

JUDGMENT

PASSION



BEHAVIOR

INSIGHT

PASSION**compass**[™] Lite

PASSION**compass**[™] Lite Report

Personalized Report For:

Brandon Sample

3/12/2015

Viatech  **Global**
ACCELERATING HUMAN PERFORMANCE

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This Innermetrix Values Index is a combination of the research of Dr. Eduard Spranger and Gordon Allport into what drives and motivates an individual. The seven dimensions of value discovered between these two researchers help understand the reasons that drive an individual to utilize their talents in the unique way they do. This Values Index will help you understand your motivators and drivers and how to maximize your performance by achieving better alignment and passion for what you do.

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About this report

Research shows that the most successful people share the common trait of self-awareness. They recognize the situations that will make them successful, and this makes it easy for them to find ways of achieving objectives that resonate with their passions. They also understand their limitations and where they are not effective and this helps them understand what does not inspire them or what will not motivate them to succeed. Those who understand their natural passions better are far more likely to pursue the right opportunities, for the right reasons, and get the results they desire.

WARNING! You should not use this or any other test or profile as the sole basis for making a hiring decision. Doing so may result in legal liability. For employment consideration you should consider all relevant factors regarding an applicant's qualifications.

"Find something you're passionate about and keep tremendously interested in it."

-- *Julia Child*

Seven Dimensions of Passion

The Elements of the Passion Index

This Passion Index is unique in the marketplace in that it examines seven independent and unique aspects of passion. Most similar instruments only examine six dimensions of passion by combining the Individualistic and Political into one dimension. This Passion Index remains true to the original works and models of two of the most significant researchers in this field, thus delivering to you a profile that truly helps you understand your own unique passions and drivers.

Also, the Passion Index is the first to use a click & drag approach to ranking the various statements in the instrument, which makes taking the instrument more intuitive, natural and in the end you can actually create the order you see in your mind on the screen. Finally, the Passion Index instrument contains the most contemporary list of statements to make your choices more relevant to your life today, which helps ensure the most accurate results possible.

A closer look at the seven dimensions

Passion helps influence behavior and action and can be considered somewhat of a hidden passion because they are not readily observable. Understanding your Passion helps to tell you why you prefer to do what you do.

It is vital for superior performance to ensure that your passions are satisfied by what you do. This drives your passion, reduces fatigue, inspires you and increases drive.

-  **Aesthetic** - a drive for balance, harmony and form.
-  **Economic** - a drive for economic or practical returns.
-  **Individualistic** - a drive to stand out as independent and unique.
-  **Political** - a drive to be in control or have influence.
-  **Altruistic** - a drive for humanitarian efforts or to help others altruistically.
-  **Regulatory** - a drive to establish order, routine and structure.
-  **Theoretical** - a drive for knowledge, learning and understanding.

Executive Summary of Brandon's Passion



Aesthetic - High

You very much prefer form, harmony and balance. You are likely a strong advocate for green initiatives and protecting personal time and space.



Economic - Average

You are able to perceive and create a balance between the need for economic return and other needs as well.



Individualistic - High

You have no problem standing up for your own rights and may impart this energy into others as well.



Political - Average

You are flexible, able to take or leave the power or clout that comes with the job title or assignment.



Altruistic - High

You have a high desire to help others learn, grow, and develop.



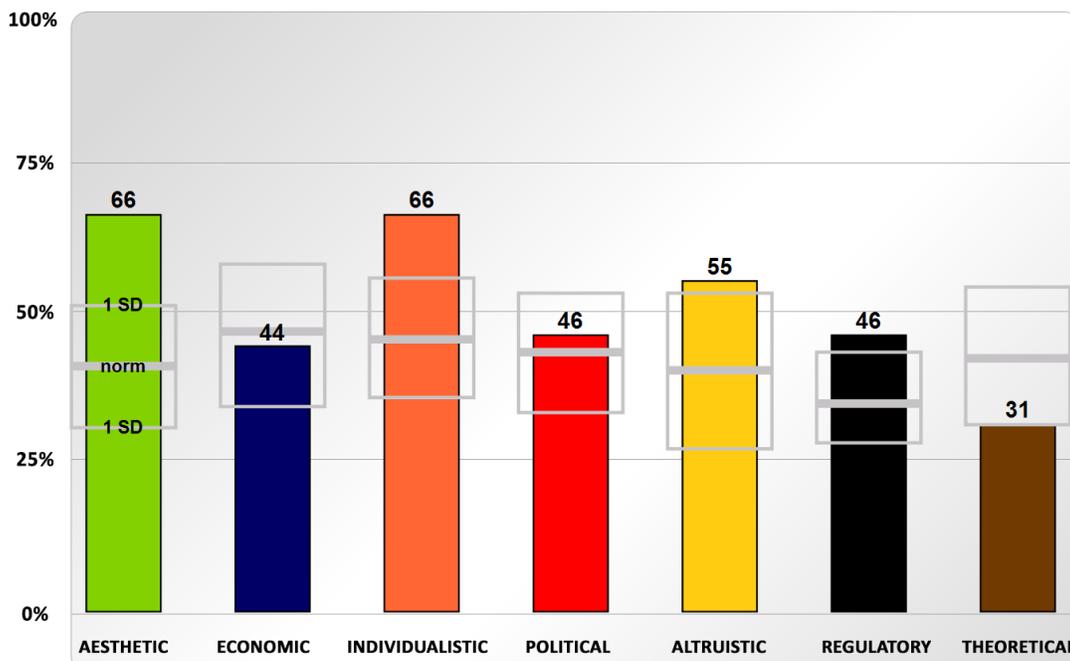
Regulatory - High

You have a strong preference for following established systems or creating them if none present.

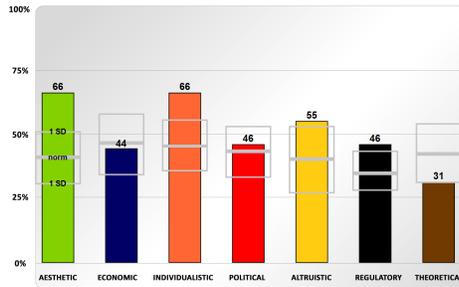


Theoretical - Average

You are able to balance the quest for understanding and knowledge with the practical needs of a situation.



Your Aesthetic Drive



The Aesthetic Dimension: The main motivation in this value is the drive to achieve balance, harmony and find form or beauty. Environmental concerns or "green" initiatives are also typically prized by this dimension.



General Traits:

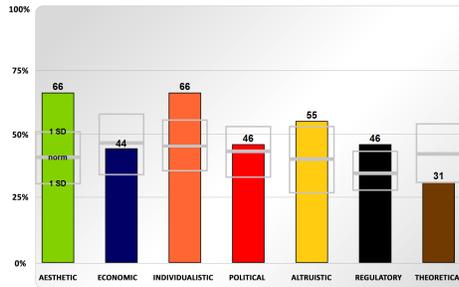
- You have a strong desire for harmony, balance and beauty in life.
- You may like rewards that are not always attached to economic rewards, and may include other types of appreciation.
- You are more sensitive to issues of balance and harmony than others.
- You enjoy helping, teaching, and coaching others, especially in areas of creative expression.
- You find rewards not just from pay for work, but in results that help protect the environment or achieve better balance in life or the world.



Key Strengths:

- You demonstrate high personal and professional regard for others on the team.
- For you, form may hold more interest than function.
- You take strong interest in how an objective or work can help support the environment or balance in life.
- You will bring a creative outside view to discussions.
- You are often seen as one who shows interpersonal empathy in dealing with others.

Your Economic Drive



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:

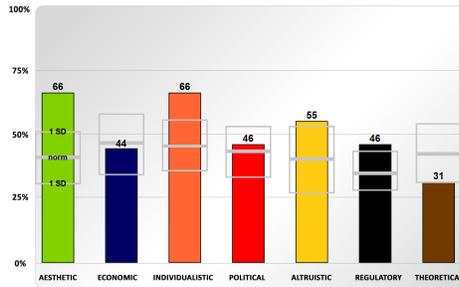
- Regarding the Economic score, you would be considered rather practical and realistic about money.
- The drive and motivational factors which tend to lead people who score like you should be measured against other peaks on the Values graph.
- This score should not be confused with average economic achievement. 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.
- Since the majority of people score near the mean, this indicates an economic motivation much like that of the average American businessperson.
- 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.



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.

Your Individualistic Drive



The Individualistic Dimension: The Individualistic dimensions deals with one's need to be seen as unique, independent, and to stand apart from the crowd. This is the drive to be socially independent and have opportunity for freedom of personal expression.



General Traits:

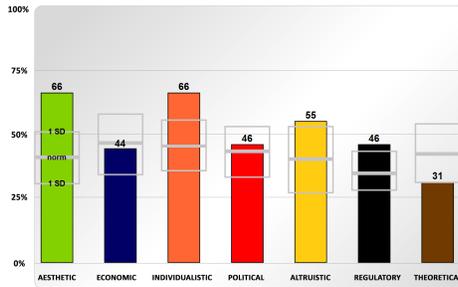
- Your pattern of responses indicates that you have a strong desire to be your own person.
- Many who score in this range like to invent new things, design new products, and develop new ideas and procedures.
- You prefer to make your own decisions about how an assignment or project is to be accomplished.
- You bring a lot of energy that needs to be put to good use.
- You thrive in a team environment.



Key Strengths:

- You have the ability to take a stand and not be afraid to be different in either ideas or approaches to problem solving.
- You are not afraid to take calculated risks.
- You bring a variety of different and energetic ideas to the workplace.
- You realize that we are all individuals and have ideas to offer.
- You desire to be an individual and to celebrate differences.

Your Political Drive



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.



General Traits:

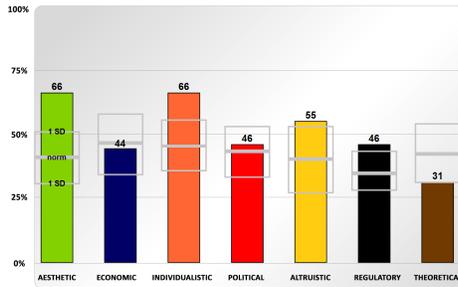
- You show an appropriate balance between seeking leadership roles and supporting roles without being an extremist in either direction.
- You are able to understand the needs of those on the team who are highly competitive, as well as those who tend to be more cooperative.
- You demonstrate flexibility in being able to lead a team when necessary, and to support the team when necessary.
- You have the ability to take or leave the control-factors of group leadership roles.
- You bring a sense of balance to some power-issues that may emerge occasionally.



Key Strengths:

- You bring flexibility to the team. Able to lead when asked, but able to support when asked as well.
- You are a stabilizing force on the team.
- You are able to appreciate the needs of both the higher and lower Political individuals on the team.
- You are perceived by others on the team as neither dictatorial nor dependent with regard to team projects and goals.
- You show appropriate respect to leaders of a project, as well as ability to offer suggestions for change.

Your Altruistic Drive



The Altruistic Dimension: This drive is an expression of the need or drive to benefit others in a humanitarian sense. There is a genuine sincerity in this dimension to help others, give of one's time, resources and energy, in aid of others.



General Traits:

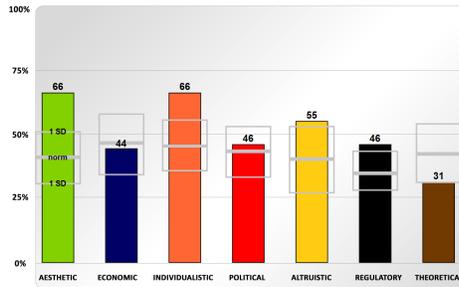
- You have a high need to help and support others on their own pathway to success.
- Your high sincerity-factor may be exhibited in your tone of voice in communicating with others.
- You have a high service-ethic.
- You openly share Altruistic love or appreciation for others.
- You find value in work, beyond just a paycheck, especially when it aids others.



Key Strengths:

- You treat others with high personal regard and respect.
- You have an empathetic attitude towards others.
- You are good at helping others communicate and respect each other and are a calming influence.
- You are likely to go beyond the call to support or service others.
- You are often very aware of what others need, even when not stated by them.

Your Regulatory Drive



The Regulatory Dimension: The Regulatory drive indicates one's drive to establish order, routine and structure. This motivation is to promote rules and policies, a traditional approach and security through standards and protocols.



General Traits:

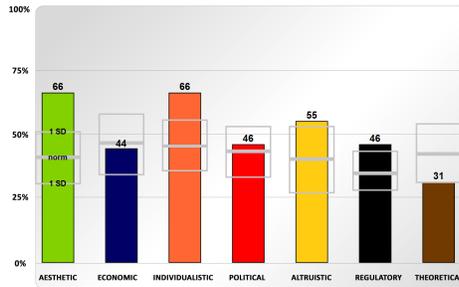
- You prefer routine and order.
- You take personal responsibilities very seriously.
- You think promises are extremely important to keep.
- You see rules as a key to results.
- You think everything has a "right way" and a "wrong way".



Key Strengths:

- You have high attention to details.
- You maintain focus throughout projects.
- You maintain timelines and meet deadlines.
- You achieve a sense of accomplishment based on the quality of the work.
- You are efficient and effective in organizing tasks and most work.

Your Theoretical Drive



The Theoretical Dimension: The drive to understand, gain knowledge, or discover the "truth". This motivation can often be to gain knowledge for knowledge sake. Rational thinking, reasoning and problem solving are important to this dimension.



General Traits:

- Your score near the mean indicates the Theoretical need is not unimportant, yet not a primary driving factor in your motivational behavior.
- You are able to understand the needs of the big picture issues, and appreciate the needs of the minutia issues without being an extremist.
- You typically won't get bogged down in minutia, nor will you ignore the details when decision-making.
- Your score in this range is near the typical businessperson's score.
- You may provide a balance between the very high theoretical approaches and the very low approaches and be able to communicate with each side.



Key Strengths:

- You will demonstrate awareness of the necessary technical features and an appropriate on-the-job response as needed.
- You bring flexibility to the team, that is, being detail-oriented when necessary, and being practically-oriented other times.
- You are a stabilizing force on the team.
- You are able to appreciate the needs of both the high and lower Theoreticals.
- You show curiosity about technical details without getting bogged down.