



ADW | Profile

Personal Effectiveness Report

This Report Prepared for
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2019-01-07

Interpretation Requirements

ADW | Profile Facilitator Certification Level I

ADW | Profile Certified Coach Level II Recommended



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About ADW | Profile

The ADW | Profile is a powerful tool for understanding an individual in A Deeper Way. The ADW | Profile measures 9 Families (40 Aspects) of an individual's personality, including the Big 5, Self-Concept, Psychological Values, and Conflict Energies - all at one's best, on a typical day, and under stress. The Aspects measured align with the ADW | Situational Identity Model:

Level I L1	System Strengths System Strengths are the most effective expression of a particular Aspect of Personality. Your 5 Most and Least Accessed System Strengths are provided in this report. A more thorough exploration of your System Strengths can be found in your System Strengths Report.
Level II L2	Traits + Patterns The Aspects of Personality in Level II are categorized as Traits & Patterns. These kinds of Aspects indicate how someone tends to behave, think, and relate across general situations. These kinds of Aspects remain stable over time and can be expressed in both effective (Strengths) and ineffective (Derailers) ways.
Level III L3	Self-Concept + Psychological Values The Aspects of Personality in Level III are the Self-Concept & Psychological Values Families. They reveal information about how someone sees themselves and tells their personal narrative. These kinds of Aspects can change over time with changes to self-concept and one's own story.

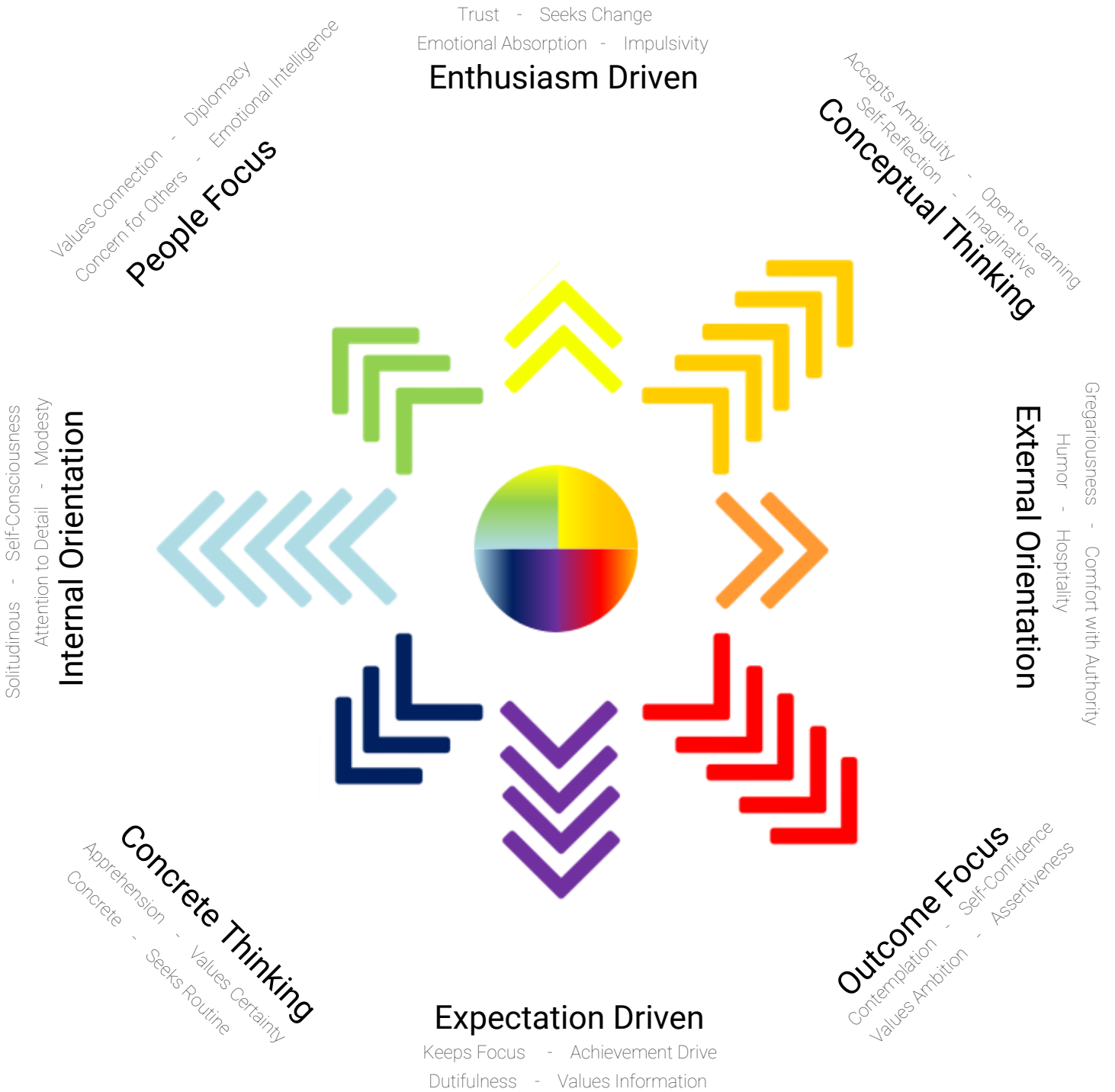


The PsyPlex[®] is a proprietary graphical depiction of an individual's Personality System. The Personality System results from the unique interaction of an individual's Aspects of Personality. There are Four Vectors within the PsyPlex :

Your motivation and approach to life	Enthusiasm Driven Preference for flexibility, keeping options open, motivated by inspiration, displays sensation-seeking behaviors	Expectation Driven Preference for planning, sticks to routines, motivated to meet expectations, displays goal-driven behaviors
How you process and use information	Conceptual Thinking Makes broad, novel associations between ideas, big picture thinking, inferential, seeks underlying patterns and future possibilities	Concrete Thinking Uses deductive thinking, avoids making inferential leaps, seeks concrete evidence and attends to the here and now
Where you orient yourself to gain energy	External Orientation Gains energy being around others, seeks out groups, entertains and engages others	Internal Orientation Gains energy from solitude, seeks to reduce stimulation, turns inward, observes others
What you focus on when making decisions	Outcome Focus Considers outcomes, facts, analyzes data when making decisions, places value on achieving and asserting	People Focus Considers others' feeling and own sense of group agreement when making decisions, value connection and greater good



Your PsyPlex | Typical Day



Your ADW | Profile PsyPlex shows your unique Personality System. The PsyPlex is comprised of four Vectors: Motivation (Drive), Processing Style, Orientation to Your Environment, and Decision-Making Focus. Every individual has some aspect of each Vector, but may express these characteristics in unique ways.

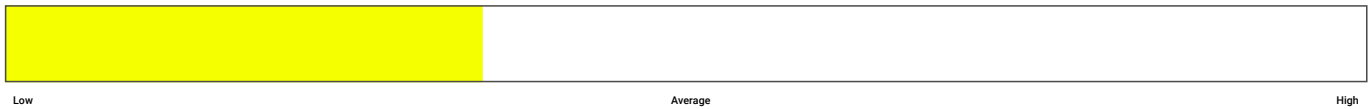


Enthusiasm Driven



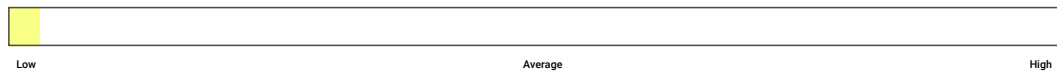
Enthusiasm Driven individuals generally possess a laid-back approach to living; they derive their motivations from a variety of sources, prefer spontaneous activity, readily believe in others, and freely engage with others on an emotional level.

35 | Overall Enthusiasm Drive



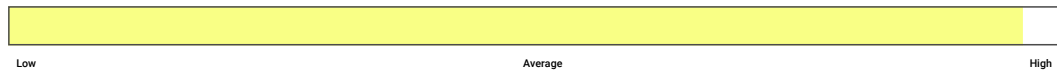
L2

3 | Trust



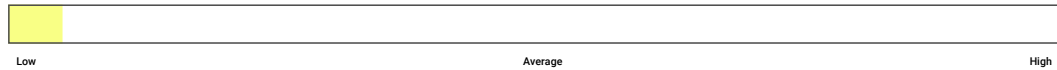
L2

96 | Emotional Absorption



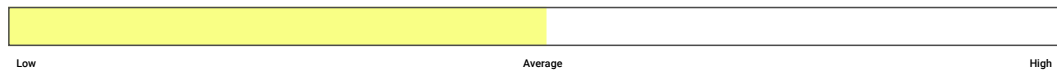
L2

5 | Impulsivity



L2

51 | Seeks Change



Understanding Your Enthusiasm Drive

You may, at times, be slightly driven by what inspires you. You will not likely trust or believe in the best intentions of others without first having evidence of their trustworthiness. However, you will be very open to and aware of the emotions and feelings of those around you. You will not feel energized by being able to make sudden decisions or act in the moment. You will be motivated by new or varying activities about the same as most people.

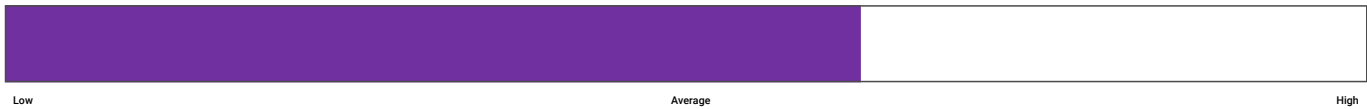


Expectation Driven



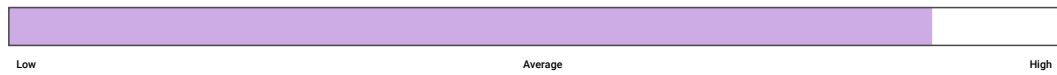
Expectation Driven individuals generally possess a desire to do tasks well, they take obligations to others seriously, are careful, systematic, and feel good when they know what is going on around them. They are deliberate and enjoy seeing their plans reach completion.

63 | Overall Expectation Drive



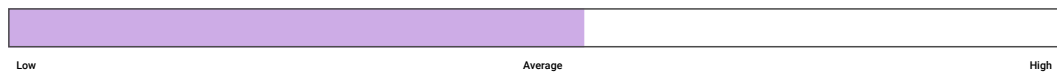
L2

87 | Keeps Focus



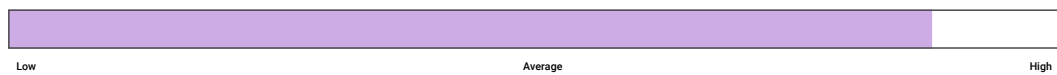
L2

54 | Dutifulness



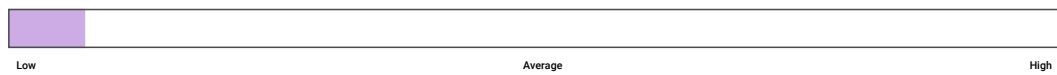
L2

87 | Achievement Drive



L3

7 | Values Information



Understanding Your Expectation Drive

You are motivated by seeing tangible progress toward your goals and ambitions. You will stay highly motivated to finish, even when you must stick with a task for a long period of time. You balance taking and sharing responsibility with others. You will insist on setting difficult and challenging goals for yourself. However, you will grow frustrated with others if they request too much information from you.

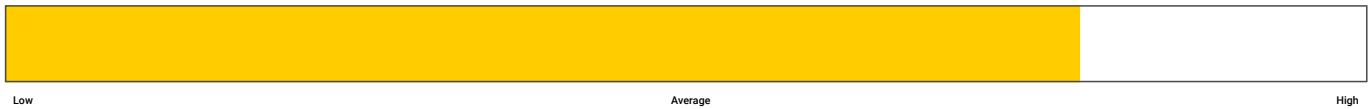


Conceptual Thinking



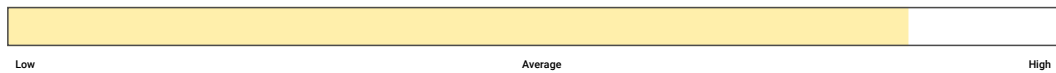
Conceptual Thinkers tend to seek new experiences as a means for gaining new insights or ideas; they think about the big picture, are open to new ideas, and readily engage in self-examination. They have a fluid style of consciousness that allows them to make novel associations between remotely connected ideas.

79 | Overall Conceptual Thinking



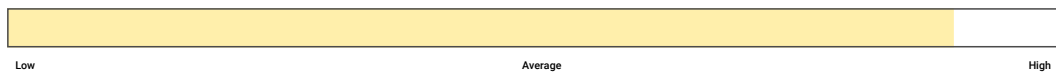
L2

85 | Imaginative



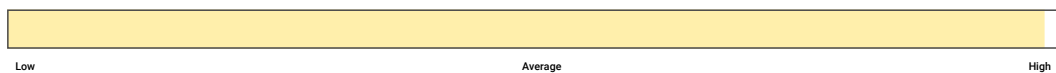
L2

89 | Open to Learning



L3

98 | Self-Reflection



L3

27 | Accepts Ambiguity



Understanding Your Conceptual Thinking

You are very conceptual, broad and creative in your thinking. You connect ideas. You will likely prefer challenging routines and coming up with new ideas. You are very inclined toward learning new ideas and seeking out new information. You will actively reflect on your own thoughts, feelings, and perspectives. However, you may become distressed by ambiguity and are likely to seek more immediate clarity.



Concrete Thinking



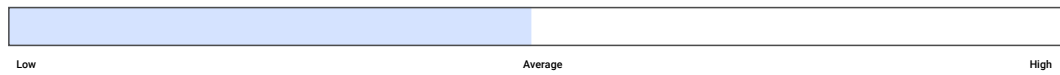
Concrete Thinkers are more comfortable with familiar and traditional experiences, they are less focused on making random connections between ideas, may anticipate risks, and will take action only after feeling certain of the likely outcome.

45 | Overall Concrete Thinking



L2

49 | Seeks Routine



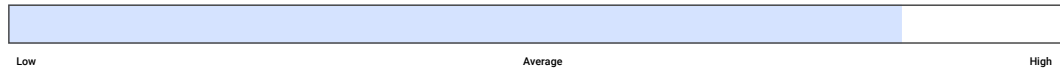
L2

15 | Concrete



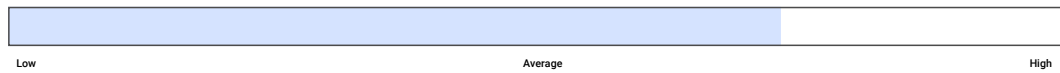
L2

84 | Apprehension



L3

73 | Values Certainty



Understanding Your Concrete Thinking

At times, you prefer to think practically, with a clear focus on specifics and sequence. You prefer established and stable procedures as much as the average person. You are very drawn to innovative ideas. However, you will be inclined toward anticipating, and at times, worrying about potential problems. However, you are likely uncomfortable with ambiguity and feel the need for certainty..

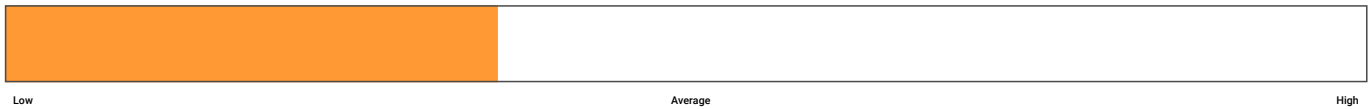


External Orientation



Externally Oriented individuals tend to be outgoing, talkative, and possessing energetic behavior; their psychological energies are focused on the outside world, they are interested in

36 | Overall External Orientation



L2

1 | Gregariousness



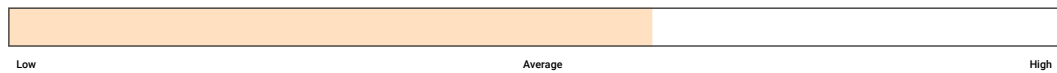
L2

38 | Hospitality



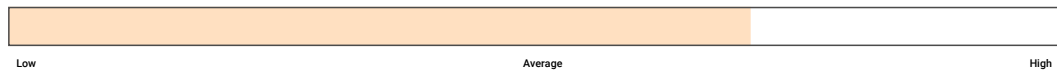
L2

61 | Humor



L1

70 | Comfort with Authority



Understanding Your External Orientation

In some instances, you may find being around others stimulating and you gain a little energy from the outside world. You will not seek out social attention and find large groups of people to be de-energizing. You engage with others as much as the average person. You use humor about as much as the average person. However, you will likely enjoy being in charge over others.

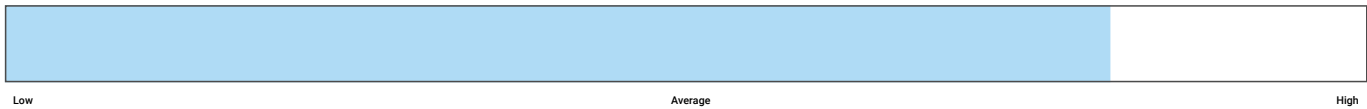


Internal Orientation



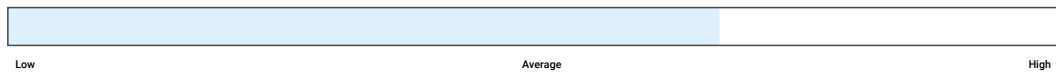
Internally Oriented individuals are generally reserved, interested in their own mental realities, and less inclined to regularly act upon their environments; many Internally Oriented individuals are re-energized by solitude or reducing external stimulation.

81 | Overall Internal Orientation



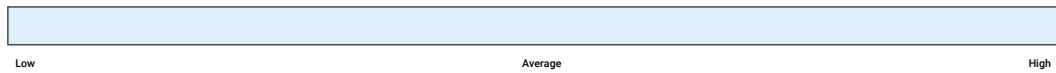
L2

67 | Attention to Detail



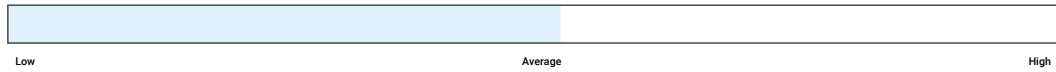
L2

99 | Solitudinous



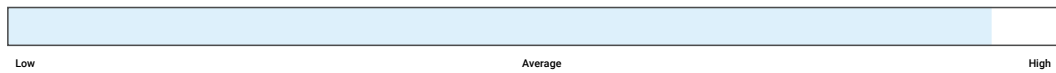
L2

52 | Modesty



L2

93 | Self-Consciousness



Understanding Your Internal Orientation

You look to seclude yourself from others and value your privacy in order to re-charge. You will likely be careful to avoid making mistakes. You do not enjoy being the center of attention and therefore are not likely to seek out the spotlight. You are inclined to tell others about your own accomplishments on your own volition as much as the average person. You will turn your energies inward and may intensify your own self-perceptions.

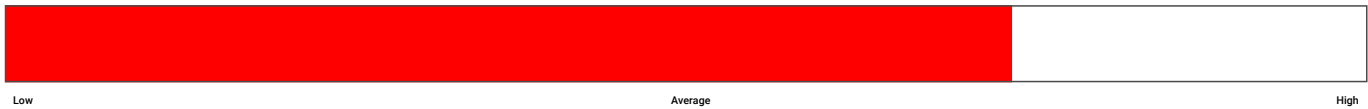


Outcome Focus



Outcome Focused individuals are typically tough minded, competitive, and willing to challenge others. The focus of their experiences tends to be on reaching outcomes, analyzing issues, and asserting their point of view.

74 | Overall Outcome Focus



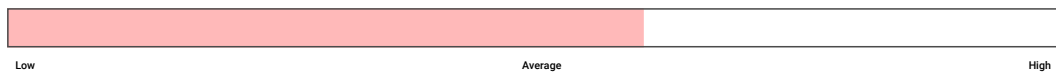
L2

40 | Assertiveness



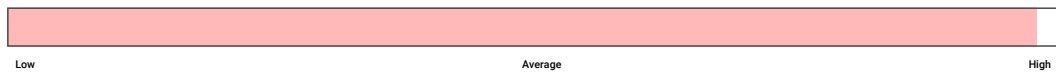
L3

60 | Self-Confidence



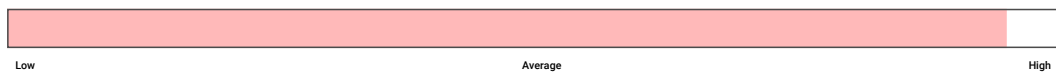
L1

97 | Contemplation



L3

94 | Values Ambition



Understanding Your Outcome Focus

You are quite focused on accomplishing tasks and put as much or more priority on reaching objectives. You will communicate your point of view as much as the average person. You will have as much confidence in your own views as the typical person. You will spend considerable time analyzing and evaluating an issue, relying on data rather than emotion. You are extremely ambitious and have a strong need to feel personally successful.

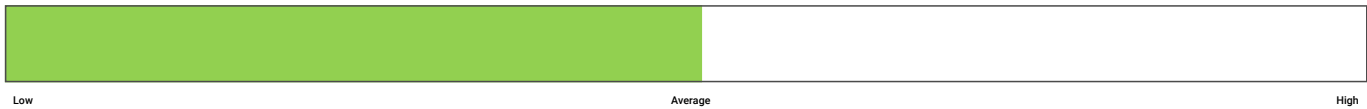


People Focus



People Focused individuals generally get along with others, they are cooperative, compassionate, and strive for group harmony. The focus of their experiences tends to be on reaching consensus, staying connected, and maintaining the well-being of relationships.

51 | Overall People Focus



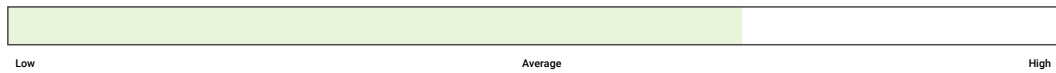
L2

18 | Concern for Others



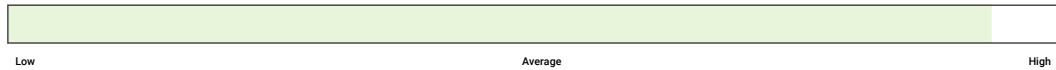
L2

69 | Diplomacy



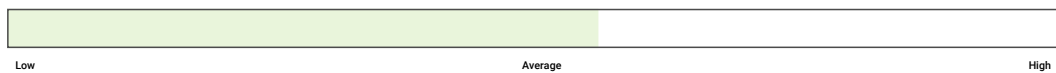
L1

93 | Emotional Intelligence



L3

56 | Values Connection



Understanding Your People Focus

You are somewhat focused on feelings of others and group harmony. However, you may not focus too much on solely helping others. You are likely to pay attention to group dynamics and work to alleviate tension. You are highly focused on the emotional experience of others. You have a need for being affiliated with others as much as the average person.



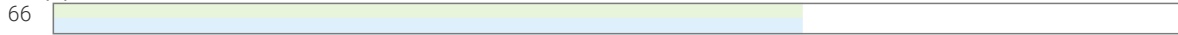
Your Relating Pattern



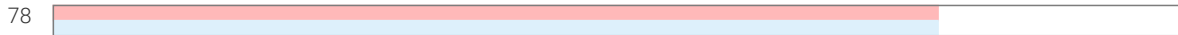
Relating Patterns are determined by your Orientation for Energy and Decision-Making Focus Vectors. There are Four Primary Relating Patterns, and your individual Relating Pattern may possess aspects of all four Primary Patterns.

Relating Patterns

Supporter



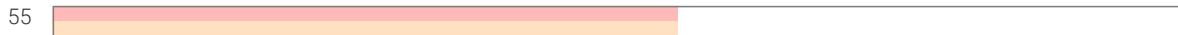
Auditor



Influencer



Director



Your Primary Relating Pattern | **Auditor**

Your Primary Relating Pattern is most similar to the Auditor. Auditors tend to relate to others in an unassuming manner, but may view social interactions from a give-and-take perspective. Auditors will focus on keeping the social connections balanced, fair, and equitable. They will guard themselves and be wary of others taking advantage of them or others.

- ☒ Under stress, Auditors will value their privacy closely, keeping their motives and intentions hidden from others, so as not to be mistreated. At their best, Auditors will help regulate and balance a groups' focus and help bring a sense of impartiality and equality to the group.

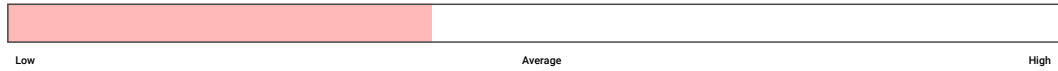
Based on your overall Personality System, you are very similar to the Auditor Relating Pattern. This suggests you likely possess most, but not all, of the characteristics above. You may possess some characteristics of your second highest Relating Pattern as well.



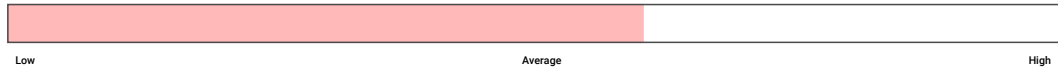
Aspects of An Auditor

Outcome Focus

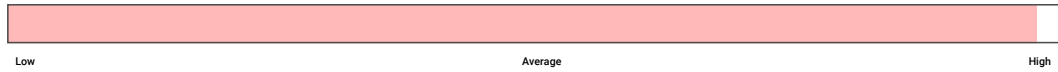
40 | Assertiveness



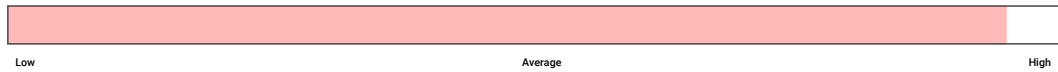
60 | Self-Confidence



97 | Afferency

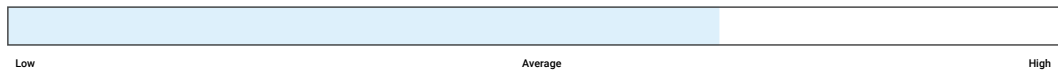


94 | Values Ambition

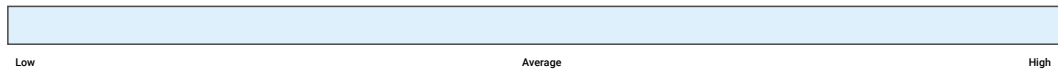


Internal Orientation

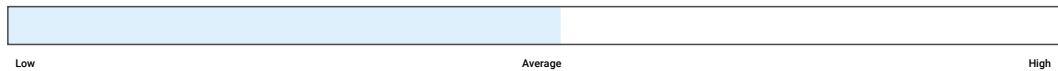
67 | Attention to Detail



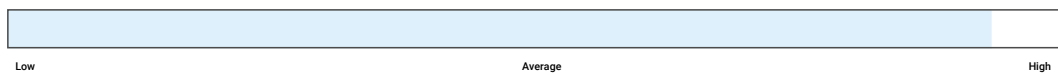
99 | Solitudinous



52 | Modesty



93 | Self-Consciousness





Your Working Pattern



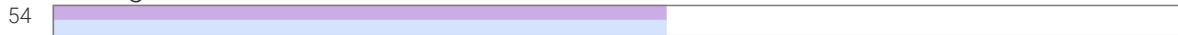
Working Patterns are determined by the Thinking Style and Motivation (Drive) Vectors. There are Four Primary Working Patterns, and your individual Working Pattern may possess aspects of all four Primary Patterns.

Working Patterns

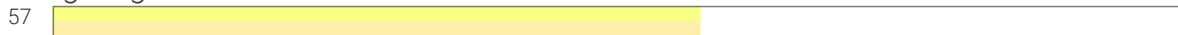
Seeking



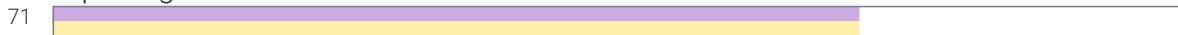
Executing



Imagining



Enterprising



Your Primary Working Pattern | **Enterprising**

Your Primary Working Pattern is most similar to Enterprising. Enterprising Work Patterns are characterized by a genuine love for learning and a strong desire to be successful in their endeavors. They are highly achievement oriented, driven, and value critically scrutinizing many different perspectives of problems to generate creative solutions.

☒☒ Under stress, they may over-analyze issues or engage in grand problem solving when more tried-and-true solutions would be more efficient. At their best, those with an Enterprising Work Pattern will devote considerable effort to projects and drive complex issues toward resolution.

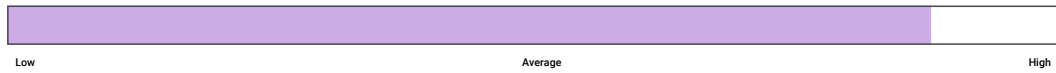
Based on your overall Personality System, you are very similar to the Enterprising Work Pattern. This suggests you likely possess most, but not all, of the characteristics above. You may possess some characteristics of your second highest Work Pattern as well.



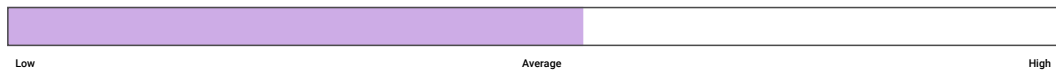
Aspects of An Enterprising Work Pattern

Expectation Driven

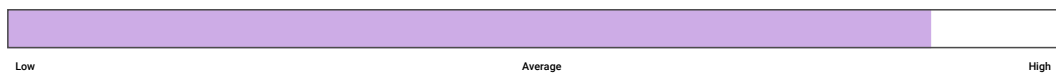
87 | Keeps Focus



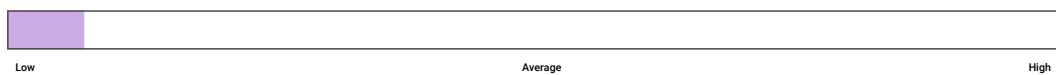
54 | Dutifulness



87 | Achievement Drive

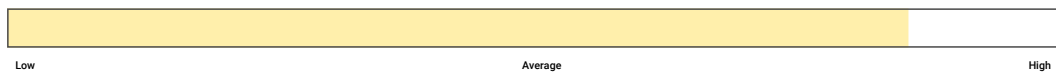


7 | Values Information

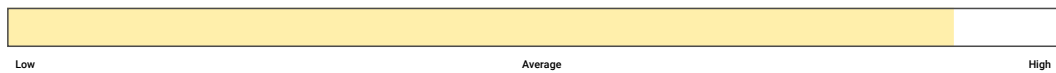


Conceptual Thinking

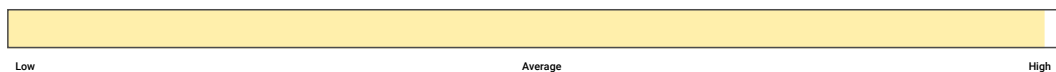
85 | Imaginative



89 | Open to Learning



98 | Self-Reflection



27 | Accepts Ambiguity





Most Accessed Personality System Strengths



Below are the Most Accessed Personality System Strengths. You naturally bring these Strengths into your Core Projects. At times, you may over-use these aspects of your personality system. Stress-Sensitive Strengths are those that you do not naturally access as much while under stress as you do on your good days.

⚠️ Stress-Sensitive Strength

🟢 Recommendation

Intellectualist

⚠️ You are very adept at learning new information. You enjoy spending time deep in thought and often need the space to flex your intellectual muscles. You love solving problems and thinking about complexities. Under stress, you may forget to spend time thinking or learning. You may not pause for deep thought when feeling burdened.

🟢 Build relationships with others who are big thinkers. Set aside time to write - it will help you focus your thoughts. Schedule time for free thinking where you do not need to produce or be productive.

Introspector

You examine yourself, your circumstances, and your inner feelings. Like the Sensor, Introspectors are aware of their own emotions and acknowledge their own humanity. You take time to reflect on your own thoughts, emotions, and behaviors.

🟢 Consider journaling. Make sure your reflection time is productive, not brooding or ruminating. Ask yourself what evidence exists for your conclusions. Consider what you can learn and apply from what you discover about yourself. Be careful not to rely solely on your own perspective for self-knowledge.

Contemplation

You prefer to analyze, contemplate, and think about multiple aspects of an issue. You will consider the implications of your decisions. While you may have strong feelings about a decision, you will not readily go with your first instinct. At times, you may doubt your choices.

🟢 Look for opportunities that require you to leverage your analytical style. Develop a process to ensure you are consistently evaluating a situation and its data and to determine when you know you have enough information. Remember, sometimes emotions, intuition, and instinct can also be helpful information.

Stoic

Serene and untroubled in your presence, you maintain a sense of control of your emotions. You are unlikely to make rash or emotionally-driven decisions. You are composed, controlled, and measured in your responses. Stoics won't show emotional weakness.

🟢 Seek opportunities that require you to stay composed and calm, particularly in challenging situations. Your presence may be a source of comfort for others who are more emotionally expressive. Be careful not to appear disinterested or completely unaffected.

Completer

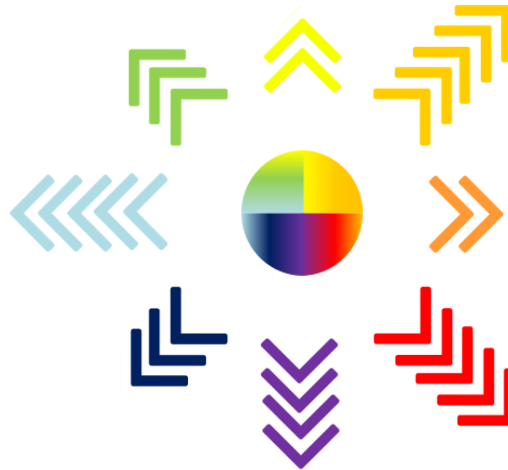
⚠️ You are able to stay focused and on task until your work is done. You are a natural Completer. Your focus is powerful because it lets you filter out distractions or irrelevant thoughts. You are not likely to wander or drift from what you set out to do. Under stress, you tend to lose your focus. You may be more likely to start, stop, and switch to other things when you are feeling overwhelmed.

🟢 Articulate your goals to others. Make time for breaks and self-care. Learn how you best recharge. Learn to listen to tangents and stay patient with big ideas, even if they do not have immediate relevance to you.



Your PsyPlex | Good - Typical - Stressful

Your PsyPlex | Typical Days



This PsyPlex graph depicts your Personality System as it is on typical days. It is a combination of your self-reports on your Aspects when you are both feeling stress and when you are feeling at your best. Sometimes our Personality Systems change considerably when under stress and sometimes they don't change very much. This page is helpful to see how your overall system may look under each context.

Your PsyPlex | Good Days



This is your Personality System as you reported your Aspects when you are feeling free from stress. Good days - or days when you aren't feeling under pressure or over-extended - can occur regularly or sporadically in your life.

Your PsyPlex | Stressful Days



This is your Personality System as you reported your Aspects when you are experiencing stress or over-extension. Stressful days can also occur regularly or infrequently, depending upon your circumstances.



Your PsyPlex | Aspects Map



Your PsyPlex Aspects Map outlines each of your Vector Aspects under each context: Good Days, Typical Days, and Stressful Days. This Aspects Map is useful for seeing how your Personality System may be expressed differently when your context changes.

Enthusiasm Driven Aspects

Seeks Change



Trust



Impulsivity



Emotional Absorption



Expectation Driven Aspects

Keeps Focus



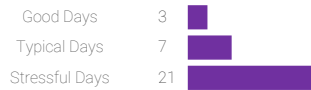
Dutifulness



Achievement Drive



Values Information



Conceptual Thinking Aspects

Imaginative



Accepts Ambiguity



Open to Learning



Self-Reflection



Concrete Thinking Aspects

Seeks Routine



Concrete



Values Certainty



Apprehension





Your PsyPlex | Aspects Map



Your PsyPlex Aspects Map can be an excellent tool for exploring what aspects of your Personality System are most stable across multiple contexts. The more similar the scores, the more stable the Trait is. The more scores differ across Good Days, Typical Days, and Stressful Days, the more that Trait may be expressed only under certain conditions.

External Orientation Aspects

Gregariousness



Hospitality



Humor



Comfort with Authority

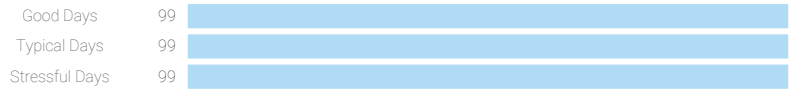


Internal Orientation Aspects

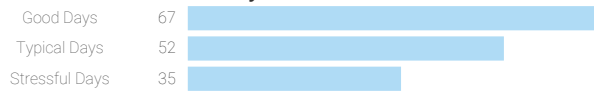
Attention to Detail



Solitudinous



Modesty



Self-Consciousness



People Focus Aspects

Concern for Others



Diplomacy



Values Connection



Emotional Intelligence



Outcome Focus Aspects

Assertiveness



Values Ambition



Contemplation



Self-Confidence





Least Accessed Personality System Strengths



While leveraging your Strengths is the most important action to reach your full potential, it is also helpful to remember that no one uses all aspects of the Personality System equally. Exploring your Least Accessed System aspects can help you identify opportunities to try new behaviors and operate outside of your comfort zone.

Positionation

Exploration

Those with the gift of Positionation are full of energy. They derive satisfaction from being in front of groups and highlighting the positives. They are naturally optimistic and love sharing this optimism with others.

When you are in front of large groups, how do you feel about yourself? What social settings lead you to feel uncomfortable? What aspects of social interactions might you be judging? Are these judgments fair?

Acceptance

Those with the strength of Acceptance readily trust others. They accept what others say at face value and do not assume others have a hidden agenda or ulterior motives. They assume most people have positive intentions and rarely question others.

How do you know the difference between being trusting and being naive? Who in your life do you trust? What causes you to question or doubt what others are telling you?

Spontaneity

Those with the strength of Spontaneity can readily tap into their emotional knowledge of the moment. They may rely on their intuition and felt sense when making decisions. At their best, they can be motivating, exciting, and interesting. At times, they may under-utilize logic, planning, and reason when making decisions.

What areas of your life would improve with more Spontaneity? Where can you learn to use your emotional knowledge more effectively? What kinds of decisions are better made with intuition and impulse?

Specifics

Those with the strength of Specifics value information. They get into the details of a situation and seek as much information as possible. Their need for information is not often satiated.

How do you make solid decisions without sufficient information? What's it like for you when someone requests information from you? How could both providing and seeking more information be of help to you and others?

Calmness

For those who have strength in Calmness, they tend to stay cool and collected. They rarely worry or have anxiety about the future. They may not have a need to control the future, rather accepting what may come their way.

What about the future gives you worry? When do you feel the need to control things that you cannot? What kinds of 'what-if' worries do you have?



Your PsyPlex System | Potential Derailers



The Potential Derailers section helps you explore prominent aspects of your Personality System Aspects expressed during times of stress. When under stress, these prominent aspects may be expressed in a less useful manner, potentially derailing your or those around you. KEY ==> 'changes to'

Enthusiasm Driven Aspects

Seeks Change ==> Resists Any Changes



Trust ==> Suspicion



Impulsivity ==> Reticent



Emotional Absorption ==> Emotionally Sensitive



Conceptual Thinking Aspects

Imaginative ==> Fantastical Thinking



Values Certainty ==> Unclear About Intentions



Open to Learning ==> Loses Focus



Self-Reflection ==> Rumination



Expectation Driven Aspects

Keeps Focus ==> Stubborn



Dutifulness ==> Refuses Help



Achievement Drive ==> Goal Fixated



Values Information ==> Shares Little Information



Concrete Thinking Aspects

Seeks Routine ==> Rigid Expectations



Concrete ==> Impracticality



Values Certainty ==> Allows Chaos



Apprehension ==> Fixates on Risks





Your PsyPlex System | Potential Derailers

External Orientation Aspects

Gregariousness ==> Avoids Groups
1
Potential Derailer for Ted

Hospitality ==> Disregarding



Humor ==> Grows Sullen



Comfort with Authority ==> Neglects Power



Potential Derailer for Ted

People Focus Aspects

Concern for Others ==> Self-Seeking



Potential Derailer for Ted

Diplomacy ==> Uses Flattery



Potential Derailer for Ted

Values Connection ==> Needs Attention



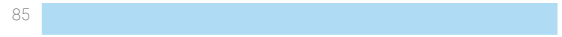
Emotional Intelligence ==> Manipulates Emotions



Potential Derailer for Ted

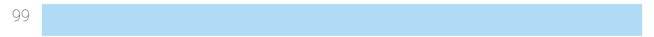
Internal Orientation Aspects

Attention to Detail ==> Guarded



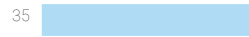
Potential Derailer for Ted

Solitudinous ==> Retreating



Potential Derailer for Ted

Modesty ==> Grandiosity



Self-Consciousness ==> Intensifies Own Problems



Potential Derailer for Ted

Outcome Focus Aspects

Assertiveness ==> Passive-Aggressive



Potential Derailer for Ted

Values Ambition ==> Craves Success



Potential Derailer for Ted

Contemplation ==> Excessive Analysis



Potential Derailer for Ted

Self-Confidence ==> Over-uses Self



