



ATTRIBUTE INDEX

Sid Upadhyay

May 12, 2012

This Innermetrix ADVanced Insights Profile combines the best of three world-class profiles.

The Attribute Index measures how you think and make decisions. The Values Index measures your motivational style and drivers and the DISC Index measures your preferred Behavioral style. Together they create WHAT, WHY and HOW (i.e., What natural talents do you have, Why are you motivated to use them and How do you prefer to use them.)

This level of self-awareness and discovery are the core to achieving peak performance in any role or endeavor, to ensure that you properly align what you do best with how you do it and why.



Sid's Testing Company



Over fifty years of scientific research has revealed that there are three distinct styles of decision-making. Each of us can make decisions in these three ways, but we tend to develop a preference for one more than the other two. This preference becomes a subconscious force, affecting the decisions we make on a daily basis and shaping how we perceive the world around us and ourselves.

The three decisional styles are the personal, the practical, and the analytical. These dimensions can be examined in the form of patterns based on two distinct factors unique to axiology.

The Personal Style: People with a preference for this style of making decisions tend to see the world from a personal point of view, or with concern for the individuals involved. They see people in a unique, individual light and are more concerned about others than the results and theory. This involves a personal involvement with, concentration on, or investment in people. To this style, the world is filled with people needing to be understood.

The Practical Style: People with a preference for this style of making decisions tend to see things in very practical, no nonsense, real-world, task oriented manner. They are more concerned with results than others and theory. They see people in comparative ways as they relate to others. To this style, the world is an objective waiting to be achieved.

The Analytical Style: People with a preference for this style of making decisions tend to see the world from a theoretical perspective, more in an abstract way than a concrete one. They see people as part of a system and tend to think in very black and white terms. They are more concerned with thinking about things, and analysis than actual results or personal concerns of others. To this style, the world is a problem to be explored and solved.

To some extent we are all capable of making all three kinds of decisions, but our preference tends to be for one more than the other two. Here's a simple example of the three in contrast to each other. One of each style are sitting around a table trying to figure out what to do. While the Personal style is focused on the needs of the workers involved and how best to utilize their talents, the Practical doesn't really care as much about the personal needs, or if it is done right, he just wants to get it done. Finally there is the Analytical who sees no reason to worry about the people involved or even getting it done if it isn't going to be done correctly.



We all have different balances of these three styles; that's what makes our decisions and actions different from each other's. These ways of making decisions, and how we use them, are at the core of who we are. They are behind our preferences, our strengths, and our weaknesses. In the following pages you will find a list of capacities which are the result of your unique combination of these three decisional styles. It is this understanding of your individual strengths and weaknesses that will enable you to affect change in your life and achieve greater personal success. It is only by first understanding something that we are then able to change it.



External Decision Making Pattern Summary

You are very well developed in all three dimensions of thought (People, Tasks and Systems) and with equal proportion. You can be very competent in all three dimensions of value from schematic thinking, to practicality to valuing others. You appreciate and possess equal strengths in: systems, rules, structure, concrete organization, detailed planning, and people skills.

You are a versatile, quick learner in all of these areas. This can also lead to your becoming easily bored or anxious in positions that require excessive over or under focus on any one dimension of thought by itself, to the exclusion of the others (e.g., door to door sales actually requires less than excellent empathy). Overall development levels in all three dimensions are equal and all are highly developed. Level of development speaks to your ability to "see" a specific dimension. The more clearly we see a dimension of thought, the more able we are to use it; therefore the better we are at it.

Maximizers

Versatility in dealing with people, performance or systems equally

Quick learning ability in a wide variety of business areas

Stability, dependability

Over-all very good to excellent business and people management potential

Understanding and communicating with others

Planning and organizing

Schematic thinking

Minimizers

Gets easily bored with limited tasks and responsibilities

May become anxious if all three areas (people, performance and Systems) aren't utilized.

May have too much ability for certain jobs that don't require all three areas of thought.

Can get easily bored or feel unchallenged if all three areas are not capitalized

Motivators

Decision-making freedom

Multi-faceted challenges

Independence

Personal relationships

Status and recognition

Sense of belonging



Needs for Growth

Personal identification with personal needs, desires and systems. Understanding how balanced high scores may impact roles, duties and objective success of a given position.

Targets for Reinforcement (R) and Development (D)

Empathetic Outlook (R)

Practical Thinking (R)

Systems Judgment (R)

Preferred Environment

An atmosphere where there is an open exchange of ideas with readily available feedback; the sharing of responsibilities and decisions. A role which allows the most complete usage of all three external dimensions of thought.



Internal Decision Making Pattern Summary

The high self-actualized clarity pattern is ideal because all three dimensions of thought are equally developed. You are completely balanced between valuing yourself for your own true unique abilities and worth, your role/s in life and the way in which you carry out those roles now and in the future. You possess a very strong internal source of energy or strength, and will not be beaten down easily. Your abilities for self-esteem, handling stress, remaining committed, being persistent and having results orientation are all very good to excellent. You tend to feel as if you are capable of handling a wide array of situations, yet you see your true limitations clearly. Your overall level of development for the People, Tasks and Systems dimensions is high. Level of development speaks to your ability to "see" a specific dimension. The more clearly we see a dimension of thought, the more able we are to use it; therefore the better we are at it.

Maximizers

Good sense of self ability

Generous, easy going, dependable

Self awareness

Appreciation and understanding for your personal and professional roles

Problem management

Minimizers

Trouble with getting easily bored with status in life that fails to challenge all three dimensions of thought personally

Feasibly over-qualified for many jobs

Motivators

Self improvement

Material possessions

Sense of mission

Needs for Growth

To apply more of their "valuational" talent to the world around them.



Targets for Reinforcement (R) and Development (D)

Self esteem (R)

Role awareness (R)

Self direction (R)



This Innermetrix Talent Profile is scaled, Very Poor to Excellent, from 0 to 10. This graph summarizes the 5 Categories that comprise this Innermetrix Talent Profile. A description and mean score for each category is on the following page.

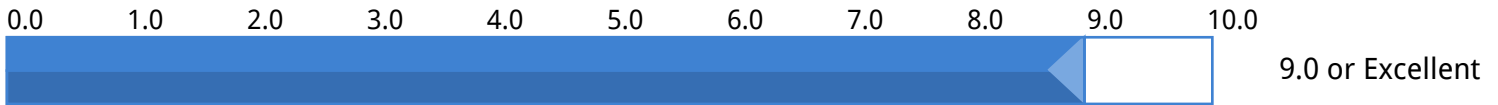
This profile is designed to help the top athlete and their management to identify latent natural talents that aren't obvious or observable physically. Mental strengths (e.g., character, attitude, motivation, self-confidence, etc.) are just as much a factor in achieving peak performance as are physical talents. This report will help you understand your natural strengths so you can play to them more, and learn your

Report Component Graphs

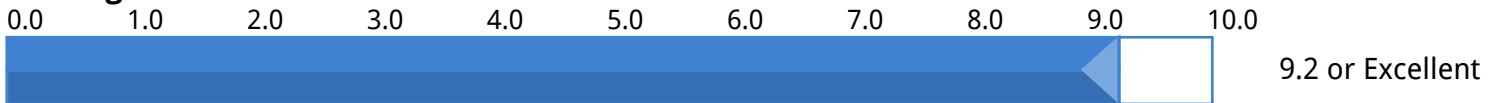
Problem Solving



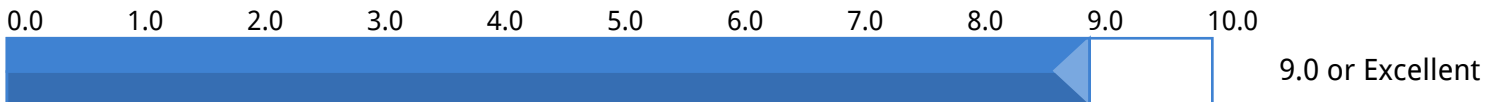
Teamwork



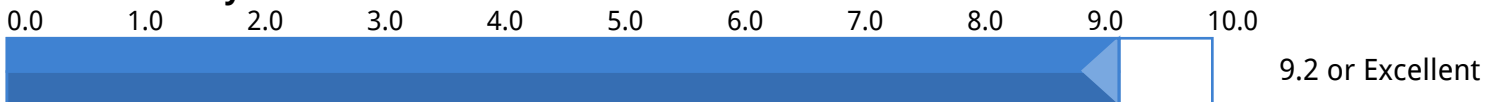
Getting Results



Mental Drive and Grit



Self Sufficiency



Sid Upadhyay



Problem Solving (9.3 or Excellent)

Can Sid work around troubles and problems easily? This category looks at Sid's ability to identify problems in his performance, or the environment, and come up with practical, executable solutions.

Teamwork (9.0 or Excellent)

How well does Sid work as in a team environment? This category looks at Sid's attitude toward working with others in a collaborative way.

Getting Results (9.2 or Excellent)

What attributes does Sid possess that will help him to get results? This provides information about Sid's raw ability to get results, to apply himself to a goal and accomplish it using a variety of abilities.

Mental Drive and Grit (9.0 or Excellent)

How driven is Sid? This category looks at how much drive and force Sid possesses that will push him through no matter how tough things get.

Self Sufficiency (9.2 or Excellent)

How self-sufficient is Sid? This category looks at how self-motivated Sid is to go get things done, get out there and make it happen, without any external forces motivating him to do it.

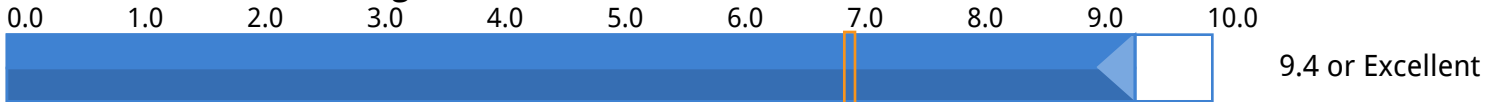


Category Description

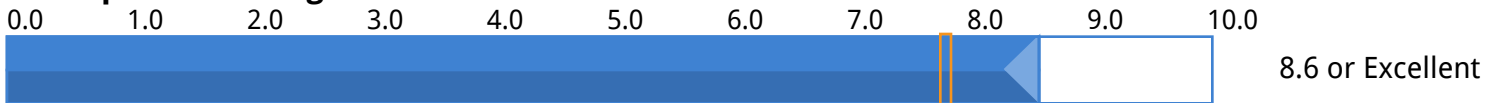
Can Sid work around troubles and problems easily? This category looks at Sid's ability to identify problems in his performance, or the environment, and come up with practical, executable solutions.

Category Component Graphs

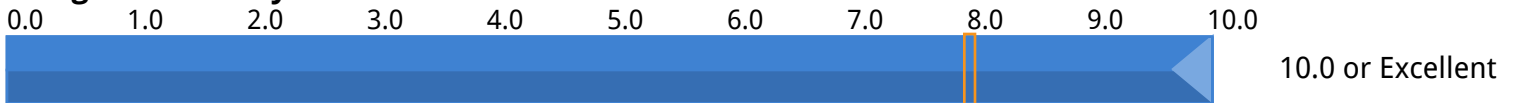
Balanced Decision Making



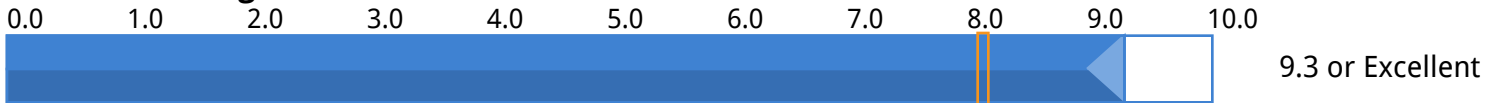
Conceptual Thinking



Integrative Ability



Problem Solving



Sid Upadhyay

Category Component Descriptions

Balanced Decision Making (9.4 or Excellent)

evaluates Sid's ability to be objective and to evaluate fairly the different aspects (people and other) of a situation; and ability to make an ethical decision that takes into account all aspects and components.

Conceptual Thinking (8.6 or Excellent)

evaluates Sid's ability to see the big picture and then to determine which direction to take, and how resources should be used to attain future goals.

Integrative Ability (10.0 or Excellent)

evaluates Sid's ability to identify the elements of a problem situation, to understand which components are critical, and to decide what to do.

Problem Solving (9.3 or Excellent)

evaluates Sid's ability to identify alternative solutions to a problem and to select the best option.

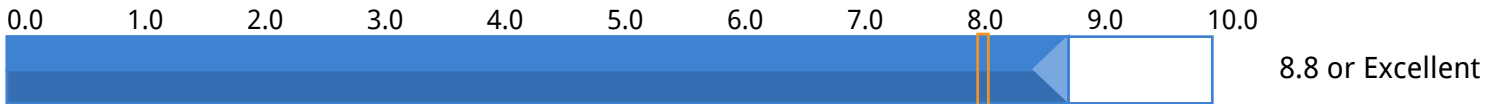


Category Description

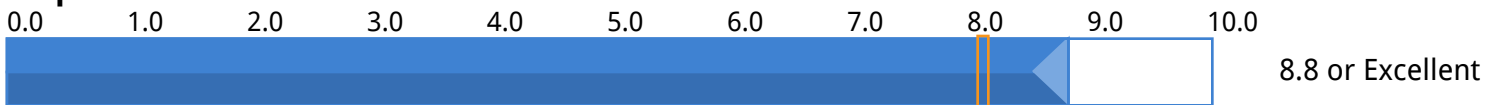
How well does Sid work as in a team environment? This category looks at Sid's attitude toward working with others in a collaborative way.

Category Component Graphs

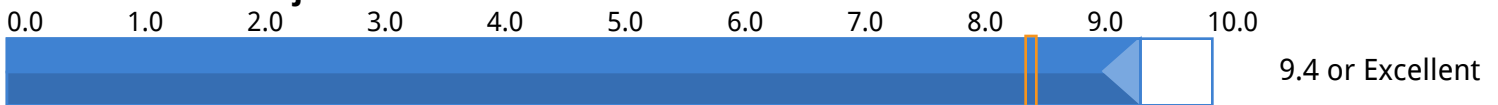
Attitude Toward Others



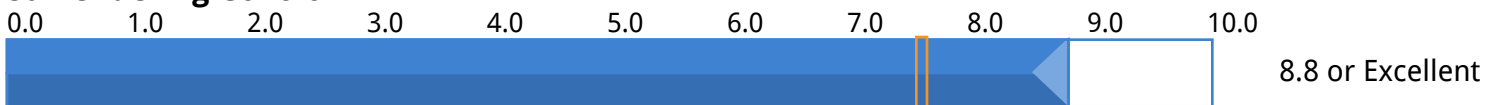
Empathetic Outlook



Freedom From Prejudices



Surrendering Control



Sid Upadhyay

Category Component Descriptions

Attitude Toward Others (8.8 or Excellent)

evaluates Sid's ability to maintain a positive, open and objective attitude towards others.

Empathetic Outlook (8.8 or Excellent)

evaluates Sid's capacity to perceive and understand the feelings and attitudes of others or to place himself in the shoes of another.

Freedom From Prejudices (9.4 or Excellent)

evaluates Sid's ability to prevent prejudices from entering into and affecting an interpersonal relationship.

Surrendering Control (8.8 or Excellent)

evaluates Sid's ability to surrender control of a given situation or outcome to another person or a group of people.

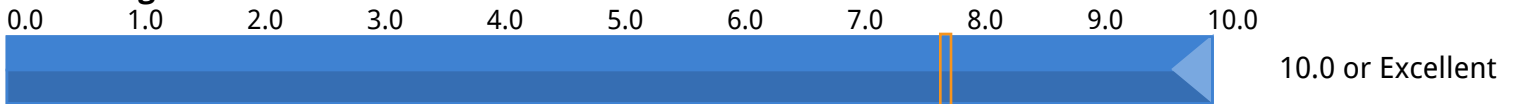


Category Description

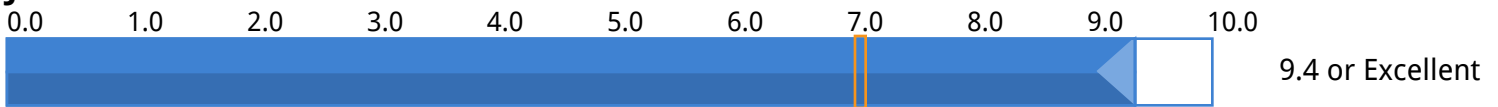
What attributes does Sid possess that will help him to get results? This provides information about Sid's raw ability to get results, to apply himself to a goal and accomplish it using a variety of abilities.

Category Component Graphs

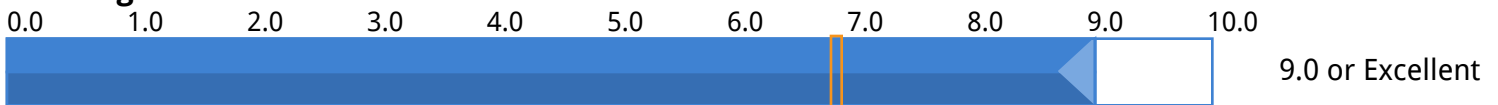
Following Directions



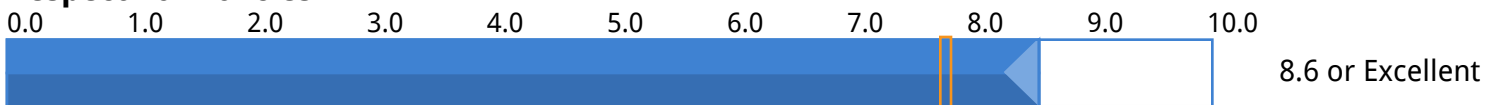
Job Ethic



Meeting Standards



Respect For Policies



Sid Upadhyay

Category Component Descriptions

Following Directions (10.0 or Excellent)

evaluates Sid's ability to hear, understand, and follow directions or instructions effectively. This is his willingness to postpone making personal decisions, or taking action, until he has listened to what he is being asked to do.

Job Ethic (9.4 or Excellent)

evaluates Sid's personal commitment to the execution of a specific task.

Meeting Standards (9.0 or Excellent)

evaluates Sid's ability to see and to understand the standard requirements established for a job and evaluates his commitment to meeting them.

Respect For Policies (8.6 or Excellent)

evaluates Sid's appreciation for the value of conducting business affairs according to the intent of company policies and standards.

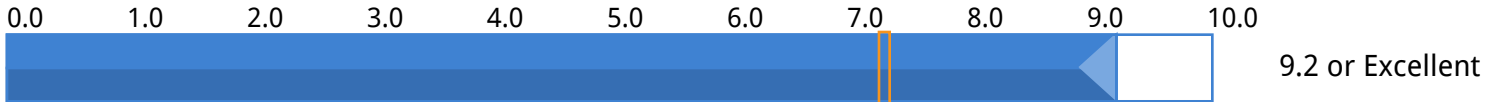


Category Description

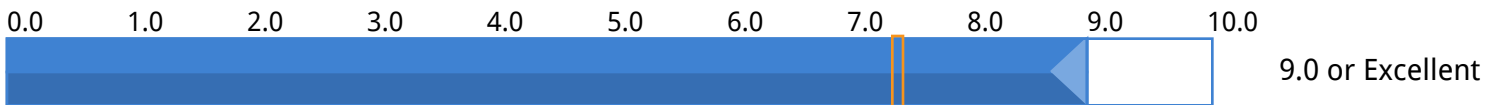
How driven is Sid? This category looks at how much drive and force Sid possess that will push him through no matter how tough things get.

Category Component Graphs

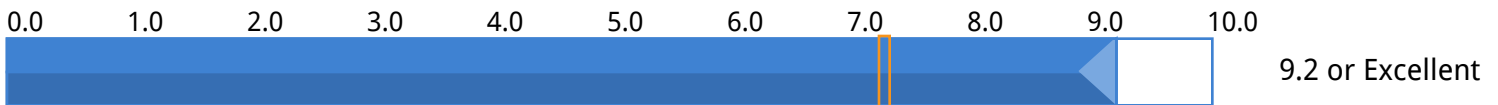
Initiative



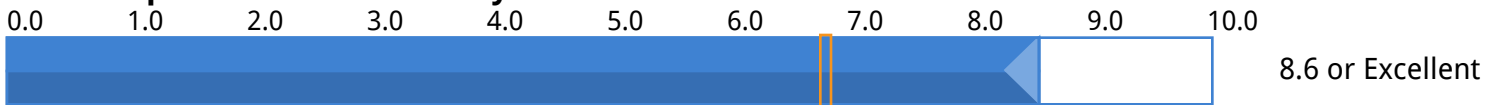
Persistence



Personal Drive



Self Discipline and Sense of Duty



Sid Upadhyay

Category Component Descriptions

Initiative (9.2 or Excellent)

evaluates Sid's ability to direct his energy toward the completion of a goal without an external catalyst.

Persistence (9.0 or Excellent)

evaluates Sid's ability to stay on course in times of difficulty.

Personal Drive (9.2 or Excellent)

evaluates how strongly Sid feels the need to achieve, to accomplish, or to complete his work.

Self Discipline and Sense of Duty (8.6 or Excellent)

evaluates how strongly Sid feels the need to be consistent and true to himself in his actions.

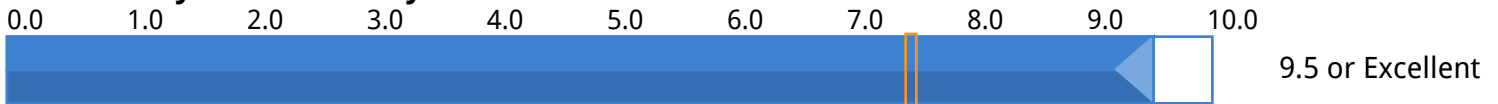


Category Description

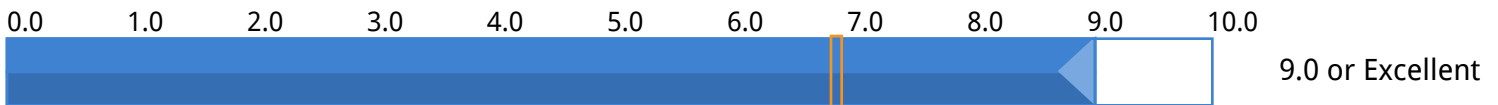
How self sufficient is Sid? This category looks at how self-motivated Sid is to go get things done, get out there and make it happen, without any external forces motivating him to do it.

Category Component Graphs

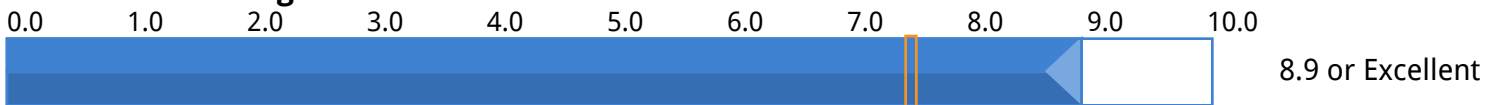
Consistency and Reliability



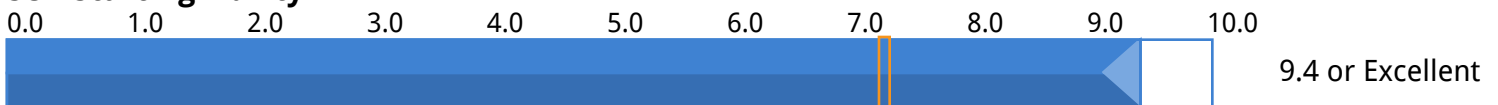
Personal Commitment



Proactive Thinking



Self Starting Ability



Sid Upadhyay

Category Component Descriptions

Consistency and Reliability (9.5 or Excellent)

evaluates Sid's internal need to be conscientious in his personal or professional efforts, to be both consistent and reliable in his life roles.

Personal Commitment (9.0 or Excellent)

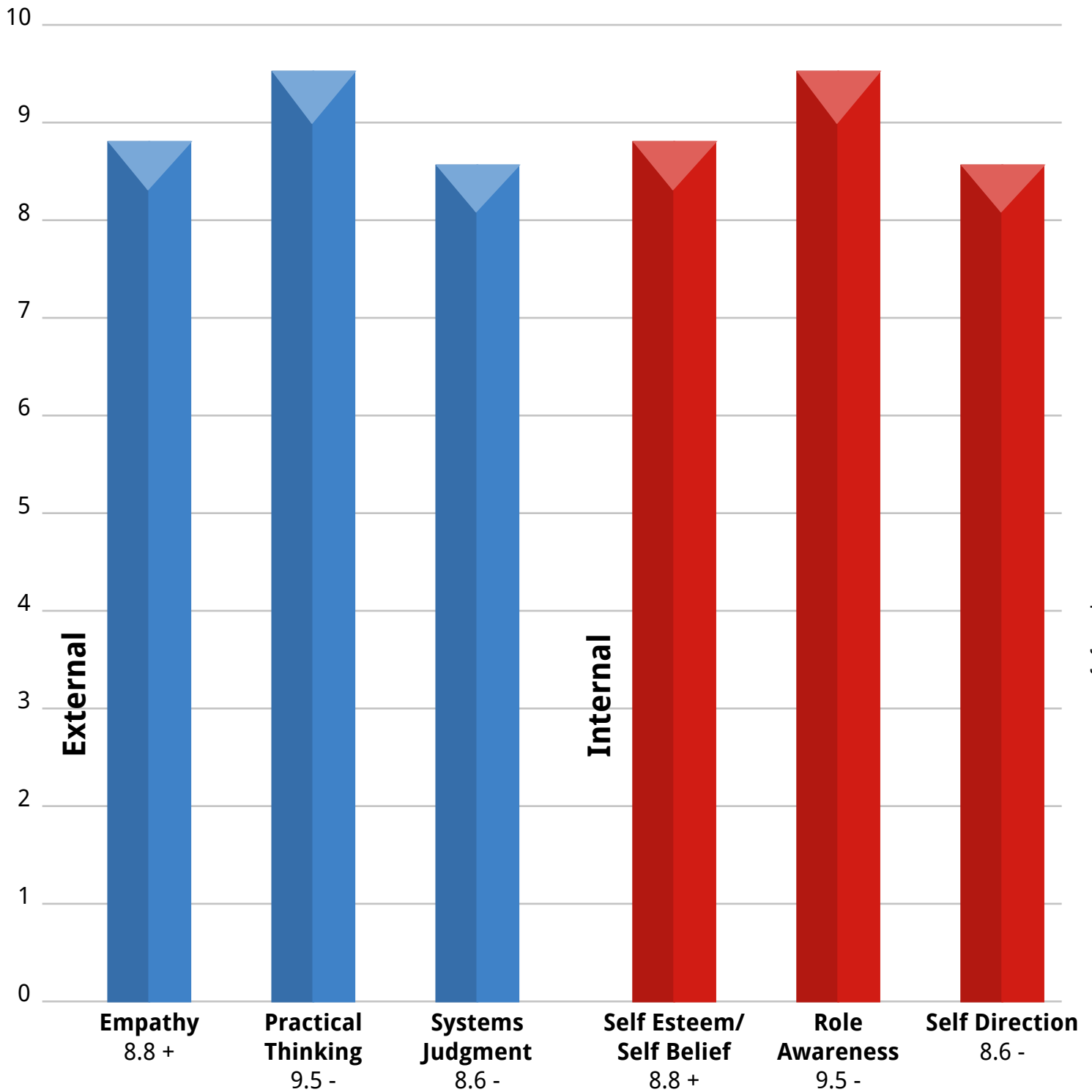
evaluates Sid's ability to focus and to stay committed to a task: a measure of his internal, personal commitment.

Proactive Thinking (8.9 or Excellent)

evaluates Sid's ability to determine the future implications of current decisions and actions.

Self Starting Ability (9.4 or Excellent)

evaluates Sid's ability to find his own motivation for accomplishing a task and the degree to which he will maintain that course in the face of adversity.



Sid Upadhyay



External

Empathy Over Valuation

0.0 0.1 0.2 0.3 0.4 0.5 0.6 0.7 0.8 0.9 1.0



0.1

Empathy Under Valuation

0.0 0.1 0.2 0.3 0.4 0.5 0.6 0.7 0.8 0.9 1.0



0.0

Internal

Self Esteem Over Valuation

0.0 0.1 0.2 0.3 0.4 0.5 0.6 0.7 0.8 0.9 1.0



0.1

Self Esteem Under Valuation

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0.0

Practical Thinking Over Valuation

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0.0

Practical Thinking Under Valuation

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0.0

Role Awareness Over Valuation

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Role Awareness Under Valuation

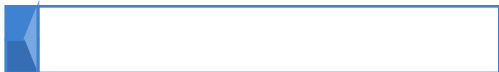
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Systems Judgment Over Valuation

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0.1

Systems Judgment Under Valuation

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0.1

Self Direction Over Valuation

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0.1

Self Direction Under Valuation

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0.1



External

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8.8

Dim E

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9.5

Dim S

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8.6

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5.1

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10.0

Int S

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10.0

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10.0

Int %

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10.0

Internal

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8.8

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9.5

Dim S

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8.6

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10.0

Dim %

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10.0

Int S

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10.0

Int

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10.0

Int %

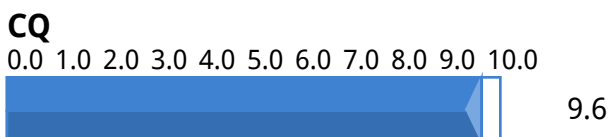
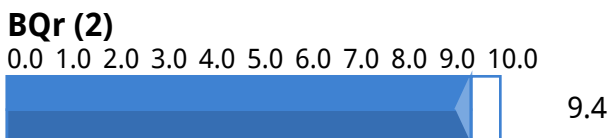
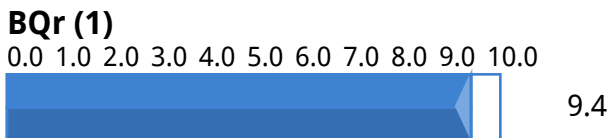
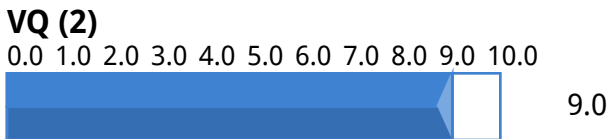
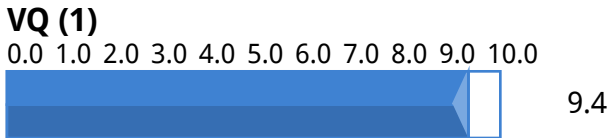
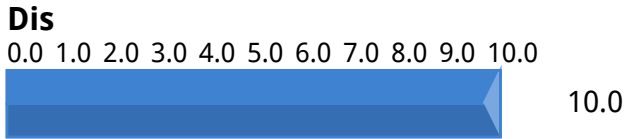
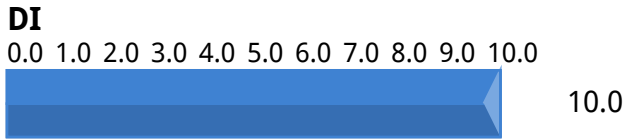
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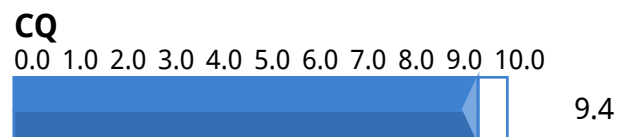
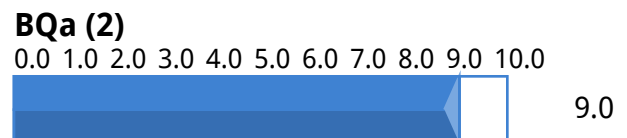
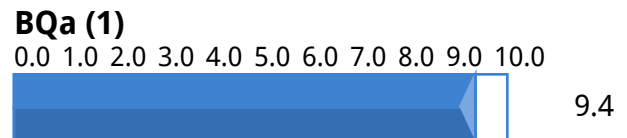
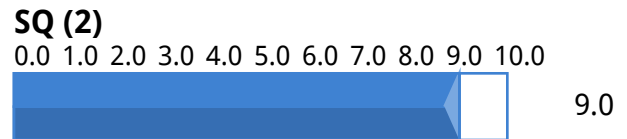
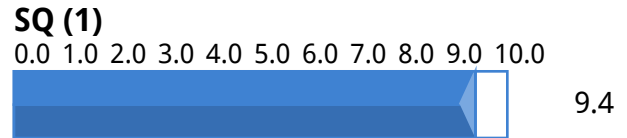
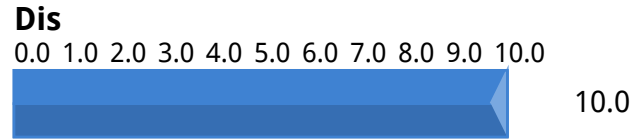
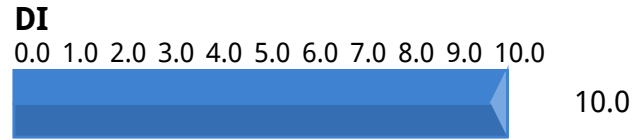
10.0



External



Internal





Following Directions (10.0)
Integrative Ability (10.0)
Problem and Situation Analysis (10.0)
Realistic Goal Setting For Others (10.0)
Realistic Personal Goal Setting (10.0)
Seeing Potential Problems (10.0)
Self Assessment (10.0)
Theoretical Problem Solving (10.0)
Self Control (9.8)
Correcting Others (9.6)
Concrete Organization (9.5)
Consistency and Reliability (9.5)
Material Possessions (9.5)
Practical Thinking (9.5)
Project Scheduling (9.5)
Respect For Property (9.5)
Role Awareness (9.5)
Status and Recognition (9.5)
Developing Others (9.4)
Evaluating Others (9.4)
Freedom From Prejudices (9.4)
Handling Rejection (9.4)
Realistic Expectations (9.4)
Self Confidence (9.4)
Self Starting Ability (9.4)
Sensitivity To Others (9.4)
Understanding Motivational Needs (9.4)
Diplomacy (9.4)
Balanced Decision Making (9.4)
Job Ethic (9.4)
Evaluating What Is Said (9.3)
Problem Solving (9.3)
Project and Goal Focus (9.3)
Attitude Toward Honesty (9.3)
Flexibility (9.2)
Emotional Control (9.2)
Initiative (9.2)
Personal Drive (9.2)
Sense of Timing (9.2)
Conveying Role Value (9.2)
Enjoyment Of The Job (9.2)
Leading Others (9.2)
Persuading Others (9.2)
Role Confidence (9.2)
Attention To Detail (9.0)
Gaining Commitment (9.0)
Meeting Standards (9.0)
Personal Commitment (9.0)
Quality Orientation (9.0)
Persistence (9.0)
Using Common Sense (9.0)
Self Management (8.9)
Proactive Thinking (8.9)
Long Range Planning (8.9)
Attitude Toward Others (8.8)
Creativity (8.8)
Empathetic Outlook (8.8)
Handling Stress (8.8)
Human Awareness (8.8)
Intuitive Decision Making (8.8)
Monitoring Others (8.8)
Personal Relationships (8.8)
Relating To Others (8.8)
Self Esteem (8.8)
Self Improvement (8.8)
Surrendering Control (8.8)
Understanding Attitude (8.8)
Conceptual Thinking (8.6)
Respect For Policies (8.6)
Results Orientation (8.6)
Self Direction (8.6)
Self Discipline and Sense of Duty (8.6)
Sense of Belonging (8.6)
Sense of Mission (8.6)
Systems Judgment (8.6)
Problem Management (8.4)
Accountability For Others (7.0)
Personal Accountability (7.0)