

Executive Coaching: How do Edward's percents compare to the corp's average percents?

Personality Strength	Corp Average Percent	Edward's Percent	Does Edward play well with others?
Top 25% (100% - 76%)			
Achievement	92%	90%	<hr/> Watch this. Back off early, Edward. <hr/>
Dominance	92%	99%	
Economic Value	95%	91%	
Second 25% (75% - 51%)			
Restraint/ Seriousness	75%	95%	<hr/>
Social Boldness	74%	95%	<hr/>
Autonomy	73%	40%	<hr/>
Objectivity	70%	50%	<hr/>
Optimism	67%	40%	<hr/>
Political Value	66%	99%	Careful here. You are high in Dominance, too.
Tendency to Read Feelings	65%	16%	Learn more about how to do this. Get a coach.
Change	64%	14%	Edward, show this to your coach, too.
General Activity /Energy	64%	98%	<hr/>
Deference	63%	45%	You can learn how to do this. Ask your coach how.
Endurance	62%	80%	<hr/>
Friendliness/ you Agreeableness	59%	80%	This could help you get to know people at the corp after learn Tendency to Read Feelings and Deference.
Order	58%	20%	<hr/>
Theoretical Value	54%	55%	<hr/>
Aggression	53%	45%	<hr/>
Thoughtfulness /Reflectiveness	53%	50%	<hr/>
Third 25% (50% - 25%)			
Religious Value	47%	5%	<hr/>
Social Value	43%	35%	<hr/>
Exhibition	41%	98%	Let's groom you to give presentations.
Aesthetic Value	36%	15%	<hr/>
Cooperativeness	36%	40%	<hr/>
Social Interest	34%	99%	<hr/>
Feelings of Guilt	30%	1%	<hr/>
Feelings of Inferiority	30%	1%	<hr/>
Fourth 25% (25% - 0%)			
Sexuality	23%	98%	<hr/>
Nurturance	23%	20%	<hr/>
Ability to Ask for Help	20%	85%	This is terrific! Use it with your coach!
Traditional Male /Female View	19%	50%	<hr/>
Affiliation	16%	15%	<hr/>
Blue = Coping Strategies Green = Temperament Strengths Red = Values			

How does Edward use his 32 Personality Strengths (PSA©) in sales?

Personality Strength	Edward's Rank in the US Population	Edward asks, "How I can intentionally apply my personality strengths to plan my next career step?"
Dominance	99%	People listen to me, so I can get things done.
Political Value	99%	I have impressive personal power, and
Social Interest/Sociability`	99%	I am also very sociable – people really like me.
Exhibition	98%	I am good at telling funny stories, so clients really like me.
General Activity/Energy Level	98%	I have a high activity level – I energize people.
Sexuality	98%	I work well with women clients.
Restraint/Seriousness	95%	Before I say something I ask, "What will everyone think?"
Social Boldness	95%	When I want to meet someone I just walk up and say, "Hi."
Economic Value	91%	When I manage sales people they make money + I do, too.
Achievement	90%	Selling things is just so much fun, and
Ability to Ask for Help	85%	I often ask for advice. People like being valued. Win-Win.
Friendliness/Agreeableness	80%	I give a client whatever s/he wants.
Endurance	80%	I stay with the potential client until I get the sale.
Theoretical Value	55%	I look at lots of ways to get agreement on a sale.
Objectivity	50%	I give thoughts and feelings equal value and then think what to do.
Thoughtfulness/Reflectiveness	50%	I give responses that a typical male would give.
Traditional Male View	50%	
Aggression	45%	A direct, frontal attack is not my style. Pleasing clients is.
Deference	45%	I consider another's opinion who has earned my respect.
Autonomy	40%	Getting a sale requires that a lot of people work together.
Cooperativeness	40%	I consider what I need in place before I agree to cooperate.
Optimism	40%	Do I expect results before they can happen? I'll be patient.
Social Value	35%	I do not think much about giving back to society.
Nurturance	20%	Hmm. What does this tell me?
Order	20%	OK. Does a lack of order hurt me in reaching my goals?
Tendency to Read Feelings	16%	My CEO says I need to work on this. Ok.
Aesthetic Value (Harmony)	15%	My CEO says I need to work on this. Ok.
Affiliation	15%	I don't get sales by joining groups.
Change	14%	My CEO wants to talk to me about flexibility. Ok.
Religious Value	5%	Hmm. What do I make of this?
Feelings of Guilt	1%	I don't focus on mistakes I made.
Feelings of Inferiority	1%	I focus on what I do well.

Executive Coaching: How can Edward work better with The Executive Team?

Personality Strength	Edward's Place in the Population	CEO's Place in the Population	V. Pres. 2's Place in the Population	Questions/Observations
Achievement	90%	95%	80%	_____
Economic Value	91%	95%	55%	_____
Affiliation	15%	93%	90%	Does being good at sales require this?
Activity Level/Energy	98%	90%	75%	_____
Change	14%	90%	60%	Edward asks, "Can I be more flexible?"
Optimism	40%	90%	60%	Do I expect sales before they can happen?
Tendency to Assess Feelings	16%	90%	90%	Edward needs to listen and watch people better, not just entertain.
Aesthetic Value	15%	60%	18%	_____
Political Value	99%	80%	35%	_____
Social Value	35%	90%	90%	_____
Thoughtfulness/Reflectiveness	50%	90%	70%	_____
Restraint/Seriousness	95%	85%	65%	_____
Dominance	99%	80%	60%	Edward sees that he needs to back off here.
Objectivity	50%	80%	60%	_____
Theoretical Value	55%	80%	65%	_____
Nurturance	20%	75%	85%	V. Pres. 2 heads up HR.
Religious Value	5%	65%	50%	_____
Aesthetic Value	15%	60%	18%	_____
Sexuality	98%	60%	84%	_____
Social Boldness	95%	60%	80%	_____
Ability to Ask for Help	85%	50%	60%	The CEO can appeal to this when he corrects Edward.
Autonomy	40%	50%	20%	_____
Deference	45%	50%	50%	_____
Traditional Male/Female View	50%	50%	8%	_____
Sociability/Social Interest	99%	45%	70%	_____
Endurance	80%	40%	12%	_____
Feelings of Guilt	1%	40%	50%	_____
Feelings of Inferiority	1%	40%	50%	_____
Exhibition	98%	35%	88%	The CEO sees that Edward likes to give presentations. Good!
Friendliness and Agreeableness	80%	25%	25%	_____
Aggression	45%	16%	50%	_____
Cooperativeness	40%	3%	30%	_____
Order	20%	1%	45%	_____

Blue = Coping Strategies

Green = Temperament Strengths

Red = Values