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The Seven Dimensions of Drive

A closer look at the seven dimensions

Drive helps influence behavior and action and can be considered somewhat of a hidden motivation because they are not readily observable. Understanding your Drive helps to tell you why you prefer to do what you do. It is vital for superior performance to ensure that your motivations are satisfied by what you do. This drives your passion, reduces fatigue, inspires you and increases drive.

The Seven Dimensions of Drive measured in this report are:

- Imagination - A drive for balance, harmony, and form.
- Drive - A drive for economic or practical returns.
- Self-Interest - A drive to stand out as independent or unique.
- Power - A drive to be in control or have influence.
- Humanity - A drive for humanitarian efforts or to help others altruistically.
- Authority - A drive to establish order, routine, and structure.
- Expertise - A drive for knowledge, learning, and understanding.

Drive Assessment Summary



Imagination - Very High

You tend to think “alternatively” and will likely seek personal fulfillment, creative alternatives, and peace of mind rather than the status quo.



Drive - Low

You are not driven by monetary rewards or being “first” and may lack the emotional initiative necessary to compete with those around you.



Self-Interest - Very High

You will seek independence, freedom, and positions of autonomy where you can freely express and display your intuitive ideas.



Power - Very Low

You don't need to be behind the wheel and won't mind yielding your position to avoid controversy.



Humanity - Very High

You will seek to benefit others at your own personal expense and may find it very difficult to fight for what you want.



Authority - Very Low

You may subvert or break the rules you feel don't apply and will attempt multithreaded approaches to solving problems.



Expertise - Very Low

You will tend to skip over information you consider unnecessary and will rely solely on what you already know.

Drive Word Matrix

← Low

High →

Imagination

Grounded

Practical

Imaginative

Unconventional

Impractical

Drive

At Ease

Satisfied

Competitive

Forceful

Cut Throat

Self-Interest

Secure

Supportive

Balanced

Independent

Individualistic

Power

Passive

Yielding

Influential

Controlling

Dominating

Humanity

Self-Focused

Sympathetic

Empathetic

Compassionate

Bleeding Heart

Authority

Defiant

Resistant

Open Minded

Systematic

Black & White

Expertise

Incurious

Intuitive

Rational

Fact Finder

Intellectual

Imagination

General Traits

- You show a very strong desire for expressing your talents and fulfilling your dreams.
- You may prefer to be your own person and will likely have a high interest in protecting wildlife, the environment, and the undiscovered.
- You may care less about money and things, but will gravitate towards just being happy and fulfilled.
- You will have a hyper awareness of your surroundings and they will need to "feel" right.

Key Strengths

- You may demonstrate a very high personal and professional regard for the feelings and emotions of those outside the machine.
- You believe in giving your energy and not taking up space.
- You will see things differently than most because your insights are intuitive, like seeing the rainbow in a prism.
- You believe people should do work that is an expression of who they are as opposed to a job that simply must get done.

Motivational Insights

- You should realize that it takes money to do most things and that it's not a bad thing to have it.
- Although you may feel you are misplaced, you will likely bloom later when things become a little more clear to you.
- You should take time to explore creative possibilities rather than settling for things you don't really appreciate.
- You should realize that very few people think like you and that your unconventional approach to life may look extreme to others.

Training/Learning Insight

- You should not be afraid to look like the rest of society; it doesn't mean you are one of them.
- To increase the meaning of people's lives you could act as a facilitator between people's gifts and talents and meaningful jobs that might require them.
- You have the ability to act as a go-between and integrate people's imaginations with certain tasks.
- You can assist team members in accessing their creative side.

Continual Improvement Insights

- You run the risk of your work backing up because you are using impractical means to accomplish work tasks.
- You could benefit from having your feet a bit more grounded as opposed to your head being in the clouds.
- Remember that it is OK that some people won't "get" you or understand your alternative ideas.
- You may place too great an emphasis on creative alternatives leading to impractical outcomes or not meeting important deadlines.

Drive

General Traits

- You score in a range that indicates a lower interest in gaining material wealth.
- You may be sensitive to inequities and injustices and will not want to be a victim to others demands.
- You may believe money is for spending on things you want.
- You are not driven by monetary rewards and competitive frameworks.

Key Strengths

- You are easily satisfied and will not likely try to outdo everyone else.
- You do not act selfishly but will be responsive to others needs.
- You see a much wider spectrum of the picture, not just your own needs.
- To you, monetary compensation is a basic function, you may look elsewhere for higher levels of value.

Motivational Insights

- Remember to praise others for their continued contributions.
- Avoid measuring your performance by your love for it only.
- You need recognition for innovative, creative work, not just for doing your assigned tasks.
- You should remember that people with vast amounts of money have feelings too.

Training/Learning Insight

- You may prefer team-oriented activities as opposed to the lone wolf approach.
- You come to a training or development function typically without a 'What's in it for me?' attitude.
- You score like those who appreciate cooperation over competition.
- You may prefer just hanging out and enjoying others rather than having to compete with them.

Continual Improvement Insights

- You may need to be needed and will likely end up regretting over-commitment.
- You should avoid spreading yourself too thin by taking on responsibilities that could be done by someone else.
- You may mistake "I can't" for "I won't" and will fear saying "no" to people because it looks bad.
- You may over-commit both on and off the job.

Self-Interest

General Traits

- You'll likely take the necessary risks depending upon your appetite for jumping off the cliff and building your wings on the way down.
- If you were a penny in a jar of 500 pennies, you'd need to be the red one.
- You will likely have out-of-the-box ideas and want to share them.
- You may be very different, but not always valuable when it comes to creative ideas.

Key Strengths

- You will project self-confidence even if you really don't have any.
- You are likely to be fearless with calculated risks.
- You will have a variety of outstanding ideas to choose.
- Your energy and expressive intuition enables you to think like MacGyver.

Motivational Insights

- Many times your style thinks outside the box, but you may keep it to yourself if you're the quiet type.
- You must realize you don't do things in the standard, traditional way.
- You need the freedom and autonomy to bring your ideas to a conclusion.
- You may have expanded on current ideas and need to be aware that unless you push for them, they'll go unnoticed.

Training/Learning Insight

- You'll create an environment that encourages organic thinking.
- You need hyper flexibility and freedom to create when learning new things.
- You'll need a large amount of creative space when working with teams.
- You need a wide variety of options available to you.

Continual Improvement Insights

- Sometimes innovation isn't the answer when existing processes will do.
- Sometimes your extremely exclusive process isn't the most effective or efficient means to an end.
- You may get caught up in selling yourself instead of your idea.
- Your potential value can clash with realistic people who think in only real-world terms.

Power

General Traits

- You'll likely want to watch others lead more than you'll want to lead things yourself.
- You'll prefer to handle only what is your direct responsibility.
- You will excel when in situations that require a maintenance mindset over high drive.
- You will not have the energy for conflicting matters or leadership disputes.

Key Strengths

- You'll likely be more-mission minded as opposed to being control and authority driven.
- You may quickly spot the value in others sooner than you see it in yourself.
- Personal accomplishments far outweigh the need for recognition and power.
- You're a better helper and won't expect credit for all you do.

Motivational Insights

- Don't say yes to things you don't really want to do.
- Just because people don't voice it, don't believe you haven't made a difference.
- You won't need to ask for input once decisions are final and people have moved on.
- Use your stabilizing ability when working with others and don't allow others to run you over.

Training/Learning Insight

- Being forceful and determined isn't always bad.
- You may not want to compete, but will feel at home when working as a team.
- You will likely be quiet and in the background when involved in training activities.
- You may enjoy more cooperative learning activities as opposed to activities that require directing.

Continual Improvement Insights

- You may be allowing other people to frame your world.
- You may be settling for less as opposed to fighting for what you want.
- Fighting for your own rights might make you uncomfortable.
- You might second-guess your own ideas and therefore hang back.

Humanity

General Traits

- You are likely very sincere and may show an exaggerated concern for others.
- You will see the value in others much quicker than you will see it in yourself.
- Selfish people turn you off.
- When your loss creates a win for someone else, you win.

Key Strengths

- You put the needs of others before your own.
- You are far more open than closed to the needs of others.
- You usually treat others with respect and care.
- You are likely compulsory when caregiving.

Motivational Insights

- Make sure you don't allow others to take advantage of your good nature.
- Be careful your giving attitude does not create personal burnout.
- You should allow time for socializing outside of the workplace.
- You should be more involved in emotional intelligence efforts at work.

Training/Learning Insight

- Your learning development should be connected to benevolence.
- Your training and development should focus on ways to support others.
- Your learning and development should connect knowledge to be shared with others.
- You should be exposed to others and allow them the benefit of being around you.

Continual Improvement Insights

- Your need to please is likely rooted in low self-worth as opposed to only a high regard for others.
- Remember, rationalizing is telling yourself rational lies.
- Remember, wisdom and balance are found in moderation not excess.
- Seeing others as more important than yourself is unsustainable over the long haul.

Authority

General Traits

- You have no problem making things up as you go along.
- You believe there's always another way to do it.
- You will not like being constrained or restricted to certain protocols.
- You have many questions and will do whatever it takes to figure things out.

Key Strengths

- There's always another way when the current situation changes.
- You have your own unique way of seeing the world.
- Some may see you as defiant and unrestrained.
- You always have a different opinion on the matter at hand.

Motivational Insights

- Remember, you have a way of looking at the broader perspective and others may not.
- Because the end justifies the means, you'll figure it out.
- You do not support inefficient means to any end.
- Play to your strengths, which are rooted in freedom, flexibility, and open-mindedness.

Training/Learning Insight

- You prefer multiple learning modalities that enable your creative side.
- You can be a part of something without being controlled by it.
- You work independently even when you are on a team.
- You listen to instruction while at the same time tweaking it.

Continual Improvement Insights

- Being different doesn't necessarily make you smarter.
- Carefulness leads to reliable outcomes.
- Just because people follow the rules it doesn't mean they are sticks in the mud.
- Your lack of systemic sequence can get you in trouble sometimes.

Expertise

General Traits

- You are likely a hands-on learner with strong imagination.
- You simply don't have a strong need to know what you don't know.
- Your brain is easily satisfied and will not want to dig any deeper than it has to.
- You will only spend time learning the things you need to move to the next level.

Key Strengths

- You believe mistakes are normal and part of the learning process.
- You likely don't want to wait for all the information before deciding.
- There's always another way when the current situation changes.
- You are not narrow-minded.

Motivational Insights

- You like to cut to the chase and not waste energy on non-essentials.
- You choose to focus on the big picture as opposed to doing the "deep dive."
- Because the end justifies the means, you'll figure it out.
- You likely do not support inefficient and complicated means to any end.

Training/Learning Insight

- The trainer or presenter may need to force-feed you some important details, especially if they are perceived as unimportant or a waste of your time.
- You should hit only those essential items that relate to increased success or efficiency on projects.
- You should make training and development activities as hands-on as possible.
- You should link training and professional development to other areas of the values graph where you sit outside the national norm.

Continual Improvement Insights

- You may not do your homework in order to expedite processes.
- You may find you don't have a large capacity for retaining information.
- You have potential to miss important rules and protocols when learning new things.
- Your lack of interest in certain subjects doesn't mean you are not intelligent.