Emily Sample | September 18, 2016

SAMPLE PROFILE

EXAMPLE PURPOSES ONLY
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Before You Begin

Congratulations! You have taken part in a powerful process to gain self-awareness and map out a plan for growth. The Capturing Kids’ Hearts® | Teacher Insights™ report provides you with a unique fingerprint of how you view yourself and how you are perceived by others. The data, descriptions and interpretations all provide insight on where you are and help point you to actions for further improvement.

How to Interpret the Data

1. Don’t overanalyze extreme scores or outliers. Whether it’s your self-score or scores from others, focus more on the direction (too high, too low), not the magnitude. It’s just data, so be careful of taking it too personally or of going through your report anxiously to see if your scores look good. Be careful of even thinking about good versus bad scores, since every score on every scale has some good and some not-as-good qualities to it.

2. Expect to see differences in scores. Your scores from others can vary within themselves, and also may vary from your self-score. You may even see some scores that are outliers. First, we as humans are complicated. Second, people can only see us through their filter. Maybe you had a recent tense discussion with someone or maybe someone doesn’t know you as well.

3. What if I don’t agree? You may find scores or descriptions that you disagree with. It could be an insight you need to consider further, or it could be something you should primarily ignore. Most people find it helpful to focus on what you agree with.

4. The reference range is just a rule of thumb. This range in yellow in the data graph below helps you know which direction you may want to grow, but don’t assume that it’s implying you have to be in this narrow range to be successful. The reference range is based on a large cross-section of high performers so in a specific role or culture for example, the ideal range could shift. There are also various styles that are effective, so be true to yourself but also allow the reference range to be food for thought in terms of which direction to adapt your behaviors.

5. What is the goal? A primary goal is to better understand yourself, more proactively own your behaviors, and tweak any behaviors that aren’t aligned with your goals. Don’t treat the profile results as a label or a grade. This data should be a gift to help you grow even faster and create conversations. Even if you disagree with some of the data, the conversation itself could be the bigger payoff. As you decide what to focus on, a final goal would be to capture your insights in a one-page growth plan that we refer to as a TrAction Plan™. This plan will include several Strengths, a couple of Constraints, and a few simple TrAction Steps to help you overcome those constraints.

About the Data Graph

Each Capturing Kids’ Hearts® | Teacher Insights scale is presented on a single page that includes a definition of the trait, a 0 to 10 data graph and corresponding text descriptions. In the data graph, your scores are represented with darts, with your self-description on top and your 360 descriptions on bottom. The reference range is in yellow.
1 **Need to Nurture**

*Tendency to express verbal or physical nurturing behaviors.* High scorers have a higher need to be encouraging, sympathetic, affectionate, and connected, while low scorers are more independent and less nurturing, especially with their outer circle of acquaintances.

**Common Misconceptions**

- The higher the better *(extremely high scorers can overnurture or struggle giving feedback.)*
- If low, then nurturing is nonexistent *(may be situational, may nurture in some ways but not others.)*
- It takes a lot of time to nurture *(a few minutes a day can pay off significantly.)*
- People are consistent with nurturing *(people may turn it down at work or with their inner or outer circle.)*
- Nurturing is one size fits all *(may be situational, may nurture in some ways but not others.)*

**Sample Profile**

**Low Scorers (0 to 4)**

*Potential Strengths:* independent, less caught up in emotions, autonomous, less needy for nurturing.

*Potential Constraints/Risks:* less depth of connection to others, under-realized influence on others, not motivating people through nurturing, higher turnover.

*Motivated by:* not having to balance a lot of people’s feelings and emotions.

*Key Profile Combinations:* High Criticality, Low Need for Encouragement, and Low Deference can compound the risks.

*Role Consideration:* If you lead people, think about if it is easy for you to deeply connect? Are people equally committed to you as they are to the mission? Are you leading or driving?

*Common Objection:* “But I am nurturing!” You may be, but is it possible that it’s more situational and maybe nullified at times by criticality, insensitivity, or impulsivity?

**High Scorers (7 to 10)**

*Potential Strengths:* encouraging, more team emphasis, connected more deeply to others, creates collaborative environment, warm.

*Potential Constraints/Risks:* sugarcoating or overfiltering candor, rescuing people from consequences, not setting boundaries, nurturing everyone but themselves.

*Motivated by:* being part of a team and having strong connections with others.

*Key Profile Combinations:* Low Criticality, High Need for Encouragement, and High Deference can compound risks.

*Role Consideration:* If you lead people, might you avoid conflict at times? Do you care enough about people to be fully honest? Have you leveraged the capacity you’ve built?

*Common Objection:* “But that’s just my style and nurturing is a good thing!” It’s definitely a good thing and there’s no need to overhaul your style, but tweaks can still be beneficial?

**Mid-Range Scorers (4 to 7):** Likely to relate to both sides due to behavior being more situationally expressed.

*Why 360s Might Be Spread Out:* It’s common to see spread on this trait because you might use a certain nurturing currency (e.g., being loyal or sentimental) while they expect and respond to a different one (e.g., public praise or quality time.) People rate you through their filters so you shouldn’t expect all of your 360 scores to be in a narrow range.

*FAQ:* “If I am less nurturing, won’t it be perceived as less sincere if I try to nurture more?” You might but that doesn’t mean you shouldn’t try. Working out a new muscle is rarely easy and you still might pull something, but keep working out until it becomes more natural. Get more feedback about how to better avoid sounding forced.

*Median of 360 Scores:* 6.6
Free Child


Common Misconceptions

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Potential Strengths:

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Potential Constraints/Risks:

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Motivated by:

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Key Profile Combinations:

- Lorem ipsum dolor sit amet, consectetur adipiscing elit. 

Role Consideration:

- Lorem ipsum dolor sit amet, consectetur adipiscing elit. 

Common Objection:

"Lorem ipsum dolor sit amet, consectetur adipiscing elit."


Why 360s Might Be Spread Out:


Median of 360 Scores: 6.6
Criticality


Common Misconceptions
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Potential Strengths:
- Potential Constraints/Risks:
- Motivated by:
- Key Profile Combinations:
- Role Consideration:
- Common Objection:


Why 360s Might Be Spread Out:


Median of 360 Scores: 6.6
Self-Critical


Common Misconceptions
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Potential Constraints/Risks:
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Motivated by:
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Key Profile Combinations:
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Role Consideration:
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Common Objection:
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Why 360s Might Be Spread Out:

FAQ:

Median of 360 Scores: 6.6
Deference


Common Misconceptions

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Potential Strengths:

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Potential Constraints/Risks:

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Motivated by:

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Key Profile Combinations:

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Role Consideration:

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Common Objection:

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Reference Range:


FAQ:


Median of 360 Scores: 6.6
Self-Control


Common Misconceptions

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Potential Strengths:

• Potential Constraints/Risks:

• Motivated by:

• Key Profile Combinations:

• Role Consideration:

• Common Objection:


Median of 360 Scores: 6.6
Need for Order


Common Misconceptions

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Potential Strengths:

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Potential Constraints/Risks:

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Key Profile Combinations:

• Role Consideration: Lorem ipsum dolor sit amet, consectetur adipiscing elit. Praesent tristique iaculis faucibus.


Low Scorers (0 to 4):

• Potential Strengths:
• Potential Constraints/Risks:
• Motivated by: Lorem ipsum dolor sit amet, consectetur adipiscing elit.
• Key Profile Combinations: Lorem ipsum dolor sit amet, consectetur adipiscing elit.
• Role Consideration: Lorem ipsum dolor sit amet, consectetur adipiscing elit.

High Scorers (7 to 10):

• Potential Strengths:
• Potential Constraints/Risks:
• Motivated by: Lorem ipsum dolor sit amet, consectetur adipiscing elit.
• Key Profile Combinations: Lorem ipsum dolor sit amet, consectetur adipiscing elit.
• Role Consideration: Lorem ipsum dolor sit amet, consectetur adipiscing elit.

Mid-Range Scorers (4 to 7):


Median of 360 Scores: 6.6
**Need for Change**


**Common Misconceptions**

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**Potential Strengths:**

- Lorem ipsum dolor sit amet, consectetur adipiscing elit.

**Potential Constraints/Risks:**

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**Motivated by:**

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**Key Profile Combinations:**

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**Role Consideration:**


**Common Objection:**

"Lorem ipsum dolor sit amet!" Consectetur adipiscing elit. Praesent tristique iaculis faucibus.
Top 3 Personal Constraints

What is a personal constraint? It’s something that holds you or the people you influence back. Put simply, it’s a behavior you take too far, and ironically it’s almost always a strength you take too far. It is essential to understand and play to your strengths, and we believe that you can better leverage your strengths by being aware of when you reach the tipping point of overusing them.

The constraints below represent the three scales in which your 360 profile data differs most from the reference range. It’s common that some of the constraints below boil down to a broader overall constraint, so be sure to look for common themes. It’s possible that all three constraints will apply to you, but if not then focus on the ones you agree with. You could even go back and look at the rest of the scales in the report and see if any of those would be even more applicable. Think about what you’ve already been working on and what feedback you’ve received in the past as you decide what to focus on in your TriAction Plan™.

Low Need for Order

Low Criticality

High Deference
Building Your TrAction Plan

Based on your Top 3 Constraints identified earlier, here are some possible TrAction Steps™ you could put into action. Select a few that you feel like would be helpful, and feel free to customize or condense as needed. You might even add a few TrAction Steps that aren’t listed below, while making sure the observable behavior is clear in any TrAction Steps you choose to implement. On your TrAction Plan™, keep in mind that you should have 10 or less TrAction Steps that you are working on.

1. I will be a sponge for feedback, consistently asking for quick feedback through questions such as “Anything I could have done better?” or “I’m working on _______ how did I do?”

2. I will avoid the avoidable distractions by turning off my phone at times, letting it go to voice mail, closing my door, turning off my email/text message indicator, etc.

3. I will turn on the critic on my own thoughts and ideas more and I will further embrace those who have an even more scrutinizing, exacting, and even skeptical thought process. I will use more phrases such as, “Help me shoot holes in this...” or “Let’s think why this won’t work or why the timing isn’t right.”

4. I will further develop skills in giving feedback. I will make a list of a few colleagues, friends, or family and write down one behavior each person could address to be more effective. I will reflect on the list and think about whether or not I’m holding back feedback at their expense or if my silence is setting them up to make more mistakes.

5. I will step up more in group settings. I will be careful of disappearing or waiting on others to hand me the “microphone,” and instead I will speak up and volunteer myself more.

6. I will not wait for people to follow up with me. Instead, I will take the initiative to communicate my progress more frequently to those with whom I am working.

7. I will make the most of my time. I will dive into tasks more aggressively and with more urgency and whenever I don’t have a task to do, I will find one. I will look for ways to shorten meetings, calls, interactions, and emails so that people know how much I value time.

8. I will defer less to the opinions of others. When a decision needs to be made and I am in the position to make it, I will practice doing so without overly leaning on others.

9. I will speak with more authority and avoid disclaimers. For example, I will say, “I feel very strongly that...” and avoid statements such as, “I may be missing something, but...”, “You probably already thought of this...”, or “I’m not as knowledgeable on this, but...”

10. I will be less of a “victim” to more dominant personalities and step up more in group settings by 1.) Sitting in more visible locations, 2.) Interrupting when necessary (e.g., “raising my hand” more to show I have a thought) and 3.) Speaking more boldly.
11. I will hold others accountable and be careful of letting things slide. When I see someone I value letting themselves or others down, I will address this with them in a timely manner and be willing to ask a tougher question or two.

12. I will further look for the “before and after” of projects and decisions, making an extra effort to anticipate needs and to think a step ahead.

13. I will stretch people more by debriefing performance, asking questions such as, “What could we have done better?”, “What could you have done better?”, or “What are you taking from this meeting/conversation?”

14. I will show more urgency and avoid being perceived as too easygoing. I will make extra efforts to avoid being seen as overly laid back, especially in group settings. I will show enthusiasm for the task at hand and practice keeping the discussion on point.

15. I will finish what I start before moving to the next conversation or project, and I will self-impose deadlines that I will be accountable for (and be open to small, fun rewards).

16. I will start having more of a laser-like focus on key priorities, avoiding distractions and making sure I’m not getting sidetracked, even with good intentions.

17. I will further work on being 100% dependable and having an “in my box guarantee.” I will be known as someone who doesn’t have to be checked on during projects, and if I ever miss a deadline I will ask, “Does anyone have any ideas about what I could have done differently?”

18. I will start giving an extra 10%, whether it’s coming early, staying late, or working through a break/lunch. I want to show myself and those around me my discipline and dedication.
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