

An Assessment of
Problem Solving StyleSM



SAMPLE

An Individual Report for:
Sample



Orientation to Change

Your Score: 90

Your score indicates a moderate Developer style. Your preferred approach to problem solving and change is likely to be solution-oriented, fitting the rules and constraints of your situation. You may thrive when you can take a self-disciplined approach focused on improving the usefulness of your solution. You prefer to look for a few workable solutions rooted in reality that stand a good chance for implementation. Other descriptive words for you: Planful, precise, improving current reality. Your favorite question when dealing with change: How will we get this done?



Manner of Processing

Your Score: 37

Your score indicates a moderate Internal style. Your preferred approach to problem solving and change is likely to be reserved, deeply reflective, and allow for concentration on a few items. You thrive when you have some time to think before sharing your thoughts and you prefer taking action only after giving a topic some consideration. You may prefer to establish trust in others before sharing your thoughts early in the process. You may get energy from having adequate time alone for contemplation avoiding interruptions. Other descriptive words for you: introspective, thoughtful, and reserved.



Ways of Deciding

Your Score: 50

Your score indicates a clear Task style. Your approach to problem solving and change will be logical, rational, and based on explicit principles. You use criteria that are objective, verifiable, and authoritative when making decisions. When evaluating options you separate the idea from the person and readily critique the idea to improve it. You thrive when you can make decisions quickly based on obtaining the best quality result or outcome. Other descriptive words for you: Firm but fair, direct, quick to reach closure, and tough-minded.



IMPLICATIONS OF DIFFERENT STYLES

Whether your preference is moderate or strong, there are some implications of having different styles. For more detail about VIEW, your preferences, their implications and tips for working with others, please see the companion to this report: *The Power of Preference*.

EXPLORER STYLES

- ▶ Work well without structure and authority
- ▶ Maintain energy by working on a wide array of tasks
- ▶ Gain energy from envisioning the big picture
- ▶ Welcome the freedom to create and follow one's own framework
- ▶ See deadlines as fluid and flexible

EXTERNAL STYLES

- ▶ Prefer social processing and is engaged by the outer environment
- ▶ Prefer working in environments with noise and sound
- ▶ Learn and work best with others (prefers interaction)
- ▶ Learn and work best in several ways
- ▶ Learn and take in information by listening (hearing & talking)

PERSON STYLES

- ▶ Set priorities based more on a personal and caring kind of judgment
- ▶ Attend more to relationships than to outcomes
- ▶ Prefer dim or darker environments
- ▶ May avoid conflicts or tense situations at the expense of one's own needs
- ▶ May skim over facts or information in order to maintain harmony

DEVELOPER STYLES

- ▶ Are enabled by structure and authority
- ▶ Maintain energy through persistence in working on a task
- ▶ Gain energy from the details of implementation
- ▶ Welcome rules and guidelines for how to complete a task
- ▶ Seek, accept, and meet given deadlines

INTERNAL STYLES

- ▶ Prefer private processing and is engrossed in inner events and ideas
- ▶ Prefer working in quiet environments
- ▶ Learn and work best when alone (prefers solitude)
- ▶ Learn and work best with one approach at a time
- ▶ Learn and take in information visually (observing and reading)

TASK STYLES

- ▶ Prefer well-reasoned conclusions and impersonal judgments
- ▶ Work persistently to achieve outcomes
- ▶ Prefer bright or lighter environments
- ▶ May address conflicts or tense situations at the expense of others' feelings
- ▶ May focus solely on facts and information and ignore emotions