

**JUDGMENT**

**PASSION**



**BEHAVIOR**

PASSION**compass**™ Coaching

# PASSION**compass**™ Coaching Report

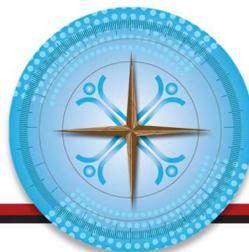
Personalized Report For:

Brandon Sample

7/25/2014



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## Introduction to PASSIONcompass

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

*-- Julia Child*

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.

## 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.

## Seven Dimensions of Passion

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.

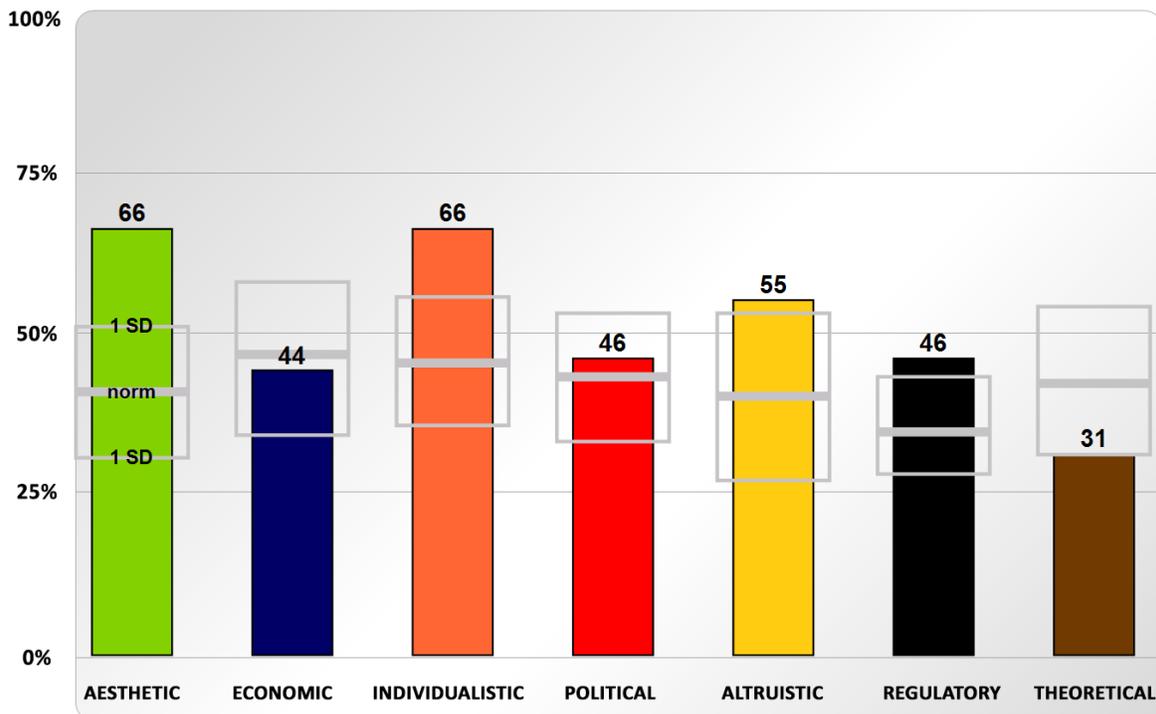
## A Closer Look at The Seven Dimensions

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**

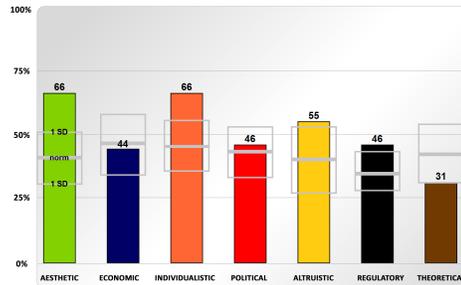
You have a strong preference for following established systems or creating them if none present.



### **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 Passion 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.



### Motivational Insights:

- You make sure the environment allows for creative expression.
- You don't allow others to over-use or abuse your creative nature.
- You will be highly motivated by aesthetically pleasing activities (e.g., creativity, beautification, more balanced, green initiatives, etc.)
- You support willingness to bring form or harmony to haphazard systems or workspace areas.
- You show a genuine interest in the expressed thoughts or emotions of others.



### Training/Learning Insight:

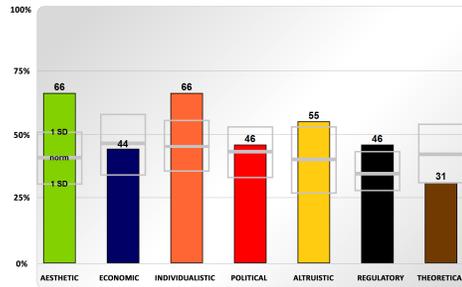
- You link new knowledge to new ways to be creative or achieve better harmony and balance in work and life.
- You have the ability to connect training and development to other's needs and interests.
- As you learn new things in training or professional development, attempt to link those to your ability to see new or creative solutions in the future.



### Continual Improvement Insights:

- You could get lost in creativity and imagination if not kept somewhat reined in and on target.
- You could benefit from being a little more pragmatic.
- You need to remember that sometimes function is all there is time for, or all that is needed (don't deliver a Cadillac when a Chevy will suffice).
- You could use the creative mode as a safety blanket to avoid having to be overly practical.
- You might tend to get a little too creative or inventive sometimes, which can create unnecessary risks.

## 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.



### Motivational Insights:

- Remember that your score range is near the national mean for Economic drive and that you don't score as an extremist on this scale.



### Training/Learning Insight:

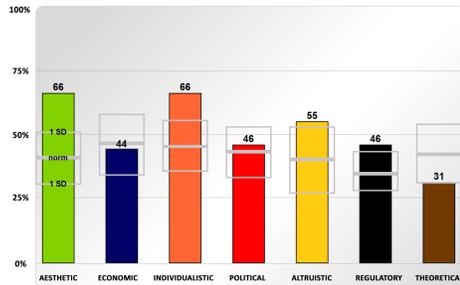
- You typically don't come to the training session asking, 'How much more am I going to earn as a result of this course?'
- You may be somewhat flexible in preferences both cooperative and competitive learning activities.
- Because your score is near the national mean, please check other Values graph peaks and troughs to obtain additional professional development insights.
- Your score is like those who engage in training and development activities in a supportive manner.



### Continual Improvement Insights:

- You should assist in those areas or projects where there may be greater financial reward.
- You should allow space for those with higher economic drive factors to demonstrate their strengths or voice their ideas.
- If there is already a level of economic comfort, you may need to allow greater voice to those who haven't yet achieved their own economic comfort zone.
- There may be times when you may need to take a stronger stand on some issues related to economic drives or incentives.

## 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.



### Motivational Insights:

- You should be allowed freedom to make your own decisions about how an assignment should be completed.
- You should work with an idea, develop it, and run with it for a while before making a judgment.
- You may bring a variety of strengths to the team that may not have been utilized; explore the possibilities of expanding these opportunities.
- Many people who score like you enjoy making presentations to small or large groups. Explore this possibility.
- You should remember to build-in a continuous opportunity to learn and progress.



### Training/Learning Insight:

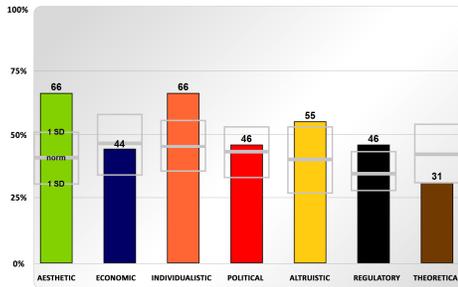
- Your learning and professional development activities should be flexible, having a wide variety of options.
- You should attempt to provide enough creative space for you to express your uniqueness.
- You should allow for some experimental or non-routine types of options.
- You should link some of the benefits of the learning activity to enhancing ability to make a special and unique contribution to the team.



### Continual Improvement Insights:

- Sometimes your very unique approaches do not always result in complete success, and may sometimes cause conflict with others if sensitivity is not used.
- Sometimes individuals with this high Individualistic score, if in a presentation situation, may spend excess time telling (or selling) the audience on their own, rather than discussing the topic of the presentation.
- Your potential value clashes with others may be reduced through increased awareness and sensitivity to the needs of others.
- You may need to remember that your good ideas aren't the only good ideas.
- You may need to listen more to others and speak less.

## 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 Passion.



### 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.



### Motivational Insights:

- Don't forget that you have the ability to be a stabilizing agent between high-control and high-support on special team functions and initiatives.
- You bring a power seeking drive typical of many business professionals, since your score is very near the national mean on this scale.
- Give your input to the team in order to gain a middle-of-the-road insight and understanding of work related issues.
- Review other Values drives that might be higher or lower than the Political score in this report in order to gain a greater understanding of specific keys to managing and motivating.



### Training/Learning Insight:

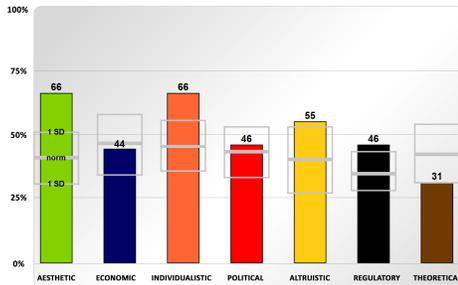
- You score like those who are supportive in a variety of work activities and development.
- You will respond with flexibility to either cooperative or competitive team activities.
- You score like those who participate openly in training activities without trying to dominate the event.
- You show ability to lead a training event as well as support and participate.



### Continual Improvement Insights:

- You may need to shift gears into either a more supportive role or a greater leadership role at times.
- When issues of team leadership emerge, you may need to take a more visible stand on some problem-solving situations.
- Examine other Values drives in this report in order to gain increased understanding of areas for continuous improvement.

## 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.



### Motivational Insights:

- You should provide an environment in which there is opportunity to help others achieve and grow professionally.
- You could be more easily taken advantage of by others because of your sincerity and desire to be helpful.
- You should seek a professional outlet that allows you to help others.
- You support the innate willingness to share time and talent with others in the organization.
- You should treat yourself with the same level of sincere concern and interest that you give others.



### Training/Learning Insight:

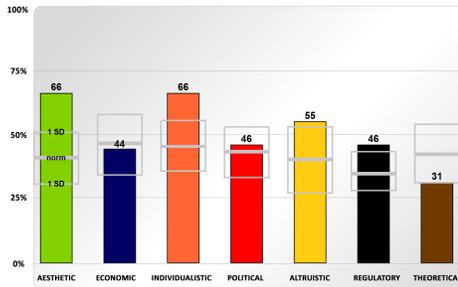
- Your learning and development should be linked to the potential to help others.
- You should link courses and training to the knowledge gained that may potentially be shared with others on the team, or externally.
- Your training and professional development will assist in personal growth and development and in being better at any job role.



### Continual Improvement Insights:

- You can give away too much time, talent and energy.
- You can lose focus on personal work in favor of helping others with theirs.
- You could benefit from resisting the urge to go into teaching mode unless clearly desired by others.
- You need to watch to ensure that your giving nature is not abused or taken advantage of.
- You may need to say "no" more often.

## Your Regulatory Drive



**The Regulatory Dimension:** The Regulatory drive indicates one's drive to establish order, routine and structure. This Passion 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.



### Motivational Insights:

- You prefer detailed, written and specific guidelines to follow.
- You should avoid disrupting your schedules and flow unnecessarily.
- Work quickly to correct missing needs or inaccuracies to maintain productivity.
- You prefer to receive personal criticism in a constructive manner and in private.
- You prefer a structured and routine environment to work in.



### Training/Learning Insight:

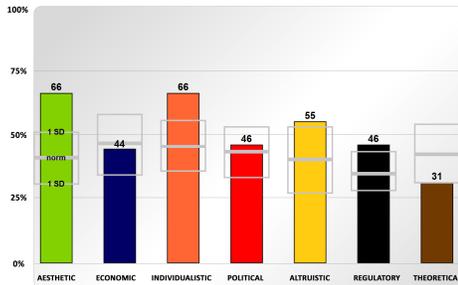
- You will prefer learning activities that are structured and detailed.
- You are a well disciplined learner.
- You like to understand the why behind the what when learning new things.



### Continual Improvement Insights:

- You should put things in writing.
- You shouldn't get too hung up on the rules.
- It might not hurt to let go sometimes and have no prescribed path to follow.
- Explore a little. Discovering new ways to do things can be rewarding.
- You should realize that change can be good, productive and needed.

## Your Theoretical Drive



**The Theoretical Dimension:** The drive to understand, gain knowledge, or discover the "truth". This Passion 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.



### Motivational Insights:

- Remember that you have the ability to be a balancing and stabilizing agent on high knowledge-driven issues, without being an extremist toward either side.
- You bring a knowledge-drive typical of many business professionals, i.e., near the national mean.
- Your perspective provides a middle-ground understanding.
- Check for other values drives that may be higher or lower than this one in order to gain a more robust picture of specific keys to your motivation.



### Training/Learning Insight:

- You are rather flexible and accepting of most training programs offered in the organization.
- You are able to see the need for training and also realize the importance of practical information.
- You understand the needs of the high Theoreticals who want more information and the lower Theoreticals who want only the necessary information.
- Because your score range is near the national mean, please check other areas of higher or lower values drive for additional insight into professional development needs.



### Continual Improvement Insights:

- You may need to be a bit more demonstrative on some complex theoretical issues.
- You may be asked to take a firmer stand or position on team initiatives.
- You may need to examine other values' drives to determine the importance of this Theoretical drive factor.

## Relevance Section

Use this sheet to help you track which Passions are well aligned and which are not, and what you can do about it.

**Action Step:** Looking at your Motivation Index report, find which Passions are the most powerful for you (i.e., which ones are highest and farthest above the norm). Write down the top two in the space below, and record how well your current roles align with these Passions (i.e., how well what you do satisfies what you are passionate about).

		Alignment				
		Poorly				Highly
Passion #1:	_____	1	2	3	4	5
Passion #2:	_____	1	2	3	4	5

Legend:	
2-4 = Poor	8-9 = Excellent
4-5 = Below Average	10 = Genius
6-7 = Average	

Tally Your Score Here

To reach Genius levels of passion, you must increase alignment of your environment with your passions.

**Passion #1: what aspects of your company or role can you get involved in that would satisfy this Passion?**

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**Passion #2: what aspects of your company or role can you get involved in that would satisfy this Passion?**

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## So Now What?

This report is filled with information about your seven independent and unique aspects of Passion. So now, you have a profile that truly helps you understand your own unique Passions and drivers.

There are many suggestions in each of the seven Passions sections of this report, particularly the *continual improvement insights*, for you to apply this valuable information. Take the next step and take the actions required to make improvements in the specific Passions sections most important to you and your success.

Do not put this report on a shelf or in a file. You now have the opportunity to use this information to open up a meaningful dialogue with others to improve all your Passions and relationships. Use this report as a reference tool. There is a lot of information in it and it is not meant to be digested in just one reading.

Have fun with making a few minor changes in each of your seven Passions and experience your improved results. You might be pleasantly surprised!

## Other Assessments?

There are a total of five foundational assessments which both measure and educate users on the five different, but equally important, aspects of human behavior and/or cognition. As such, they form the foundation of our catalog and we have termed them our five Core Assessments:

1. **DISC** - Our most popular assessment and the world's #1 behavioral profiling tool. DISC provides a highly detailed analysis of each individual's Natural (i.e. personal/ internal) and Adaptive (i.e. workplace/external) behavioral styles. An individual's behavior is often the strongest indicator of fit; whether that be within a particular job, as the member of a team or as the leader of an organization. In essence, DISC predicts "How?" a person will behave within a given role or situation. Likewise, it offers the prescriptive lessons necessary to maximize the outcome of any interpersonal or workplace communication.
2. **Passions** - The perfect companion assessment to pair with DISC, Passions measures the Seven Universal Dimensions of Passion that drive each of us: Aesthetic, Economic, Individualistic, Political, Altruistic, Regulatory and Theoretical. Where-as DISC predicts "How?" a person will behave, Passions explains "Why?" If you are only using DISC, you are only scratching the surface of what assessments can offer individuals and organizations.
3. **Hartman Value Profile (HVP)** - The Hartman Value Profile offers the critical third piece to the human puzzle. Based upon the research of Robert S. Hartman's formal axiology, this unique assessment measures each individual's problem solving skills and their ability to avoid the blindspots associated with situational bias. In essence, the HVP assessment measures— with uncanny accuracy— an individual's critical thinking, judgment and decision-making abilities.
4. **Emotional Intelligence (EIQ)** - The Emotional Intelligence (EIQ) assessment helps users understand the correlation between the way they apply their current EIQ and the outcome of their interactions with others. This lends itself to improved decision-making, leadership, reading the emotions in others and engaging in a greater number of mutually beneficial workplace outcomes. Here is the key: EIQ can actually be improved and coached-up over time so it makes an excellent self-improvement assessment.
5. **Learning Styles** - Our fifth and final Core Assessment, Learning Styles, does just as its name implies: it identifies each individual's best means for learning and retaining new information. Some people like to process information through text, while others need visual support and images. Some learners best assimilate information alone, while others prefer to learn in groups. There are those who can grasp information intuitively, while others prefer to follow a strong sequential path. In short, understanding learning styles offers the key to maximizing an organization's training efficiencies, enlightening its management teams and even assembling top performing teams.

## Disclaimer

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