

# Your Personal Report

Graham Little



# Your Core Values

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1st Core Value  
Adaptability



2nd Core Value  
Caring



3rd Core Value  
Personal Growth

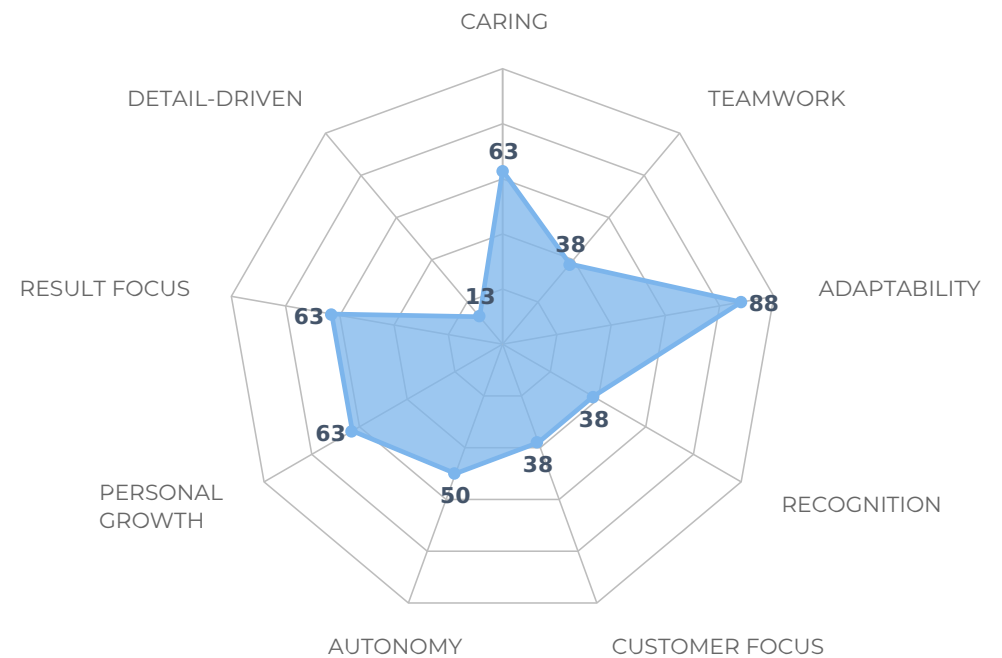
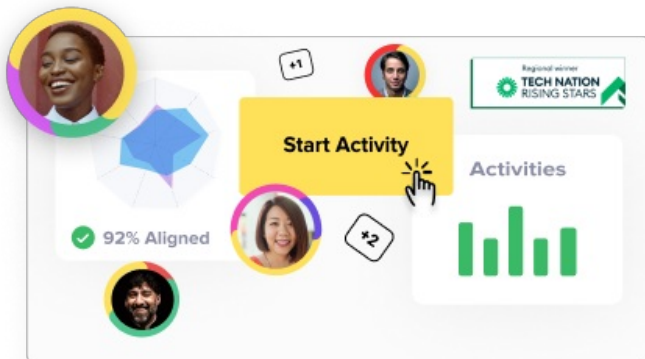


My Key Motivator

Encourages new ideas

# Values Diagram

Your diagram shows values for each of the 9 categories you can perfect. We now know your 3 strongest core values and based on them we will help you become a more productive version of yourself. Start doing activities by clicking the banner below. Can you reach 100 points?



Make sure you learn and get better by doing simple weekly activities tailored to your highest core values - your strengths!

# Your Priorities



## What's important to me

- Divergent thinking
- Seeing the big picture
- Experiments and learns by doing
- Dislikes being careful and routine



## What I need from a team

- Set structures for documenting changes, insights from past mistakes for future reference
- Open and divergent discussion about the 'big picture' and the future of the team
- Freedom to experiment
- Being able to examine new opportunities

# Your Core Values Explanation



ADAPTABILITY

88/100

## What motivates me?



1. Assign them with routine tasks where they have to improve the familiar process using their innovative approach. They will be excited to provide a new perspective of a routine environment.
2. Provide them with the freedom to experiment and listen to their ideas. It will stimulate their drive to innovate.
3. Create an environment where they will have to adapt to changes. They will enjoy a variety of tasks and will use their adaptable capabilities to work more effectively.

## What de-motivates me?



1. Place them in a structured environment that stops them from taking action. They want to be quick to take advantage of opportunities.
2. Assign them with routine tasks where they have to focus on the deliverables. They may feel bored and demotivated when working in a stable environment.
3. Provide a specific set of rules they have to follow. It will limit their creative ability.



Leadership  
style

Encourages new ideas

Communicates future vision well

Structures strategy to achieve the vision

Fosters creativity and experimentation

# Your Core Values Explanation



CARING

63/100

## What motivates me?



1. Engage them with projects that have a positive social impact. They will invest more energy in projects that involve helping others.
2. Initiatives that aim to break boundaries between people will motivate them because they will be able to use their 'people skills' to bring people closer together.
3. Provide an interactive feedback where their opinion can be listened to. They would appreciate integrity and respect increasing commitment.

## What de-motivates me?



1. Place them in an environment with limited consideration for wellbeing. It may make them feel uncomfortable.
2. Give them projects with pure financial focus without any relation to social value-adding contributions. They will become disengaged with projects that do not help others.
3. Put them in a competitive environment. They prefer to have a holistic approach to goal-achieving activities.



Leadership  
style

Open communication  
Promotes trust and openness  
Develops strong relationship  
Avoids insulting anyone

# Your Core Values Explanation



## PERSONAL GROWTH

63/100

### What motivates me?



1. Delegate them with tasks that carry responsibility. They thrive on being involved in what the organisation does. Giving them more responsibility will make them feel valued and engaged.
2. Allow them to take initiatives and pursue their ideas. They want to become a high profile figure at the organisation.
3. Provide them with a structure indicating how to excel within the organisation and gain more responsibilities to become more involved with the company.

### What de-motivates me?



1. Limit their ability to go outside their role. It will diminish their potential to start new initiatives and the need to grow.
2. Assign them with simple projects with limited responsibility and no personal accountability. They will lack the motivation to work on low calibre tasks.
3. Set unclear professional growth plan. They put emphasis self-development and the ability to gain more responsibilities as they advance within the organisation.



### Leadership style

Establishes ambitious goals

Facilitates structure for new initiatives

Empowers employees to take initiatives

Gives more responsibility in return for good performance

# DEFINITIONS

## CARING

A measure of being people oriented in respect to diversity, bias, inclusion, care and wellbeing lenses. A high value indicates a person who respects and protects all employees, customers and different points of view. A low value indicates a person who feels that getting the job done, no matter how it is achieved and regardless of any interpersonal cost is more important than getting it done and in the right way, with others.

Self-help



Caring for others

## TEAMWORK

The importance of an empowering organisational climate that encourages collaborative working and sharing. A high value indicates that people take ownership for their actions as part of collaborative, high performing teams; thriving in the environment. A low value indicates an individualistic approach with focus on own tasks above and beyond teamwork and co-working.

Individualism



Teamwork

## CUSTOMER FOCUS

The importance of prioritising the customer experience in daily behaviours and interactions. A high value shows a drive to actively understand what makes winning customers experiences and how a person can contribute to that regardless of whether the job role is customer facing or internal. A low value indicates that people are not motivated by being strongly customer focused, instead preferring to focus on their job role and specific targets set by their organisation.

Do not prioritise customer needs



Customer driven



# DEFINITIONS

## ○ RECOGNITION

The measure of how important the need for individual recognition is within any organisation. A high value indicates the importance for individual recognition and fair financial reward as levers to boost motivation, engagement and performance. A low value means that people may not respond to recognition and reward alone and may require other forms of motivation and activity to engage them fully.

Holistic recognition



Individual recognition

## ○ ADAPTABILITY

The importance of flexibility, creativity, speed and innovation at the workplace. A high value describes a person who will thrive in a faster-paced, innovative, and ever-changing environment. A low value indicates a drive for more structures, processes and rules over flexibility, freedom and experimentation. Being careful and predictable is preferred over pace and innovation.

Bureaucracy



Adhocracy

## ○ AUTONOMY

The importance of leading at all levels in the organisation whereby an individual is empowered and supported to contribute within and outside of their job role. A high value indicates a person who is self-directed and will thrive in a flatter more empowering organisational structure whereby they can step up and contribute beyond their job role. A low value indicates a drive for governance, rules, structured management and focus on the job role.

Rule-oriented



Not constrained by rules

# DEFINITIONS

## RESULT FOCUS

The importance of having goals and targets that are specific, measurable, relevant, achievable and timebound for any role, at all levels. A high value describes a person motivated by meeting or exceeding their goals, through focus on clear deliverables within the job role, project or task being assigned. A low value indicates that importance of outcome factors is reversed: i.e. process over output, relationship over task, project team over project deliverable.



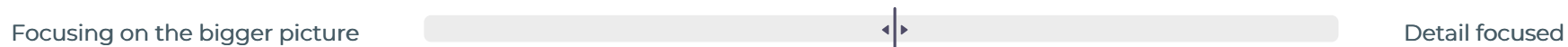
## PERSONAL GROWTH

The importance placed by an individual on how an organisation invests in its people to grow their knowledge, skills and behaviours in support of their contribution to business success and, in turn, growth within the business. A high value means that people are primarily driven by accessing continuous development at work, to help them grow into taking on broader activities, roles and responsibilities.



## DETAIL-DRIVEN

The importance placed by a person on the ability to make decisions based on sound logic, validated analysis, proven measures of success and risk management protocol. A high value indicates a person motivated to go beyond emotion, gut feeling and legacy trends to make decisions based on predictive data, driving multiple decision options and likely outcomes, for better quality decision making. A low value indicates a person who makes quick decisions, often emotionally driven. A person preferring to consider the big picture without the need for the detail or validation of possible outcomes.





Well done!

You just discovered Your Core Values.