

Dominance

Influence



Stability

Compliance

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Tools Behavior Analysis Report

Congratulations !

You have completed your first step in the journey towards increased self awareness and personal effectiveness. Based on the test you have taken this report is given to you. This report is just a guideline to understand yourself and your behavior towards external environment... Basic principle used in this test is

"Individuals behave uniquely and differently, internally and to any external environment but there is a distinct relationship between them"

In this test such behaviours are divided in to 4 Categories

- **How one approaches problems and challenges**
- **How one interacts and influences people**
- **How one responds to changing levels of activities**
- **How one responds to rules and regulations.**

This report will give a brief about you and your style, your style of communication and some advice on your career choices. However we at "Tools Academy" believes such choice is based on your own personal judgments and interests. This report can act as a guideline to such informed choices.



The test you have taken is a version of the detailed analysis TOOLS can make about you, your style, how you behave in your work life, how you behave under pressure, what motivates you and many more.

This report will act as a guide to plan your career path.

We at TOOLS Academy has taken enough care and caution to thread the positive aspects of your behaviour and projected negative sides as areas of improvement however negative side does not mean anything wrong with you and your behaviour.

Your Personality style

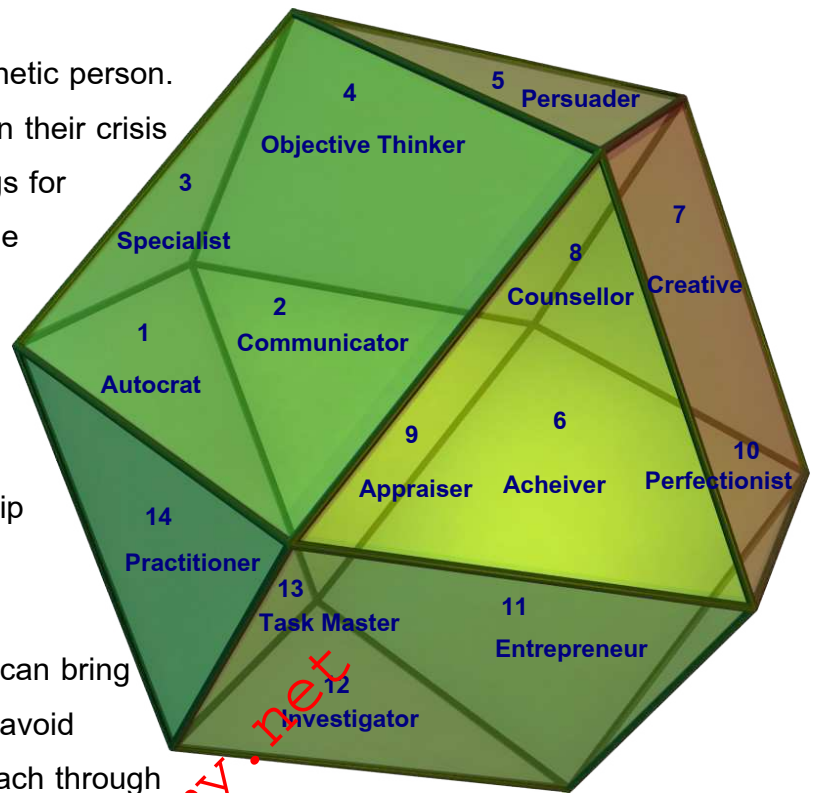
You are a confident, Friendly and Sympathetic person. You Love people and Like to help others in their crisis time. You offer friendliness and good things for people around you. You Mix up with people easily, though you do not know them and become one among them in very short span of time. You like to bring harmony among the group you work with and love to be at places where long term relationship matters.

You have excellent task related skills and can bring stability to work environment. You tend to avoid conflicts and try to bring consensus approach through mutual discussions. Your key skill in doing so will be the Persuasion skills and ability to understand other's point of view. You can adopt yourself to any external environment easily. You have excellent organizing skills and a great command over language. You will use words and vocabulary with ease and will be appreciated for the same. But in pursuit of "acceptable to all" approach, you may be considered as Submissive.

You like to be appreciated and respected by people around you. A strange tendency in you is 'You are very good in doing things for others than for yourself' this may be because your lack of confidence in yourself.

You will increase your effectiveness by

- By increasing boldness and speed in decision making
- Reducing accommodative approach with subordinates and friends.
- Valuing others time and schedules.



Tetrakaidecagon View of Human Personalities, fig-1.

How others look at you

For the external world you look like confident and friendly person with many people around you. You understand others problems and rush to offer helping hand to them. People around you will look at you as a friend in need and want to lean on you in their tough times. They want to take your advice to analyze any given situation and give a practical solution for that.

Motivating factors

You get your motivation by the recognition you get from people around you. You dislike confrontation and always love to be in a place where harmony is continued. You have a tendency to have discussions, debates, meetings before deciding and such process will make you to work extra hard to get in to the bottom of the situation.

Influencing factors

Your kind of personalities have excellent oratory and people management skills. Using these skills you can convince and influence people/ your team members or even any stranger. You set sincere personal relationships with others and make sure that you are available for them in crisis situation.

Value to a team

You are a natural team player and as a part of team you bring harmony and stability to any team. Your ability to listen to everybody and creating consensus will add value to any team. You bring facts & figures when needed and also bring cheerfulness in the crisis situation. You will act as a motivator and a philosopher in any team.

Behavior under pressure

Your kind of personalities try to avoid situation where you will be stressed. You try to pacify the situation by cleverly diverting the entire situation. But if such situations are inevitable and difficult to avoid you will likely to become more flexible and accommodative and show complete lose of control. Sometimes fear of losing people's warmth towards you will make you more flexible.

Style of communication

Your style of communication is more assertive and Empathetic. You use your excellent oratory skills, right mixture of emotions and body language and make others to listen to you. You also value others point of view and try to create a harmonious environment among the people surrounding you. You make and maintain friendships and use them in case of crisis.



Career advice

Your kind of people are assets to any organizations where people and emotions are valued. Your oratory skills and tendency to go to an extra mile to satisfy others needs are very much helpful at work places where customer satisfaction and Talent management is very critical.

Ideal career for your kind of personalities are

| | |
|---------------------------|-----------------------------|
| Human resource management | Software programming |
| Media and Entertainment | Banking |
| Hospitality and tourism | Teaching and Training |
| Public relations | Interior/ Fashion Designing |
| General Administration | Planning and Consulting |
| Customer Service | |
| Financial Management | |

Summary

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|----------------------|--|
| Observable Behaviors | Shows kindness, empathy and understanding |
| Motivated By | Collaboration, friendship and a peaceful environment |
| Judges Others By | Willingness to look for the good in others |
| Influences Others By | Sincere personal relationships and being available to others |
| Value to the Team | Effective Listening skills, stability and predictability |
| Overuses | Tolerance of others and using an indirect approach |
| When Stressed | Is too trusting of others and becomes too flexible |
| Fears | Causing stress or pressuring other people |