



LDP

Profile Grid

Prepared For:
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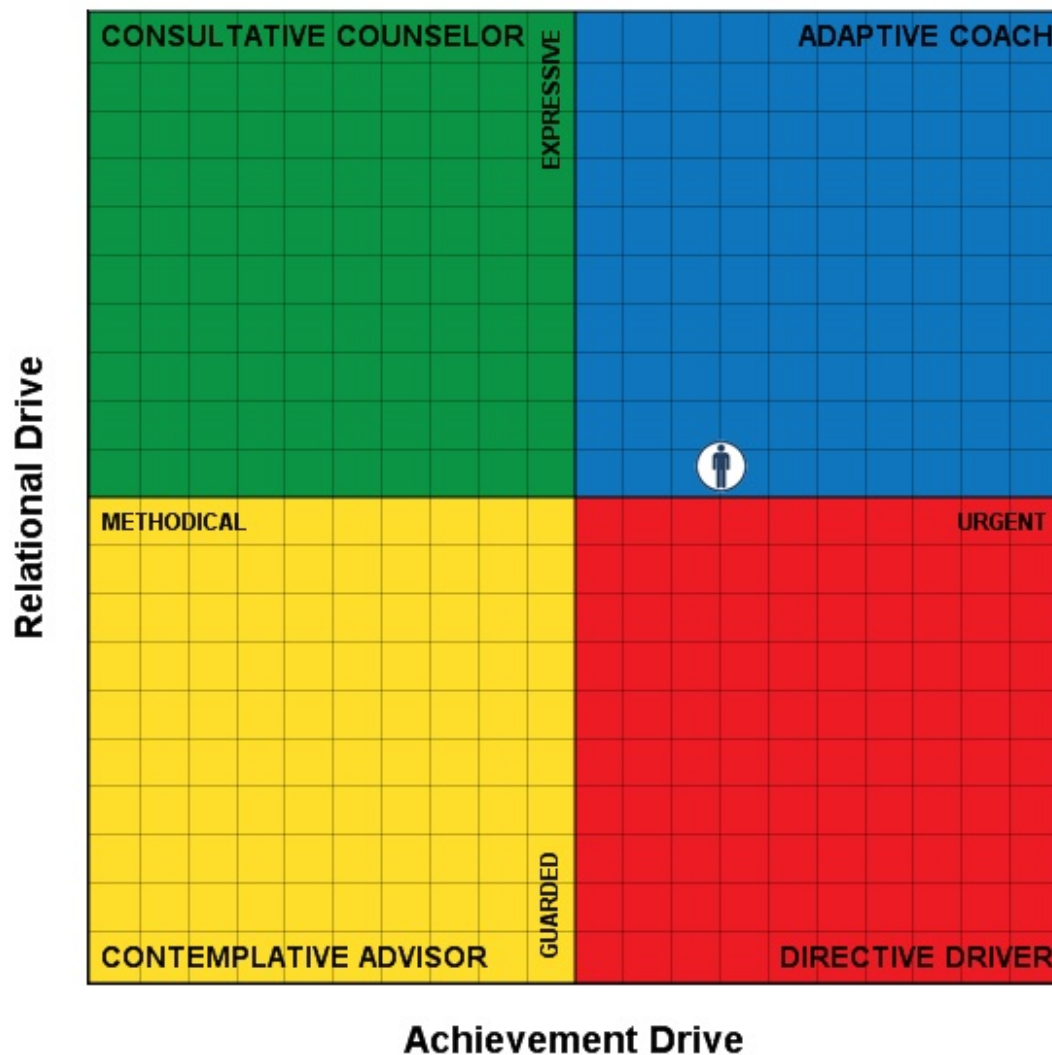
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Profile Grid

Primary Profile: Adaptive
Achievement Drive: Moderate - Urgent
Relational Drive: Moderate - Expressive

This profile grid has been generated from your responses to LDP questions, specifically developed to identify two personality characteristics: Achievement Drive and Relational Drive. While there are many traits and characteristics measured by personality assessments, these two have long been considered to be particularly valuable in understanding how individuals interact and engage in the workplace.



The closer your plot (star) is to any corner of the grid, the more your style will be similar to the profile indicated in that respective corner. In contrast, the farther away your plot (star) is from any corner, the less likely your style will reflect the profile indicated. The closer your plot (star) is to the center of the grid, the more your style is "moderated", meaning you may tend to exhibit some of the characteristics of all four styles and you tend to be more flexible than others in your approach. In reality, there will be occasions where we may exhibit some characteristics of each profile, depending on the situation. The grid shown here simply portrays your most common approach.



Achievement Drive

Achievement Drive describes the focus and intensity with which an individual approaches common activities as well as long-term goals. At opposite ends of the Achievement Drive continuum, are two primary approaches: *methodical* and *urgent*. Each approach has both strengths and challenges, depending on the individual and the relative circumstances. While there is generally no preferred level of Achievement Drive, certain positions or roles may place greater emphasis on one approach or the other, based on the job description.

Urgent

Individuals revealing an *urgent* focus may approach activities in a manner that may be described as spontaneous, competitive, and adaptive. Spontaneous in nature, urgent individuals are typically very comfortable with ambiguity and do not shy away from taking action, even without a clear plan. Their desire for recognizable accomplishments and need for change may cause them to work at a faster pace than their peers. Urgent individuals are often very concerned with “what’s next”, and may be seen by others as very intense and confident in approaching most circumstances.

Potential Strengths:

- Intensely focused on goal attainment
- Flexible in trying new approaches
- Risk tolerant
- Highly assertive
- Willing to adapt to change
- Motivated by a fast-paced environment

Potential Challenges:

- Reluctant to conduct detailed planning
- Overly confident in their gut instinct
- Frustrated by structure and bureaucracy
- Likely to make inconsistent decisions
- Aggressive in competitive settings
- Pressured to reach unrealistic goals

Ideal Working Environment

The ideal working environment for the urgent approach will capitalize on the individual's likely preference for flexibility and variety. They may be most engaged by an environment that is fast-paced, allowing for creativity and change.

Approaching Work

Urgent individuals may be more likely than others to question policies and procedures that get in the way of meeting performance objectives. Urgent individuals may be more likely to consider new and unproven ways of approaching problems, and will likely embrace (or even seek) change in working conditions more readily than others. They may become bored quickly if not offered an opportunity for job enrichment or advancement.

Working with Others

While either individual or team recognition may be acceptable to the urgent individual, they may be most comfortable when their efforts are recognized individually. Since they may approach work with considerable urgency, these individuals may become discouraged when their performance is impacted by the efforts of others. They may be inclined to intensely pursue recognized objectives, especially when specific performance targets are publicized and rewarded.

Coaching Focus

The urgent approach may benefit most from coaching and development efforts that focus on grounding the individual's desire for change and accomplishment. Since they may place considerable pressure on themselves to meet multiple objectives at once, the individual may benefit most from routinely evaluating priorities in their work. Additional coaching might focus on recognizing the importance of incremental and mundane tasks, while also appreciating the value of others' contributions to reaching goals.



Relational Drive

Relational Drive describes the extent to which an individual engages emotionally in common circumstances. At opposite ends of the Relational Drive continuum, are two primary approaches: *guarded* and *expressive*. Each approach has both strengths and challenges, depending on the individual and the relative circumstances. While there is generally no preferred level of Relational Drive, certain positions or roles may place greater emphasis on one approach or the other, based on the job description.

Expressive

Individuals characterized by an *expressive* approach may appear more outgoing, gregarious, and collaborative in their interactions. Outgoing in nature, expressive individuals are drawn to personal interactions and opportunities to affiliate with recognized groups. They are often considered very approachable by others, and will likely prefer teamwork over individual effort. Expressive individuals are often seen as sensitive and collaborative in their approach, and they will attempt to influence others based on an emotional persuasion rather than cold facts.

Potential Strengths:

- Encouraging to others in times of hardship
- Comfortable working in a team environment
- Sensitive to others' needs and concerns
- Quick to build constructive relationships
- Motivated to collaborate with others in decision-making
- Open and engaged in communicating with others

Potential Challenges:

- Reliant on affiliation with others for motivation
- Considered too familiar in their demeanor
- Seen as intrusive in others' personal affairs
- Overly focused on social interactions
- Motivated by public recognition
- Reluctant to work alone for extended periods

Ideal Working Environment

The ideal working environment for the expressive approach will capitalize on the individual's likely preference for engagement and community. They may be most comfortable in an environment where they can work closely with others.

Approaching Work

Expressive individuals may be more likely than others to prefer opportunities to collaborate on projects, whereby they can share personal experiences and develop close working relationships. They may become frustrated in contentious or competitive environments, where others work individually to achieve goals. They may seek to draw out the participation of others, and may be considered very sensitive at times.

Working with Others

Team recognition may be more preferred by the expressive individual, since they likely prefer to collaborate with others to accomplish goals. When working in teams, the expressive individual will likely be very concerned with group cohesion, and may help to engage more reserved team members. Since they may view their work as an opportunity to be of help to others, they may become frustrated if a considerable portion of their compensation is derived from competitive efforts.

Coaching Focus

The expressive approach may benefit most from coaching and development efforts that focus on balancing a strong sense of community with the need to accomplish some tasks independently. Since they may place considerable importance on serving others even to their own detriment, the individual may benefit from empowering others to help themselves. Additional coaching might focus on enhancing time management skills, where the individual may learn to more efficiently address personal and group goals.