



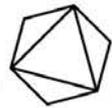
CORE DRIVERS REPORT

PREPARED FOR:

John Sample

JUL. 31, 2020

DEEPER
SIGNALS



ABOUT YOUR RESULTS

WHAT IS THIS DIAGNOSTIC ABOUT?

This assessment measures your personality characteristics and behavioral dispositions. During the assessment, you selected which word best describes you and stated your agreement to different statements. We analyzed your pattern of responses to predict your three Core Drivers — these are the psychological drivers that have the greatest influence on your behavior at work, your leadership style, and how you make decisions and interact with others. Your Core Drivers help explain why you feel, think and act the way you do.

HOW DOES THE REPORT RELATE TO ME?

In this report, you will discover your Core Drivers and find feedback that is unique to you. Specifically, you will find insights into how you perform at your best and when under pressure or stress, alongside insights into how you interact in team or group situations. In the online report you will find your Digital Coach, where we've curated personalized resources to supercharge your development and help you achieve your goals as a leader.

WHAT ARE THE CORE DRIVERS?

There are six sets of Core Drivers with two drivers in each set. Based on your responses we learned which one of the two drivers in each set best describes you. We then select the three that are most core to your personality.

HOW DO I COMPARE TO OTHERS?

We compared your results to thousands of people to see how your Core Drivers are both similar and different to others. We then select only those drivers that are significantly different from others, because they are what stands out about your unique personality. You can learn more about the science powering the Core Drivers at deepersignals.com

THE 12 CORE DRIVERS

| | | |
|------------|---|-------------|
| Candid | ↔ | Considerate |
| Flexible | ↔ | Disciplined |
| Reserved | ↔ | Outgoing |
| Laid-back | ↔ | Driven |
| Pragmatic | ↔ | Curious |
| Passionate | ↔ | Stable |

WHAT IF THE REPORT DOESN'T SOUND LIKE ME?

This report was generated to help you flourish and is unique to you. However, if any of the feedback feels inconsistent to how you see yourself, that's ok! Try talking it over with a friend or colleague. Sometimes how we see ourselves is different to how others may see us. Understanding this gap can help us better achieve goals. You can also try taking the assessment again.

If you have further questions or feedback, please let us know by emailing us at support@deepersignals.com.



YOUR PROFILE

JOHN SAMPLE

CORE DRIVERS

CORE RISKS

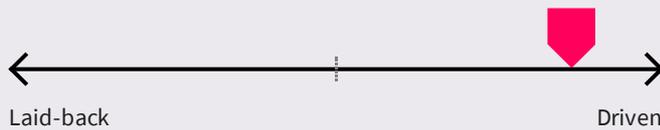
| | | |
|-------------|---|--------------|
| Disciplined | → | Rigid |
| Driven | → | Domineering |
| Outgoing | → | Unrestrained |



CORE DRIVERS

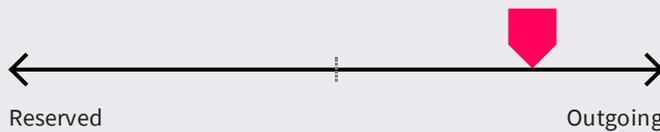
Based on your score, you appear to be competitive and driven. You like to take charge and will get frustrated when other people go too slowly. You are outgoing, sociable, and someone who enjoys being around new people. Others will see you as highly dependable, organized, and reliable.

Your Core Drivers describe your unique, psychological strengths. Understanding how your Core Drivers show up at work will help you achieve your goals



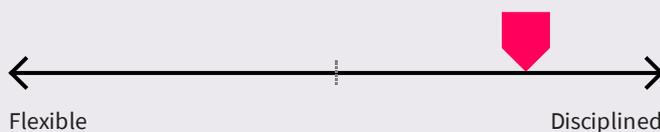
Driven

You're going to be seen by others as someone to notice. You are energetic and keen to get things done. Furthermore, you are fairly competitive and interested in taking charge. People who score like you tend to find themselves in positions that allow for responsibility and you will enjoy the chance to move upwards in your career or work.



Outgoing

Outgoing, energetic, and interested in meeting new people, others are going to find you stimulating company. You're going to be seen as a sociable person. You are good at meeting new people and building new connections.



Disciplined

You are likely to be a careful, planned, and thorough person when going about your work. You play within the rules, like to do a good job, and make sure you are on time. Others will see you as dependable, with high standards and concerned to get the details right.



OVERUSED DRIVERS CAN BECOME

RISKS

We all have days when we are not at our best. Frustration, stress, excitement, or tiredness can lead us to drop our guard and act without care or thought. These acts can lead to bad decisions, damage relationships, and harm our reputation. You can use these insights to help you prepare for situations where it's difficult to be your best self.

The Core Drivers describe your unique strengths, however, these strengths can become overused when you are stressed. Below we have mapped the ways your Core Drivers become your risks.

DRIVER → RISK

Driven → Domineering

RISK LEVEL
High

When you are under stress, being Driven can become more pronounced and be perceived by others as being overly competitive or domineering.

More than most people you may ignore getting along in order to get ahead. That can lead you to overlook the needs of others or display blind ambition, seeking to achieve your goals at all costs. You have a dominant tendency and likely to appear pushy and insensitive. If you avoid collaboration or following others' leads, you can seem arrogant and overconfident.

Outgoing → Unrestrained

RISK LEVEL
High

When you are under stress, being Outgoing can become more pronounced and be perceived by others as being bold or unrestrained.

You are outgoing, expressive, and energetic, but this may come across as brash. You also like to be at the center of the action and have many different things going on. You are easily distracted, and it can be hard for people to gain your full attention. You may also resent others for having the limelight, which may make you seem petty or superficial.

Disciplined → Rigid

RISK LEVEL
High

When you are under stress, being Disciplined can become more pronounced and be perceived by others as being inflexible or rigid.

You are often orderly and careful in how you approach work and life. You may have a strong preference for routines, which could appear somewhat unreasonable to some people, and may cause you to be inflexible and resistant to change. You tend to dislike ambiguity and prefer black and white decisions to making complicated and ambiguous judgement calls.



MITIGATING THE RISK

Here are a few suggestions about managing your risks. Not all of these challenges may feel relevant to you, so just focus on those that resonate and incorporate them in your development planning.

Disciplined → Rigid

RISK LEVEL
High

Behaviors to watch

Mitigate the risk

Becoming anxious when faced with a break from routine.

You can learn to be flexible by becoming more accepting and tolerant of ambiguity. Accept that you can't control everything and that sometimes rules and guidelines will be unavailable. While this will feel uncomfortable at first, it will get easier with practice.

Being perfectionistic.

You should accept that not everything needs to be perfect. Hence, you should spend your energy on the highest priorities and apply the 80/20 rule — 80% of the value will come from 20% of your effort.

Overanalyzing and decision paralysis.

To avoid analysis paralysis and to stop obsessing over details, ask for the perspective of a trusted colleague or simply take a break. Taking time to reflect and creating distance between you and your work will help you see the situation differently and identify new solutions to your problems.

Driven → Domineering

RISK LEVEL
High

Behaviors to watch

Mitigate the risk

Being willing to win at all costs

Focus not only what you are trying to achieve, but why. Share the wider picture with the team, this ensures it's not just about you.

Unable to follow someone else's lead

Although you feel comfortable playing the leader, other people also have good ideas and talents that you may lack. Grow more comfortable in letting others lead themselves.

Unrealistic perceptions of your ability

While being confident is helpful, if it becomes overconfidence you can set yourself up for failure and team members will doubt your judgement. Stretch goals must also be realistic goals.

Outgoing → Unrestrained

RISK LEVEL
High

Behaviors to watch

Mitigate the risk

Not listening to others, or not allowing others to express themselves.

You should pay more attention to the dynamics of the group so that you can be a better listener. This will make people enjoy collaborating with you more.

Dominating conversations and social interactions.

Demonstrate that you're aware of the points others have made by summarizing what they have said. This will make them feel heard and appreciated.

Seeking attention from others.

Don't always be the first to speak up and make an effort to ask other people to share their thoughts and perspectives.



TEAMWORK

Collaborating with others and working in teams is an essential part of our working lives. The more you are insightful about how you show up as a leader, the more success you can expect in your professional life.

Your Core Drivers are the unique skills that you bring to a team and describe how you positively impact the team's performance. Similarly, Core Risks show how you may hold the team back. Ideas to manage these behaviors and lead your team to thrive are shown below.

Discover how your Core Drivers give you unique skills that can supercharge your team.

Driven

Leading a team, your direct reports will likely experience you as motivated, focused, and driven. You bring energy and direction to the team and will always want to do more. You adopt a leadership role by nature, providing direction and purpose to others.

Because you want to move quickly, drive hard, and get things done, your leadership strengths will be organizing a plan, driving the task forward, and pushing your direct reports to finish the work.

Outgoing

You are outwardly focused and sociable in your leadership, and you have the gift of small-talk. You keep energy and collaboration alive in the group, alongside building new connections and relationships. You are particularly good in the forming stage of the team's life.

Use your natural ability to connect with others to build develop positive relationships inside the team. Use that leadership talent to draw out the quieter team members and help them share their perspective.

Disciplined

Teams benefit most when you keep them on task, ensure that standards are high and check that small things get managed. You pay attention to details, understand process and rules, believe in fulfilling your commitments, and in doing what is right.

When you lead a team, others will experience you as reliable and organized - someone they can count on even when things start to become confusing and busy. Plan ahead, looking out for bottlenecks and deadlines so that you can give a friendly heads-up to your less planful direct reports.

Below are a few suggestions for how you can manage your risks when working in a team. What is one thing you could do differently that would help your team?

TEAM RISKS

HOW TO MITIGATE THE RISK

At times you can lose sight of the big picture and derail your leadership by being a perfectionist.

Research suggests that effective teams don't always get the details perfect. Try to stay flexible and not get hung up about details that will not have a material effect on the outcome.

Being overly dominant or controlling.

Although you are drawn to leadership, beware of dominating. You need to be comfortable letting other people take the lead sometimes.

Not leaving enough room for other teammates to contribute.

Grow more comfortable listening more and letting others voice their opinion. Although unintentional, your sociable nature may prevent more reserved team members from sharing their ideas.



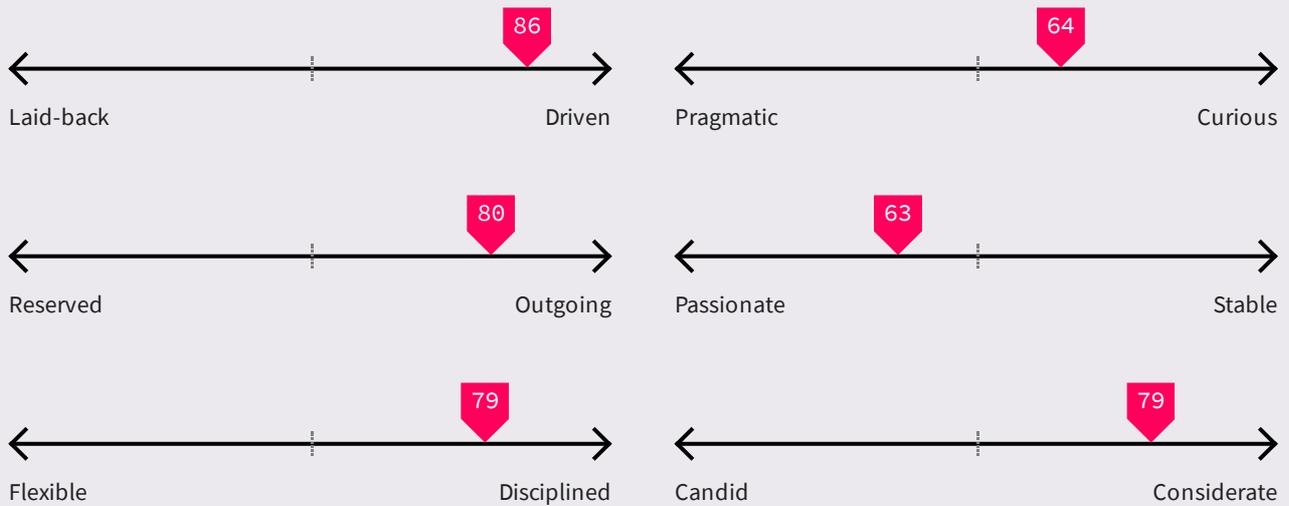
DISCOVER YOUR CORE DRIVERS

GO DEEPER

While Core Drivers provide insights about the behavioral tendencies that make you unique, your Secondary Drivers and sub-scales, add more color about what makes you, you. Here's an overview followed by a deeper dive into each Driver.

CORE DRIVERS

SECONDARY DRIVERS



CORE DRIVER → **RISK**
Driven → **Domineering**
 Score 85.8% Risk level: High

- SUB-DRIVERS**
- Competitive ●●●●
 - Confident ●●●●
 - Leading ●●●●
 - Goal-oriented ●●●○
 - Proactive ●●●●

CORE DRIVER → **RISK**
Outgoing → **Unrestrained**
 Score 80.4% Risk level: High

- SUB-DRIVERS**
- Friendly ●●●●
 - Sociable ●●●●
 - Thrill-seeking ●○○○
 - Upbeat ●●●○
 - Colorful ●●●●

CORE DRIVER → **RISK**
Disciplined → **Rigid**
 Score 78.7% Risk level: High

- SUB-DRIVERS**
- Organized ●●○○
 - Dutiful ●●○○
 - Perfectionist ●●●●
 - Cautious ●●●●
 - Self-disciplined ●●●●

SECONDARY DRIVER → **RISK**
Curious → **Eccentric**
 Score 63.7% Risk level: Medium

- SUB-DRIVERS**
- Imaginative ●●●●
 - Artistic ●○○○
 - Expressive ●●●●
 - Experimental ●○○○
 - Inquisitive ●●●●

SECONDARY DRIVER → **RISK**
Passionate → **Intense**
 Score 63.2% Risk level: Medium

- SUB-DRIVERS**
- Calm ●●○○
 - Composed ●○○○
 - Positive ●○○○
 - Inattentive ●●●●
 - Resilient ●●○○

SECONDARY DRIVER → **RISK**
Candid → **Insensitive**
 Score 55.1% Risk level: Medium

- SUB-DRIVERS**
- Trusting ●●●●
 - Moral ●○○○
 - Helpful ●●●●
 - Cooperative ●○○○
 - Empathetic ●●○○



DRIVEN

The tendency to be competitive, ambitious, and proactive.



Sub-drivers are components of each driver and help provide more detail into why you received your scores, and how you likely appear to others.

Competitive ●●●●

High scorers are competitive and driven by surpassing others' success. Low scorers are not interested by others' success, nor do they care about winning or dominating others.

You are likely to be competitive and highly motivated to beat the competition. You are energized by rivalry and sometimes overlook the benefits of cooperating.

Confident ●●●●

High scorers are self-assured, confident, and really believe in their own capabilities. Low scorers are likely to question themselves, be humble, and underestimate their true potential.

You are likely to be self-assured and confident. Your self-belief means you approach challenges with a positive and productive attitude.

Leading ●●●●

High scorers enjoy and are comfortable directing others and being in charge. Low scorers prefer to be a team player, are modest, and uninterested in power.

You are likely to be quick to take charge rather than waiting for others. You feel comfortable having people look for direction from you.

Goal-oriented ●●●○

High scorers are goal-oriented, set themselves ambitious goals, and will work hard to achieve them. Low scorers are satisfied, content, and prefer to keep things playful.

You are likely to work to achieve goals, only if they really matter to you. You maintain a healthy work-life balance.

Proactive ●●●●

High scorers are energetic, proactive, and motivated. They make things happen, rather than waiting around. Low scorers are relaxed, easy going, and move at their own pace.

You are likely to be strongly motivated and proactive. You show high levels of energy and you like to keep busy and make things happen.



OUTGOING

The tendency to be sociable, chatty, and enjoy being around new people.



Sub-drivers are components of each driver and help provide more detail into why you received your scores, and how you likely appear to others.

Friendly ●●●●

High scorers are friendly, warm, and affectionate. Low scorers are reserved, distant, and indifferent to others.

You are likely to come across as friendly, warm, and affectionate. You are good at building strong relationships and connections with people.

Sociable ●●●●

High scorers enjoy and seek out the company of others. Low scorers tend to avoid social interaction and are very comfortable being alone.

You are likely to be sociable and enjoy meeting new people. You work best as part of a group and are good at networking.

Thrill-seeking ●○○○

High scorers seek out excitement, new sensations, and thrills. Low scorers prefer a more relaxed and measured lifestyle, and prefer what is familiar.

You are likely to prefer to lead a steady and safe life. You avoid dramatic change and enjoy the comfort of routine.

Upbeat ●●○○

High scorers are cheerful, enthusiastic, and positive. Low scorers are emotionally reserved and keep their feelings to themselves.

You are likely to be fairly upbeat and enthusiastic. Upsets and obstacles can get you down, but not for long.

Colorful ●●●●

High scorers are socially bold, expressive, and enjoy being the center of attention. Low scorers are more humble, shy away from the limelight, and don't look for attention.

You are likely to be outgoing and expressive. You enjoy being the center of attention and love an audience.



GO DEEPER INTO YOUR CORE DRIVER

DISCIPLINED

The tendency to be highly dependable, organized, and reliable.



Sub-drivers are components of each driver and help provide more detail into why you received your scores, and how you likely appear to others.

Organized ●●●○

High scorers are organized, reliable, and dependable. Low scorers are adaptive, flexible, and responsive.

You are likely to balance being organized and adaptive. You will be reliable and flexible.

Dutiful ●●●○

High scorers follow the rules, obey authority, and do what is expected of them. Low scorers will challenge authority, break rules, and do what they want to do.

You are likely to follow the rules and do what is expected, but not blindly. You are willing to challenge authority when required.

Perfectionist ●●●●

High scorers pay close attention to the details, do things the "right way", and can be perfectionist. Low scorers may work quickly and intuitively, and will not hold unrealistic standards.

You are likely to be a perfectionist and pay attention to details. While your work is of a high standard you may get lost in the finer points.

Cautious ●●●●

High scorers are unlikely to take risks, hesitant, and consider all consequences before acting. Low scorers are impulsive, risk-taking, and will dive feet first into things.

You are likely to avoid taking risks and are slow to act. You prefer to keep the status quo and follow tried-and-true approaches.

Self-disciplined ●●●●

High scorers are controlled, finish what they start, and are self-disciplined. Low scorers find routines uninteresting and like to work dynamically.

You are likely to be self-disciplined and persistent. You are able to avoid distractions, follow routines, and finish what you start.



CURIOUS

The tendency to be creative, experimental, and interested in new ideas.



Sub-drivers are components of each driver and help provide more detail into why you received your scores, and how you likely appear to others.

Imaginative ●●●●

High scorers have a vivid imagination, are creative, and see things differently. Low scorers think in a grounded, realistic, and straightforward way.

You are likely to have a vivid imagination, are creative, and come up with new ideas and solutions to difficult problems.

Artistic ●○○○

High scorers have a deep appreciation and enjoyment of arts and design. Low scorers are practical, functional, and down-to-earth.

You are likely to be practical more than artistic. You care more about things working efficiently than how they look.

Expressive ●●●●

High scorers feel emotions more frequently and intensely than others do. Low scorers are emotionally neutral and do not believe that feelings are of much importance.

You are likely to feel emotions intensely and be very expressive. You seem animated and passionate.

Experimental ●○○○

High scorers are experimental, innovative, and always looking to try new solutions. Low scorers prefer to stick to what is familiar and what has worked in the past.

You are likely to stick with what is familiar and what you know best. You typically reach for the tried and tested solutions.

Inquisitive ●●●●

High scorers are driven to learn and understand, alongside being open to new ideas and perspectives. Low scorers are practical and experiential learners, and tend to think along traditional lines.

You are likely to be curious and driven to learn and explore the world. You ask lots of questions and are open to new or unconventional ideas.



PASSIONATE

The tendency to be alert to risks, feel things deeply, and be reflective.



Sub-drivers are components of each driver and help provide more detail into why you received your scores, and how you likely appear to others.

Calm ●●○○

High scorers are calm and do not dwell on things that could go wrong. Low scorers are alert to risk, prone to worry, and think deeply about problems.

You are likely to be aware of what could go wrong, but not feel overwhelmed very often. You channel your emotions to stay alert and on top of potential threats or challenges.

Composed ●○○○

High scorers have an even temperament and are not annoyed or irritated easily. Low scorers are critical of others and emotionally reactive.

You are likely to be an emotional person who shows their feelings. You may not seem very steady or balanced to others, but instead come across as passionate or excitable.

Positive ●○○○

High scorers are composed, measured, and even tempered. Low scorers are skeptical about the world and pessimistic.

You are likely to be pessimistic and more aware of the downside. You prefer to prepare for the worst and are unsurprised when things go wrong.

Inattentive ●●●●

High scorers are unconcerned with feedback or others' opinions and unlikely to experience social anxiety. Low scorers are self-aware, seek out feedback, and actively manage their impression.

You are likely to be unaware of how you impact others. You tend not to notice what people think about you and follow your own path.

Resilient ●●●○

High scorers are emotionally resilient, they do not frequently experience stress nor are they impacted by pressure. Low scorers are sensitive to when things are not working and likely to change course when stressed.

You are likely to be fairly good at managing emotional resilience. While you are resilient under some pressure, when things really pile up you may struggle to stay calm.



CANDID

The tendency to be upfront, straight talking, and unswayed by others' opinions.



Sub-drivers are components of each driver and help provide more detail into why you received your scores, and how you likely appear to others.

Trusting ●●●●

High scorers are honest and trusting of others. Low scorers are cynical and slower to trust others.

You are likely to be honest, authentic, and trustworthy. You assume people always act from good intentions and rarely doubt their motivations.

Moral ●○○○

High scorers are moral, principled, and have a clear code of ethics. Low scorers have a flexible set of morals, often doing whatever is easiest or best suits them.

You are likely to not feel bound by a strong moral code. You may ignore authority and can cut through rules.

Helpful ●●○○

High scorers are altruistic, caring, and want to help others. Low scorers are more concerned with themselves and unmotivated by others' needs or problems.

You are likely to balance concern for others with your own needs and feelings. You are more likely to care for and help those closest to you.

Cooperative ●○○○

High scorers are collaborative, try hard to get along with others, and build cohesion. Low scorers are independent and unfazed by group tension.

You are likely to prefer to work alone and not worry too much about getting along with others. You may not come across as a team player.

Empathetic ●●○○

High scorers are sensitive, understanding, and feel others' emotions. Low scorers are tough minded and unaffected by others' emotions.

You are likely to be aware of other people's feelings and can see things from their perspective. You remain objective and make unclouded decisions.



