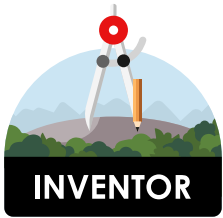




Allan Baptista

August 20, 2022



You are most like **The Inventor**

Inventors are driven by coming up with new and innovative ideas, products and solutions. They tend to be creative, open-minded, conceptual, spontaneous and at times disorganized and unstructured.

Inventors have high curiosity and creativity, which often leads them to develop new products and ideas.

Inventors typically possess a creative and original thinking style, a high degree of comfort with the unknown, and an attraction to the mysterious world that they don't fully understand yet. They're comfortable living in a chaotic and disorganized environment, and prefer trying things out, seeing how they work, and changing things on the fly as firsthand experience dictates. They don't care too much about what other people think about their tendency to shift focus because they're generally comfortable being who they are and love the mental excitement that new ideas stimulate within them.

Other distinguishing characteristics include a preference for cutting their own path and doing their own thing. They adjust easily to changes in circumstances and prefer to work without much guidance or direction from others. They generally catch on quickly to complex and abstract concepts.

They dig deep into the inner workings of their latest projects and are willing to roll up their sleeves and experiment with new ideas and ways of doing things. Their tendency to lose interest in more practical or routine aspects of the process may translate into spending too much time exploring possibilities versus bringing decisions to closure, and/or a tendency to miss important deadlines and target dates for completion.

Inventor Talents

- Creating new products, ideas, theories, and services
- Fixing, building, and making things better
- Openness to new possibilities
- Willing to take risks to pursue new ideas
- Using intuition, curiosity, and ability to see unfulfilled needs
- Having unlimited energy and enthusiasm for new projects

Inventor Growth Needs

- Balancing exploration of possibilities with making decisions in a timely and efficient way
- Taking care of more practical and routine matters
- Practicing patience with others who may not see what they are seeing
- Following through and completing projects

You also have attributes of the **Shaper** and the **Adventurer**



The Shaper

Shapers visualize ambitious goals, set plans in place, and push through relentlessly to make them happen. They tend to be independent, original, driven, demanding, adaptable and at times impatient and single-minded.

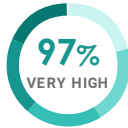


The Adventurer

Adventurers are motivated by taking part in fun, exciting, and adventurous activities and pursuits. They tend to be excitement-seeking, fun-loving, energetic, independent, open to new experiences, and spontaneous.

How You Prefer to Think

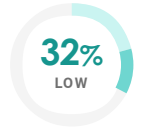
Creative



You favor original and innovative thinking and finding your own ways of doing things, while being generally open to new and unfamiliar experiences.

Original	99%
Curious	47%
Non-Conforming	97%

Deliberative



You tend to rely on logic yet are more spontaneous than methodical and process-oriented in your work and decision-making.

Logical	64%
Systematic	4%
Impartial	54%

Detailed and Reliable



You tend to be less organized, neat and orderly, don't pay much attention to deadlines, and are generally less structured and focused on details.

Organized	2%
Detail-Oriented	15%
Dependable	5%

Conceptual



You have a preference to think abstractly and philosophically, using theories and models to solve problems.

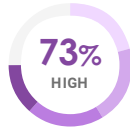
Practical



You have a preference to focus on direct, real-world consequences in making decisions and choices.

How You Engage with Others

Extraverted



You tend to prefer less social activity and to engage in more intimate settings, though are comfortable asserting yourself when in social situations and are adventurous in the activities you like to participate in.

- Gregarious** 28%
- Engaging** 67%
- Adventurous** 99%

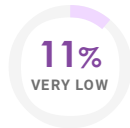
Tough



You are willing to fight for your ideas, tell people what you really think, and be frank with your views, including critical feedback.

- Feisty** 99%
- Critical** 71%
- Direct** 95%

Nurturing



You tend to be less sensitive and aware of people's needs, feelings, and tendencies.

- Helpful** 39%
- Empathetic** 9%
- Person-Oriented** 5%

Leadership



You are driven to lead, have a desire to motivate people, and hold them to high standards of performance.

- Taking Charge** 91%
- Inspiring** 75%
- Demanding** 90%

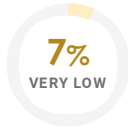
Humorous



You have a moderate preference and appreciation for humor, being light-hearted and not taking matters too seriously.

How You **Apply** Yourself

Composed



You tend to experience fluctuations in moods and emotions, and may lose composure or experience self-doubt, particularly in more stressful situations.

Calm	3%
Confident	28%
Poised	6%

Autonomous



You are independent, self-motivated, and hold yourself accountable for outcomes you experience.

Independent	97%
Self-Accountable	80%
Internally Motivated	70%

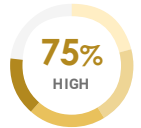
Flexible



You tend to embrace change and uncertainty, are interested in your own personal growth and development, but prefer to be consistent in who you are and the roles you play regardless of the circumstances.

Adaptable	96%
Agile	19%
Growth-Seeking	95%

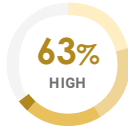
Determined



You work hard to go after ambitious goals, tend to take action to seize opportunities and solve problems you confront, and generally push through with resolve to finish what you start.

Persistent	56%
Driven	66%
Proactive	88%

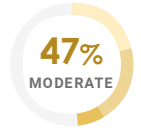
Humble



You like to seek out and explore perspectives different from your own, with a moderate inclination to be receptive to critical feedback and to value modesty in your and others' behavior.

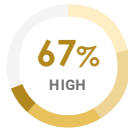
Receptive to Criticism	52%
Open-Minded	77%
Modest	43%

Energetic



You have average levels of stamina, enthusiasm, and energy in work and life.

Status-Seeking



You have a preference to please, “keep up” appearances, be liked, admired, and respected.

How you respond in different situations:

Now that you've reviewed your detailed results, "You" in Context gives insight into how the combination of your attributes may play out in a variety of work and life situations

When interacting with others, you...

- ...Are outgoing, socially bold, and stand out in the crowd as unique and creative
- ...Are moderately inclined to be joyful and lighthearted, but know when things need to be taken seriously
- ...Speak your mind, even when it comes across as harsh
- ...May be less sensitive to and aware of the needs and feelings of others
- ...Tend to avoid getting deeply involved in other people's problems and issues

As a leader, you...

- ...Demand and hold others accountable for results
- ...Argue for your beliefs and say what you think
- ...Call out underperformers whenever justified
- ...Take initiative and instigate change
- ...Like drawing out the thinking of others for input, but ultimately make your own calls
- ...Believe acknowledging your and other people's strengths and weaknesses is part of being a good leader
- ...May struggle to know when to follow rather than lead

When planning, you...

- ...Anticipate and welcome change by reacting to it when it happens
- ...Think creating overly detailed plans in anticipation of change is futile
- ...Find intrigue in the unexpected and are comfortable changing tactics as events unfold
- ...Like to handle things as they come and don't mind if you end up in a different place than you set out
- ...Set ambitious goals, but may draw on others to do the planning required to implement them
- ...Have a strong desire to push things through that may compensate for your lack of organization and orderliness at times
- ...Don't get caught up in all the operational details associated with creating and executing plans
- ...Prefer to think about the big picture
- ...Approach planning and thinking in an unstructured and sometimes messy way

When solving problems, you...

- ...Like to draw on other people's thinking to stress test your own ideas
- ...Explore a wide range of possibilities before deciding
- ...Are comfortable finding solutions without much direction or structure
- ...Generate novel solutions by ignoring rules and traditions
- ...Like using imagination and intuition
- ...Are comfortable exploring the unknown
- ...Balance exploring new possibilities with the need to take decisive action
- ...May be perceived as too emergent and spontaneous

When setting goals, you...

- ...Strive beyond what's possible, or seems achievable to others
- ...Prefer to go after your own goals rather than following others
- ...Are both goal-directed and flexible
- ...Face resistance and obstacles by adapting, improvising, and overcoming

On a team, you...

- ...Voice your thoughts directly
- ...Enjoy a good debate, win, lose, or draw
- ...Are actively involved with the team, but don't always perceive when others need support
- ...Enjoy the synergy of working as a team, but are also willing to go your own way
- ...Set high goals and push back on any attempts to lower the bar
- ...Do what's needed to achieve your goals, and expect others to do the same
- ...May perceive others as overly rigid, while others may perceive you as too casual or spontaneous

Under stress, you...

- ...May become reactive or irritable
- ...Are highly perceptive of problems and risks around you
- ...Find value in reaching out to others for advice and guidance
- ...Could benefit, in your desire to accomplish ambitious goals, from working on maintaining your equanimity (e.g., via meditation or other techniques)
- ...Tend to wear emotions on your sleeve

When learning, you...

- ...Prefer topics that are subjective and intuitive over highly analytical
- ...Prefer an adaptive outline and flexible schedule
- ...May lose interest when subjects get too specific
- ...Like to hear other people's insights and knowledge as much as you like to share your own
- ...Love exploring new areas of interest you don't yet know about
- ...Love a good brainstorm
- ...Like subjects that are abstract and philosophical
- ...Like to participate in the discussion
- ...Are interested in creative topics where your curiosity and originality can thrive
- ...Can study for lengthy periods, but need mental breaks too