

# Situational

How I feel others see me

Change of 10 points or more indicates a significant adjustment

No Arrow

No adjustment means person is behaving naturally

1 Arrow

Limited adjustment vs. Real.

2-4 Arrow

Significant adjustment vs. Real

Lo Morale

Situ is smaller than Real i.e doing less of every thing they like

Hi Morale

Situ is bigger than Real i.e doing more of everything they like

Transition

D & C within about 10 points of each other



# Real

How I see myself

Is there a clear profile type

Yes

Generalist  
D > C

Generalist  
Pioneer  
Administrator  
Persuader

Specialist  
C > D

Specialist  
Co-operator  
Enthusiast

Transition

D & C within about 10 points of each other

No

2 strongest traits

Look for strengths & considerations of each of 2 strongest traits and blends within

## WATCH OUT



Non-Standard Profiles

Non-Standard Profiles have an additional layer of interpretation, building on Standard Profile logic.



Transition in Real

An unclear Real or transition in Real at same time as a stable or clear type in situational may be an indicator of 'when Real is not Real.' It often reflects change and is temporary.



Real ≠ Real



**CALL** 0203 111 9292  
FOR HELP WITH A PROFILE