



FEEDBACK



**Personal Feedback for:
John Doe**

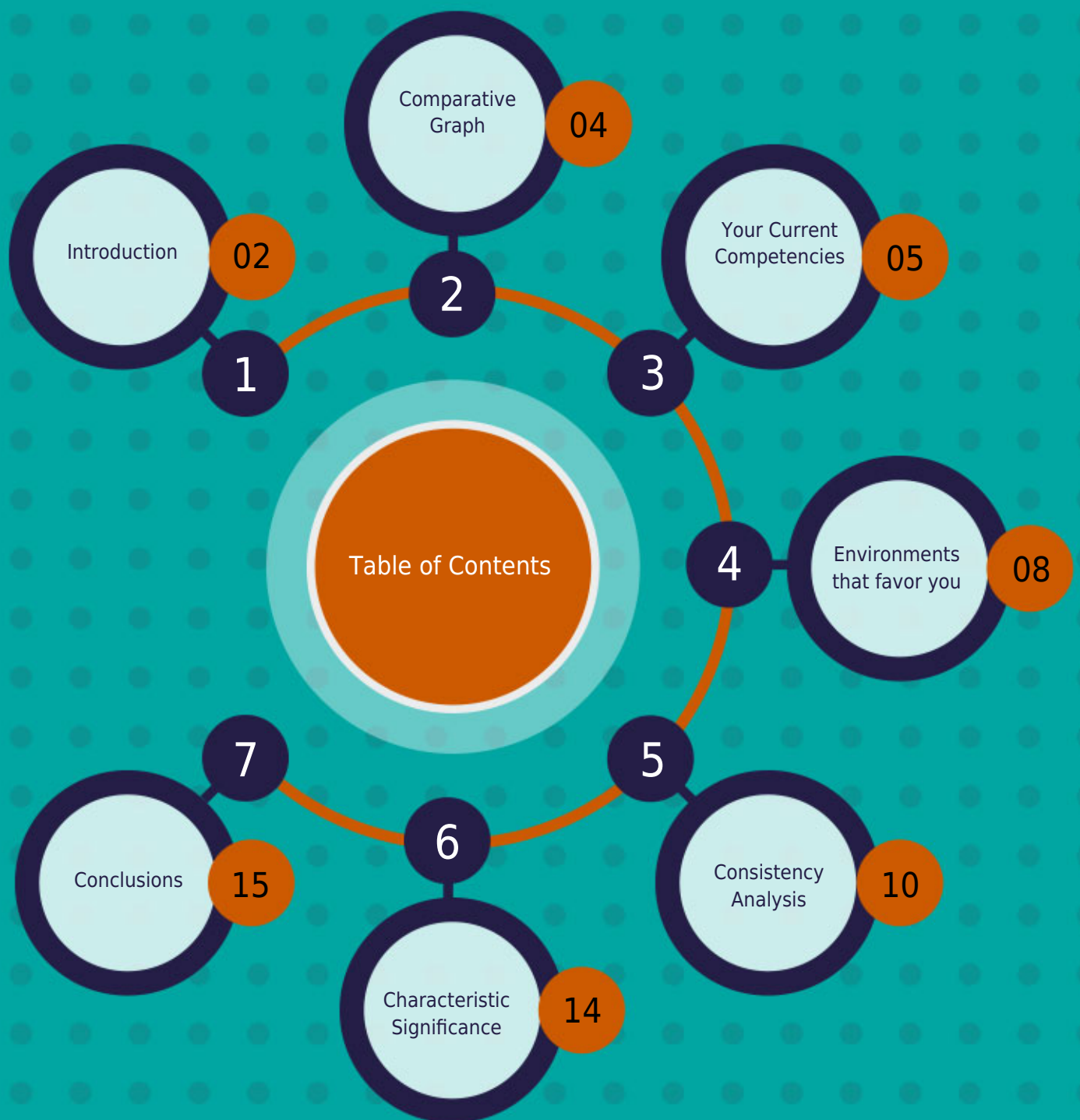
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KBA
The Human Resource
Technology Company



FEEDBACK and ANALYSIS



INTRODUCTION

How skilful we are when we think depends on three interdependent factors: our **preference**, our **competencies** and whether or not we are deviating our type.

PREFERENCES

- ▶ They occur naturally within each one, as a result of the combination and distribution of our neurochemicals.
- ▶ They exist and persist regardless of whether we use them or not.
- ▶ The circulation of the electric current that we recognize as “thinking” occurs almost effortlessly within the areas of our natural preferences.

COMPETENCIES

- ▶ They are not generally innate, they are created and strengthened by their use or practice.
- ▶ They are more flexible than preferences.
- ▶ At one time in our lives we may develop competencies in one area, and at another time, as a result of other opportunities or needs, we could develop other competencies in totally different areas.



People are most productive, happiest and healthiest when they:

- develop, use and are rewarded for using their natural preference and its gifts and
- accept and manage their natural mental weaknesses effectively.



TYPE DEVIATION

- ▶ Develop and use mainly your non-preferred capabilities
- ▶ Mechanisms of survival in the face of environmental pressures
- ▶ Many environments tend to reward certain types of thinking while ignoring and punishing others.
- ▶ The price we pay includes chronic fatigue, irritability, depression, and lower productivity.



Not using your natural preference causes the brain to consume more oxygen / energy, to function in an area which is not your natural preference, in other words, your brain works forcibly.

REASONS FOR FALSIFYING AND ABANDONING YOUR NATURAL PREFERENCE:

- ▶ Need to feel accepted, to belong and be integrated
- ▶ Need to avoid punishment or embarrassment for being different
- ▶ Need to establish a separate identity
- ▶ Absence of elements necessary to exercise natural dominance
- ▶ Make sure that someone does what needs to be done
- ▶ Absence of role models

COMPARATIVE GRAPH

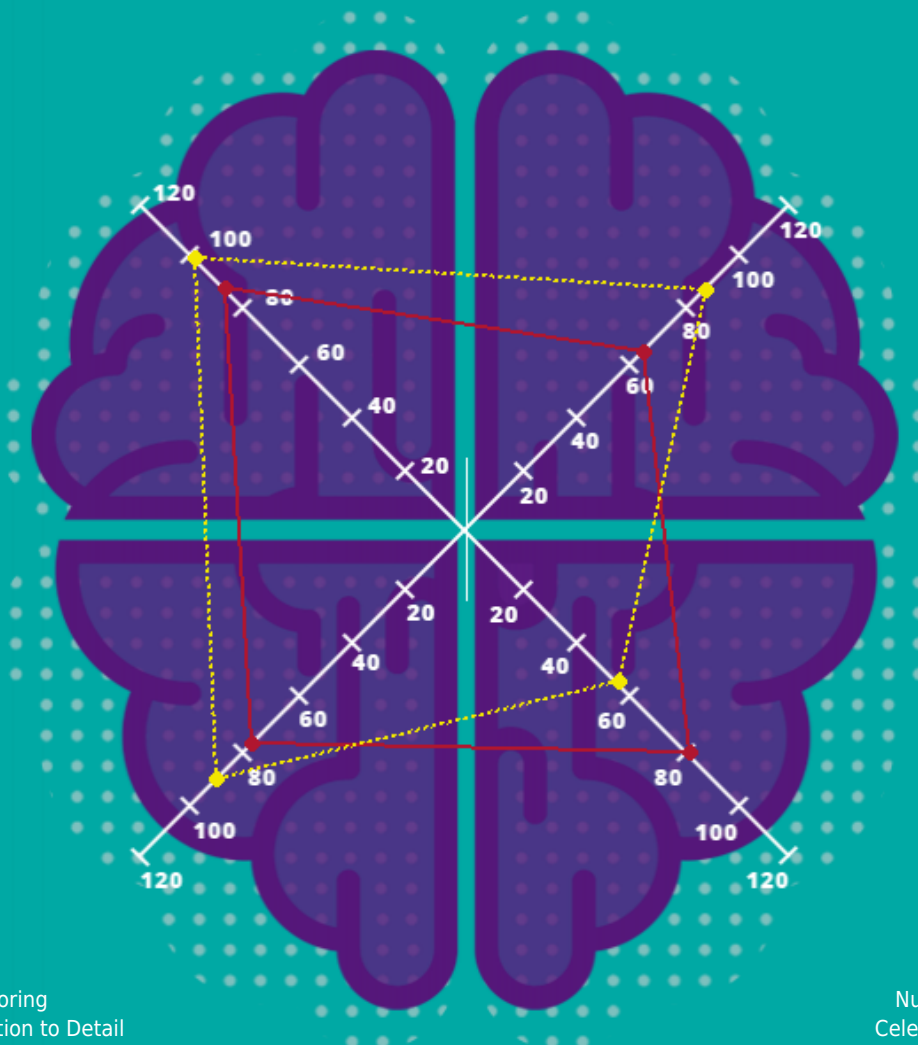
BETWEEN YOUR CHILD PROFILE AND YOUR ADOLESCENT PROFILE

Frontal Left

Financial, Structural & Mathematical Analysis
Weighing all the Variables
Logical Decision Making
Negotiation & Debate
Prioritizing

Frontal Right

Imagination & Creativity
Trouble-shooting
Risk-taking
Innovation



Monitoring
Attention to Detail
Routine Procedures
Holding Firm to Schedules
Procedural & Administrative
Support

Nurturing
Celebrating
Encouraging
Soothing & Harmonizing
Establish belongings

Basal Left

Basal Right

E : I Youth: 4 : 2

E : I Adolescent: 4 : 2

E : I Total: 8 : 4

Child profile



Adolescent profile



YOUR CURRENT COMPETENCIES

Identify the way you **currently** use your brain, we will see the relative importance of each score.

MODE	ADJEC TIVE	SCORE	LOW/HIGH
Frontal Left	analytic	89	Highest
Left Posterior Convexity	routine	79	
Right Posterior Convexity	harmonizing	82	
Frontal Right	creative	65	Lowest

 Higher  Lower

Scale	Very High: 101 +	High: 81 - 100	Moderate: 41 - 80	Low: 0 - 40
	0	2	2	0



Consequently, as **your** ADOLESCENT PROFILE indicates strength in the Frontal Left and Basal Right, we say you are or you are thinking like a



FRONTAL LEFT/Basal Right DIAGONAL.

YOUR STRENGTHS

What does it mean to be an expert **FRONTAL LEFT/Basal Right** **DIAGONAL**?

this is an unusual profile and not one of the Standard Patterns. Most probably it is the result of an adaptive effort to develop and use non-preferred competencies in combination with your natural preference. The hallmark of this mode is its ability to balance an awareness of the logical priorities in a situation with a sensitivity to its interpersonal or emotional dimensions. A person with this particular combination of abilities tends to excel at working with people in situations requiring logical problem solving while sustaining a sense of personal connection and trust.

LOWEST SCORE

Frontal Right

The lowest score identifies the area that you are least using. Accordingly, because your weakest area is **FRONTAL RIGHT**, you will have difficulty whenever, and to the extent that, this mode is needed to relate to someone or to perform a job successfully.



Comments





ENVIRONMENTS THAT FAVOR YOU

The level of EXTRAVERSION-INTROVERSION that we have, are manifestations of our natural **alert level that defines the context in which we are most effective.**



“Proper work in the wrong context could amount to failure” Dr. Hans Eysenck

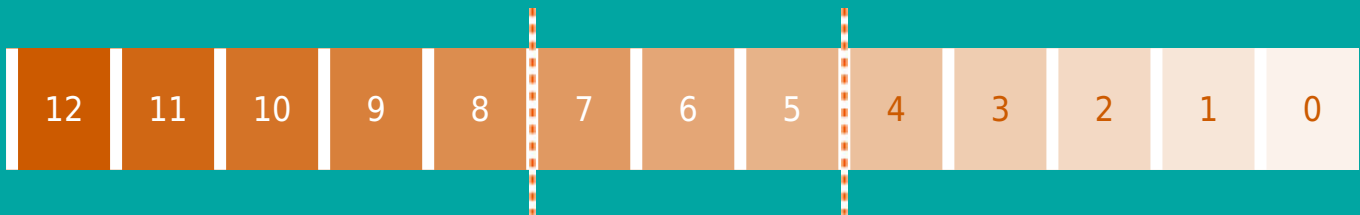
Each of us has a stable and natural level of alertness, and these levels vary from one person to another. The studies carried out by Hans Eysenck have revealed that most people present a balanced mix of Introversion and Extraversion.

Naturally Low Internal Alert Level	Naturally Balanced Internal Alert Level	Naturally High Internal Alert Level
Attention directed mainly to what is present in the external situation	The balanced ones manage to thrive in moderate situations, those that are not excessive or low profile	Attention directed mainly towards the internal processing of previously assimilated impressions
“Boosters”: choose or create environments where there is a lot of activity	High capacity of adaptation to environments with different levels of stimuli	Ability to absorb large amounts of information
Need to participate, influence or control the environment		“Decreasing”: they need to decrease the intensity of the stimulus
The more extraverted a person is, the more competitive		
Extroversion	Balance	Introversion



YOUR ALERT LEVEL

With an EXTRAVERSION : INTROVERSION RATIO of 8 : 4 , you have a GREATER NEED FOR EXTRAVERTED ACTIVITIES than many people. Indeed, you clearly prefer situations with lots of built in stimulation (competitions, challenges, and crowds). And yet, because you are not an extreme extravert, you are not 'always on.' Now and again, possibly even a few hours a day, you actually enjoy a few quieter moments to read, to work alone, or simply to relax.



EXTROVERSION



BALANCE



INTROVERSION



CONSISTENCY ANALYSIS

We will analyze the consistency of your data applying four perspectives:

- ▶ How you use your brain in school and outside of it.
- ▶ The image you have of yourself.
- ▶ Your degree of positive or negative emotionality.
- ▶ How do you use your brain today, as a teenager, and how you used it when you were a child.

STUDY AND FREE TIME

STUDY

MODE	SCORE	LEISURE RANK
Frontal Left	36	2
Left Posterior	39	1
Right Posterior	34	4
Frontal Right	35	3

LEISURE

LEISURE RANK	SCORE	MODE
2	23	Frontal Left
3	18	Left Posterior
1	29	Right Posterior
4	11	Frontal Right

Reviewing your data and comparing those modes which are strongest / weakest at study to those which are strongest / weakest away from study (at leisure), you can see that there is a high degree of inconsistency, indicating that you are not comfortable with how you are using your brain at work and prefer to not use the same pattern when you are free to choose.

Comments



THE IMAGE YOU HAVE OF YOURSELF.

The perception that one has of oneself can be an indicator of the degree of self-knowledge and whether or not he has abandoned his "natural preference" and developed competencies in a non-preferred way in order to succeed or "Adapt"

Often a person could identify with a characteristic that describes their second strongest mode and not the first, simply because that characteristic is valued in society.



Accordingly, your selection of the adjective Basal Right "Trusting" as most like you is **INCONSISTENT** with your ADULT PROFILE.

YOUR CHOICE of the symbolic image of yourself

Another way to evaluate your perception of yourself is by using 4 images



Arrow

Reflects the orientation towards a point or goal of the left frontal mode and / or extroverts.



Spiral

Symbolizes the forward and expansion attitude of the right frontal mode.



Ladder

Reflects the paused mode of the left Basal mode.



Waves

Indicates the reassuring quality of the Basal right mode.

Emotional tone indicates the level and type of dominant emotion in life.

Thus, your selection of predominantly POSITIVE adjectives as most descriptive of how you feel suggests that you are generally comfortable with the modes which you are currently using. Either you are leading with your natural preference - or you have been adapting for so long that you actually identify with your falsified pattern, even though it is not 'the real' you.



CHARACTERISTIC SIGNIFICANCE

Eldest or Only Child:

Eldest children tend to be socialized to be competitive, to win. This is key because in our society to win generally means to use and excel at Frontal Left skills. For this reason, a person who is the eldest child can confuse their strong socialized need to be competitive with being naturally logical and analytical. As well, being the eldest child, to the extent that it forces extraversion, tends to deny such a person the right to be okay as an introvert. For both of these reasons, if you were an eldest or only child, it is important to look carefully at your scores for the 'Frontal Left' and 'Extraversion.' If you are a loner and/or highly competitive, for example, there is a strong chance that you have been forcing yourself to be more extraverted and possibly more Frontal or possibly more Basal Left than is natural for you.

Highly Emotional

When a person or child is highly emotional over a prolonged period of time and there is no identifiable medical or stress-related cause, it is possible that he is not being given a chance to be himself, to use and be rewarded for using his natural preference. Thus, having been emotional as a child is often an indication that you felt pressured as a child to abandon your natural preference to conform to the expectations of your parents or teachers.



CONCLUSIONS



John, your most efficient, specialized mode is the Frontal Left

It is your preference or your natural leader mode and the key to your gifts, to enhance this preference be genuine with yourself and learn to manage your weaknesses.

FRONTAL LEFT EXPERTS are logical, mathematical or quantitative, analytical, diagnostic, structural and functional. Their focus is on solving problems and making decisions. Moreover, their underlying assumptions are that: identifiable causes exist for every 'problem'; given accurate data and correct analysis, a solution to every problem can be calculated; and everything true or important can be measured



When you use your preferences you open the door to experiencing the state of FLOW, you feel absorbed by what you are doing, you lose track of time, experience a sense of inner well-being and a strong sense of self effectiveness (the self-confidence that allows you to feel you can do something right).



It's not surprising that Jung believed that our preference works like the "soul compass"; using it not only makes us feel good, but it is the key to finding the meaning of life.



Frontal left tasks which use your natural strength, and will allow you to excel are

- ▶ setting goals, especially financial and operational
- ▶ clarifying goals
- ▶ establishing priorities
- ▶ analyzing problems
- ▶ identifying quantifying pertinent criteria
- ▶ weighing all the variables
- ▶ Conducting various types of functionally based analysis using precision measuring techniques, logic and critical thinking to identify key variables & evaluate quantifiable data
- ▶ cost - benefit
- ▶ structural
- ▶ mechanical
- ▶ technical
- ▶ cause - effect
- ▶ diagnostic
- ▶ asking and articulating key questions, about recent or current productivity or performance
- ▶ developing or structuring contracts
- ▶ making difficult, complex decisions
- ▶ will power

THE FOLLOWING BASAL RIGHT TASKS ARE LIKELY TO FATIGUE YOU OR ALTERNATELY CAUSE YOU TO TRIP UP. AS SUCH, IT WOULD BE BEST FOR YOU TO LEARN TO MANAGE YOUR ENERGY CAREFULLY, OR FIND SUPPORT WHEN PERFORMING THESE TASKS.



- ▶ harmonizing human and other relationships
- ▶ building the personal bridges and connections which create a sense of belonging and community through casual, personal chit-chat, celebrating key events (both personal and professional: arrivals, promotions, transfers, birthdays), as well as direct personal support and cheerleading
- ▶ seeing that everyone has a chance to express themselves in group meetings - interpersonal gatekeeping
- ▶ counseling employees or clients
- ▶ teaching, especially young children, the disabled or elderly
- ▶ nurturing and caring for others, especially young children, the ill, disabled, or elderly
- ▶ welcoming clients, customers, guests, and new employees
- ▶ entertaining clients, customers, and other guests
- ▶ singing
- ▶ reading and making sense of non-verbal communication in a wide variety of settings

Comments





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