



ADW | Profile

Match Report

This Report Prepared for

Ted Lasso | Program Manager | (ID1) 95771844

Kimberly Davis | Program Director | (ID2) 81573895

Extra Loving Care | 2019-01-07

Interpretation Requirements

ADW | Profile Facilitator Certification Level I

ADW | Profile Certified Coach Level II Recommended

Alignment Indices



The Alignment Index displays the degree to which Ted Lasso and Kimberly Davis will align across 4 dimensions present in all Working Relationship: Personality Similarity, Information Exchange, Task Completion, and Working Alliance. Dimension Scores are the aggregate score of the personality traits of both Ted and Kimberly that are related to each dimension. Generally, the higher the Dimension Score, the more likely Ted and Kimberly will work effectively together in that way.

Overall Index

432



Personality Similarity

349



Personality Similarity Analysis | Refer to Interview Guide

Ted and Kimberly share only a few personality characteristics. They are likely to think and communicate in different ways. It will be very important for Kimberly to learn about Ted's styles and patterns.

Information Exchange

315



Information Exchange | Refer to Interview Guide

As a pair, Ted and Kimberly will need help to effectively communicate with one another, even under optimal circumstances. When faced with challenges or conflict their communication may break down. Kimberly should be intentional about keeping communication open.

Task Completion

599



Task Completion

As a pair, Ted and Kimberly will likely accomplish tasks well together, especially when the assignments are clear. They will be as diligent as most employees, but may have some tendency to question plans or shift their focus. Kimberly should be intentional about prioritizing work projects and check-in on deadlines.

Working Alliance

463



Working Alliance | Refer to Interview Guide

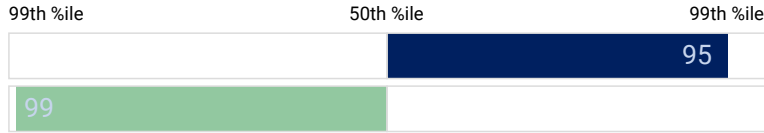
With outside support, Ted and Kimberly can effectively build professional relationships. At times, they miss communicate, grow skeptical, or fail to connect. With support, they can create positive outcomes. However, intense differences may be challenging to overcome.

Big Five Personality Aspects | Expanded Profile

Family I

Conventional

Traditional, grounded, and practical; prefers to engage with the here and now; thinks concretely and narrowly; likely gravitates toward established, or already proven, methods



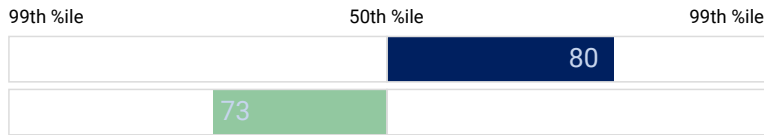
Openness

Open to a variety of ideas, feelings, and experiences; is imaginative, aesthetically sensitive, has conceptual conversations and has a wide range of interests

Family II

Flexibility

Spontaneous, sensation-seeking and easy-going; is flexible and carefree; may struggle with follow-through or keeping commitments to plans



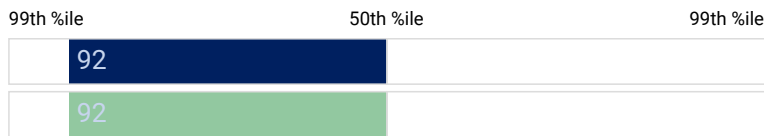
Conscientiousness

Self-disciplined, dutiful, organized, and goal driven; is focused and diligent; may be stubborn or hard on others who change their commitments

Family III

Introversion

Internally-oriented; gains energy by recharging in solitude; is quite, reserved, and contemplative; may struggle being center of attention or being around people for extended periods



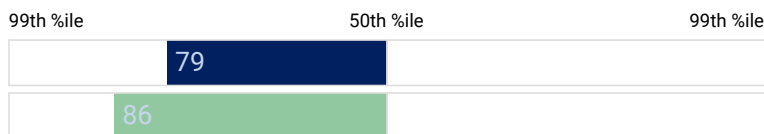
Extraversion

Externally-oriented; gains energy by social stimulation; is talkative, outgoing, sociable, energetic, and domineering; may struggle letting others have the attention

Family IV

Tough-Minded

Direct and uncompromising of own interests; skeptical of others' intentions; expecting of competition and challenge from others; seen as assertive and sometimes stubborn and tough-minded



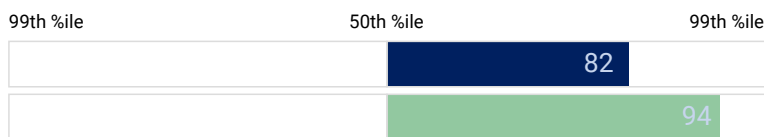
Agreeableness

Trusting, accommodating, cooperative, sympathetic toward others, and willing to compromise own interests; may not readily express own point of view; may be overly trusting or unconcerned about others' motives

Factor V

Controlled

Emotionally controlled; may not express or share intense emotions or acknowledge the impact of stress, sadness, worry, or anger on own self; may be emotionally closed



Emotionality

Emotionally expressive; may freely express or share intense emotions or be overly attuned to the impact of stress, sadness, worry, or anger on own self; may be emotionally reactive



Person I: Ted Lasso

Person II: Kimberly Davis

Family I Aspects

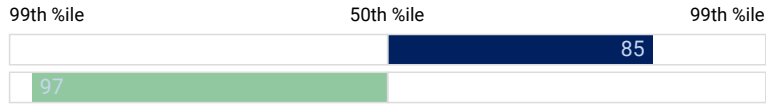
Family II Aspects

Family III Aspects

Family IV Aspects

Concrete

Thinks in a linear, straight-forward manner; seeks out proven or established methods

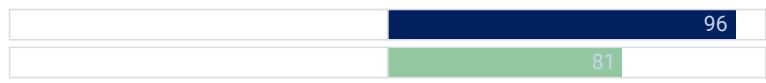


Imaginative

Has a vivid imagination; makes unusual connections; thinks about possibilities

Emotional Seclusion

Limits energy, focus, and attention on emotions of self or others; may describe emotional experiences in narrow terms

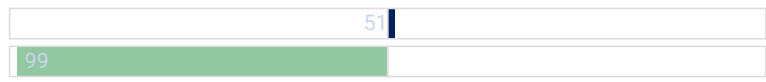


Emotional Absorption

Aware of, and focuses on, emotional states; interested in feelings; may use a wide range of terms to describe emotional experiences

Seeks Routine

Seeks routine; prefers stability and consistency of experiences; avoids change

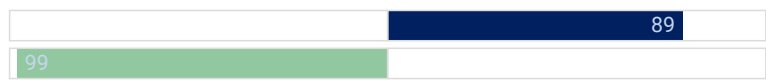


Seeks Change

Seeks variety and novelty of experiences; views routine as monotonous

Accepts Knowledge

Accepts current level of knowledge; will not question or challenge others

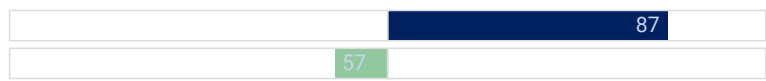


Open to Learning

Receptive to new forms of knowledge or theories; actively seeks new learning

Shifts Focus

Changes focus and attention; begins multiple tasks at once; sporadic work pattern; seen as disorganized or distractible

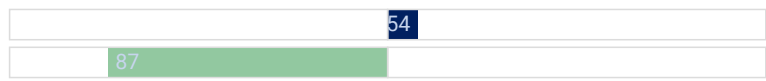


Keeps Focus

Maintains focus and attention on a single task; avoids or blocks out distractions; linear work pattern; prefers a certain degree of order; seen as organized

Independence

Makes decisions independent of others; resists taking direction; breaks the rules; not concerned with societal expectations or norms

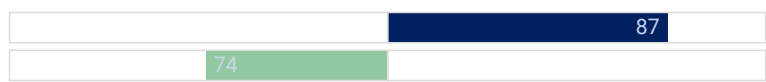


Dutifulness

Readily accepts assignments; aware of social norms; follows the rules; works to follow through and complete tasks that are expected of them; aware of what should be done

Effort Conservation

Conserves energies; may avoid challenges; not overly ambitious; goal-setting comes from external sources

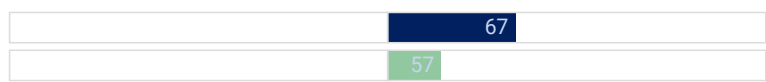


Achievement Drive

Expends great energy to achieve own goals; driven to overcome challenges; diligent and purposeful toward achieving; sacrificing in order to achieve

Hasty

Makes quick decisions; is okay making mistakes or unaware of mistakes; less attentive to details; more likely to take risks

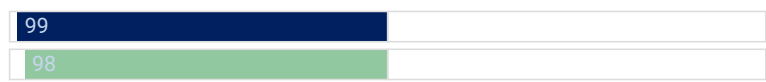


Attention to Detail

Avoids making or is highly aware of own mistakes; careful about own actions; cautious and planful; often focuses on minutia

Solitudinous

Energized by solitude; seeks out activities that can be done alone; avoids social engagements or situations involving large groups

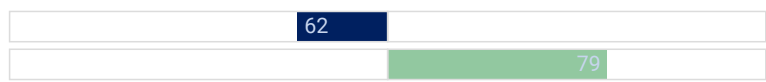


Gregariousness

Energized by being with large groups of people; seeks out social engagements; enjoys having others around; seen as affable and social

Formality

Takes a reserved, formal approach to others; often approaches relationships in a transactional manner; seen as measured; values own emotional privacy

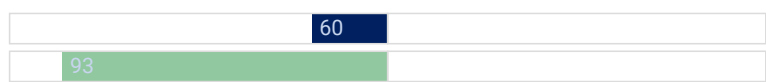


Hospitality

Interested in interacting with others and developing close relationships; seeks emotional intimacy in relationships; seen as outgoing and easy to connect with

Yielding

Holds back own opinions or point of view; gives in or avoids direct confrontation; seen as passive in group decision making

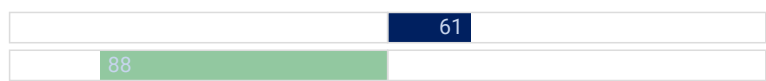


Assertiveness

Makes self heard; expresses own point of view and stands up for self; confronts issues; seen as dominant and forceful

Matter-of-Fact

Does not tease others; seldom jokes around or try to lighten mood; generally maintains a serious or matter of fact approach

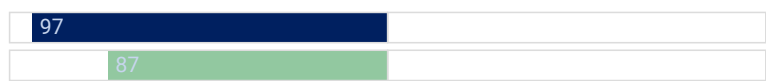


Humor

Frequently jokes around; brings humor into situations; may tease others; tries to lighten the mood; uses humor to relate to others

Skeptical

Wonders about others' motives and intentions; doubts others; questions why people do what they do; assumes hidden agendas and questions others' choices

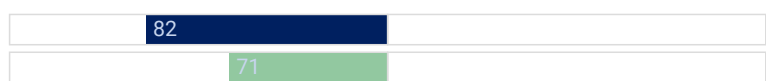


Trust

Accepts others' choices; does not question motivations or suspect hidden agendas; believes that others are well-intentioned and trustworthy; readily assumes the best intentions

Concern for Self

Aware of own needs and interests; avoids anticipating others' needs; focuses on own well-being; comfortable saying no and avoids involvement in others' issues or problems

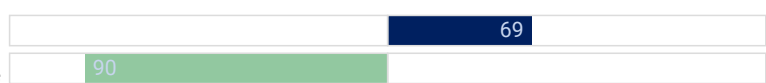


Concern for Others

Anticipates the needs and interests of others; tends to be generous and considerate to those around them; seen as helpful, uncomfortable saying no

Directness

Direct about own needs and interests; will not easily let go of conflicts or back down from own point of view; often seen as argumentative

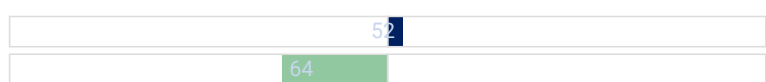


Diplomacy

Aware of group conflict; will sacrifice own needs to keep group at ease; will forgive and forget; deferential to others to maintain cohesion

Displayful

Comfortable with attention and public displays; accepting of accomplishments and praise; will talk about multiple aspects of self; enjoys entertaining others



Modesty

Unassuming and avoidant of making displays or drawing attention to self; resists talking about self; rarely shows off; more comfortable giving compliments than receiving



Person I: Ted Lasso

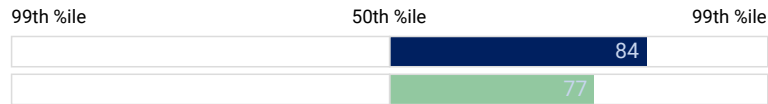
Person II: Kimberly Davis

Factor V Aspects

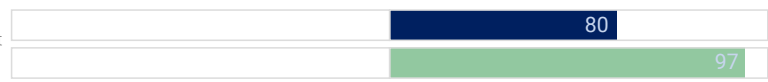
Self Concept Aspects

Psychological Values

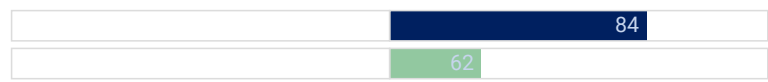
Relaxed
Generally relaxed; may not anticipate potential concerns or consider the future much; does not express feeling skittish or worried



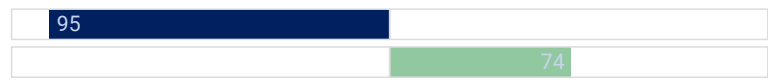
Peaceable
Seen by others as even-tempered and resistant to frustration; seldom shows intense emotion; rarely complains or criticizes; may be experienced as less-impassioned



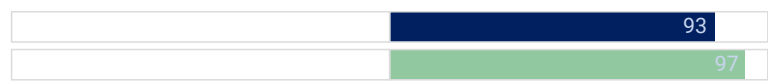
Contented
Tends to attribute negative situations to external, rather than personal causes; feels life has direction and purpose; believes in the stability of positive circumstances and the fleeting nature of negative ones



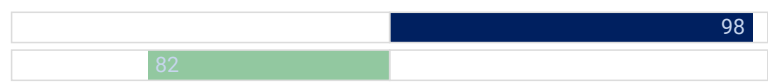
Stoic
Moderates behaviors; rarely acts on impulses or urges; restricts or controls decisions when experiencing strong emotions; seen as deliberate and controlled



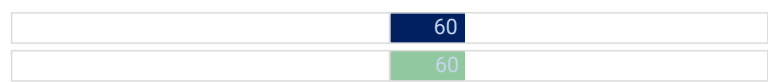
Unabashed
Not easily embarrassed; not afraid of doing the wrong things or making mistakes; stands up for own self; not worried about what others think



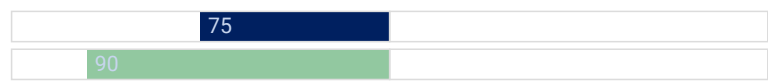
Externalizing
Spends little time reflecting on experiences; less likely to think critically about own character, motives, or behavior; may not be interested in changing own behaviors



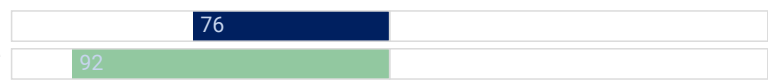
Doubts Abilities
Doubts own decisions and abilities; relies on others for encouragement; gives self little credit; not be confident in own work



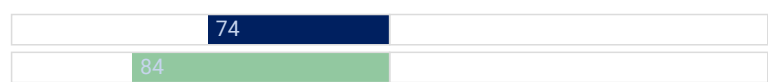
Unvarnished Presentation
Willing to present own flaws or short comings to others; may be overly self-disclosing about own motives; is unconcerned about own reputation or image; may expect generosity from influential people



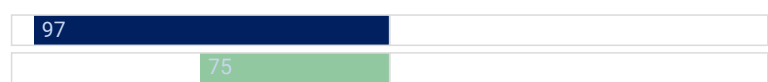
Self-Questioning
May not accept full self and own flaws, seeks status to feel comfortable; may not respect the opinion of others if they are different from own opinions; seeks validation from others



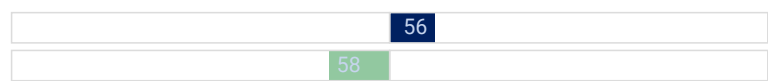
Self-Deprecation
Feels own opinions, views, or actions are less important than others; sees own needs as not important; may not readily advocate for own self



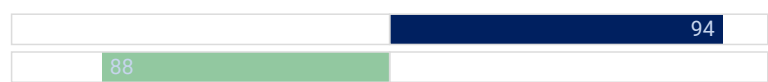
Accepts Inexactness
Has little need to know all relevant information; will be comfortable relying on own intuition; does not require objective data to feel comfortable making a decision; may become frustrated from frequent requests for information



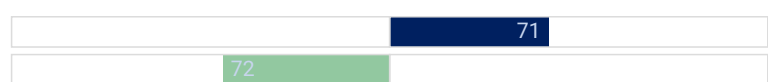
Low Affiliation
Own sense of identity is unrelated to feeling connected to others; does not need a sense of community or belonging to feel fulfilled; may feel connection with groups impedes individualism and autonomy



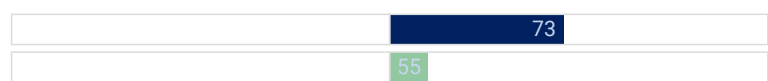
Self-Defined
Feels secure with self even in the absence of tangible accomplishments; content with place in life; success is not a major drive or motivator; may grow frustrated with discussions about goals and aspirations



Self-Validating
Does not rely on others' acknowledgement for own value and sense of self-worth; may not look for or expect to be acknowledged for contributions; may be ambivalent toward receiving recognition; may struggle to provide validation to others



Accepts Ambiguity
Is comfortable with uncertainty or ambiguity; may not actively work to make situations secure or certain; can function without a clear or obvious future



Apprehension
Anticipates problems; may be apprehensive about their situations or the future; may express uneasy feelings in challenging situations

Intensity
Has intense emotional energy; is seen by others as someone who will not readily let things go; outwardly expresses frustration; is experienced as passionate

Mood
Tends to attribute negative situations to personal, internal causes; criticizes self; feels life lacks direction or purpose; believes in the stability of negative circumstances and the fleeting nature of positive ones

Impulsivity
Often acts on own impulses or drives; makes decisions quickly or based on current emotional state; experienced as someone who is expressive and acting on a whim

Self-Consciousness
May feel uncomfortable being evaluated; tends to self-criticize; worried about what others think of them, particularly in social situations; easily embarrassed

Self-Reflection
Highly introspective; reflects on one's own nature, character, and motives; may actively focus on own internal experiences and changing own behaviors

Self-Confidence
Independent and self-sufficient; believes in own self and own abilities; comfortable making decisions; may over rely on own perspective or self

Self-Presentation
Seeks to present a favorable image of self to others; is not transparent about own motives or flaws; is overly concerned about reputation or seeks to please influential people, possibly extremely moralistic

Self-Accepting
Accepts self and own flaws; copes well with struggles, challenges, or hardships; relates well to others who have different opinions from own; can validate self

Self-Importance
Believes own needs, accomplishments, and views are important to others; may expect others to recognize own importance and value; may overlook the importance of others' needs, views, and accomplishments

Values Information
Needs information to gain sense of security; may become distressed from a lack of detailed information; is uncomfortable making decisions without extensive, objective information; may not trust own intuition

Values Connection
Needs to feel connected to others to gain security or fulfillment; needs to be around others to feel a sense of belonging; seeks to affiliate with groups and larger purposes for identity

Values Ambition
Does not feel fulfilled without having a sense of accomplishment; driven by own ambitions or sense of achievement; success is a large part of identity; may experience distress around not yet accomplishing enough

Values Acknowledgement
Values and expects recognition from others; may doubt own self when they do not receive acknowledgement from those they see as important; responds well to genuine encouragement and support; seeks to have an impact

Values Certainty
Struggles to accept uncertainty; is uncomfortable when circumstances are ambiguous or unknown; feels distress when the future is unclear



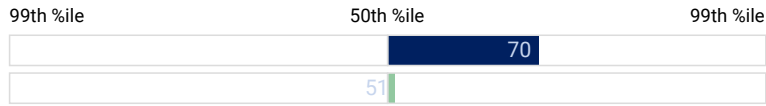
Person I: Ted Lasso

Person II: Kimberly Davis

Structural Aspects

Relinquishes Authority

Uncomfortable being in authority over others; feels they do not make good decisions on behalf of a group; may shy away from being responsible for others' well-being

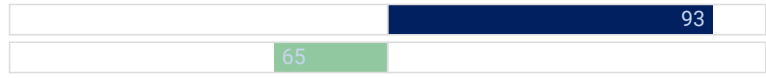


Comfort with Authority

Comfortable being in charge; prefers roles where they are responsible for others; believes they make good decisions for other people; will readily take charge when in a group

Emotional Disinclination

Not inclined to relate to the emotional experiences of others; may fail to connect with or acknowledge the emotions of others

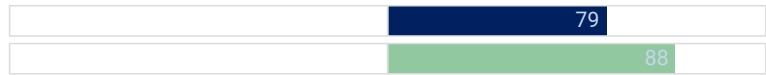


Emotional Intelligence

Understand the emotional experience of self and others; can effectively connect the emotional experience to work objectives; may need to feel a strong purpose in order to maintain motivation

Resolution

Less likely to hold onto grudges; is forgiving; actively works through own resentment to bring resolution to interpersonal issues

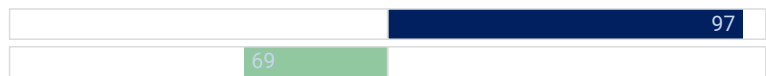


Irritation

May not work through own frustrations toward others; may have grudges without admitting to them; may passively display irritation towards others

Intuition

May allow emotions/intuition to influence decision-making process; may quickly reach conclusions or spend less time on evaluating and analyzing an issue more than once

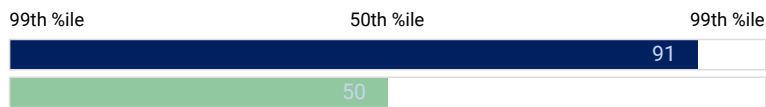


Contemplation

Will analyze an issue from multiple perspectives; will not allow intuition/emotion to influence evaluations and decisions; may spend considerable time on analysis and evaluation

Conflict Modes

All-In



Full energy into both Your and Others' Point of View

Attend



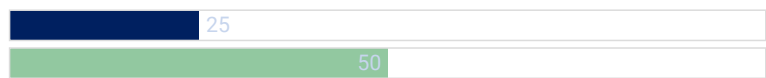
Full energy into Others' Point of View

Drive



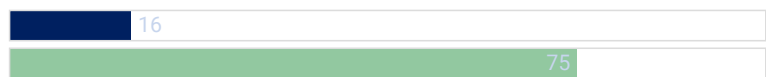
Full energy into Your Point of View

Adjust



Some energy into Your and Others' Point of View

Refrain



No energy into any Point of View

