IV Aspects



**Concrete**  
 Thinks in a linear, straight-forward manner; seeks out proven or established methods

**Emotional Seclusion**  
 Limits energy, focus, and attention on emotions of self or others; may describe emotional experiences in narrow terms

**Seeks Routine**  
 Seeks routine; prefers stability and consistency of experiences; avoids change

**Accepts Knowledge**  
 Accepts current level of knowledge; will not question or challenge others

**Shifts Focus**  
 Changes focus and attention; begins multiple tasks at once; sporadic work pattern; seen as disorganized or distractible

**Independence**  
 Makes decisions independent of others; resists taking direction; breaks the rules; not concerned with societal expectations or norms

**Effort Conservation**  
 Conserves energies; may avoid challenges; not overly ambitious; goal setting comes from external sources

**Hasty**  
 Makes quick decisions; is okay making mistakes or is unaware of mistakes; less attentive to details; more likely to take risks

**Solitudinous**  
 Energized by solitude; seeks out activities that can be done alone; avoids social engagements or situations involving large groups

**Formality**  
 Takes a reserved, formal approach to others; often approaches relationships in a transactional manner; seen as measured; values own emotional privacy

**Yielding**  
 Holds back own opinions or points of view; gives in or avoids direct confrontation; seen as passive in group decision making

**Matter-of-Fact**  
 Does not tease others; seldom jokes around or tries to lighten mood; generally maintains a serious or matter-of-fact approach

**Skeptical**  
 Wonders about others' motives and intentions; doubts others; questions why people do what they do; assumes hidden agendas and questions others' choices

**Concern for Self**  
 Aware of own needs and interests; avoids anticipating others' needs; focuses on own well-being; comfortable saying no, and avoids involvement in others' issues or problems

**Directness**  
 Direct about own needs and interests; will not easily let go of conflicts or back down from own point of view; often seen as argumentative

**Displayful**  
 Comfortable with attention and public displays; accepting of accomplishments and praise; will talk about multiple aspects of self; enjoys entertaining others

**Imaginative**  
 Has a vivid imagination; makes unusual connections; thinks about possibilities

**Emotional Absorption**  
 Aware of, and focuses on, emotional states; interested in feelings; may use a wide range of terms to describe emotional experiences

**Seeks Change**  
 Seeks variety and novelty of experiences; views routine as monotonous

**Open to Learning**  
 Receptive to new forms of knowledge or theories; actively seeks new learning

**Keeps Focus**  
 Maintains focus and attention on a single task; avoids or blocks out distractions; linear work pattern; prefers a certain degree of order; seen as organized

**Dutifulness**  
 Readily accepts assignments; aware of social norms; follows the rules; works to follow through and complete tasks that are expected of them; aware of what should be done

**Achievement Drive**  
 Expends great energy to achieve own goals; driven to overcome challenges; diligent and purposeful toward achieving; sacrificing in order to achieve

**Attention to Detail**  
 Avoids making or is highly aware of own mistakes; careful about own actions; cautious and planful; often focuses on minutiae

**Gregariousness**  
 Energized by being with large groups of people; seeks out social engagements; enjoys having others around; seen as affable and social

**Hospitality**  
 Interested in interacting with others and developing close relationships; seeks emotional intimacy in relationships; seen as outgoing and easy to connect with

**Assertiveness**  
 Makes self heard; expresses own point of view and stands up for self; confronts issues; seen as dominant and forceful

**Humor**  
 Frequently jokes around; brings humor into situations; may tease others; tries to lighten the mood; uses humor to relate to others

**Trust**  
 Accepts others' choices; does not question motivations or suspect hidden agendas; believes that others are well-intentioned and trustworthy; readily assumes the best intentions

**Concern for Others**  
 Anticipates the needs and interests of others; tends to be generous and considerate to those around them; seen as helpful, uncomfortable saying no

**Diplomacy**  
 Aware of group conflict; will sacrifice own needs to keep group at ease; will forgive and forget; deferential to others to maintain cohesion

**Modesty**  
 Unassuming and avoidant of making displays or drawing attention to self; resists talking about self; rarely shows off; more comfortable giving compliments than receiving them



Family V Aspects

Self Concept Aspects

Psychological Values

**Relaxed**  
Generally relaxed; may not anticipate potential concerns or consider the future much; does not express feeling skittish or worried



**Peaceable**  
Seen by others as even-tempered and resistant to frustration; seldom shows intense emotion; rarely complains or criticizes; may be experienced as less impassioned



**Contented**  
Tends to attribute negative situations to external rather than personal causes; feels life has direction and purpose; believes in the stability of positive circumstances and the fleeting nature of negative ones



**Stoic**  
Moderates behaviors; rarely acts on impulses or urges; restricts or controls decisions when experiencing strong emotions; seen as deliberate and controlled



**Unabashed**  
Not easily embarrassed; not afraid of doing the wrong things or making mistakes; stands up for own self; not worried about what others think



**Externalizing**  
Spends little time reflecting on experiences; less likely to think critically about own character, motives, or behavior; may not be interested in changing own behaviors



**Doubts Abilities**  
Doubts own decisions and abilities; relies on others for encouragement; gives self little credit; not confident in own work



**Unvarnished Presentation**  
Willing to present own flaws or shortcomings to others; may be overly self-disclosing about own motives; is unconcerned about own reputation or image; may expect generosity from influential people



**Self-Questioning**  
May not accept full self and own flaws; seeks status to feel comfortable; may not respect the opinions of others if they are different from own opinions; seeks validation from others



**Self-Deprecation**  
Feels own opinions, views, or actions are less important than others; sees own needs as not important; may not readily advocate for own self



**Accepts Inexactness**  
Has little need to know all relevant information; will be comfortable relying on own intuition; does not require objective data to feel comfortable making a decision; may become frustrated by frequent requests for information



**Low Affiliation**  
Own sense of identity is unrelated to feeling connected to others; does not need a sense of community or belonging to feel fulfilled; may feel that connection with groups impedes individualism and autonomy



**Self-Defined**  
Feels secure with self even in the absence of tangible accomplishments; content with place in life; success is not a major drive or motivator; may grow frustrated with discussions about goals and aspirations



**Self-Validating**  
Does not rely on others' acknowledgement for own value and sense of self-worth; may not seek or expect to be acknowledged for contributions; may be ambivalent toward receiving recognition; may struggle to provide validation to others



**Accepts Ambiguity**  
Is comfortable with uncertainty or ambiguity; may not actively work to make situations secure or certain; can function without a clear or obvious future



**Apprehension**  
Anticipates problems; may be apprehensive about their situations or the future; may express uneasy feelings in challenging situations

**Intensity**  
Has intense emotional energy; is seen by others as someone who will not readily let things go; outwardly expresses frustration; is experienced as passionate

**Mood**  
Tends to attribute negative situations to personal, internal causes; criticizes self; feels life lacks direction or purpose; believes in the stability of negative circumstances and the fleeting nature of positive ones

**Impulsivity**  
Often acts on own impulses or drives; makes decisions quickly or based on current emotional state; experienced as someone who is expressive and acting on a whim

**Self-Consciousness**  
May feel uncomfortable being evaluated; tends to self-criticize; worried about what others think of them, particularly in social situations; easily embarrassed

**Self-Reflection**  
Highly introspective; reflects on one's own nature, character, and motives; may actively focus on own internal experiences and changing own behaviors

**Self-Confidence**  
Independent and self-sufficient; believes in self and own abilities; comfortable making decisions; may over-rely on own perspective or self

**Self-Presentation**  
Seeks to present a favorable image of self to others; is not transparent about own motives or flaws; is overly concerned about reputation or seeks to please influential people; possibly extremely moralistic

**Self-Accepting**  
Accepts self and own flaws; copes well with struggles, challenges, or hardships; relates well to others who have different opinions from own; can validate self

**Self-Importance**  
Believes own needs, accomplishments, and views are important to others; may expect others to recognize own importance and value; may overlook the importance of others' needs, views, and accomplishments

**Values Information**  
Needs information to gain sense of security; may become distressed from a lack of detailed information; is uncomfortable making decisions without extensive objective information; may not trust own intuition

**Values Connection**  
Needs to feel connected to others to gain security or fulfillment; needs to be around others to feel a sense of belonging; seeks to affiliate with groups and larger purposes for identity

**Values Ambition**  
Does not feel fulfilled without having a sense of accomplishment; driven by own ambitions or sense of achievement; success is a large part of identity; may experience distress around not yet accomplishing enough

**Values Acknowledgement**  
Values and expects recognition from others; may doubt self when they do not receive acknowledgement from those they see as important; responds well to genuine encouragement and support; seeks to have an impact

**Values Certainty**  
Struggles to accept uncertainty; is uncomfortable when circumstances are ambiguous or unknown; feels distress when the future is unclear



Social Structures

**Relinquishes Authority**

Uncomfortable being in authority over others; feels they do not make good decisions on behalf of a group; may shy away from being responsible for others' well-being



**Comfort with Authority**

Comfortable being in charge; prefers roles where they are responsible for others; believes they make good decisions for other people; will readily take charge when in a group

**Emotional Disinclination**

Not inclined to relate to the emotional experiences of others; may fail to connect with or acknowledge the emotions of others



**Emotional Intelligence**

Understands the emotional experience of self and others; can effectively connect the emotional experience to work objectives; may need to feel a strong purpose in order to maintain motivation

**Efferency**

Actively and outwardly works through own frustrations toward others; engages in interdependent resolution; may over-emphasize the need for dialogue



**Afferency**

May not outwardly work through own frustrations toward others; engages in inward, individual resolution; may under-emphasize the need for dialogue

**Intuition**

May allow emotions/intuition to influence decision-making process; may quickly reach conclusions or spend less time on evaluating and analyzing an issue multiple times



**Contemplation**

Will analyze an issue from multiple perspectives; will not allow intuition/emotion to influence evaluations and decisions; may spend considerable time on analysis and evaluation

Conflict Energies

**All-In**



Full energy into both Your and Others' Point of View

**Attend**



Full energy into Others' Point of View

**Drive**



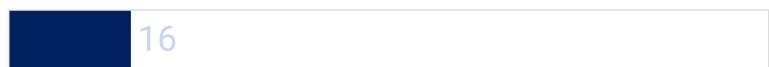
Full energy into Your Point of View

**Adjust**



Some energy into Your and Others' Point of View

**Refrain**



No energy into any Point of View



Good Days

Stressful Days

# Personality System | Aspect Shifts

Family I

## Conventional

Traditional, grounded, and practical; prefers to engage with the here and now; thinks concretely and narrowly; likely gravitates toward established, or already proven, methods



## Openness

Open to a variety of ideas, feelings, and experiences; is imaginative, aesthetically sensitive, has conceptual conversations, and has a wide range of interests

Family II

## Flexibility

Spontaneous, sensation-seeking and easygoing; is flexible and carefree; may struggle with follow-through or keeping commitments to plans



## Conscientiousness

Self-disciplined, dutiful, organized, and goal driven; is focused and diligent; may be stubborn or hard on others who change their commitments

Family III

## Introversion

Internally oriented; gains energy by recharging in solitude; is quiet, reserved, and contemplative; may struggle being center of attention or being around people for extended periods



## Extraversion

Externally oriented; gains energy through social stimulation; is talkative, outgoing, sociable, energetic, and domineering; may struggle letting others have the attention

Family IV

## Tough-Minded

Direct and uncompromising of own interests; skeptical of others' intentions; expects competition and challenge from others; seen as assertive and sometimes stubborn and tough-minded



## Agreeableness

Trusting, accommodating, cooperative, and sympathetic toward others; willing to compromise own interests; may not readily express own point of view; may be overly trusting or unconcerned about others' motives

Family V

## Controlled

Emotionally controlled; may not express or share intense emotions or acknowledge the impact of stress, sadness, worry, or anger on own self; may be emotionally closed



## Emotionality

Emotionally expressive; may freely express or share intense emotions or be overly attuned to the impact of stress, sadness, worry, or anger on own self; may be emotionally reactive



Good Days

Stressful Days

### Concrete

Thinks in a linear, straight-forward manner; seeks out proven or established methods

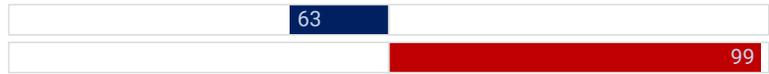


### Imaginative

Has a vivid imagination; makes unusual connections; thinks about possibilities

### Emotional Seclusion

Limits energy, focus, and attention on emotions of self or others; may describe emotional experiences in narrow terms

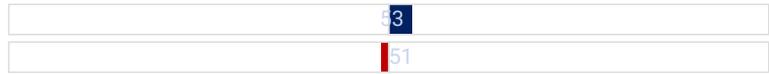


### Emotional Absorption

Aware of, and focuses on, emotional states; interested in feelings; may use a wide range of terms to describe emotional experiences

### Seeks Routine

Seeks routine; prefers stability and consistency of experiences; avoids change

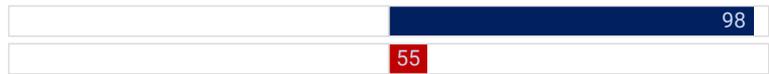


### Seeks Change

Seeks variety and novelty of experiences; views routine as monotonous

### Accepts Knowledge

Accepts current level of knowledge; will not question or challenge others

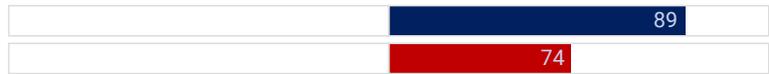


### Open to Learning

Receptive to new forms of knowledge or theories; actively seeks new learning

### Shifts Focus

Changes focus and attention; begins multiple tasks at once; sporadic work pattern; seen as disorganized or distractible

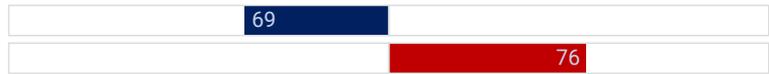


### Keeps Focus

Maintains focus and attention on a single task; avoids or blocks out distractions; linear work pattern; prefers a certain degree of order; seen as organized

### Independence

Makes decisions independent of others; resists taking direction; breaks the rules; not concerned with societal expectations or norms



### Dutifulness

Readily accepts assignments; aware of social norms; follows the rules; works to follow through and complete tasks that are expected of them; aware of what should be done

### Effort Conservation

Conserves energies; may avoid challenges; not overly ambitious; goal setting comes from external sources

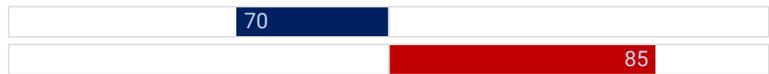


### Achievement Drive

Expends great energy to achieve own goals; driven to overcome challenges; diligent and purposeful toward achieving; sacrificing in order to achieve

### Hasty

Makes quick decisions; is okay making mistakes or is unaware of mistakes; less attentive to details; more likely to take risks



### Attention to Detail

Avoids making or is highly aware of own mistakes; careful about own actions; cautious and planful; often focuses on minutiae

### Solitudinous

Energized by solitude; seeks out activities that can be done alone; avoids social engagements or situations involving large groups

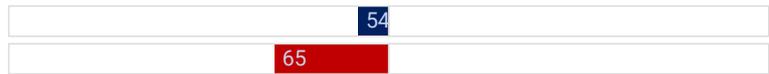


### Gregariousness

Energized by being with large groups of people; seeks out social engagements; enjoys having others around; seen as affable and social

### Formality

Takes a reserved, formal approach to others; often approaches relationships in a transactional manner; seen as measured; values own emotional privacy



### Hospitality

Interested in interacting with others and developing close relationships; seeks emotional intimacy in relationships; seen as outgoing and easy to connect with

### Yielding

Holds back own opinions or points of view; gives in or avoids direct confrontation; seen as passive in group decision making



### Assertiveness

Makes self heard; expresses own point of view and stands up for self; confronts issues; seen as dominant and forceful

### Matter-of-Fact

Does not tease others; seldom jokes around or tries to lighten mood; generally maintains a serious or matter-of-fact approach



### Humor

Frequently jokes around; brings humor into situations; may tease others; tries to lighten the mood; uses humor to relate to others

### Skeptical

Wonders about others' motives and intentions; doubts others; questions why people do what they do; assumes hidden agendas and questions others' choices

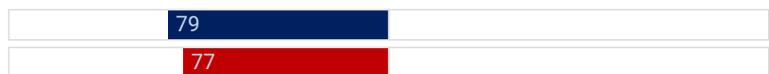


### Trust

Accepts others' choices; does not question motivations or suspect hidden agendas; believes that others are well-intentioned and trustworthy; readily assumes the best intentions

### Concern for Self

Aware of own needs and interests; avoids anticipating others' needs; focuses on own well-being; comfortable saying no, and avoids involvement in others' issues or problems



### Concern for Others

Anticipates the needs and interests of others; tends to be generous and considerate to those around them; seen as helpful, uncomfortable saying no

### Directness

Direct about own needs and interests; will not easily let go of conflicts or back down from own point of view; often seen as argumentative



### Diplomacy

Aware of group conflict; will sacrifice own needs to keep group at ease; will forgive and forget; deferential to others to maintain cohesion

### Displayful

Comfortable with attention and public displays; accepting of accomplishments and praise; will talk about multiple aspects of self; enjoys entertaining others



### Modesty

Unassuming and avoidant of making displays or drawing attention to self; resists talking about self; rarely shows off; more comfortable giving compliments than receiving them

Family I Aspects

Family II Aspects

Family III Aspects

Family IV Aspects



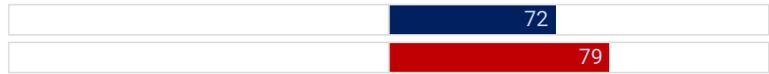
■ Good Days

■ Stressful Days

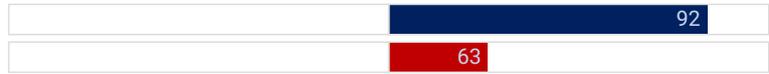
**Relaxed**  
Generally relaxed; may not anticipate potential concerns or consider the future much; does not express feeling skittish or worried



**Peaceable**  
Seen by others as even-tempered and resistant to frustration; seldom shows intense emotion; rarely complains or criticizes; may be experienced as less impassioned



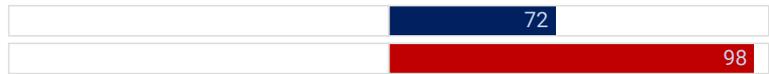
**Contented**  
Tends to attribute negative situations to external rather than personal causes; feels life has direction and purpose; believes in the stability of positive circumstances and the fleeting nature of negative ones



**Stoic**  
Moderates behaviors; rarely acts on impulses or urges; restricts or controls decisions when experiencing strong emotions; seen as deliberate and controlled



**Unabashed**  
Not easily embarrassed; not afraid of doing the wrong things or making mistakes; stands up for own self; not worried about what others think



■ Expressed

■ Underlying

**Externalizing**  
Spends little time reflecting on experiences; less likely to think critically about own character, motives, or behavior; may not be interested in changing own behaviors



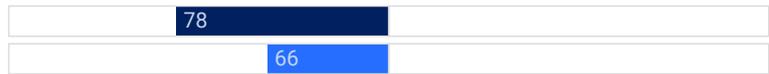
**Doubts Abilities**  
Doubts own decisions and abilities; relies on others for encouragement; gives self little credit; not confident in own work



**Unvarnished Presentation**  
Willing to present own flaws or shortcomings to others; may be overly self-disclosing about own motives; is unconcerned about own reputation or image; may expect generosity from influential people



**Self-Questioning**  
May not accept full self and own flaws; seeks status to feel comfortable; may not respect the opinions of others if they are different from own opinions; seeks validation from others



**Self-Deprecation**  
Feels own opinions, views, or actions are less important than others; sees own needs as not important; may not readily advocate for own self



**Accepts Inexactness**  
Has little need to know all relevant information; will be comfortable relying on own intuition; does not require objective data to feel comfortable making a decision; may become frustrated by frequent requests for information



**Low Affiliation**  
Own sense of identity is unrelated to feeling connected to others; does not need a sense of community or belonging to feel fulfilled; may feel that connection with groups impedes individualism and autonomy



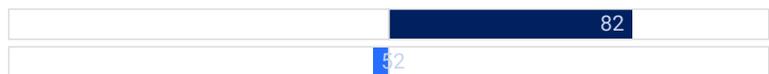
**Self-Defined**  
Feels secure with self even in the absence of tangible accomplishments; content with place in life; success is not a major drive or motivator; may grow frustrated with discussions about goals and aspirations



**Self-Validating**  
Does not rely on others' acknowledgement for own value and sense of self-worth; may not seek or expect to be acknowledged for contributions; may be ambivalent toward receiving recognition; may struggle to provide validation to others



**Accepts Ambiguity**  
Is comfortable with uncertainty or ambiguity; may not actively work to make situations secure or certain; can function without a clear or obvious future



### Apprehension

Anticipates problems; may be apprehensive about their situations or the future; may express uneasy feelings in challenging situations

### Intensity

Has intense emotional energy; is seen by others as someone who will not readily let things go; outwardly expresses frustration; is experienced as passionate

### Mood

Tends to attribute negative situations to personal, internal causes; criticizes self; feels life lacks direction or purpose; believes in the stability of negative circumstances and the fleeting nature of positive ones

### Impulsivity

Often acts on own impulses or drives; makes decisions quickly or based on current emotional state; experienced as someone who is expressive and acting on a whim

### Self-Consciousness

May feel uncomfortable being evaluated; tends to self-criticize; worried about what others think of them, particularly in social situations; easily embarrassed

### Self-Reflection

Highly introspective; reflects on one's own nature, character, and motives; may actively focus on own internal experiences and changing own behaviors

### Self-Confidence

Independent and self-sufficient; believes in self and own abilities; comfortable making decisions; may over-rely on own perspective or self

### Self-Presentation

Seeks to present a favorable image of self to others; is not transparent about own motives or flaws; is overly concerned about reputation or seeks to please influential people; possibly extremely moralistic

### Self-Accepting

Accepts self and own flaws; copes well with struggles, challenges, or hardships; relates well to others who have different opinions from own; can validate self

### Self-Importance

Believes own needs, accomplishments, and views are important to others; may expect others to recognize own importance and value; may overlook the importance of others' needs, views, and accomplishments

### Values Information

Needs information to gain sense of security; may become distressed from a lack of detailed information; is uncomfortable making decisions without extensive objective information; may not trust own intuition

### Values Connection

Needs to feel connected to others to gain security or fulfillment; needs to be around others to feel a sense of belonging; seeks to affiliate with groups and larger purposes for identity

### Values Ambition

Does not feel fulfilled without having a sense of accomplishment; driven by own ambitions or sense of achievement; success is a large part of identity; may experience distress around not yet accomplishing enough

### Values Acknowledgement

Values and expects recognition from others; may doubt self when they do not receive acknowledgement from those they see as important; responds well to genuine encouragement and support; seeks to have an impact

### Values Certainty

Struggles to accept uncertainty; is uncomfortable when circumstances are ambiguous or unknown; feels distress when the future is unclear



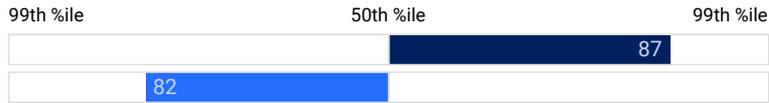
**Expressed**

**Underlying**

Social Structures

### Relinquishes Authority

Uncomfortable being in authority over others; feels they do not make good decisions on behalf of a group; may shy away from being responsible for others' well-being



### Comfort with Authority

Comfortable being in charge; prefers roles where they are responsible for others; believes they make good decisions for other people; will readily take charge when in a group

### Emotional Disinclination

Not inclined to relate to the emotional experiences of others; may fail to connect with or acknowledge the emotions of others



### Emotional Intelligence

Understands the emotional experience of self and others; can effectively connect the emotional experience to work objectives; may need to feel a strong purpose in order to maintain motivation

### Efferency

Actively and outwardly works through own frustrations toward others; engages in interdependent resolution; may over-emphasize the need for dialogue



### Afferency

May not outwardly work through own frustrations toward others; engages in inward, individual resolution; may under-emphasize the need for dialogue

### Intuition

May allow emotions/intuition to influence decision-making process; may quickly reach conclusions or spend less time on evaluating and analyzing an issue multiple times

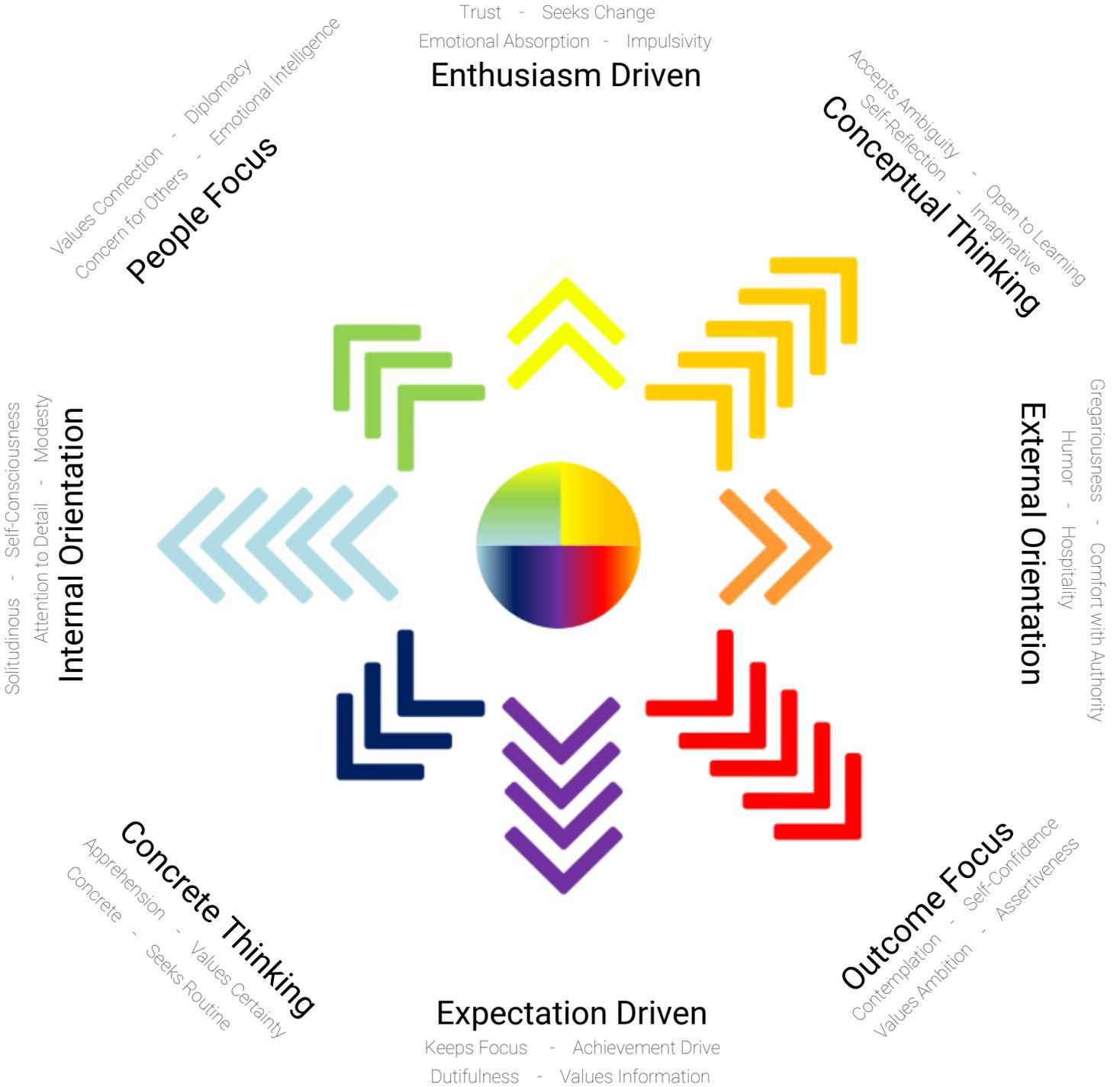


### Contemplation

Will analyze an issue from multiple perspectives; will not allow intuition/emotion to influence evaluations and decisions; may spend considerable time on analysis and evaluation



# Your PsyPlex | Typical Day



Your ADW | Profile PsyPlex shows your unique Personality System. The PsyPlex is comprised of four Vectors: Motivation (Drive), Processing Style, Orientation to Your Environment, and Decision-Making Focus. Every individual has some aspect of each Vector, but may express these characteristics in unique ways.



# Enthusiasm Driven



Enthusiasm Driven individuals generally possess a laid-back approach to living; they derive their motivations from a variety of sources, prefer spontaneous activity, readily believe in others, and freely engage with others on an emotional level.

## 35 | Overall Enthusiasm Drive



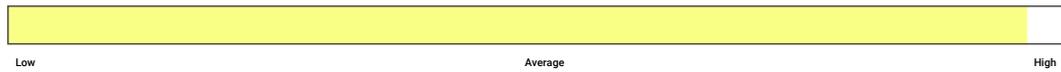
L2

### 3 | Trust



L2

### 96 | Emotional Absorption



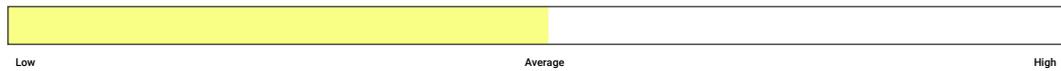
L2

### 5 | Impulsivity



L2

### 51 | Seeks Change



## Understanding Your Enthusiasm Drive

You may, at times, be slightly driven by what inspires you. You will not likely trust or believe in the best intentions of others without first having evidence of their trustworthiness. However, you will be very open to and aware of the emotions and feelings of those around you. You will not feel energized by being able to make sudden decisions or act in the moment. You will be motivated by new or varying activities about the same as most people.

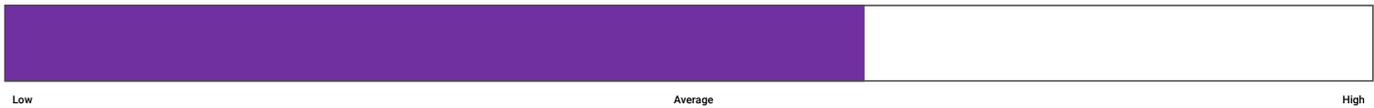


# Expectation Driven



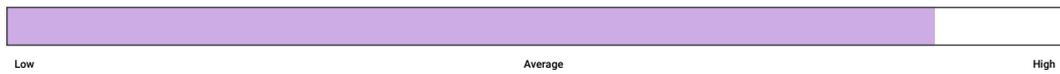
Expectation Driven individuals generally possess a desire to do tasks well, they take obligations to others seriously, are careful, systematic, and feel good when they know what is going on around them. They are deliberate and enjoy seeing their plans reach completion.

## 63 | Overall Expectation Drive



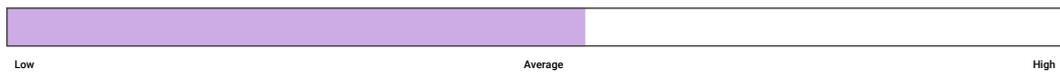
L2

### 87 | Keeps Focus



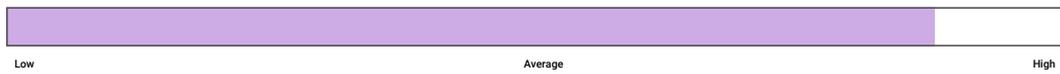
L2

### 54 | Dutifulness



L2

### 87 | Achievement Drive



L3

### 7 | Values Information



## Understanding Your Expectation Drive

You are motivated by seeing tangible progress toward your goals and ambitions. You will stay highly motivated to finish, even when you must stick with a task for a long period of time. You balance taking and sharing responsibility with others. You will insist on setting difficult and challenging goals for yourself. However, you will grow frustrated with others if they request too much information from you.



# Conceptual Thinking



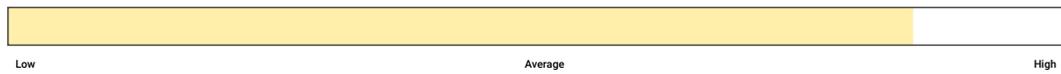
Conceptual Thinkers tend to seek new experiences as a means for gaining new insights or ideas; they think about the big picture, are open to new ideas, and readily engage in self-examination. They have a fluid style of consciousness that allows them to make novel associations between remotely connected ideas.

## 79 | Overall Conceptual Thinking



L2

### 85 | Imaginative



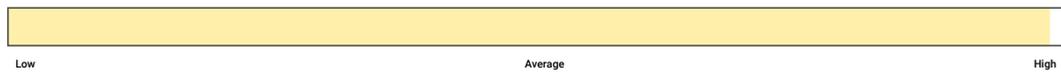
L2

### 89 | Open to Learning



L3

### 98 | Self-Reflection



L3

### 27 | Accepts Ambiguity



## Understanding Your Conceptual Thinking

You are very conceptual, broad and creative in your thinking. You connect ideas. You will likely prefer challenging routines and coming up with new ideas. You are very inclined toward learning new ideas and seeking out new information. You will actively reflect on your own thoughts, feelings, and perspectives. However, you may become distressed by ambiguity and are likely to seek more immediate clarity.



# Concrete Thinking



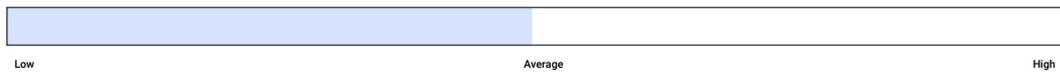
Concrete Thinkers are more comfortable with familiar and traditional experiences, they are less focused on making random connections between ideas, may anticipate risks, and will take action only after feeling certain of the likely outcome.

## 45 | Overall Concrete Thinking



L2

### 49 | Seeks Routine



L2

### 15 | Concrete



L2

### 84 | Apprehension



L3

### 73 | Values Certainty



## Understanding Your Concrete Thinking

At times, you prefer to think practically, with a clear focus on specifics and sequence. You prefer established and stable procedures as much as the average person. You are very drawn to innovative ideas. However, you will be inclined toward anticipating, and at times, worrying about potential problems. However, you are likely uncomfortable with ambiguity and feel the need for certainty..



# External Orientation



Externally Oriented individuals tend to be outgoing, talkative, and possessing energetic behavior; their psychological energies are focused on the outside world, they are interested in

## 36 | Overall External Orientation



L2

### 1 | Gregariousness



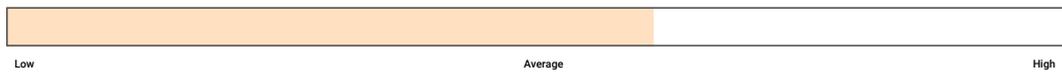
L2

### 38 | Hospitality



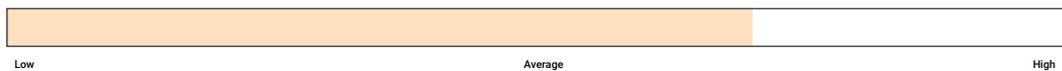
L2

### 61 | Humor



L1

### 70 | Comfort with Authority



## Understanding Your External Orientation

In some instances, you may find being around others stimulating and you gain a little energy from the outside world. You will not seek out social attention and find large groups of people to be de-energizing. You engage with others as much as the average person. You use humor about as much as the average person. However, you will likely enjoy being in charge over others.



# Internal Orientation



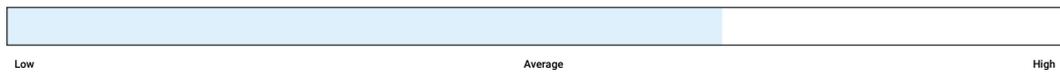
Internally Oriented individuals are generally reserved, interested in their own mental realities, and less inclined to regularly act upon their environments; many Internally Oriented individuals are re-energized by solitude or reducing external stimulation.

## 81 | Overall Internal Orientation



L2

### 67 | Attention to Detail



L2

### 99 | Solitudinous



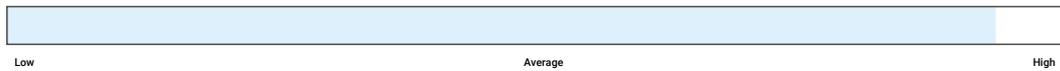
L2

### 52 | Modesty



L2

### 93 | Self-Consciousness



## Understanding Your Internal Orientation

You look to seclude yourself from others and value your privacy in order to re-charge. You will likely be careful to avoid making mistakes. You do not enjoy being the center of attention and therefore are not likely to seek out the spotlight. You are inclined to tell others about your own accomplishments on your own volition as much as the average person. You will turn your energies inward and may intensify your own self-perceptions.

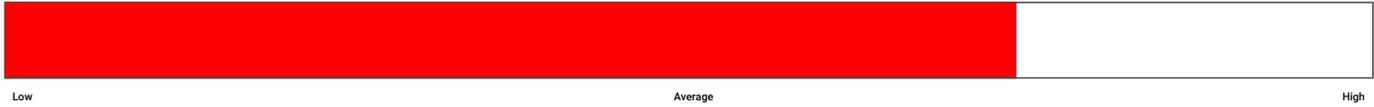


# Outcome Focus



Outcome Focused individuals are typically tough minded, competetive, and willing to challenge others. The focus of their experiences tends to be on reaching outcomes, analyzing issues, and asserting their point of view.

## 74 | Overall Outcome Focus



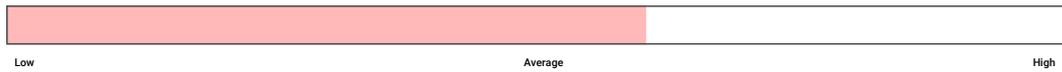
L2

### 40 | Assertiveness



L3

### 60 | Self-Confidence



L1

### 97 | Contemplation



L3

### 94 | Values Ambition



## Understanding Your Outcome Focus

You are quite focused on accomplishing tasks and put as much or more priority on reaching objectives. You will communicate your point of view as much as the average person. You will have as much confidence in your own views as the typical person. You will spend considerable time analyzing and evaluating an issue, relying on data rather than emotion. You are extremely ambitious and have a strong need to feel personally successful.

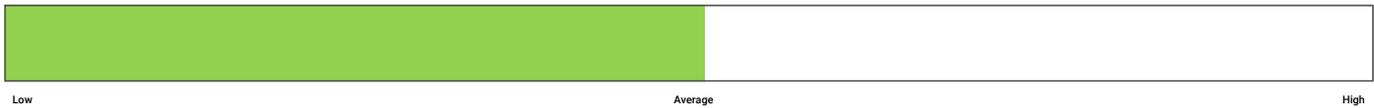


# People Focus



People Focused individuals generally get along with others, they are cooperative, compassionate, and strive for group harmony. The focus of their experiences tends to be on reaching consensus, staying connected, and maintaining the well-being of relationships.

## 51 | Overall People Focus



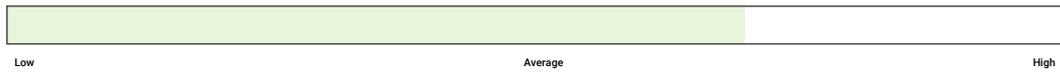
L2

### 18 | Concern for Others



L2

### 69 | Diplomacy



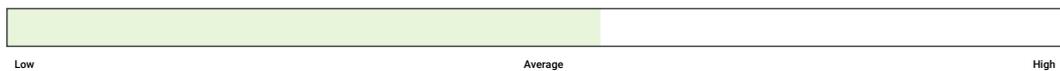
L1

### 93 | Emotional Intelligence



L3

### 56 | Values Connection



## Understanding Your People Focus

You are somewhat focused on feelings of others and group harmony. However, you may not focus too much on solely helping others. You are likely to pay attention to group dynamics and work to alleviate tension. You are highly focused on the emotional experience of others. You have a need for being affiliated with others as much as the average person.



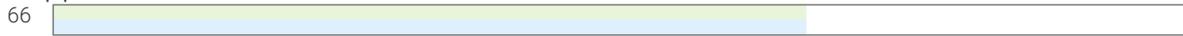
# Your Relating Pattern



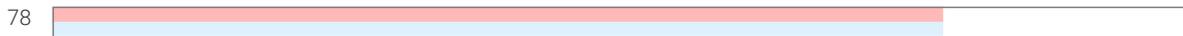
Relating Patterns are determined by your Orientation for Energy and Decision-Making Focus Vectors. There are Four Primary Relating Patterns, and your individual Relating Pattern may possess aspects of all four Primary Patterns.

## Relating Patterns

Supporter



Auditor



Influencer



Director



## Your Primary Relating Pattern | **Auditor**

Your Primary Relating Pattern is most similar to the Auditor. Auditors tend to relate to others in an unassuming manner, but may view social interactions from a give-and-take perspective. Auditors will focus on keeping the social connections balanced, fair, and equitable. They will guard themselves and be wary of others taking advantage of them or others.

- ☒ Under stress, Auditors will value their privacy closely, keeping their motives and intentions hidden from others, so as not to be mistreated. At their best, Auditors will help regulate and balance a groups' focus and help bring a sense of impartiality and equality to the group.

Based on your overall Personality System, you are very similar to the Auditor Relating Pattern. This suggests you likely possess most, but not all, of the characteristics above. You may possess some characteristics of your second highest Relating Pattern as well.



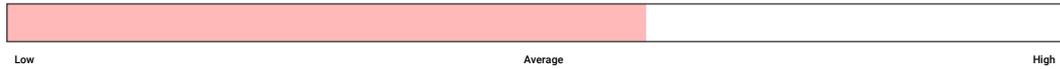
# Aspects of An Auditor

## Outcome Focus

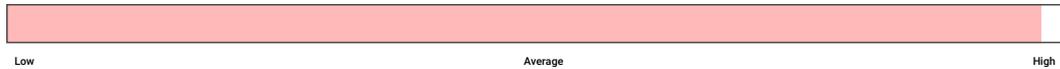
40 | Assertiveness



60 | Self-Confidence



97 | Afferency



94 | Values Ambition



## Internal Orientation

67 | Attention to Detail



99 | Solitudinous



52 | Modesty



93 | Self-Consciousness





# Your Working Pattern



Working Patterns are determined by the Thinking Style and Motivation (Drive) Vectors. There are Four Primary Working Patterns, and your individual Working Pattern may possess aspects of all four Primary Patterns.

## Working Patterns

Seeking



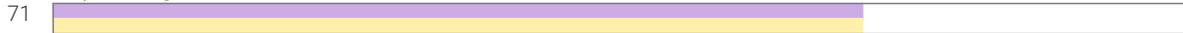
Executing



Imagining



Enterprising



## Your Primary Working Pattern | **Enterprising**

Your Primary Working Pattern is most similar to Enterprising. Enterprising Work Patterns are characterized by a genuine love for learning and a strong desire to be successful in their endeavors. They are highly achievement oriented, driven, and value critically scrutinizing many different perspectives of problems to generate creative solutions.

☒☒ Under stress, they may over-analyze issues or engage in grand problem solving when more tried-and-true solutions would be more efficient. At their best, those with an Enterprising Work Pattern will devote considerable effort to projects and drive complex issues toward resolution.

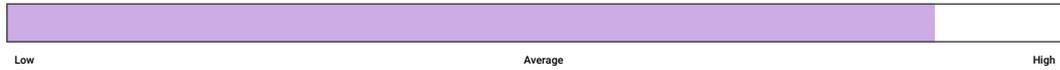
Based on your overall Personality System, you are very similar to the Enterprising Work Pattern. This suggests you likely possess most, but not all, of the characteristics above. You may possess some characteristics of your second highest Work Pattern as well.



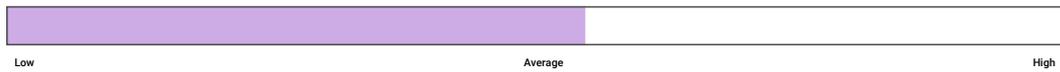
# Aspects of An Enterprising Work Pattern

## Expectation Driven

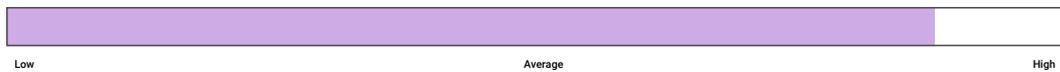
87 | Keeps Focus



54 | Dutifulness



87 | Achievement Drive



7 | Values Information

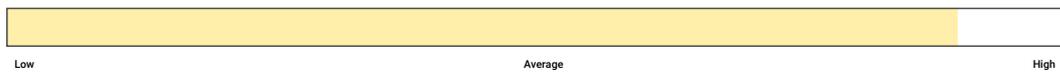


## Conceptual Thinking

85 | Imaginative



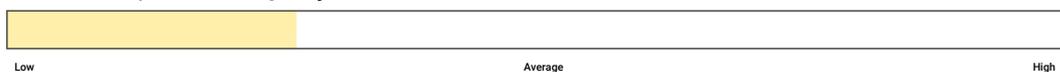
89 | Open to Learning



98 | Self-Reflection



27 | Accepts Ambiguity





# Most Accessed Personality System Strengths



Below are the Most Accessed Personality System Strengths. You naturally bring these Strengths into your Core Projects. At times, you may over-use these aspects of your personality system. Stress-Sensitive Strengths are those that you do not naturally access as much while under stress as you do on your good days.

## Intellectualist

⚠ Stress-Sensitive Strength

📌 Recommendation

⚠ You are very adept at learning new information. You enjoy spending time deep in thought and often need the space to flex your intellectual muscles. You love solving problems and thinking about complexities. Under stress, you may forget to spend time thinking or learning. You may not pause for deep thought when feeling burdened.

📌 Build relationships with others who are big thinkers. Set aside time to write - it will help you focus your thoughts. Schedule time for free thinking where you do not need to produce or be productive.

## Introspector

You examine yourself, your circumstances, and your inner feelings. Like the Sensor, Introspectors are aware of their own emotions and acknowledge their own humanity. You take time to reflect on your own thoughts, emotions, and behaviors.

📌 Consider journaling. Make sure your reflection time is productive, not brooding or ruminating. Ask yourself what evidence exists for your conclusions. Consider what you can learn and apply from what you discover about yourself. Be careful not to rely solely on your own perspective for self-knowledge.

## Contemplation

You prefer to analyze, contemplate, and think about multiple aspects of an issue. You will consider the implications of your decisions. While you may have strong feelings about a decision, you will not readily go with your first instinct. At times, you may doubt your choices.

📌 Look for opportunities that require you to leverage your analytical style. Develop a process to ensure you are consistently evaluating a situation and its data and to determine when you know you have enough information. Remember, sometimes emotions, intuition, and instinct can also be helpful information.

## Stoic

Serene and untroubled in your presence, you maintain a sense of control of your emotions. You are unlikely to make rash or emotionally-driven decisions. You are composed, controlled, and measured in your responses. Stoics won't show emotional weakness.

📌 Seek opportunities that require you to stay composed and calm, particularly in challenging situations. Your presence may be a source of comfort for others who are more emotionally expressive. Be careful not to appear disinterested or completely unaffected.

## Completer

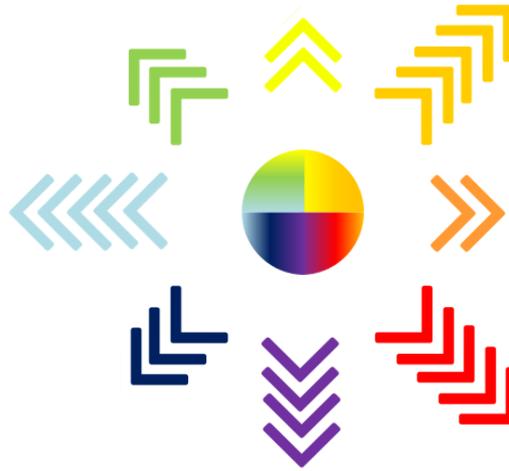
⚠ You are able to stay focused and on task until your work is done. You are a natural Completer. Your focus is powerful because it lets you filter out distractions or irrelevant thoughts. You are not likely to wander or drift from what you set out to do. Under stress, you tend to lose your focus. You may be more likely to start, stop, and switch to other things when you are feeling overwhelmed.

📌 Articulate your goals to others. Make time for breaks and self-care. Learn how you best recharge. Learn to listen to tangents and stay patient with big ideas, even if they do not have immediate relevance to you.



# Your PsyPlex | Good - Typical - Stressful

## Your PsyPlex | Typical Days



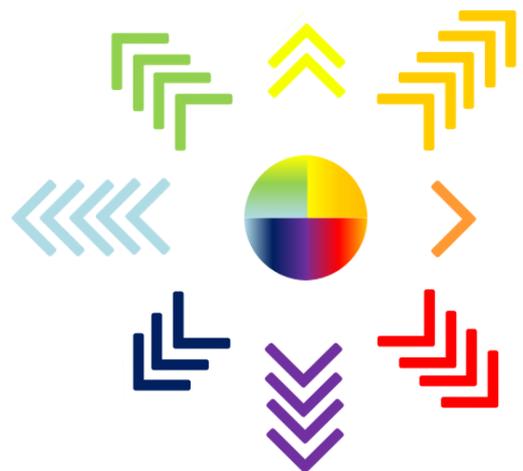
This PsyPlex graph depicts your Personality System as it is on typical days. It is a combination of your self-reports on your Aspects when you are both feeling stress and when you are feeling at your best. Sometimes our Personality Systems change considerably when under stress and sometimes they don't change very much. This page is helpful to see how your overall system may look under each context.

## Your PsyPlex | Good Days



This is your Personality System as you reported your Aspects when you are feeling free from stress. Good days - or days when you aren't feeling under pressure or over-extended - can occur regularly or sporadically in your life.

## Your PsyPlex | Stressful Days



This is your Personality System as you reported your Aspects when you are experiencing stress or over-extension. Stressful days can also occur regularly or infrequently, depending upon your circumstances.



# Your PsyPlex | Aspects Map



Your PsyPlex Aspects Map outlines each of your Vector Aspects under each context: Good Days, Typical Days, and Stressful Days. This Aspects Map is useful for seeing how your Personality System may be expressed differently when your context changes.

## Enthusiasm Driven Aspects

### Seeks Change



### Trust



### Impulsivity



### Emotional Absorption



## Expectation Driven Aspects

### Keeps Focus



### Dutifulness



### Achievement Drive



### Values Information



## Conceptual Thinking Aspects

### Imaginative



### Accepts Ambiguity



### Open to Learning



### Self-Reflection



## Concrete Thinking Aspects

### Seeks Routine



### Concrete



### Values Certainty



### Apprehension





# Your PsyPlex | Aspects Map



Your PsyPlex Aspects Map can be an excellent tool for exploring what aspects of your Personality System are most stable across multiple contexts. The more similar the scores, the more stable the Trait is. The more scores differ across Good Days, Typical Days, and Stressful Days, the more that Trait may be expressed only under certain conditions.

## External Orientation Aspects

### Gregariousness



### Hospitality



### Humor



### Comfort with Authority



## People Focus Aspects

### Concern for Others



### Diplomacy



### Values Connection

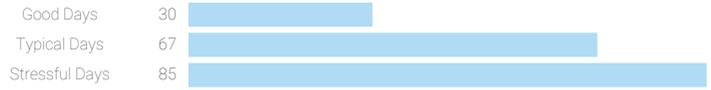


### Emotional Intelligence



## Internal Orientation Aspects

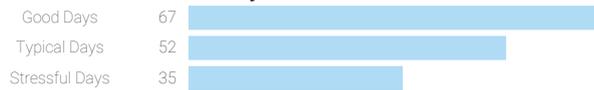
### Attention to Detail



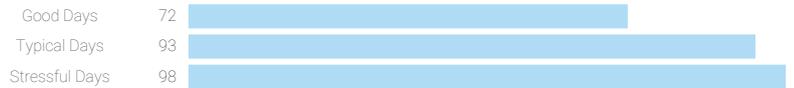
### Solitudinous



### Modesty



### Self-Consciousness



## Outcome Focus Aspects

### Assertiveness



### Values Ambition



### Contemplation



### Self-Confidence





# Least Accessed Personality System Strengths



While leveraging your Strengths is the most important action to reach your full potential, it is also helpful to remember that no one uses all aspects of the Personality System equally. Exploring your Least Accessed System aspects can help you identify opportunities to try new behaviors and operate outside of your comfort zone.

## Positation

Exploration

Those with the gift of Positation are full of energy. They derive satisfaction from being in front of groups and highlighting the positives. They are naturally optimistic and love sharing this optimism with others.

When you are in front of large groups, how do you feel about yourself? What social settings lead you to feel uncomfortable? What aspects of social interactions might you be judging? Are these judgments fair?

## Acceptance

Those with the strength of Acceptance readily trust others. They accept what others say at face value and do not assume others have a hidden agenda or ulterior motives. They assume most people have positive intentions and rarely question others.

How do you know the difference between being trusting and being naive? Who in your life do you trust? What causes you to question or doubt what others are telling you?

## Spontaneity

Those with the strength of Spontaneity can readily tap into their emotional knowledge of the moment. They may rely on their intuition and felt sense when making decisions. At their best, they can be motivating, exciting, and interesting. At times, they may under-utilize logic, planning, and reason when making decisions.

What areas of your life would improve with more Spontaneity? Where can you learn to use your emotional knowledge more effectively? What kinds of decisions are better made with intuition and impulse?

## Specifics

Those with the strength of Specifics value information. They get into the details of a situation and seek as much information as possible. Their need for information is not often satiated.

How do you make solid decisions without sufficient information? What's it like for you when someone requests information from you? How could both providing and seeking more information be of help to you and others?

## Calmness

For those who have strength in Calmness, they tend to stay cool and collected. They rarely worry or have anxiety about the future. They may not have a need to control the future, rather accepting what may come their way.

What about the future gives you worry? When do you feel the need to control things that you cannot? What kinds of 'what-if' worries do you have?



# Your PsyPlex System | Potential Derailers



The Potential Derailers section helps you explore prominent aspects of your Personality System Aspects expressed during times of stress. When under stress, these prominent aspects may be expressed in a less useful manner, potentially derailing you or those around you. KEY ==> 'changes to'

## Enthusiasm Driven Aspects

Seeks Change ==> Resists Any Changes



Trust ==> Suspicion



Impulsivity ==> Reticent



Emotional Absorption ==> Emotionally Sensitive



## Conceptual Thinking Aspects

Imaginative ==> Fantastical Thinking



Values Certainty ==> Unclear About Intentions



Open to Learning ==> Loses Focus



Self-Reflection ==> Rumination



## Expectation Driven Aspects

Keeps Focus ==> Stubborn



Dutifulness ==> Refuses Help



Achievement Drive ==> Goal Fixated



Values Information ==> Shares Little Information



## Concrete Thinking Aspects

Seeks Routine ==> Rigid Expectations



Concrete ==> Impracticality



Values Certainty ==> Allows Chaos



Apprehension ==> Fixates on Risks





# Your PsyPlex System | Potential Derailers

## External Orientation Aspects

Gregariousness ==> Avoids Groups  
1   
**Potential Derailer for Ted**

Hospitality ==> Disregarding



Humor ==> Grows Sullen



Comfort with Authority ==> Neglects Power



**Potential Derailer for Ted**

## People Focus Aspects

Concern for Others ==> Self-Seeking



**Potential Derailer for Ted**

Diplomacy ==> Uses Flattery



**Potential Derailer for Ted**

Values Connection ==> Needs Attention



Emotional Intelligence ==> Manipulates Emotions



**Potential Derailer for Ted**

## Internal Orientation Aspects

Attention to Detail ==> Guarded



**Potential Derailer for Ted**

Solitudinous ==> Retreating



**Potential Derailer for Ted**

Modesty ==> Grandiosity



Self-Consciousness ==> Intensifies Own Problems



**Potential Derailer for Ted**

## Outcome Focus Aspects

Assertiveness ==> Passive-Aggressive



**Potential Derailer for Ted**

Values Ambition ==> Craves Success



**Potential Derailer for Ted**

Contemplation ==> Excessive Analysis



**Potential Derailer for Ted**

Self-Confidence ==> Over-uses Self



