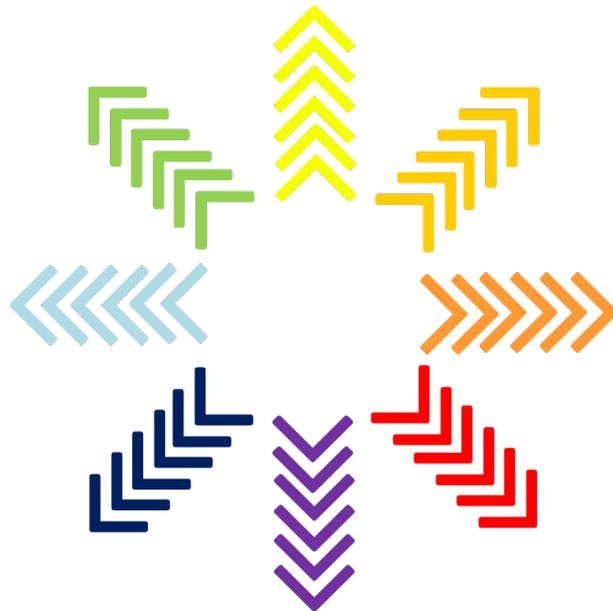




ADW | Profile Companion Report

The degree to which we *know* and *accept ourselves*, determines
the degree to which we can *know* and *accept others*.

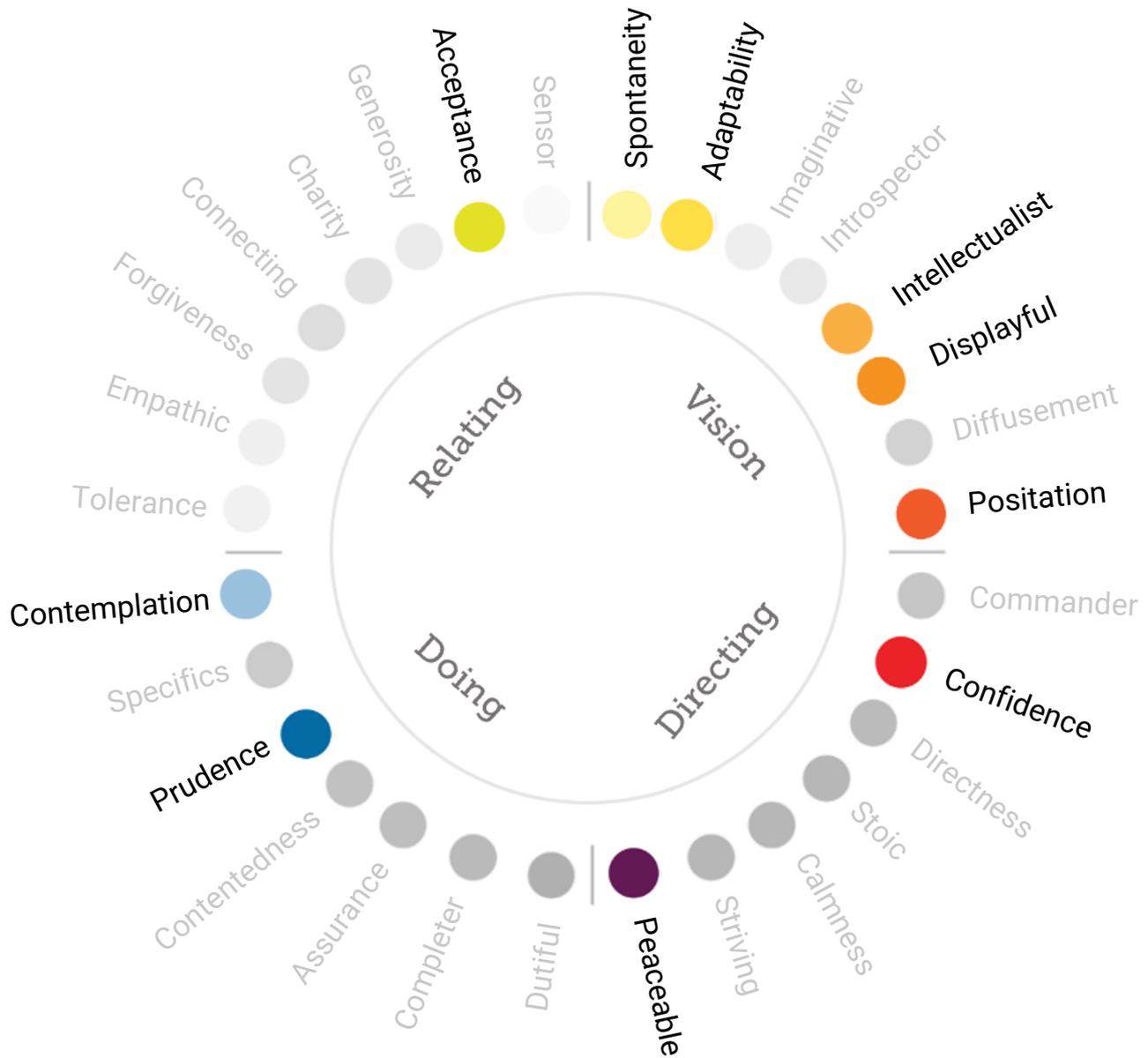
A Deeper Way



Darlene Powers
(Report ID) 36631378
2020-11-10

Top 10 System Strengths

Below are your Top 10 System Strengths. You naturally bring these Strengths into your experiences, tasks, and relationships.



5

Most Accessed

1. Displayful
2. Peaceable
3. Contemplation
4. Spontaneity
5. Acceptance

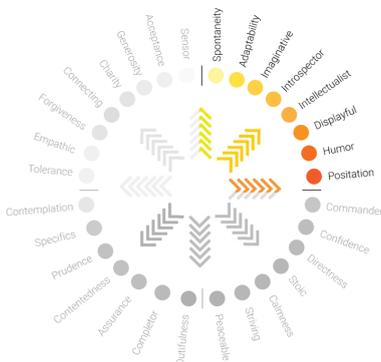


Next 5 Strengths

6. Prudence
7. Adaptability
8. Confidence
9. Intellectualist
10. Positation



1. Displayful



Displayful is part of the Vision Cluster of the System Strengths. When combined, Vision Strengths help drive inspiration, creativity, big picture thinking, and strategic planning. Vision strengths are often present in leadership, strategic, and innovation skills.

Accessing Your Displayful

You are comfortable being in the spotlight or the center of attention. You welcome the opportunity to entertain others and don't shy away from opportunities to have an audience. When combined with Positation, the strength of Displayful can become highly charismatic and persuasive.

How to Best Use Your Displayful

When identifying new solutions, use your Displayfulness to articulate previous successes that could be leveraged or applied in new ways and unique situations. You will likely be comfortable expressing what's possible without allowing too much modesty to get in the way.

When brainstorming with others, leverage your Displayful nature to loosen the group up and get the dialogue going. While others may be hesitant to offer ideas, you can lead by example in this regard. You can be sure to not dominate the conversation by inviting others to share.

When working to inspire others, leverage your Displayful strength to energetically talk about the successes of the group while connecting these wins to the mission and vision of the organization. Use your comfort with the spotlight to lift up the people on your team and in the organization.

When maintaining group optimism, use your Displayful strength to remind the group of its strengths. While many may not be comfortable lauding the successes and strengths of the team, you are - so share your enthusiastic energy for what the team can accomplish.

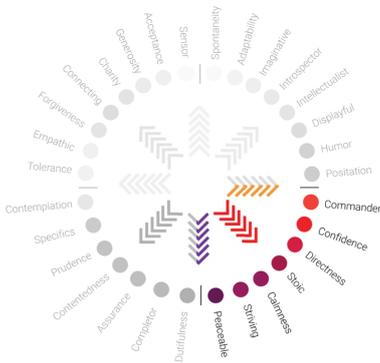
Your Unique Displayful Style

Your Displayful strength is not likely to be experienced by others as 'in your face.' While you are comfortable being 'on' when the moment calls for it, you are also fairly sensitive to the needs and responses of the group. You will most likely adjust accordingly and your comments and behavior are not likely to be offensive or miss the mark.

You are likely to express your Displayfulness in a somewhat understated and matter-of-fact way. While you appreciate humor, it is not your go-to approach, but rather speaking conversationally and clearly so that others understand.



2. Peaceable



Peaceable is part of the Directing Cluster of the System Strengths. When combined, Directing Strengths help individuals organize teams, projects, or ideas into actionable steps. Directing Strengths are called upon for administrative, enterprising, and managerial skills.

Accessing Your Peaceable

Slow to anger, you are accustomed to keeping a sense of peace. You are focused on controlling your intense emotions and are not easily angered by events outside of your control. You accept that you cannot change past events nor do you grow upset trying to correct past mistakes.

How to Best Use Your Peaceable

When setting expectations, utilize your Peaceable strength to maintain your grounded presence particularly when others react negatively or strongly to the direction you are setting.

When holding others accountable, lean on your Peaceable strength to maintain the right mindset and perspective. You can naturally access the idea that you can't control what has happened and you can only influence the future. Carry this mindset with you as you set others up to succeed.

When reassuring others, your Peaceable strength can help you stay out of the negative and highlight the positive. Provide an objective picture of what they have actually accomplished compared what they feel they have accomplished.

When driving a project forward to completion, leverage your Peaceable strength to help others let go of things that are holding them back. You are likely able to keep a clear mind without letting past situations cloud your mood and thinking; share this strength with others.

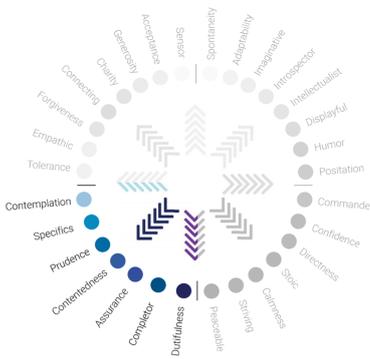
Your Unique Peaceable Style

You are not very comfortable being in charge, having authority, or being responsible for others. Your Peaceable strength, though, can still be leveraged as a valuable presence for others - acting as a steady hand in tumultuous situations can help others be at their best as well.

Just as you are not likely to become angered or grow intensely upset, at times you also tend to shy away from stating your opinion or point of view. You may default from time to time to yielding to hearing, and at times even agreeing with, the views of others.



3. Contemplation



Contemplation is part of the Doing Cluster of the System Strengths. When combined, Doing Strengths lead to individual task completion, personal focus, and execution of plans and assignments; they seek direction and respond a clear vision.

Accessing Your 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.

How to Best Use Your Contemplation

When enrolling others or asking for help, leverage your strength of Contemplation to consider what you need help with, then to find others who will be assets in completing the project at hand and who offer skills and insights that complement yours.

When sustaining motivation over time, use your Contemplation to connect the project to the greater mission and vision, as well as your own sense of purpose. Write down these connections and take time to reflect on the progress you're making and the impact you're having.

To ensure quality of your work, leverage your Contemplation strength to gather sufficient clarity on the objective; ask as many questions as you have. Then, thoroughly evaluate relevant information and data, asking yourself throughout whether your product is going to exceed the expectation.

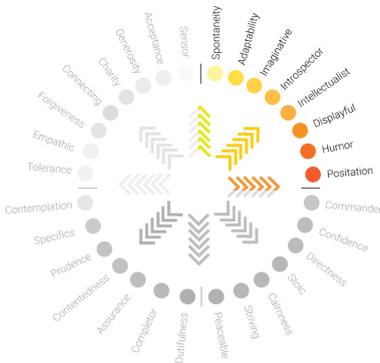
When faced with challenges or changes in direction, lean on your Contemplation to reflect on what you can learn from what you've already done and apply it to the new course. Ask for clarification and seek to understand the changes; connect the new direction back to the larger vision and purpose.

Your Unique Contemplation Style

Although you are inclined to spend time analyzing a situation, you may be less inclined to seek out new information. In order to utilize new ways of thinking or knowing, it seems that you tend to be someone who needs to understand why it would be helpful.

Your analysis of a situation tends to focus on factors that are external to you. You likely do not spend much time reflecting on your own behaviors and the impact you might have on a situation.

4. Spontaneity



Spontaneity is part of the Vision Cluster of the System Strengths. When combined, Vision Strengths help drive inspiration, creativity, big picture thinking, and strategic planning. Vision strengths are often present in leadership, strategic, and innovation skills.

Accessing Your Spontaneity

You are open to, and comfortable making, in-the-moment decisions. You often tap into your emotional knowledge for deciding and acting in the here and now.

How to Best Use Your Spontaneity

When identifying solutions and possibilities, leverage your Spontaneity strength by being open to the moment and going where your emotion and energy takes you. You can end up exploring areas and trying things beyond where most would stop. Use your tendency to access emotion as information to evaluate some of your ideas.

When brainstorming with others, lean into your strength of Spontaneity to tap into your internal emotional knowledge. Be aware of what comes up for you as others share ideas and share your emotional reactions with them. Be curious about what it all means.

When working to inspire others, use your penchant for responding to emotional information to guide where people need to get to emotionally with the project to feel motivated and inspired. Your comfort - and even desire - for using your emotional experience to help drive your decisions is something that should be shared with others.

When maintaining group optimism, lead by example with your Spontaneity strength to show responding to your emotions in the moment can be used to help know where things are at. Lean into all emotions and use them as information for gauging progress, quality, and engagement.

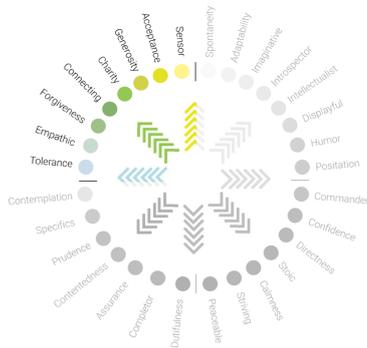
Your Unique Spontaneity Style

Your Spontaneity strength may have you leaning into routine and traditional ways of doing things when you are responding to certain emotional states. Your tendency to think through things in a linear concrete way perhaps keeps you from making overly radical decisions when you are inspired to be impulsive.

At times, you have a somewhat high capacity to give your trust to others; you are generally not inclined to immediately question the motives of others. This, combined with your Spontaneity strength, actually increases your likelihood of making impulsive, in-the-moment decisions, as you may not feel others are risky.



5. Acceptance



Acceptance is part of the Relating Cluster of the System Strengths. When combined, Relating Strengths support building effective relationships with others. They are most useful for enhancing team dynamics, perspective taking, and ensuring conflicts are not detrimental to the spirit and motivation of the group.

Accessing Your Acceptance

You are naturally trusting of others and often assume the best intentions. You look for the best in others and meet them where they are at.

How to Best Use Your Acceptance

When in one-on-one interactions, utilize your strength of Acceptance by sharing who you are; let them see you and know you. Be open to followup questions, feedback, and their curiosities about you. This can help others see how it feels to truly be seen and share yourself with others.

When in teams, use your Acceptance strength to notice and acknowledge the positive intentions of others. Trust that they are doing the best they can with the resources they have. This Acceptance energy helps create an environment in which people can show up and focus on what matters.

When meeting someone new, lean into your Acceptance strength by showing them that they do not have to prove anything to you. You accept them for who they are, right where they are. This is largely done by assuming they do not have a hidden agenda and approaching you as openly as you are them.

When working through conflict, your Acceptance strength can be very helpful in trusting what the other parties are bringing forth. Showing that you honor their position and that they are negotiating out of good faith will help de-escalate negative emotion and drive toward resolution.

Your Unique Acceptance Style

At times, you may put more trust in others than you do in yourself. To be sure, your Acceptance strength allows you to see the best in others - flaws and all - even though you do not often offer the same acceptance to yourself.

While you feel accepting of others and hand them your trust without much hesitation, you are not always likely to express this explicitly. You approach them in a non-judgmental, accepting fashion but may hold back in how much you share personally. Know that your Acceptance strength can be felt by most without having to say anything.



Leveraging Your Next 5 Strengths

6. Prudence

When enrolling others or asking for help, trust that your sense of cautiousness will help in guiding who to bring in on projects. Allow your Prudence to help maintain the integrity of the work and keep everyone focused on the detail of the work, staying on timeline, and the overall objective.

When sustaining motivation over time, leverage your strength of Prudence to know that you are likely being deliberate and paying attention to key details. You would likely respond well to making a chart with key benchmarks/milestones to track your progress toward the objective.

7. Adaptability

When identifying solutions and possibilities, leverage your Adaptability strength by trying new activities and experiences; you can really push yourself to try things beyond where most would stop. By exploring new areas, you are making an active choice to try new things which can lead to new insights, perspectives, and ideas.

When brainstorming with others, lean into your strength of Adaptability to be open to what comes up in the moment. Listen for openings to take the discussion in unexpected areas, leading others with your comfort and energy toward exploring unexplored topics that may lead to new ideas.

8. Confidence

When setting expectations, leverage your strength of Confidence by making firm decisions about what needs to be done and by whom. At times, discuss your thoughts with peers before delivering the final direction. The confidence you display around what can be done can inspire confidence in others.

When holding others accountable, know that those you are holding accountable may not feel as confident in their own skills as you do in yours. Use your understanding of what can be accomplished to create a plan for success, the more proactively the better.

9. Intellectualist

When identifying new solutions and opportunities, use your Intellectualist strength to learn as much as you can about the topic at hand. However, don't limit or restrict the information you take in; you never know when research from one sector may apply to yours. Keep a journal of interesting learnings to revisit later.

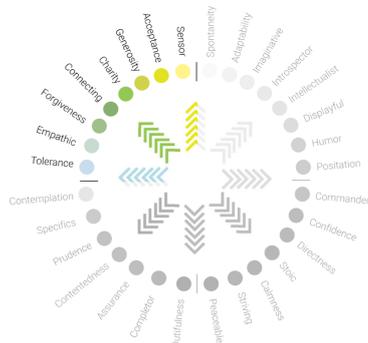
When brainstorming with others, leverage your strength of Intellectualist and share what you've learned with them. Access your natural curiosity and ask questions that can help the group grow and expand their perspectives and ways of thinking.

10. Positation

When identifying new solutions, leverage your Positation strength to see the positive side or opportunity in a problem. Tap into your skills surrounding group dynamics and consider the implications of how people might react and respond to your new ideas.

When brainstorming with others, your Positation can be helpful to frame the issue in a positive light and in getting others excited about what can happen. Help others see the possibilities and think forward. Your energy can be infectious.

Relating Strengths



Relating Strengths are aspects of the Personality System that support building effective relationships with others. They are most useful for enhancing team dynamics, perspective taking, and ensuring conflicts are not detrimental to the spirit and motivation of the group.

Tolerance



People who have the strength of Tolerance are respectful of differences and use their interpersonal skills to help groups find consensus and agreement. They are focused on harmony and reducing the impact of conflict. At times, they may lose sight that some conflicts can be productive.

Empathic



People with the Empathic strength understand the thoughts, feelings, and experiences of others. They see the world through the perception of others, broadening their perspective on the world.

Forgiveness



Those with the strength of Forgiveness are intentional in working through their resentments and conflicts. They prefer to not let issues sit and instead engage to keep resentments from impacting their happiness.

Connecting



People with the strength of Connecting value and seek to connect with others. They want to be part of something bigger than the self. They seek group affiliation and work to include others.

Charity



Those who have the strength of Charity seek to help others and add value without expecting much in return. They are natural givers and seek out opportunities to help. They will not readily share their own needs or ask for help.

Generosity



Those who possess the strength of Generosity are naturally warm, patient, kind, and share these qualities with others. They like to give praise and point out the positive qualities in others. They are welcoming and easy to be around.

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.

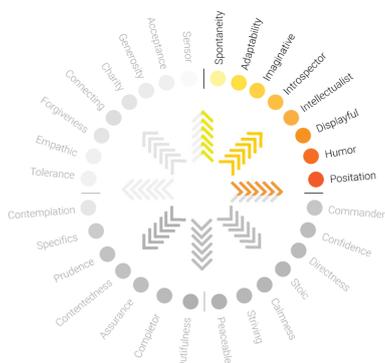
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Sensor



Those with the Sensor strength are highly receptive to the emotions and feelings of others. They are empathic and feel what others feel. Sensors use their tacit knowledge of emotions to help connect with others.

Vision Strengths



Vision Strengths are aspects of the Personality System that help drive inspiration, creativity, big picture thinking, and strategic planning. Vision strengths are often present in leadership, strategic, and innovation skills.

Spontaneity



5

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.

Adaptability



People with the strength of Adaptability are energized by changes and see opportunities where others may see disruption, risk, or fear uncertainty. They not only accept change, they expect it and look forward to new possibilities.

Imaginative



Those with the Imaginative strength readily connect seemingly unrelated concepts and find underlying patterns and relationships. They may be less inclined to work, or think, in a linear fashion.

Introspector



Those with the strength of Introspector invest time in reflecting on their own thoughts, emotions, and behaviors. They are interested in gaining self-insight and focus on personal growth.

Intellectualist



Those with the Intellectualist strength enjoy spending time deep in thought. They may not feel an immediate need to produce or do something with their thoughts. Rather, they are comfortable thinking and processing. They enjoy learning new information and seek input from multiple sources: people, books, museums, just about anywhere.

Displayful



5

Those who are strong in Displayful are comfortable being in the spotlight and the center of attention. They enjoy having a captive audience and playing to the crowd. Similar to those with Positation, those with Displayful have magnetic personalities.

Diffusement



Those who have the strength of Diffusement naturally use humor to increase group cohesion. They bring levity to stressful situations and do not take themselves or others too seriously. They might, at times, risk offending others, especially if they do not have a prior history with them.

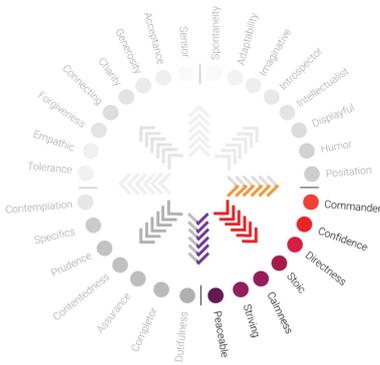
Positation



Those with the gift of Positation 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.



Directing Strengths



Directing Strengths are aspects of the Personality System that help individuals organize teams, projects, or ideas into actionable steps. Directing Strengths are called upon for administrative, enterprising, and managerial skills.

Commander



Those with the strength of Commander are comfortable carrying the weight of responsibility for others. They naturally take charge and gravitate toward situations in which they are able to make decisions and enroll others.

Confidence



People with the strength of Confidence believe in their own abilities. They are comfortable making decisions and trust in their own perspective and capacity to do well.



Directness



Those who possess the strength of Directness readily articulate their thoughts, opinions, and point of view. They do not hold their cards close to the vest. Instead, they are an open book. They value and prefer the same level of directness from others and do best when they do not perceive others to have hidden agendas.

Stoic



Those with the strength of Stoic are composed, measured, and controlled. They rarely, if ever, let their circumstance dictate their emotional expression. While not devoid of emotions, they work hard to not display them to 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.

Striving



Those with the strength of Striving have an ever-present need to achieve. They view nearly every endeavor as an opportunity to accomplish something. They enjoy setting stretch goals and then finding ways to accomplish them.

Peaceable

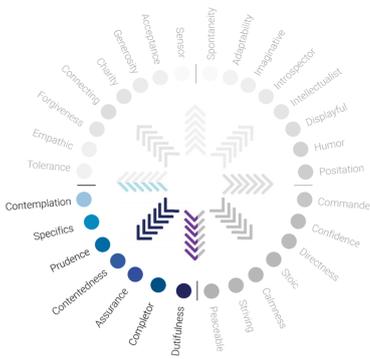


Those with the strength of Peaceable are slow to anger and unlikely to express negative emotions through anger or frustration. They do not readily display intensity or grow upset about past events that cannot be changed.





Doing Strengths



Doing Strengths are aspects of the Personality System that lead to individual task completion, personal focus, and execution of plans and assignments.

Dutiful



Those who possess the strength of Dutifulness strive to know what their assignments are. They will take personal ownership of their commitments and duties, taking pride in being appointed to positions of responsibility. They seek out and respond to acknowledgment from those in charge.

Completer



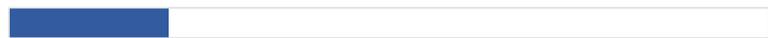
Those who have the strength of Completer naturally focus on the task at hand until it is completely finished. They harness the power of their persistent focus and readily ignore outside distractions. Completers are valuable members of teams and will bring resolution and a sense of finality to things. They persist until all elements of the job are done.

Assurance



People with the strength of Assurance embrace who they are. They celebrate all the great and messy parts of themselves. At the end of the day, they know they are good and deserving.

Contentedness



Those who have the strength of Contentedness are able to stay positive amidst life's challenges. They are unlikely to grow depressed or get too down; they are able to separate their sense of self-worth from their circumstance. They rarely feel blue, down, or discouraged.

Prudence



Those who have the strength of Prudence are able to articulate the potential risks and downside of future choices. They are careful to protect the things and people they value. They may be guarded when facing unfamiliar situations.



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.

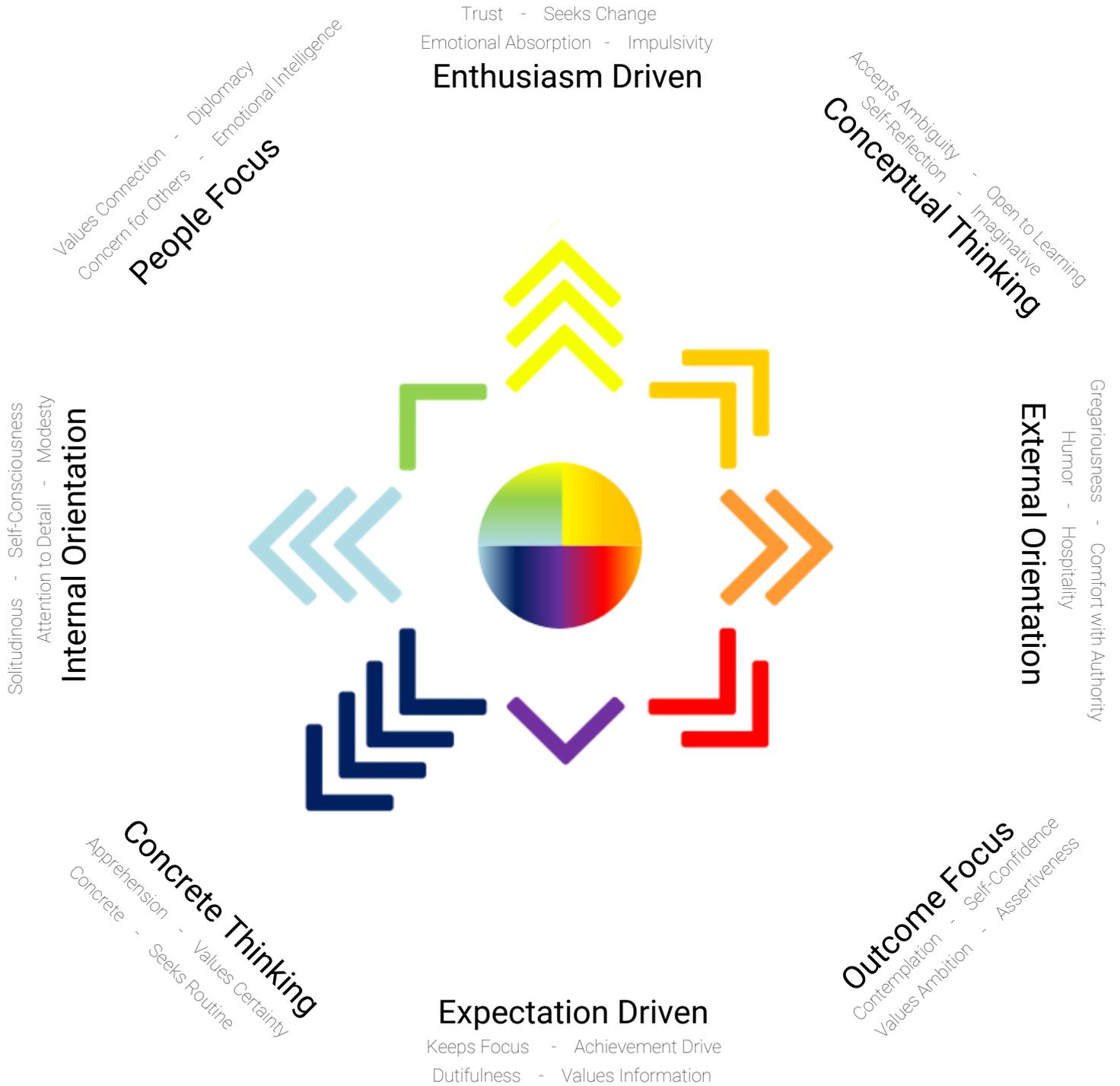
Contemplation



People with the strength of Contemplation analyze situations thoroughly, and do so without allowing their emotions to be the sole influence on their perceptions. They seek to gather relevant information and are objective in their analysis.



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.

49 | Overall Enthusiasm Drive



Low

Average

High

39 | Trust



Low

Average

High

18 | Emotional Absorption



Low

Average

High

74 | Impulsivity



Low

Average

High

31 | Seeks Change



Low

Average

High

Understanding Your Enthusiasm Drive

You are somewhat driven by your own inspirations. You trust and believe in the best intentions of others as much as the average person, sometimes requiring evidence of trustworthiness before trusting. You may not be open to or aware of the emotions and feelings of those around you. However, you will likely feel energized by being able to make sudden decisions or act in the moment. You will not likely gain much motivation by new or varying activities.



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.

23 | Overall Expectation Drive



Low

Average

High

32 | Keeps Focus



Low

Average

High

9 | Dutifulness



Low

Average

High

17 | Achievement Drive



Low

Average

High

43 | Values Information



Low

Average

High

Understanding Your Expectation Drive

You may rarely feel energized by a disciplined tracking of progress toward your goals. You will not likely persist on tasks for long periods of time without changing focus. You will let others take the responsibility. You will not likely set difficult or challenging goals for yourself. You will want to know and gather as much information as the average person.



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.

33 | Overall Conceptual Thinking



Low Average High

33 | Imaginative



Low Average High

38 | Open to Learning



Low Average High

28 | Self-Reflection



Low Average High

45 | Accepts Ambiguity



Low Average High

Understanding Your Conceptual Thinking

At times, you may think conceptually or creatively. You are willing to connect ideas. You will not likely prefer challenging routines or developing new ideas. You are drawn to learning new ideas and information as much as the average person. You may not always reflect on your own thoughts, feelings, and perspectives. You are as comfortable with ambiguity as the average person.

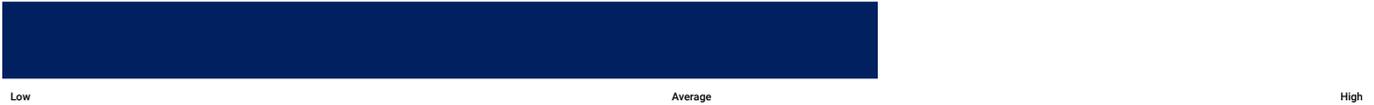


Concrete Thinking



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.

64 | Overall Concrete Thinking



69 | Seeks Routine



67 | Concrete



50 | Apprehension



55 | Values Certainty



Understanding Your Concrete Thinking

You tend to think practically, with a clear focus on specifics and sequence. You will prefer established and stable procedures, preferring to stay the course rather than make changes. You are drawn to realistic thinking and conventional approaches. You will anticipate potential problems as much as the average person. You are comfortable with ambiguity at times, and yet will drive for knowing at other times.



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

34 | Overall External Orientation



Low

Average

High

38 | Gregariousness



Low

Average

High

25 | Hospitality



Low

Average

High

47 | Humor



Low

Average

High

31 | Comfort with Authority



Low

Average

High

Understanding Your External Orientation

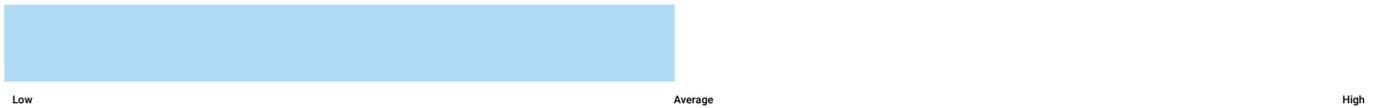
In some instances, you may find being around others stimulating and you gain a little energy from the outside world. You seek out social attention and groups of people about as much as the average person. You may take some time to warm up to others. You use humor about as much as the average person. You will likely not 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.

49 | Overall Internal Orientation



30 | Attention to Detail



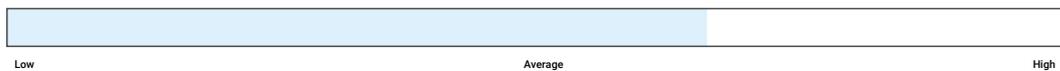
62 | Solitudinous



13 | Modesty



66 | Self-Consciousness



Understanding Your Internal Orientation

You may prefer alone time and find being around others too much to be tiring. You will not likely be careful to avoid making mistakes. You may enjoy being the center of attention from time-to-time. You will be inclined to tell others about your own accomplishments on your own volition. However, you may turn your energies inward and focus on your own self-perceptions.



Outcome Focus



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

39 | Overall Outcome Focus



Low

Average

High

25 | Assertiveness



Low

Average

High

60 | Self-Confidence



Low

Average

High

19 | Contemplation



Low

Average

High

12 | Values Ambition



Low

Average

High

Understanding Your Outcome Focus

You may focus on accomplishing tasks and, at times, prioritize reaching desired objectives. You may not communicate your point of view to others. You will have as much confidence in your own views as the typical person. You may not spend too much time analyzing or evaluating an issue, rather, you may go with your initial gut instinct. You do not value material success, nor are your personally ambitious.



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.

27 | Overall People Focus



Low

Average

High

18 | Concern for Others



Low

Average

High

52 | Diplomacy



Low

Average

High

13 | Emotional Intelligence



Low

Average

High

29 | Values Connection



Low

Average

High

Understanding Your People Focus

You tend not to focus much on the feelings of others or group harmony. You may not focus too much on solely helping others. You are as attuned to group dynamics as the average person and may work to alleviate tension at times. You are not likely to focus on the emotional experience of others. You may not have a strong need for being connected or affiliated with others.

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



People Focus Aspects

Concern for Others



Diplomacy



Values Connection

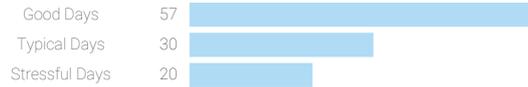


Emotional Intelligence

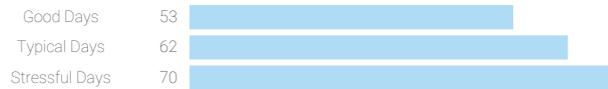


Internal Orientation Aspects

Attention to Detail



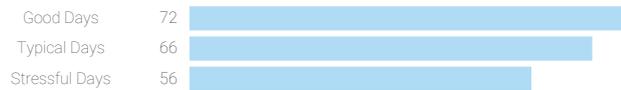
Solitudinous



Modesty



Self-Consciousness



Outcome Focus Aspects

Assertiveness



Values Ambition



Contemplation



Self-Confidence

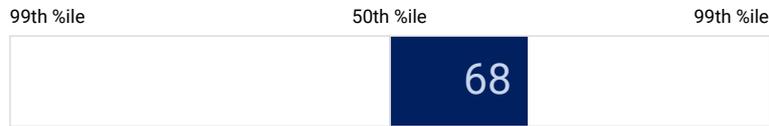




Access To Your Inner Emotional Experience

Less Natural Access

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



More Natural Access

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

Aspects of Emotionality

Relaxed

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

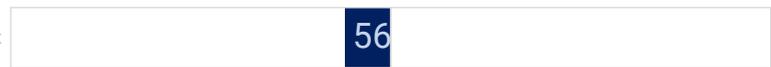


Apprehension

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

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



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

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



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

Stoic

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



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

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



Self-Consciousness

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



Good Days

Stressful Days

Emotional Experience | Good vs Stressful Days

Less Natural Access

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



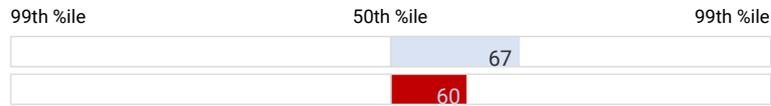
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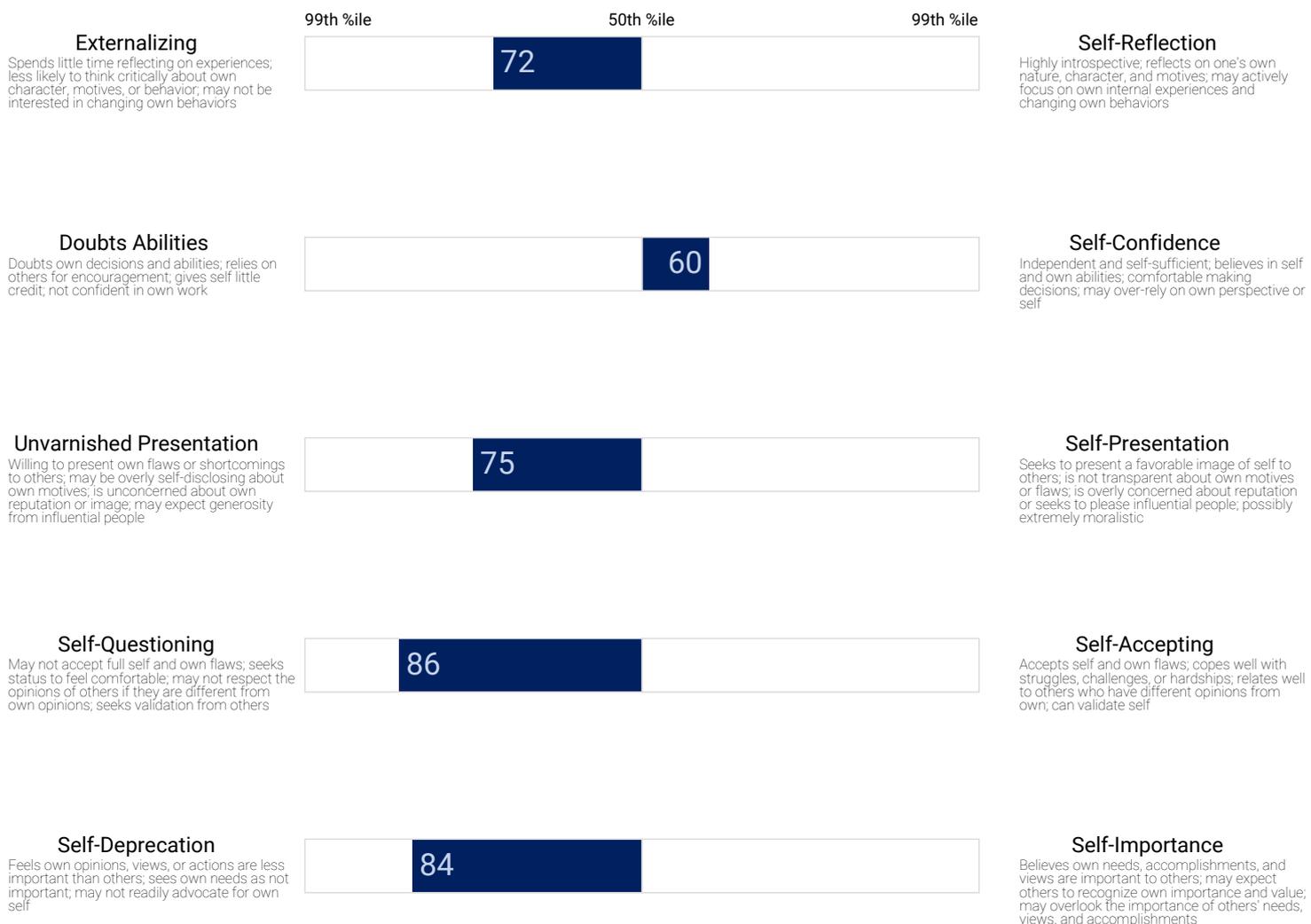
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Understanding Self-Concept

What is Self-Concept?

Our self-concept is ultimately about our relationship with our self, at this time. How much and what are we thinking about ourselves? Our self-concept impacts how we interpret or understand our own thoughts, feelings, and behaviors and provides deeper context into how we might conceptualize and understand our own self. Understanding our self-concept helps shed light into our subjective experience of ourselves and how we see ourselves compared to others.

Aspects of Self-Concept

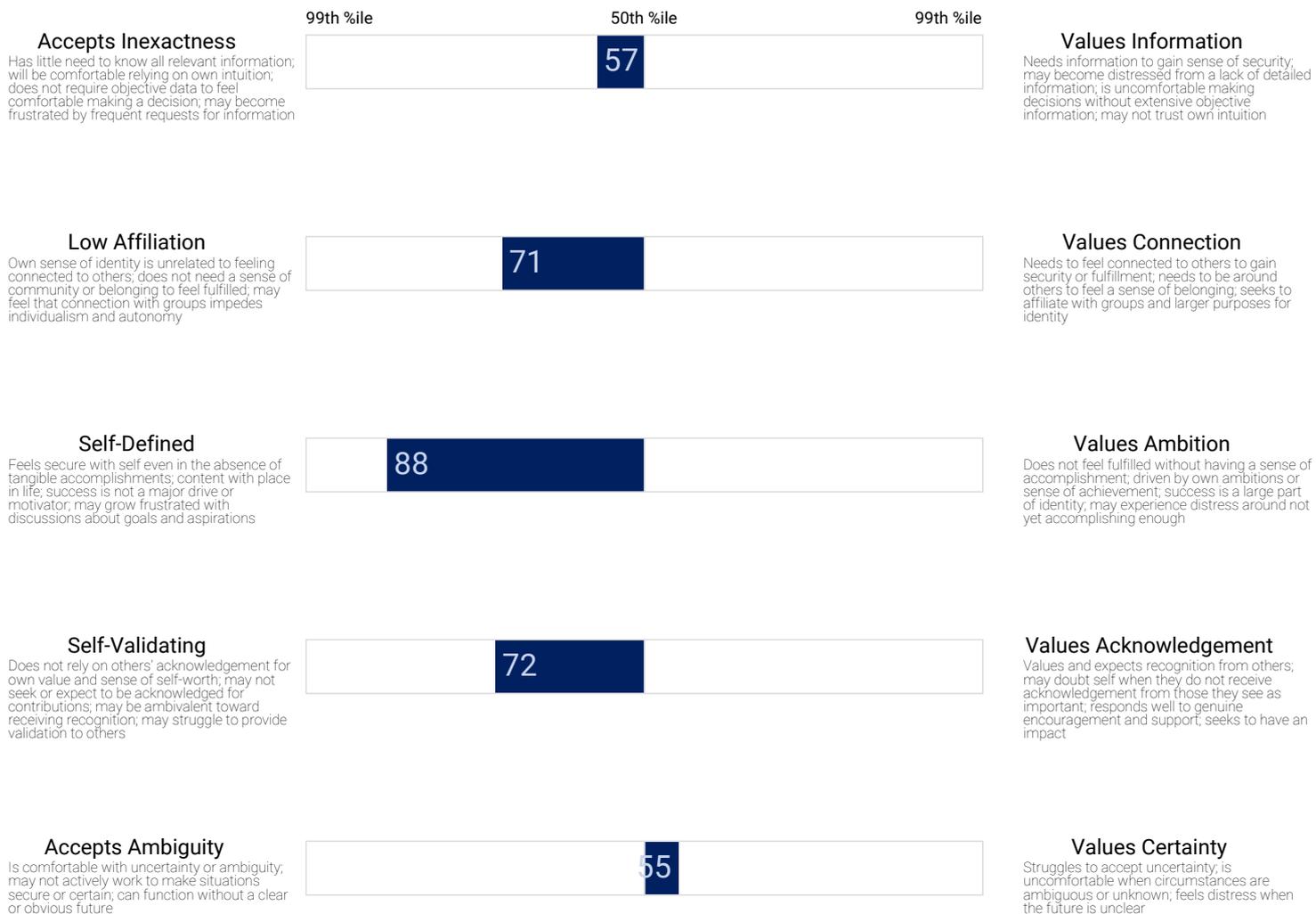


Understanding Psychological Values

What are Psychological Values?

While many of us are socialized to believe that we shouldn't have needs, that it's selfish to prioritize your needs - that idea is both unhelpful and unhealthy. The truth - the reality - is that we do have needs. Just as we need calories and nutrients to survive physically, we need to receive from our environment to survive and thrive psychologically.

Aspects of Psychological Values





Expressed

Underlying

Self-Concept | Expressed vs Underlying

Aspects of Self-Concept





■ Expressed

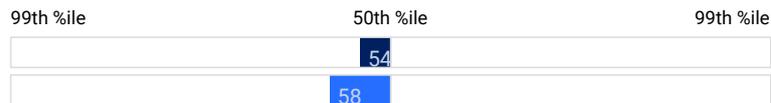
■ Underlying

Psychological Values | Expressed vs Underlying

Aspects of Psychological Values

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 by frequent requests for information



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

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 that connection with groups impedes individualism and autonomy

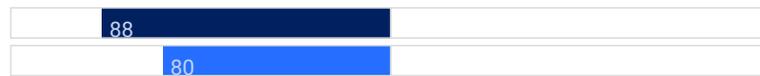


Values Connection

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

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

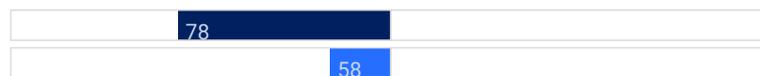


Values Ambition

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

Self-Validating

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



Values Acknowledgement

Values and expects recognition from others; may doubt 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

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



Values Certainty

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



Be Safe.

People need to be open and embrace their vulnerability. This is only possible in a safe environment (not necessarily comfortable), which the leader has most of the responsibility for creating. As Facilitators we must turn our judgements into evaluations. Judgements are made from a place of fear; evaluations are made from a place of compassion. We must always create a context that allows for another's vulnerability.



Be Patient.

Our psyches and bodies are hardwired to not change. With a deeper way, we understand that much of our behavior is deeply rooted in our unconscious, and most reactions to exploration and change (e.g. laughing, making fun of ourselves and others, complaining, etc.) are defenses against the fear.



Get Used to Discomfort.

Discomfort is necessary. Deep, lasting change requires accessing our insecurities and fear and going into them – this is by nature uncomfortable. Comfort is different than safety; discomfort is necessary, so is safety.



Stay Curious.

With a deeper way, there is always more. In times of sharing and processing, the first response is rarely deep enough, rarely insightful enough, and rarely gets to the heart of an issue. Encourage people to go further. Use the skills of probes, silence, and open-ended questions to facilitate deeper exploration.



Commit to Truth.

Lasting change happens in the context of trusting relationships with self and others, it can't happen in a vacuum. There is no trust without truth. Always seek to understand your peoples' truth, be a witness to their Tacit Truth and help them return to the Unequivocal Truth: they are a normal person, worthy of love and belonging, because they exist. Commit to relating to them from this place. No excuses. No matter how difficult.



Be Patient. Again, and again, and again, and again.

It takes time for real insight to get embedded. People often need to hear and experience the insight multiple times in multiple ways. This reality can be difficult for a Facilitator (or anyone!) to accept; we want to see progress after all! Patience is the reminder that the growth process is always being realized.