



excelledia



ABC

August 3, 2015

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.



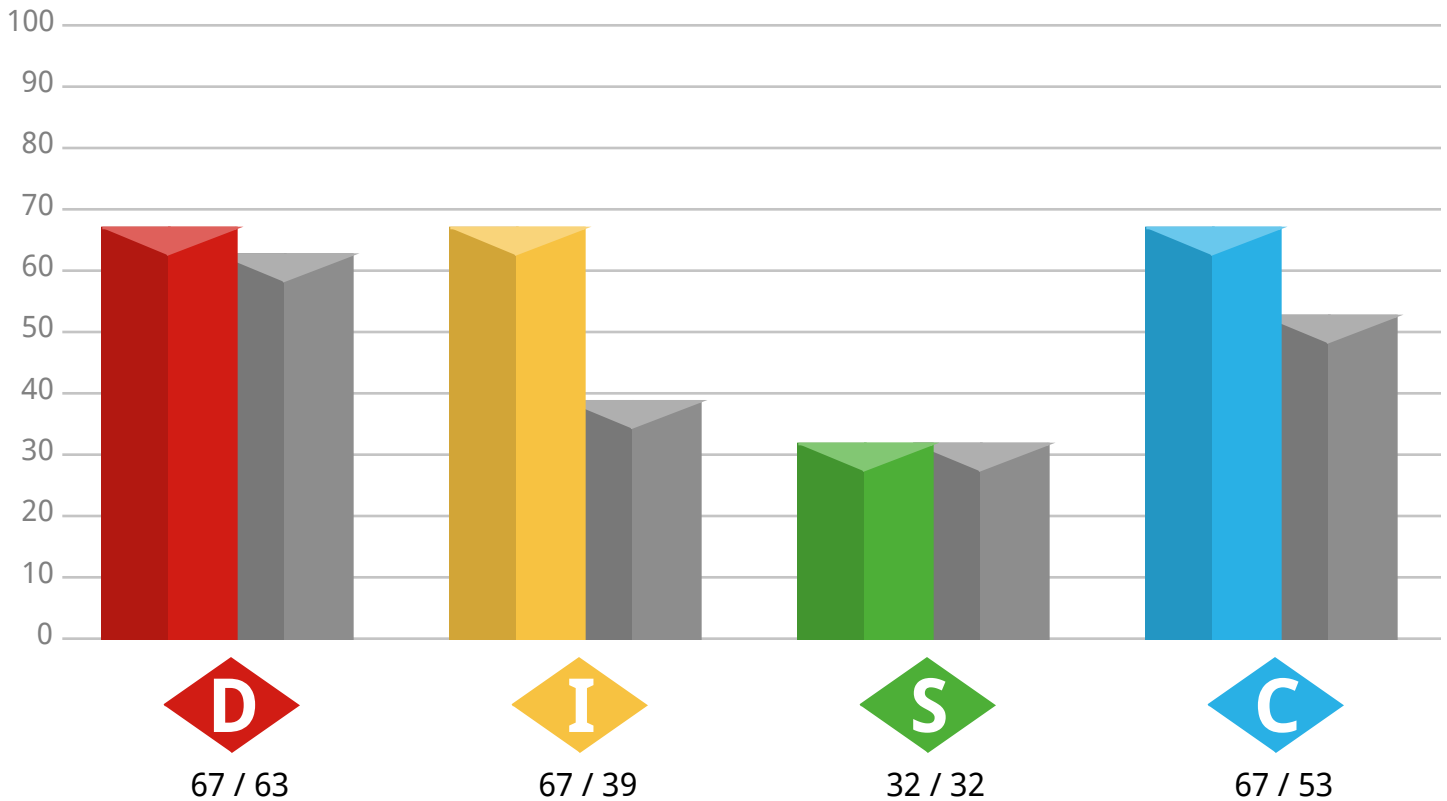


The DISC Index

HOW do you prefer to use your talents based on your natural behavioral style?



Natural and Adaptive Styles Comparison



Natural Style:

The natural style is how you behave when you are being most natural. It is your basic style and the one you adopt when you are being authentic and true to yourself. It is also the style that you revert to when under stress or pressure. Behaving in this style, however, reduces your stress and tension and is comforting. When authentic to this style you will maximize your true potential more effectively.

Adaptive Style:

The adaptive style is how you behave when you feel you are being observed or how you behave when you are aware of your behavior. This style is less natural and less authentic for you or your true tendencies and preferences. When forced to adapt to this style for too long you may become stressed and less effective.



A closer look at the four components of your behavioral style

Decisive	Interactive	Stabilizing	Cautious
Problems: How you tend to approach problems and makes decisions	People: How you tend to interact with others and share opinions	Pace: How you tend to pace things in your environment	Procedures: Your preference for established protocol/ standards
High D	High I	High S	High C
Demanding Driving Forceful Daring Determined Competitive Responsible Inquisitive Conservative Mild Agreeable Unobtrusive	Gregarious Persuasive Inspiring Enthusiastic Sociable Poised Charming Convincing Reflective Matter-of-fact Withdrawn Aloof	Patient Predictable Passive Complacent Stable Consistent Steady Outgoing Restless Active Spontaneous Impetuous	Cautious Perfectionist Systematic Careful Analytical Orderly Neat Balanced Independent Rebellious Careless Defiant
Low D	Low I	Low S	Low C



Each behavioral style contains certain unique strengths as a result of how your four behavioral dimensions relate to each other. Understanding your own unique behavioral strengths is an important part of putting your new level of self-awareness to work for your success and satisfaction. The following statements highlight specific strengths of your behavioral style:

- Able to handle both people and details with equal skill and confidence.
- Brings a sense of quality-control to the team efforts.
- Natural optimism helps others to feel more confident in the group activities.
- Helps motivate the team toward common goals and works with participants to help achieve those goals.
- People-oriented, but also rather modest, so has the ability to get along with a wide variety of others.
- Brings a sense of genuine enthusiasm to the team and organization.
- Brings a positive sense of humor and can break-the-ice or hostility with humor in a diplomatic way.
- Demonstrates technical competence and skills on the people side; this trait is rare and can be of great importance.



This page is unique in this report because it is the only one that doesn't speak directly to you, rather to those who interact with you. The information below will help others communicate with you more effectively by appealing to your natural behavioral style. The first items are things others SHOULD do to be better understood by you (Do's) and the second list is of things others SHOULD NOT do (Don'ts) if they want you to understand them well.

Things to do to effectively communicate with ABC:

- Plan to talk about things that support dreams and goals.
- If you agree with the outcome, follow through and do what you say you will do.
- Use a thoughtful and logical approach to discussing ideas and options.
- Be certain that the information you have is credible.
- Be certain to conclude the communication with some modes of action and specific next-steps for all involved.
- Ask for input regarding people and specific assignments.
- Do your homework because that will be critical to the success of the conversation or meeting.

Things to avoid to effectively communicate with ABC:

- Don't legislate.
- Don't use someone else's opinions as evidence.
- Leave things up in the air, or to work out by chance.
- Don't fail to follow through. If you say you're going to do something, do it.
- Be certain all decision-points have reached closure and action-plans are the result.
- Don't leave decisions hanging in the air.
- Don't rush the issues or the decision-making process until you have buy-in.

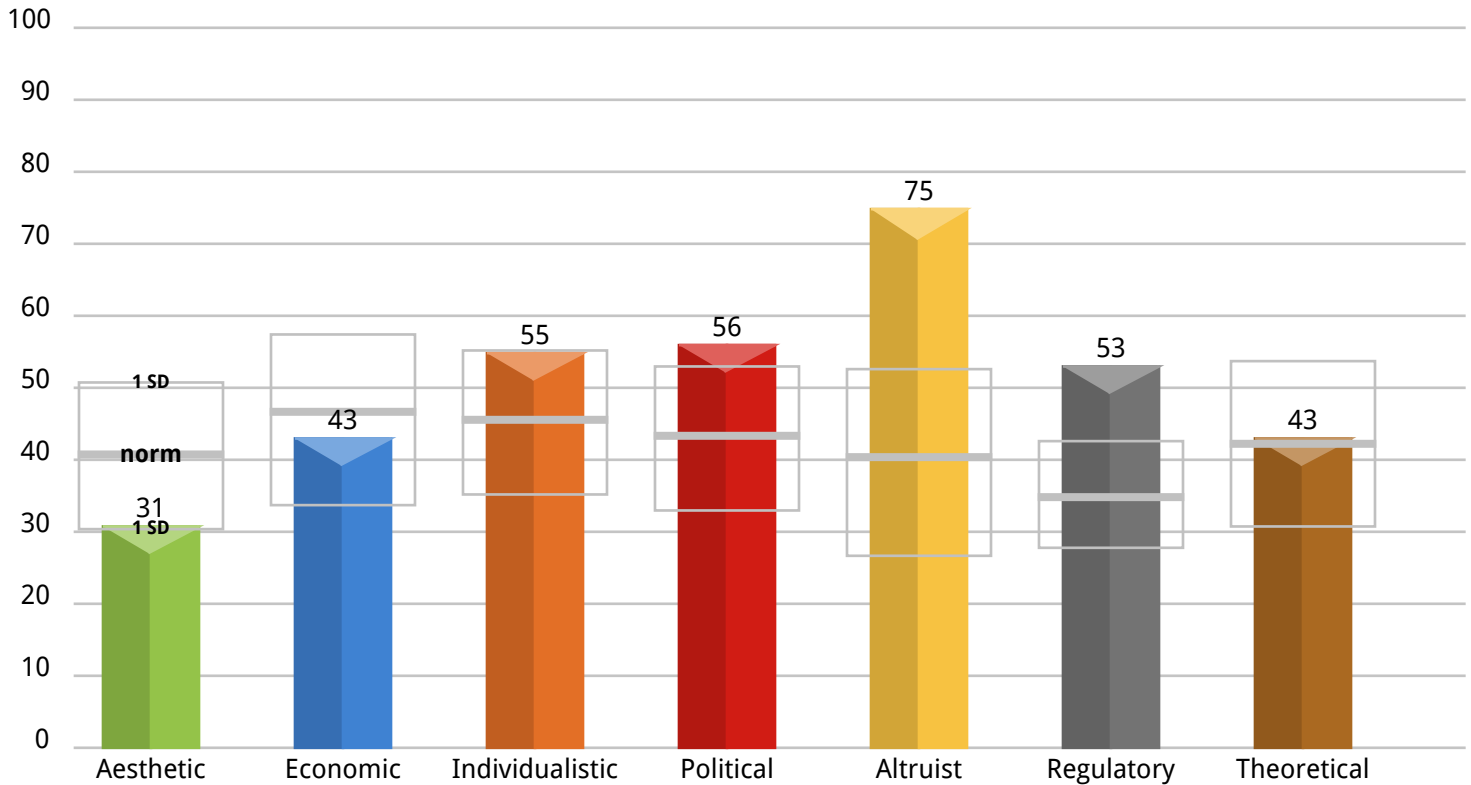


The Values Index

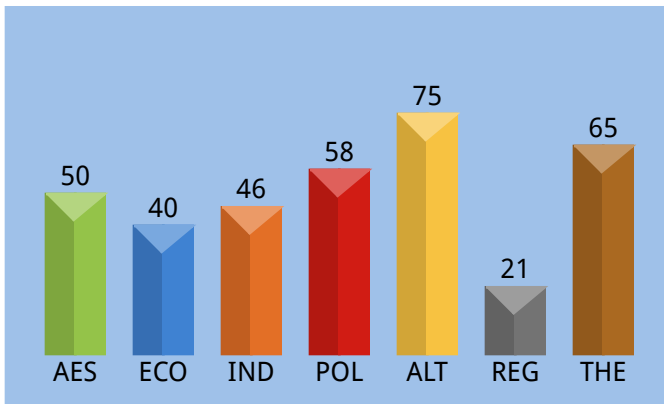
WHY are you motivated to use your talents based on your drivers of engagement?



Executive Summary of XYZ Values



Average Aesthetic	You are able to appreciate the benefit for balance and harmony without losing sight of the practical side of things.
Average Economic	You are able to perceive and create a balance between the need for economic return and other needs as well.
Average Individualistic	You are not an extremist and able to balance the needs of both others and self.
High Political	You are able to accept the credit or take the blame with a 'the buck stops here' attitude.
Very High Altruist	You have a very high sincerity-factor and a high empathy for others' needs.
High Regulatory	You have a strong preference for following established systems or creating them if none present.
Average Theoretical	You are able to balance the quest for understanding and knowledge with the practical needs of a situation.



The Economic Dimension:

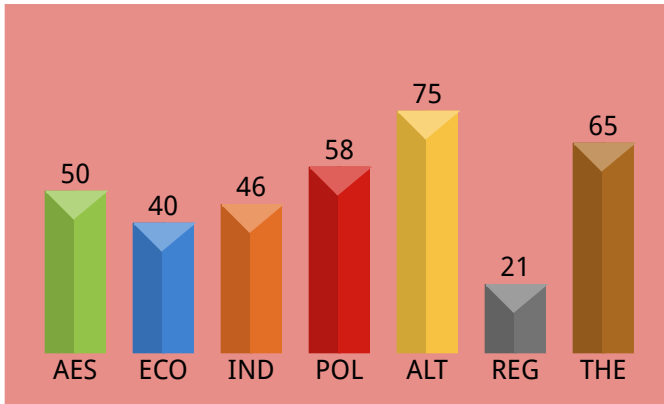
This dimension examines the motivation for security from economic gain, and to achieve practical returns. The preferred approach of this dimension is a professional one with a focus on bottom-line results.

General Traits:

- The drive and motivational factors which tend to lead people who score like you should be measured against other peaks on the Values graph.
- You have the ability to identify with and understand other individuals who have both a lower or higher Economic drive than your own.
- Regarding the Economic score, you would be considered rather practical and realistic about money.
- The pattern of responses when compared to others in the business community indicates that there would be no visible "greed factor" in the interaction you have with others.
- This score should not be confused with average economic achievement. Many executives and others who score in this area may have already achieved substantial economic goals of their own. As a result, money itself may no longer motivate like it used to.

Key Strengths:

- What motivates people who score like you? It's more than money alone; it's some of the other peaks that occur on the Values graph.
- You are a good team player in helping others with projects and initiatives without requiring an economic return of your own.
- You are not an extremist and therefore a stabilizing force when economic issues emerge.
- You are able to balance both needs and perspectives of those with substantially different economic drives.
- You tend to be a good team player especially because you do not try to compete to the extent of creating dissension within the group, team or office.



The Political Dimension:

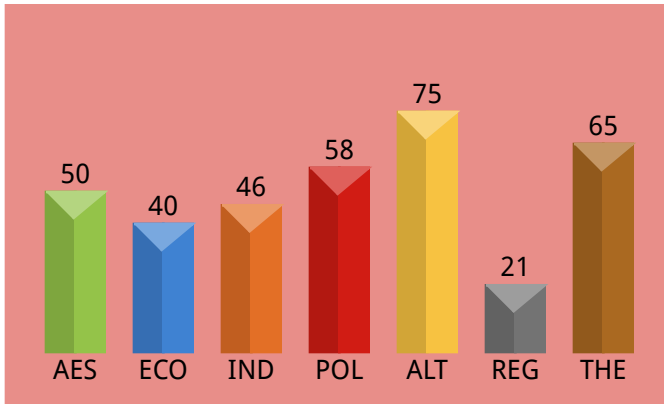
This drive is to be seen as a leader and to have influence and control over one's environment or success. Competitiveness is often associated with those scoring high in this motivation.

Motivational Insights:

- You prefer an environment with minimal involvement with routine, detail, and paperwork.
- You score like others who may feel stifled if surrounded by many constraints.
- You appreciate occasional public recognition and praise for successes.
- You may need to be more willing to share the attention and successes for wins.
- You may like to be seen as a catalyst for change.

Training/Learning Insights:

- Some who share this score range may prefer independent study instead of group or team learning activities.
- You provide for individual recognition for exceptional performance.
- You link learning successes with potential to increase personal credibility and motivation of teams when working with others.
- You provide for a variety of learning and professional development options.
- If group activities are involved, attempt to build in some competition and group leadership events.



The Political Dimension:

This drive is to be seen as a leader and to have influence and control over one's environment or success. Competitiveness is often associated with those scoring high in this motivation.

Continual Improvement Insights:

- You may need to be more sensitive to the needs of others on the team.
- You may be perceived as one who oversteps authority without cause.
- You may show impatience with others who don't see the big picture as clearly.
- You may need to soften your own agenda at times and allow for other ideas and methods to be explored.
- You may project a high sense of urgency which may also translate to some as a high intensity.



Attribute Index

WHAT natural talents do you have based on how you think and make decisions?

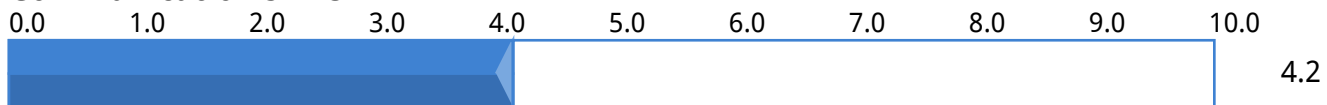


This graph summarizes the 7 Categories that comprise this Innermetrix Talent Profile. A description and mean score for each category is on the following page.

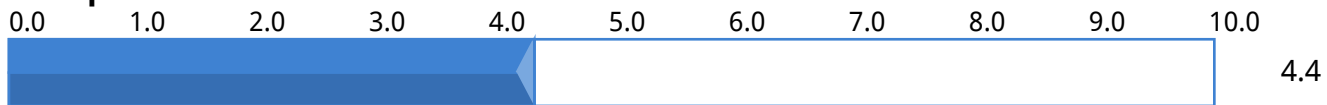
For years, people have taught that a person's intellectual intelligence is the greatest predictor of success. In the past 10 years, however, researchers have found that this isn't necessarily the case -- that in actuality, a person's emotional intelligence quotient (EQ) might be a greater predictor of success than his IQ. What is emotional intelligence? When Drs. Mayer, Ph.D., and Salovey, Ph.D., introduced the term "emotional intelligence", they used the term to describe a person's ability to understand personal emotions and the

Report Component Graphs

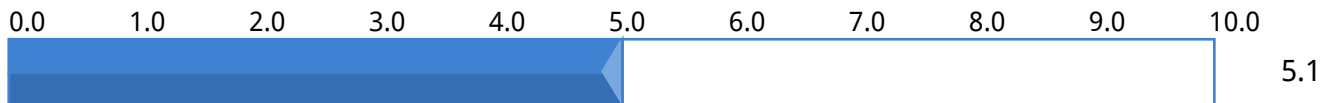
Communication Skills



Interpersonal Skills



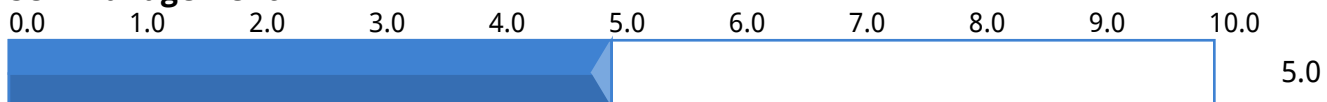
Personal Motivators



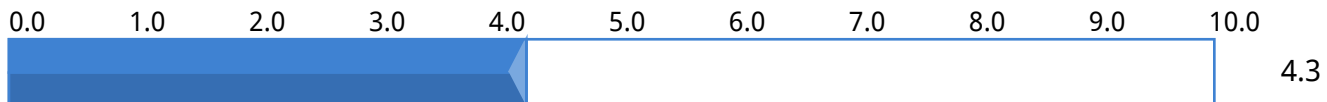
Self Awareness



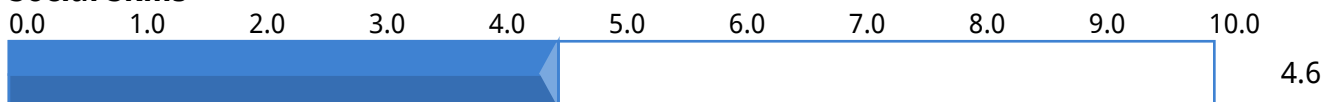
Self Management



Social Awareness



Social Skills



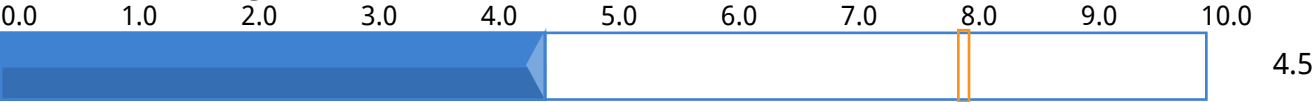


Category Description

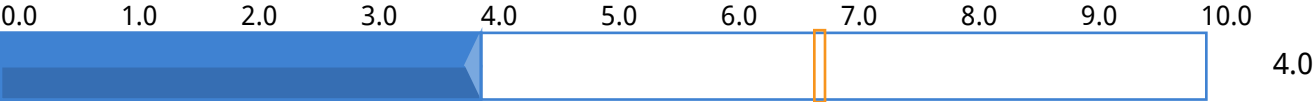
"What drives ABC?" Different cognitive values cause ABC to have a different motivation. There are no "good" or "bad" scores in this category. Instead, these score are an indication of the degree of influence that each of the six personal motivators exert.

Category Component Graphs

Status and Recognition



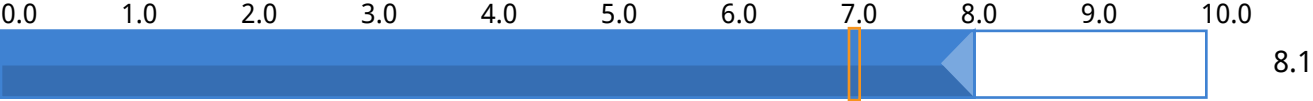
Sense of Mission



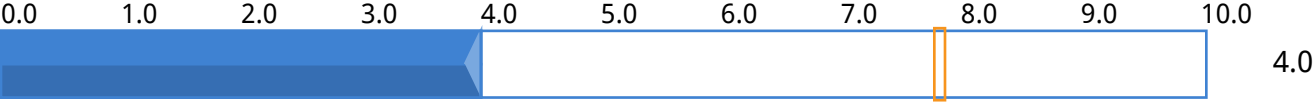
Sense of Belonging



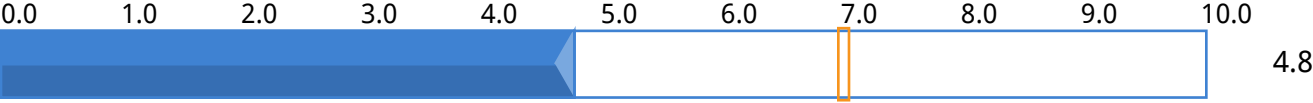
Self Improvement



Personal Relationships



Material Possessions



Category Component Descriptions

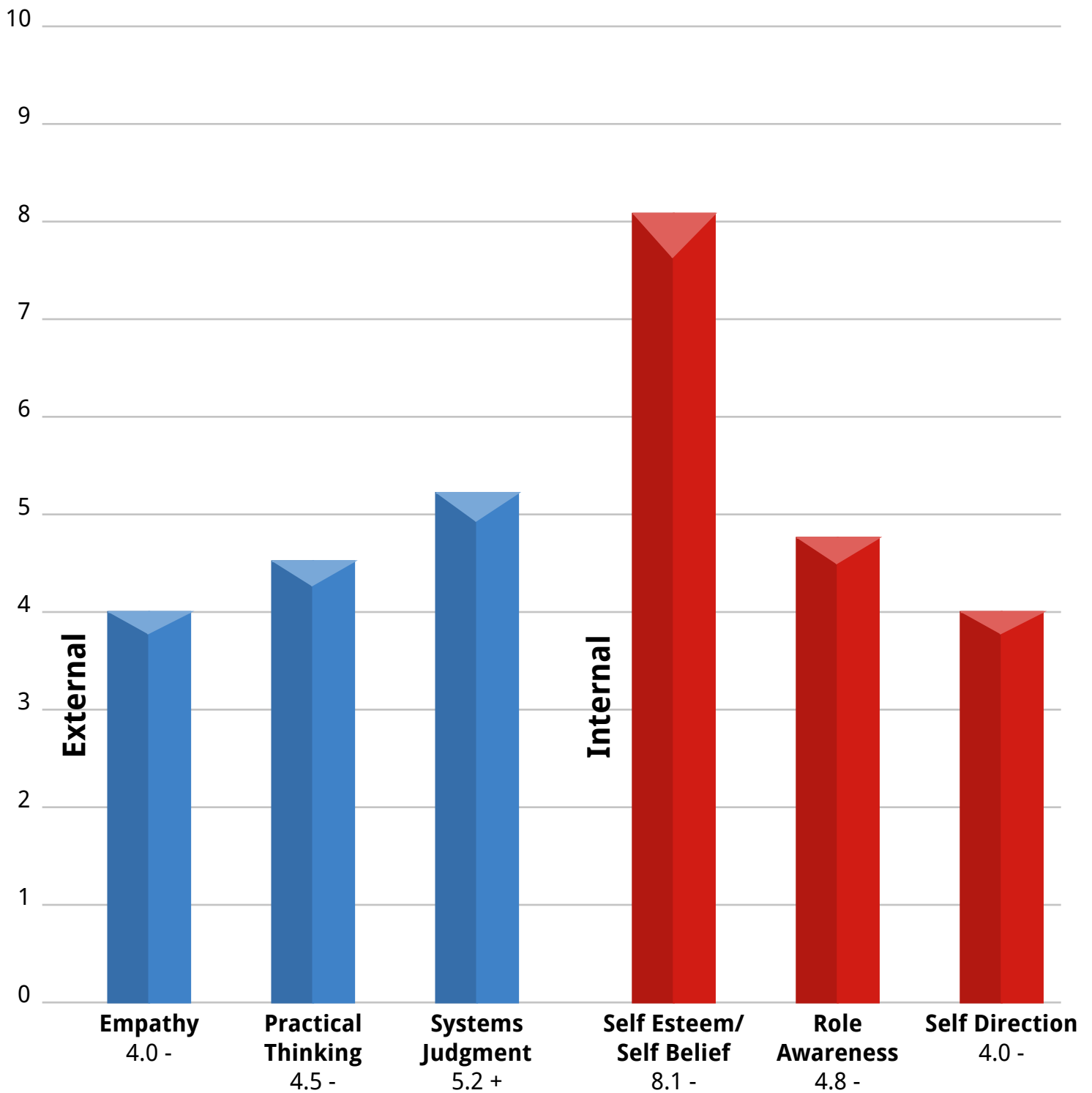
Status and Recognition (4.5)
evaluates the importance for ABC of social status and recognition.

Sense of Mission (4.0)
evaluates the importance and commitment ABC gives to his ideals and goals.

Sense of Belonging (5.2)
evaluates the importance of feeling like part of a team or a member of a group for XYZ motivation.

Self Improvement (8.1)
evaluates XYZ motivation to improve himself.

ABC



ABC..



Handling Stress (8.1)	Attitude Toward Honesty (4.0)
Self Esteem (8.1)	Attitude Toward Others (4.0)
Self Improvement (8.1)	Balanced Decision Making (4.0)
Conveying Role Value (6.4)	Correcting Others (4.0)
Enjoyment Of The Job (6.4)	Developing Others (4.0)
Role Confidence (6.4)	Diplomacy (4.0)
Self Confidence (5.5)	Emotional Control (4.0)
Realistic Personal Goal Setting (5.5)	Empathetic Outlook (4.0)
Creativity (5.5)	Evaluating Others (4.0)
Following Directions (5.5)	Evaluating What Is Said (4.0)
Intuitive Decision Making (5.5)	Freedom From Prejudices (4.0)
Surrendering Control (5.5)	Gaining Commitment (4.0)
Conceptual Thinking (5.2)	Human Awareness (4.0)
Proactive Thinking (5.2)	Initiative (4.0)
Respect For Policies (5.2)	Job Ethic (4.0)
Results Orientation (5.2)	Leading Others (4.0)
Sense of Belonging (5.2)	Meeting Standards (4.0)
Systems Judgment (5.2)	Monitoring Others (4.0)
Long Range Planning (5.2)	Persistence (4.0)
Integrative Ability (5.1)	Personal Accountability (4.0)
Theoretical Problem Solving (5.1)	Personal Commitment (4.0)
Persuading Others (5.1)	Personal Drive (4.0)
Accountability For Others (5.0)	Personal Relationships (4.0)
Attention To Detail (4.9)	Problem Solving (4.0)
Quality Orientation (4.9)	Problem and Situation Analysis (4.0)
Problem Management (4.9)	Project and Goal Focus (4.0)
Sense of Timing (4.8)	Realistic Expectations (4.0)
Flexibility (4.8)	Realistic Goal Setting For Others (4.0)
Material Possessions (4.8)	Relating To Others (4.0)
Project Scheduling (4.8)	Self Assessment (4.0)
Role Awareness (4.8)	Self Control (4.0)
Consistency and Reliability (4.6)	Self Direction (4.0)
Concrete Organization (4.5)	Self Discipline and Sense of Duty (4.0)
Practical Thinking (4.5)	Self Starting Ability (4.0)
Respect For Property (4.5)	Sense of Mission (4.0)
Status and Recognition (4.5)	Sensitivity To Others (4.0)
Self Management (4.3)	Understanding Attitude (4.0)
Seeing Potential Problems (4.3)	Understanding Motivational Needs (4.0)
Handling Rejection (4.2)	Using Common Sense (4.0)



XYZ COMPANY

This DISC Index square is a unique design in the DISC-business. Why? Because it's the first design in which the numbers actually mean something, and by knowing what the number is, you'll know where it appears in the square very easily. The numbers are arranged in this manner:

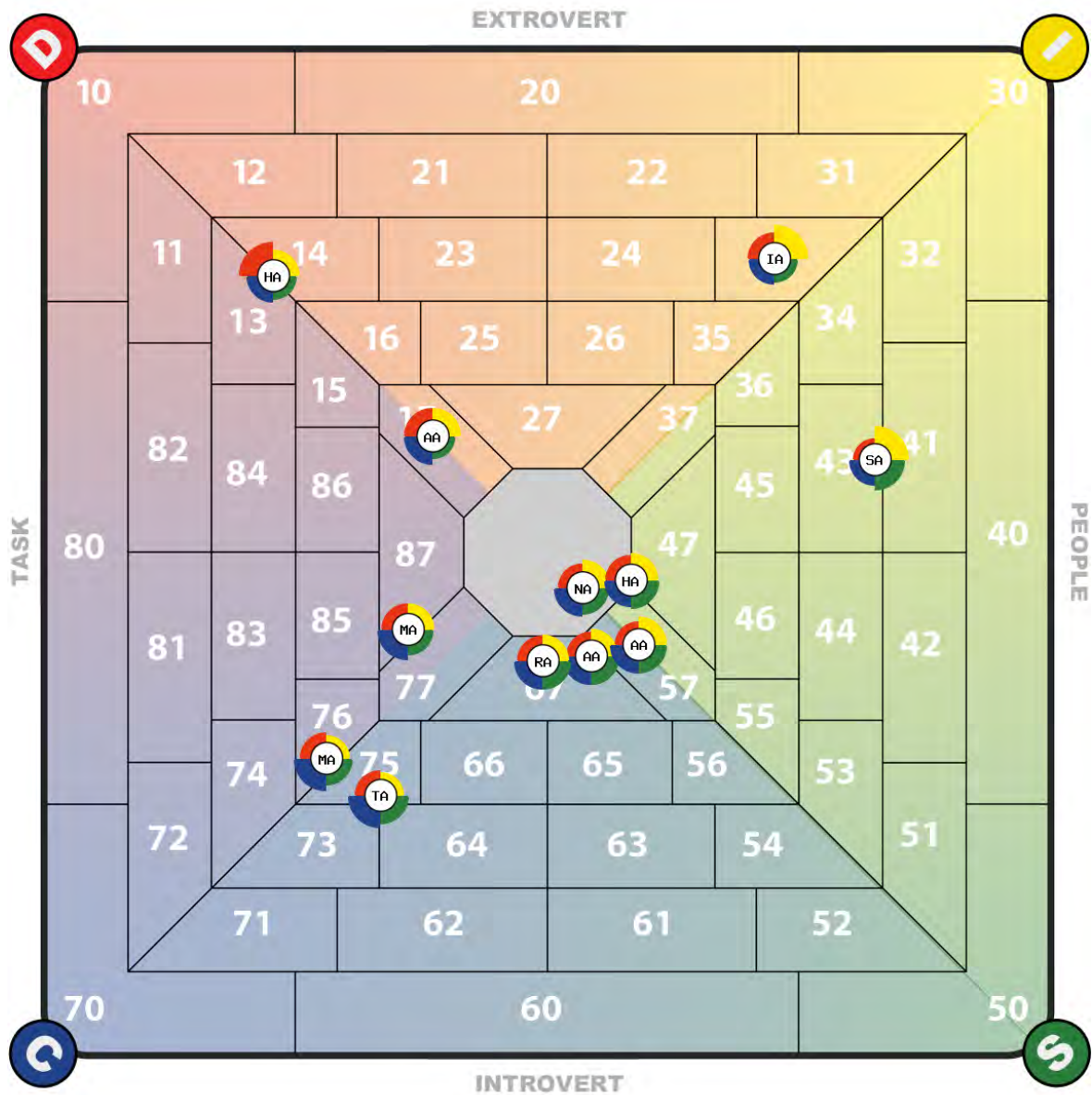
10+	"D" scores are the primary plotting points
20+	"D and I" scores are the primary plotting points
30+	"I" scores are the primary plotting points
40+	"I and S" scores are the primary plotting points
50+	"S" scores are the primary plotting points
60+	"S and C" scores are the primary plotting points
70+	"C" scores are the primary plotting points
80+	"D and C" scores are the primary plotting points

For more rare, three-point combinations, the formula will triangulate to the appropriate cell location.

The lower the number in each of the series, the stronger is the score-set. The higher the number in each of the series, the weaker is the score-set. That is, if a marker on the square is near the outer areas of the square, the score is stronger and more demonstrable. If a marker is nearer the center of the square, the overall graph pattern will be nearer the midline, and less of an extreme score. (For example, a score of "10" is nearly a pure 'high D' score. A score of 17 is a "D" score with all plotting points very near the midline.)



Team Report | The DISC Index Teams Square



HA - Employee No 1 (67)

AA - Employee No 2 (67)

IA - Employee No 3 (33)

MA - Employee No 4 (87)

MA - Employee No 5 (76)

TA - Employee No 6 (75)

RA - Employee No 7 (67)

HA - Employee No 8 (47)

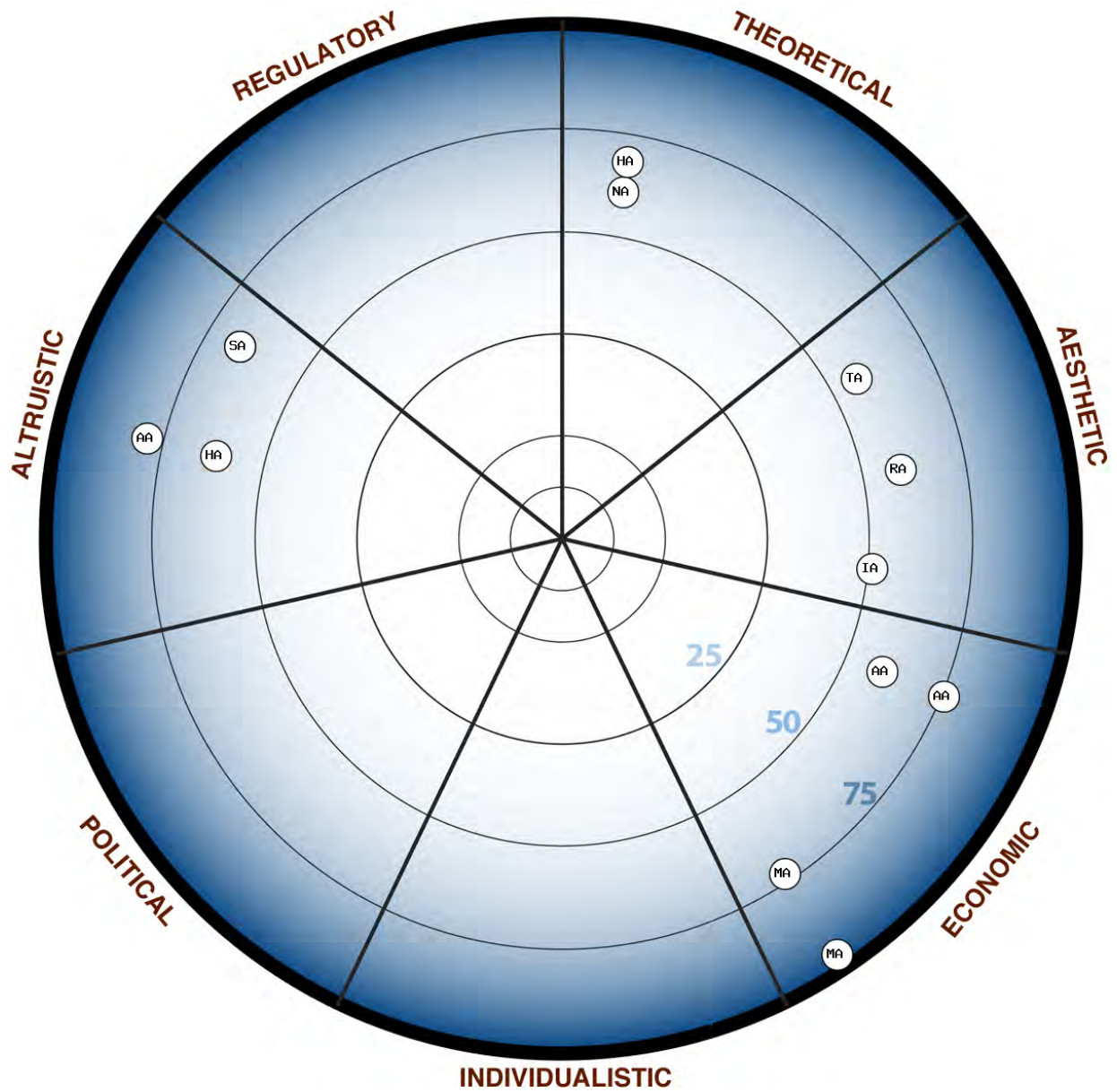
HA - Employee No 9 (14)

AA - Employee No 10 (17)

NA - Employee No 11 (C)

AA - Employee No 12 (57)

SA - Employee No 13 (43)



HA - Employee No 1(alt)
AA - Employee No 2 (eco)
IA - Employee No 3 (aes)
MA - Employee No 4(eco)
MA - Employee No 5 (eco)

TA - Employee No 6 (aes)
RA - Employee No 7 (aes)
HA - Employee No 8(the)
HA - Employee No 9 (alt)

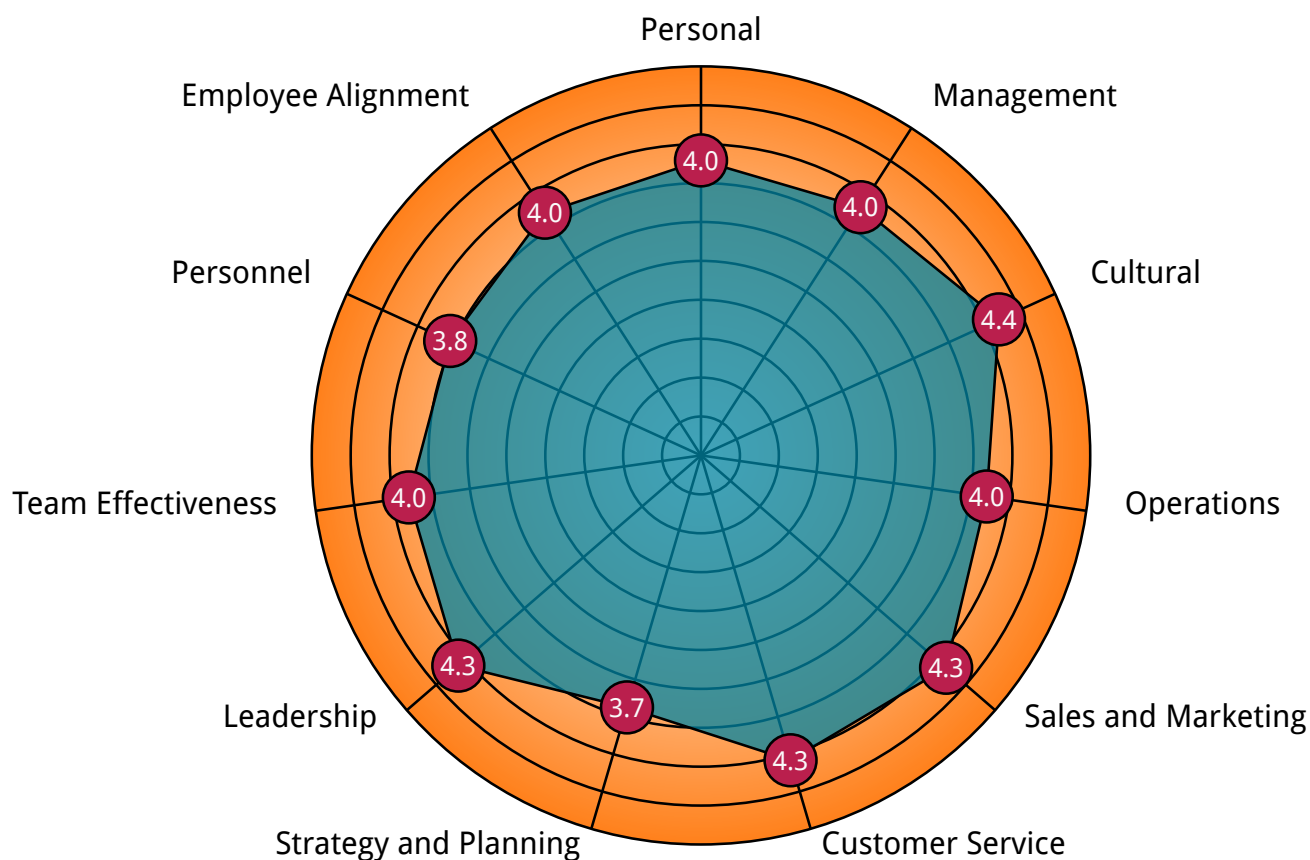
AA - Employee No 10 (alt)
NA - Employee No 11 (the)
AA - Employee No 12(eco)
SA - Employee No 13 (alt)



Senior Executive

November 28, 2015

Organizational Health Checkup



Participants

- 1. Harish Nair (HN)
- 2. Muntasir Mansoor (MM)
- 3. Vinay Singh (VS)
- 4. Shabana Faisal (SF)
- 5. Viswas Tayathu (VT)
- 6. Mathan Sathyan (MS)

Dimension Scores

Personal	4.0 (76%)
Employee Alignment	4.0 (74%)
Personnel	3.8 (71%)
Team Effectiveness	4.0 (76%)
Leadership	4.3 (82%)
Strategy and Planning	3.7 (68%)
Customer Service	4.3 (82%)
Sales and Marketing	4.3 (83%)
Operations	4.0 (74%)
Cultural	4.4 (84%)
Management	4.0 (76%)

Personal	HN	MM	VS	SF	VT	MS	Overall
I have a great work/life balance	4	3	4	4	5	4	4.0
I do not feel overwhelmed or like I am playing catch-up most of the time	3	4	4	4	4	4	3.8
I have a personal development plan that is used	4	4	5	4	5	3	4.2
I understand my role very clearly	5	4	3	3	5	4	4.0
I get a very strong sense of accomplishment from my work	5	4	4	3	4	5	4.2
Category Totals:	4.2	3.8	4.0	3.6	4.6	4.0	4.0

Employee Alignment	HN	MM	VS	SF	VT	MS	Overall
Our training programs ensure that employees have the knowledge and skills they need to succeed	4	4	4	5	4	4	4.2
We do an excellent job of understanding what is required to succeed in every role	4	4	4	5	5	3	4.2
We do an excellent job of matching employee talent and skills with their roles	3	3	4	4	5	3	3.7
We do an excellent job of understanding unique individual needs, concerns and desires	3	4	4	4	4	4	3.8
Employees have multiple routes to advancement to ensure optimal matches in talent and skills	4	4	4	4	4	4	4.0
Category Totals:	3.6	3.8	4.0	4.4	4.4	3.6	4.0

Personnel	HN	MM	VS	SF	VT	MS	Overall
We have very low employee turnover	3	1	4	4	4	4	3.3
Every employee has a very clearly defined and accurate job description	4	4	4	4	5	4	4.2
Performance reviews are given objectively and in a way that adds real value	4	4	4	4	4	3	3.8
There is a clear and attainable path of advancement for all positions	4	4	4	4	5	4	4.2
Our compensation and benefits plans are competitive and fair at all levels	3	4	4	4	3	4	3.7
Category Totals:	3.6	3.4	4.0	4.0	4.2	3.8	3.8

CERTIFIED INNERMETRIX CONSULTANT PROGRAMME

The most comprehensive training and support program on the market today (executive coaching, mentoring, business consultation, sales & marketing success program, consulting tools and methodologies).

A large suite of proven business consulting tools and processes, designed not only to help you deliver more value – but convince more individuals in the first place. All of our profiles have been rigorously tested for maximum validity and reliability in compliance with the APA and EEOC guidelines.

The CIC is an accreditation earned through Innermetrix Incorporated, a United States Corporation. It is designed to provide the independent business consultant with the knowledge and tools needed to evaluate an organization's core intellectual assets operational effectiveness. Once accredited, the CIC has the knowledge, training and tools necessary to help any organization, regardless of size or industry, to better understand and measure the effectiveness of the core drivers of profit and performance in their business. These include:

- The natural intellectual capital (i.e., natural strengths, weaknesses, drivers, behavioral styles) of the core leadership team
- Strategic preparedness in a SWOT model
- ...and, the overall effectiveness of operations in the following:
 - ✓ Personnel
 - ✓ Employee Alignment
 - ✓ Team Effectiveness
 - ✓ Leadership
 - ✓ Strategy and planning
 - ✓ Customer Service
 - ✓ Sales and Marketing
 - ✓ Operations
 - ✓ Culture Management



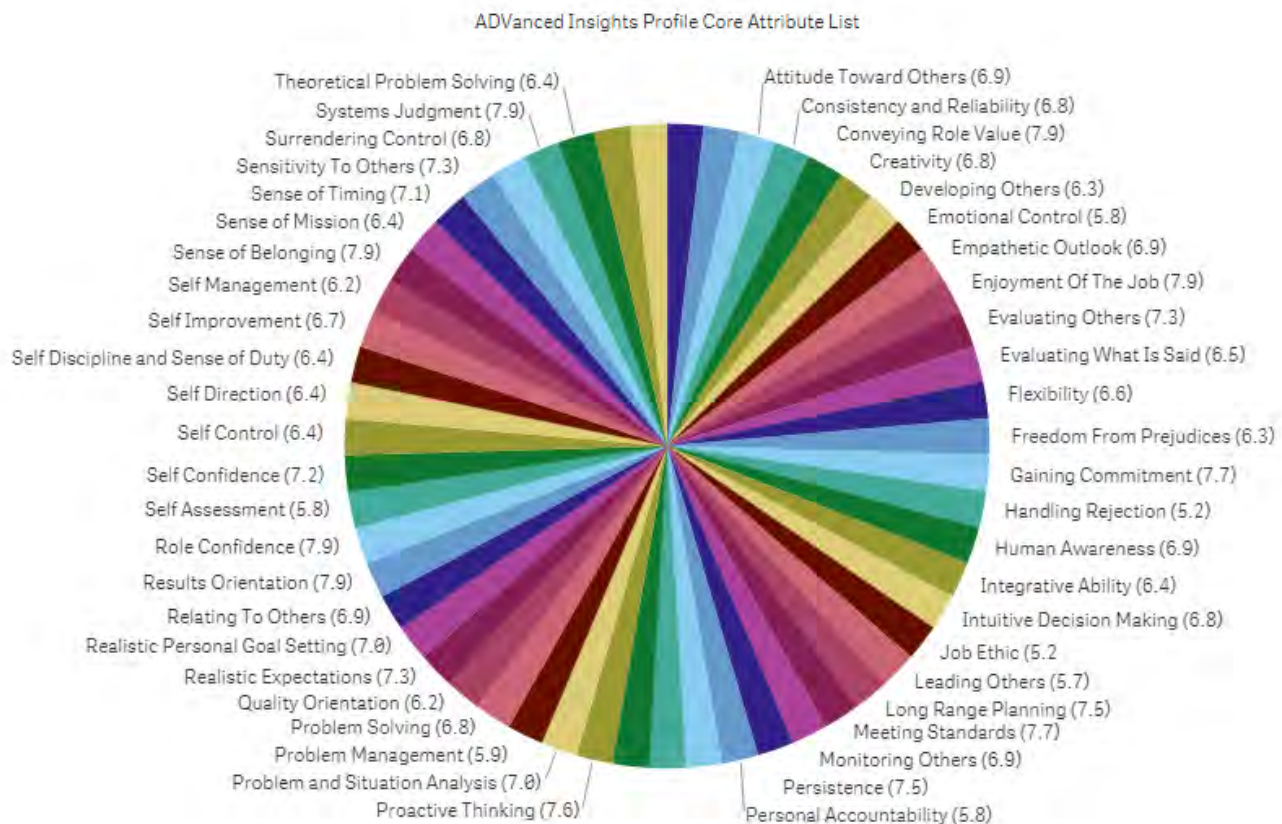
As a Certified Innermetrix Consultant (CIC) you will benefit from a long line of business tools, techniques, tips and talent:



- The IMX Consultant Growth Blog – weekly articles on growing a successful consulting practice.
- The IMX Consultant Education Library – over 30 hours of recorded educational content designed to help answer your questions about how to improve your consulting practice.
- Monthly IMX webinars – Monthly consulting topics we dive deep into for an hour of continuing education.
- Two free copies of our Founder's Bestselling books:
 - What's Your Genius (Foreword by Anthony Robbins)
 - Learn how to align your natural talents to create passion and success in your business.
- The Profitable Consultant (Foreword by Marshall Goldsmith)
- All the key knowledge you need to start, grow and thrive as an independent business consultant.
- The Basics of Consulting
- Strategic planning for your practice
- Advanced Marketing – 16 channels to your delegates
- Complete profile accreditation (3-day live course)



OUR APPROACH:



Phase 1 – Pre Course Preparation

1. Each delegate will complete the online Innermatrix Advanced Insights profiling tool to identify:

- a. Their key strengths, from a list of 78 attributes measured by the Attributes Index
- b. Their preferred behavioural style through the DISC index. i.e. How do they prefer to use those attributes identified in a.
- c. Their key drivers and motivators through the Values Index. i.e. Why do they choose to use their attributes in the way that they choose in b.



2. Skype feedback session to be held with all participants to ensure a full understanding of the profile contents and to answer any initial questions.
-

Phase 2 : CIC Residency Training Program- 3 Days

Day	Outline
Day One (Getting Started with the Basics):	<ul style="list-style-type: none">• Orientation to the CIBA program• Introduction to the core profiles (DI, VI, AI, ADV)• What/Why/How• Introduction to the CIBA Core Business Analysis and IMX3 Methodology• The Attribute Index:<ul style="list-style-type: none">○ Dr. Hartman and his work○ Three Dimensions of Thinking/Perception○ Axiology 101○ External and Internal Views○ Steps of Interpretation○ Debrief sessions• The DISC Index profile
Day Two (Profile Sciences):	<ul style="list-style-type: none">• DISC Theory• Four Dimensions of Behavior• D.I.S.C. education• Steps of Interpretation• Debrief Sessions• The Values Index• The WHY of performance• Steps of interpretation<ul style="list-style-type: none">○ Debrief Sessions○ Master Debrief Session



Day Three (Strategic Diagnostic Tools & Development):

- The Organizational Health Check-up
- The Core Business Analysis program
 - Solution-based Consulting
 - Converting Debriefs to Solutions

Phase 3 : Post Training Support & Guidance

- Guidance on becoming an Innermetrix centre
- Guidance and support on selecting the right profiles
- To provide profiles as and when required based on the Annual Membership or PPP



- ✓ The study determines the extent of workforce alignment with your company's objectives and culture. The results of the Organizational Health Checkup will identify the major areas to be targeted for improvement and reinforcement.
- ✓ Your business health and workforce alignment scores, with accurate results in 11 different key performance areas, will enable you to develop a long-term plan for business improvement with sustainable growth.

A CLOSER LOOK AT EACH OF YOUR BEHAVIORAL DIMENSIONS

Style Summary — A comparison of your natural and adaptive behavioral styles

Behavioral Strengths — A detailed strengths-based description of your overall behavioral style

Communication — Tips on how you like to communicate and be communicated with

Ideal Job Climate — Your ideal work environment

Effectiveness — Insights into how you can be more effective by understanding your behavior

Behavioral Motivations — Ways to ensure your environment is motivational

Continual Improvement — Areas where you can focus on improving

Training & Learning Style — Your preferred means of sharing and receiving styles

Relevance Section — Making the information real and pertinent to you

Success Connection — Connecting your style to your own life & Career in your organisation

The Way Forward



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