

thoughtcode[®] *INDIVIDUAL*

Individual Name
Sample Person 1
Date
August 3, 2020

This analysis is based on the responses given in the online assessment. This analysis should not be used in isolation of other information about individuals in this team. The purpose of this analysis is to provide awareness, insight and knowledge of the current snapshot position of the team.

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Introduction

As you read through this report simply have the following question in mind:

Is my current way of thinking supporting me to achieve the outcomes I seek in business?

If the answer is yes, then continue doing what you're doing until you reach a point where change is needed. However, if the honest answer is no, then actively look for areas you can develop to create a shift in your thinking. You will most likely find the answers you're looking for to create these shifts in your thinking, in the feedback that you either most agree or disagree with in this report.

This report is written in a way to give you a clear, concise and prescriptive interpretation of your results. Suggestions are also provided to help you reflect on and consider what your results mean for you and, where relevant, avenues for growth that you may choose to explore.

Your Thought Pattern is a combination of how you use seven thinking styles. Each thinking style is based on a set of attitudes, beliefs and capabilities that define that way of thinking. The way you uniquely combine these seven thinking styles impacts how you see the world, how you interact with others, and the way you communicate, solve problems and make decisions. There is no ultimate thought pattern. What matters is if your current pattern of thinking is helping you to achieve the outcome you seek.

Please note, that anything identified as a "least used" or a "challenge" does not necessarily mean that you do not have this capability. Rather it means that you may utilise this capability less frequently than others available to you given a choice and depending on the situation you face.

At this end of this report is a Development Plan that has been constructed based on your individual thought pattern. The development plan focuses on capabilities that are suggested for you develop, improve or refine based on your result. Your plan also provides an opportunity for you to reflect on your results identifying where you think you should focus your learning and development to create valuable shifts in your thinking.

It is not necessary for you to agree with absolutely everything contained in this report. There will be components that resonate more or less with you at a point in time.

Remember, the content of this report is relevant and reflective of you now at this point in time. Your results will shift and change over time to reflect changes in your priorities and outcomes, and integration of new experiences and shifts in thinking.

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Sample Person1

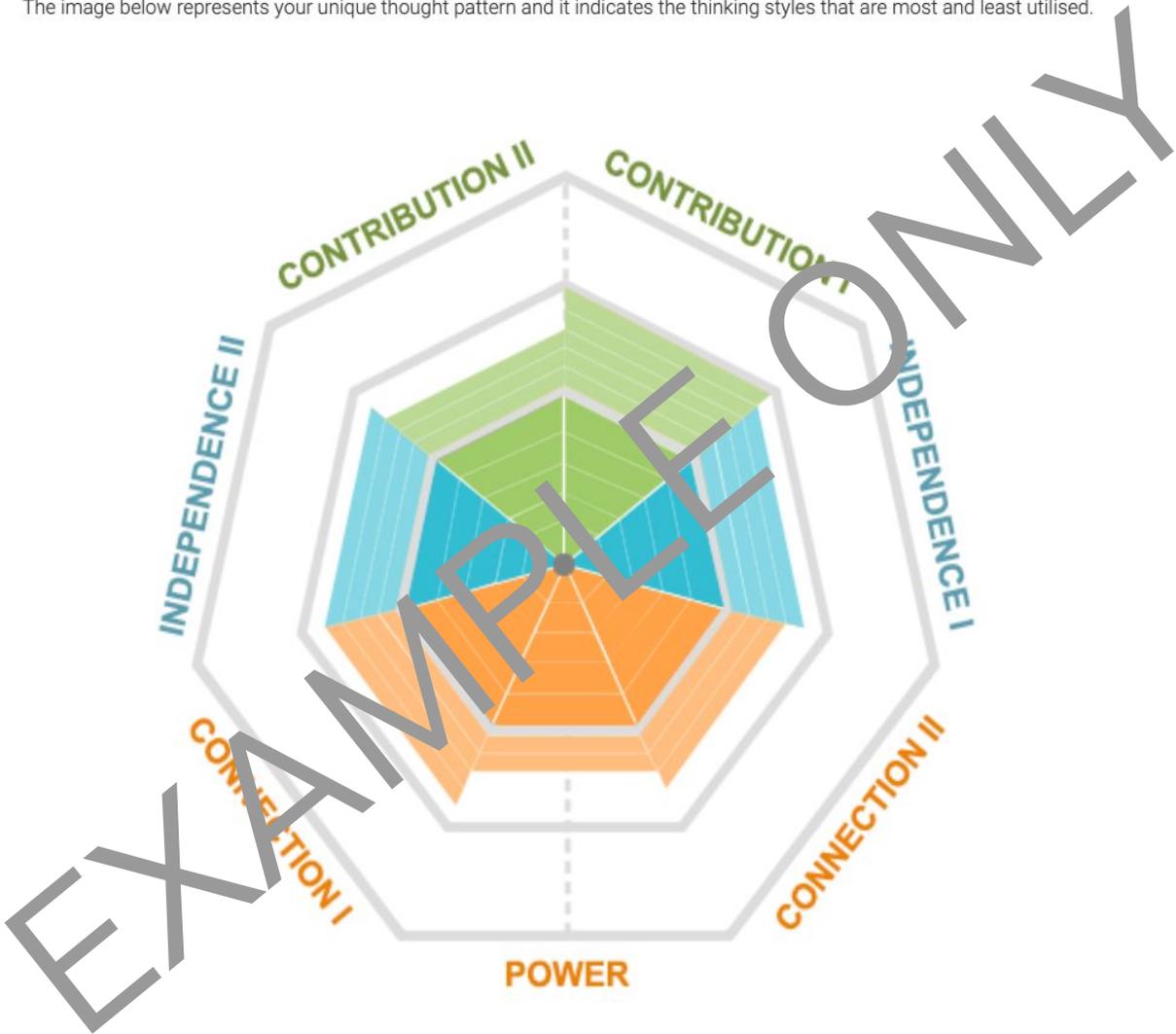
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Your Thought Pattern

The image below represents your unique thought pattern and it indicates the thinking styles that are most and least utilised.



Your thought pattern is:

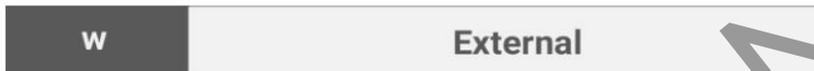
W	S	5	3
Your dominant frame of reference is...	Your dominant growth phase is...	Your most utilised mental map is...	Your least utilised mental map is...
External	Socialistic	Independence II	Power
Others driven control	Self and others focused	Multiplistic, objective, analytical thinking	Egocentric, assertive, dominant thinking



What Your Thought Pattern Means

This section breaks down each part of your thought code and explores what it means in terms of how you interact with others and your work environment, and impacts to how you like to be managed, rewarded and developed. Here, you will learn where your thought pattern may be functional or dysfunctional in your approach to work. Remember that this is reflective of where you are at this point in time and is meant to guide you on where you can shift your thinking rather than lock you into being a certain way. Growth is constant.

Dominant Frame of Reference



You appear to be in a phase of growth where you are predominantly seeking to see how you can change yourself to suit your external world. This means that you will tend to think, behave and measure success against an external frame of reference that is based around the beliefs, values and principles important to the team and the business.

This may result in:

- You striving to set and achieve goals that are in alignment with core business objectives which delivers results for the business, however, may lead to you aiming for goals that are above or below your capability level which may cause you stress or boredom
- Alignment with the business culture and functional team dynamics, which contributes to a pleasant work environment, however, may inhibit your ability to be assertive, proactive and self-driven
- Validation of your value, worth and contribution which may mean higher levels of job satisfaction and loyalty for you, however, builds a dependence and reliance on others to drive your standards and results

Dominant Growth Phase



At this point in time, you are seeking to better understand social dynamics by exploring your capability, that is your skills, competencies and knowledge. Your choices, decisions and actions tend to consider both your needs and those of others.

This means that:

- Changes to be implemented or initiatives undertaken within the business are seen as opportunities for you to utilise your skills, demonstrate your capability or gain new knowledge
- You will be concerned with receiving validation of your worth, value and contribution via recognition from peers, colleagues and leaders, trusting that you will be fairly and justly rewarded
- You will be looking for opportunities to learn and develop new skills through direct experience, training or mentoring and will be open to ways in which you can teach and lead others



What Your Thought Pattern Means

Most Utilised Mental Map



Your most utilised mental map has multiplistic, objective and analytical patterns. This means you tend to make decisions and choices based on calculated risks and exploring options enabling you to best leverage opportunities available to you.

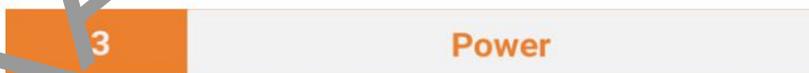
Key Strength

You seek to create win:win outcomes for yourself and others seeking out mentoring and being prepared to take calculated risks in order to achieve, learn, leverage and grow. Being results focused, you utilise measures and metrics to inform decisions, rate success, continuously improve and drive innovation.

You tend to do this by:

- Using creative methods to brainstorm ideas and solve problems
- Taking initiative to seek out opportunities that grow and improve your knowledge
- Being confident in your ability to make quality decisions
- Upholding standards of excellence to drive results
- Developing considered criteria for taking calculated risks

Least Utilised Mental Map



Your least utilised mental map has egocentric, assertive and dominant patterns. This means you are least likely to make decisions and choices based on standing out and forging your own path potentially impacting your ability to have your needs met or to achieve your goals and ambitions.

Key Challenge

You tend to avoid conflict and difficult situations potentially resulting in a reduced ability for you to be assertive, command attention and lead.

To create a shift in your thinking:

1. Commit to actions that challenge you so that you are consistently find ways to build your strength, courage, vulnerability, resilience and humility through both success and failure
2. Develop your presentation skills to build confidence in your ability to stand alone and deliver a persuasive message
3. Build your assertiveness and conflict management skills so you are better prepared to manage difficult conversations and situations



Overall Advantages and Challenges of your Thought Pattern

Below is a list of advantages and challenges associated with your particular thought pattern. Read through the list and identify what resonates with you. It is typical for around 3-5 of the challenges to stand out to you more than the others.

Advantages of your Thought Pattern

- Able to maintain some work elements through discipline, habits and rituals
- Have enough care and respect for others enabling you to be someone that is approachable and friendly, without necessarily compromising your own needs
- Assertive in areas of your life that are easy and comfortable for you
- Demonstrate integrity and trust by being fair in your approach and willingness to make some sacrifices for the greater good
- Willing to explore new ways of achieving outcomes and solving problems creating opportunities for you to grow and improve
- You are inspired to create change and be of service being cooperative, compassionate and patient in your approach
- Your ability to observe and reflect on situations enables you to adapt your thinking and actions
- Willing to explore new ways of achieving outcomes and solving problems
- Hunger for knowledge and learn through experience
- Take initiative in uncertain situations

Challenges of your Thought Pattern

Tip: Typically, for most people, only 3-5 of these points listed below will be particularly relevant to you therefore focus on the few that stand out to you the most when identifying where to create a shift in thinking.

- In times of stress or high anxiety you can catastrophise situations and play out "what-ifs" for the worst possible outcome, expecting disaster
- Can't think that it's necessary to be competent and successful in all things that you attempt
- Believes possible to measure human worth and to assign a value rating to people
- Avoid conflict and confrontation
- Miss growth opportunities out of fear
- Lack courage and assertiveness to speak your mind and be heard
- Stays within comfort zone
- Reluctant to take bold action
- Underdeveloped presentation skills
- Lack assertiveness and conflict management skills
- Use over-generalisation in your thinking coming to a general conclusion based on a single incident or piece of evidence



Business Impact of your Thought Pattern

The following section provides some context of how your thought pattern impacts you at work in terms of your ability to make decisions, solve problems, communicate with others, behave, and manage conflict. This section provides you with information on how your pattern of thinking may be helping or hindering your level of satisfaction at work, social dynamics in the workplace and the achievement of goals.

Your ability to adapt.

You have a MEDIUM ability to adapt, which means...

Change is tolerated. Where self-confidence in abilities is high change is welcomed with little direction, however, where self-confidence in abilities is low change is uninviting and will require support and direction.

Having a medium tolerance for change, you may have a tendency to oscillate between jumping in and seeing what happens to restraining yourself seeking the comfort, familiarity and safety of the known. You may experience feelings of anxiety driven by the fears that may be underneath your pattern of oscillation. There will be moments where you seem to charge ahead and feel like you are making progress and other times where you may feel you are standing still going nowhere or in fact going backwards. This pattern may cause unreal uncertainty and potentially some levels of anxiety or fear due to the inconsistency of expectations, particularly where change is involved.

What motivates you.

Your motivational style is: UNCLEAR, which means...

You appear to be driven by multiple forces which may be causing you to feel unmotivated in the workplace and unclear on what opportunities to open yourself up to. Without a clear focus on what action to take you are unable to have a clear sense of meaning and purpose to what you do, resulting in you taking any action without meaning or simply standing still not knowing in what direction to move. At present, you are somewhat unclear as to what you find truly motivating, meaningful and purposeful. Whilst this may not prevent you from delivering quality work, it may prevent you from advancing your career.

What you value in your work environment.

You appear to be guided by values that enable you to connect with a purpose or a mission that drives the team and business. Your values help you make decisions and choices based on embracing diversity, uniting people and collaborating with others to facilitate change.

At present, you tend to conduct yourself at work in a manner that is reflective of values with the following themes:

- | | | |
|-------------|-----------|----------------|
| Charity | Empathy | Philanthropy |
| Compassion | Gratitude | Purposefulness |
| Cooperation | Harmony | Service |
| Dignity | Mercy | Unity |
| Diversity | Peace | Zeal |



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How you make decisions.

Your Decision Making Style is: BEHAVIOURAL

Open to suggestions and seek to make decisions that will be accepted by others. This enables you to be inclusive and considerate of those around you.

However, this style may lead you to be perceived as weak, flippant or powerless in your decision making.

Your way of solving problems.

Your Problem Solving Style is: OPTIMISER

Compares current problem with other problems faced in the past to determine what is similar. Identifies multiple tried and proven solutions that could solve the problem.

Key Focus: What are all the ways I can solve this problem using similar tried and proven solutions utilised previously?

How you typically communicate.

Your Communication Style is: SUPPORTER

Intention and impact drive messages that help explore options, possibilities and consequences. You tend to ask questions enabling you to facilitate healthy discussion.

However, this approach tends to overlook the why, what and how components of the message.

How you behave at work

Your Action Style is: RESPONSE ORIENTED

Like to be assertive, dominant and results focused in your approach. Seek to be capable. You value action, self-motivation and progress.

Key block: Bulldozing over people to get your outcome

How you manage conflict.

Your Conflict Management Style is: MEDIATE

You tend to like a challenge, enjoy analysing different solutions and determining the best quality resolution to a conflict.

Goal is to analyse and commit.

Useful for creating win:win outcomes in situations where both parties seek to obtain or are motivated to obtain the best or ideal outcome. However, takes time and requires on a high level of maturity and creative thinking from both parties.



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Your Development Plan

We live in a world of constant change, particularly in the business world. A growth mindset focused on creating shifts in thinking will ensure you remain agile and adaptable to change in order for you to achieve the outcomes you seek in business. The greater your growth mindset around your overall capability, the greater your ability to adapt and flex to change.

To help you identify where you could make some shifts in your thinking we have constructed the following development plan for you that looks at strengths ideal for you to reinforce and gaps you may want to address.

The areas of growth identified are based directly on your individual thought pattern results focusing on the capabilities for you to develop, improve or refine. By identifying capabilities to develop you will expose yourself to new information that will lead to new experiences which in turn will help you adapt your beliefs and attitudes as a response to these experiences, creating a shift in your thinking.

Work through each section to obtain clarity around the shifts in thinking you would like to make.

Step 1

Read through the list of capabilities recommended for you and place a tick next to those that resonate with you the most.

Step 2

Against the time to act section capture the key challenge you face at work right now.

Step 3

Based on the key challenge you identified look back over the capabilities you placed a tick next to and narrow the list to five capabilities that you believe will help you overcome the challenge you face.



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Capabilities recommended for you to REFINE

The following table contains a list of capabilities that are advanced forms of other capabilities that you have that are well developed.

Capability	Short Definition	<i>Tick the circle if this is an area ideal for you to develop</i>
Empowering Others	Ability to identify motivators for each individual	<input type="radio"/>
Global Mindset	Ability to easily pose future scenarios	<input type="radio"/>
Managing Vision and Purpose	Ability to communicate a compelling vision	<input type="radio"/>
Mutual Accountability	Ability to create a climate of excellence	<input type="radio"/>
Service	Ability to add value to others	<input type="radio"/>

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Capabilities recommended for you to IMPROVE

The following table contains a list of capabilities that you are competent in and would benefit from additional training and development.

Capability	Short Definition	<i>Tick the circle if this is an area ideal for you to develop</i>
Habit Maker	Ability to maintain healthy reactions to stress and pressure	<input type="checkbox"/>
Organising	Ability to orchestrate multiple activities	<input type="checkbox"/>
Stress Management	Ability to function under pressure	<input type="checkbox"/>
Time Management	Ability to be productive with time	<input type="checkbox"/>
Creativity	Ability to see old problems in new ways	<input type="checkbox"/>
Customer Orientation and Support	Ability to anticipate customer needs	<input type="checkbox"/>
Group Dynamics	Ability to disrupt groupthink behaviours	<input type="checkbox"/>
Team Player	Ability to relate well to people in all positions	<input type="checkbox"/>
Competitiveness	Ability to strive and be the best	<input type="checkbox"/>
Conflict Management	Ability to settle disputes equitably	<input type="checkbox"/>
Leadership	Ability to lead cohesive teams	<input type="checkbox"/>
Presentation Skills	Ability to be effective in a variety of settings	<input type="checkbox"/>
Self-Promotion	Ability to market self for opportunities	<input type="checkbox"/>
Directing Others	Ability to bring out the best work in others	<input type="checkbox"/>
Forward Thinking	Ability to anticipate consequences	<input type="checkbox"/>
Managing Through Systems	Ability to simplify complex processes	<input type="checkbox"/>
Metrics and Measurement	Ability to track progress and performance	<input type="checkbox"/>
Personal Credibility	Ability to be responsible, reliable and trustworthy	<input type="checkbox"/>
Process Management	Ability to separate and combine tasks	<input type="checkbox"/>
Influencing Others	Ability to inspire and persuade others	<input type="checkbox"/>
Innovation Management	Ability to adapt and reinvent work processes	<input type="checkbox"/>
Negotiating	Ability to settle differences with minimum noise	<input type="checkbox"/>
Quality Focus	Ability to prevent mistakes or defects	<input type="checkbox"/>
Risk Tolerance	Ability to use criteria to assess risk level	<input type="checkbox"/>
Standards of Excellence	Ability to exceed set standards	<input type="checkbox"/>
Adaptability	Ability to change behavioural style	<input type="checkbox"/>
Dealing with Ambiguity	Ability to tolerate risk and uncertainty	<input type="checkbox"/>
Organisational Agility	Ability to understand the cultures of organisations	<input type="checkbox"/>
Sizing Up People	Ability to accurately project what people are likely to do	<input type="checkbox"/>



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Capabilities recommended for you to DEVELOP

The following table contains a list of capabilities that you may need to revisit to see how you can develop a stronger foundation in these areas.

Capability	Short Definition	Tick the circle if this is an area ideal for you to develop
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There are no capabilities recommended for you to focus on in this section. Your development will be best enhanced by identifying capabilities in other sections to seek out training and experience.

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TIME TO ACT

In the section below, capture the key challenge that you face right now in your team or in the business...

From the selection of capabilities that you ticked previously, identify up to 5 that you will actively work on right now over the next 90 days to help you address the key challenge you face in business.

What...

How... (e.g. through formal or informal training, podcasts, books, mentoring etc)

1

2

3

4

5

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LEARNING CENTER



Access resources to challenge your thinking via our online Learning Centre

[Access the Learning Centre](#)

GUIDED PROGRAMS



Develop new mental maps through our guided programs to get a better outcome

[Explore Guided Programs](#)

PERSONAL SUPPORT



Receive one-on-one support from a certified consultant

[Ask for Support](#)

TRACK YOUR CHANGE

By actively shifting your thinking over the coming months you will notice a difference in outcome across areas of your life. Personal growth is constant so lock the following date away in your calendar now to retake this profile so you can track your shifts in thinking...

February 8, 2021



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<http://thoughtcode.global>