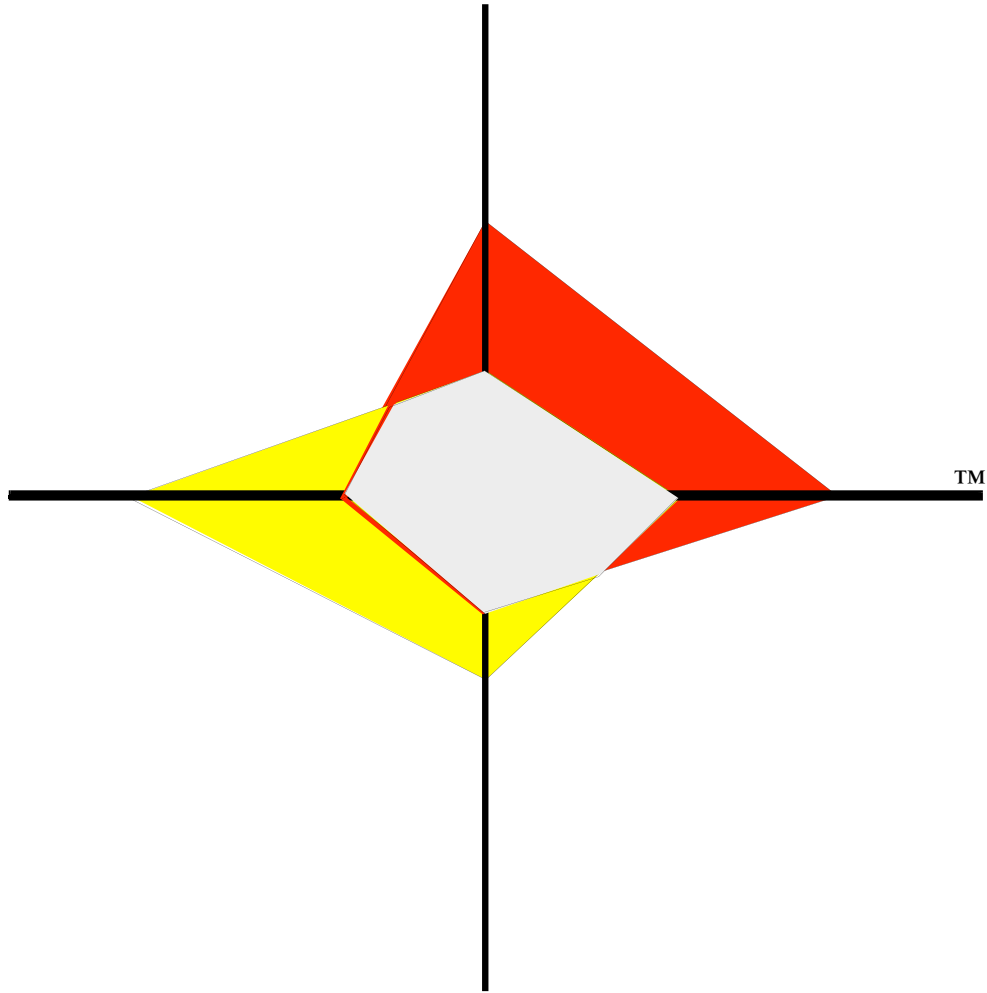


“I Opt”[®]

(Input Output Processing Template)

INDIVIDUAL ANALYSIS REPORT



This report has been prepared for:



Individual Analysis Report

Prepared for: **Sample Person**

Date Prepared: 0/00/000

Thank you for completing the “I Opt” Survey. Your responses to the questionnaire have been tabulated and your own personal strategic style(s) have been identified.

Your answers indicate that you scored highest in the ranges of **Logical Processor (LP)** and **Hypothetical Analyzer (HA)**, respectively. This report contains a description of the behavioral traits and preferences common to those strategic styles.

When interpreting these results you should carefully note that, regardless of their strategic style, most individuals can plan, create, respond quickly, analyze, innovate, execute with precision and so on. The point is simply that, in general, individuals will be most productive, do a better job, experience less stress, and will find more personal satisfaction performing tasks that are well aligned with their strategic preferences.

The classifications above are based on the scores calculated from the answers that you provided. The scores do **NOT** reflect nor predict personality, ability, experience, or suitability. Any explanation or interpretation of this report should take into account ALL relevant input such as actual experience, interests, abilities, and skills.

Your Primary Strategic Style is Logical Processor

LOGICAL PROCESSOR (LP)

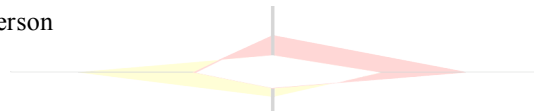
COMMON CHARACTERISTICS

Priority in the job environment	the task
Basic job want	consistency
Will solve problems by	clarifying

TYPICAL NEEDS

Clear direction
Specific training
Predictability
Clear expectations

GOALS	Likes short-range, specific goals.
DIRECTIONS	Prefers specific, detailed directions and clear expectations
SUPERVISION	Likes consistency, encouragement and recognition.
APPRECIATION	Responds best to comments about WHAT was accomplished as opposed to recognition for personal qualities.
ORGANIZATION	Prefers straightforward organization and predictable outcomes.
DETAILS	Likes to complete things in a logical sequence. Pays attention to detail.
CHANGE	Prefers changes to be practical, planned and an improvement to the current situation.



Your Secondary Strategic Style is Hypothetical Analyzer

HYPOTHETICAL ANALYZER (HA)

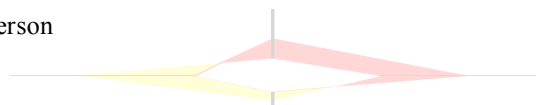
COMMON CHARACTERISTICS

Priority in the job environment	the project
Basic job want	complexity
Will solve problems by	considering many options

TYPICAL NEEDS

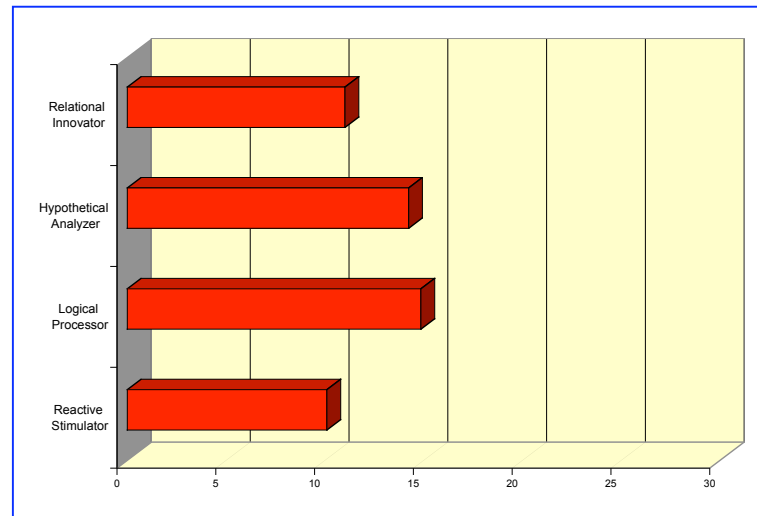
- Clear goals
- Freedom to explore options
- Minimal supervision
- Opportunity to plan and start a project—then delegate completion

GOALS	Likes to thoroughly understand the purpose of goals.
DIRECTIONS	Prefers minimal directions. Likes the challenge of figuring out how to accomplish tasks.
SUPERVISION	Requires minimal supervision after agreement is reached on the purpose of the goal.
APPRECIATION	Likes to hear about their IDEA—does not like to hear about routine work well done.
ORGANIZATION	Thrives on planning, organizing, analyzing and complexity.
DETAILS	Attentive to details through the planning and organizing phases—but may seek to delegate completion.
CHANGE	Wants to understand the “big picture” before implementing changes.



Your Strategic Style Distribution

Most people have scores and capacities within all four basic strategic styles. The following graph plots your scores on all four basic strategic dimensions. Examining your chart will give you an understanding of how high or low one dimension is relative to the other three.



YOUR STRATEGIC STYLE INTERRELATIONSHIPS

If one or two of your highest scoring styles are significantly higher than the others, you will find yourself most often responding according to the characteristic preferences and traits associated with the higher rated style(s). However, if your scores are relatively close to each other on this graph, you will probably find yourself responding nearly equally between those styles.

What Knowledge of Strategic Styles Can Mean to You

The “I Opt” survey measures the amount and kind of information a person considers before responding to new ideas, issues, goals and/or processes. By understanding our strategic style(s) we are better equipped to increase our personal productivity and interactions with co-workers, family and friends. The following sections describe some of the ways this knowledge might be used for your benefit.



Learning and the Logical Processor

The LP is task oriented, logical and very much process oriented. The LP prefers learning experiences that are straightforward and detailed. Like the RS, the LP learns well by doing. Unlike the RS, the LP will typically need a good deal of justification if the training requires much in the way of change. The LP may resist training if it requires them to expand their boundaries into uncomfortable areas without specific training and processes being put into place to assimilate it. The learning key for the LP is to give specific, clear instructions, clear expectations and support. The LP wants more than theory. They like concrete examples and a track to run on. The LP may be a little apprehensive in a group learning sessions that require interactive behavior. The discomfort felt can affect knowledge acquisition. The LP tends to be a bit quiet and a little apprehensive about sharing their newfound knowledge until they feel they fully command the subject. The LP may have quite a few questions in learning situations and will generally seek clarification on details.

Teamwork and the Logical Processor

Working with Reactive Stimulators (RS): Look for the LP's to want the Reactive Stimulator to be more attentive to detail, rules and proper procedure. The LP can expect difficulty in getting enough consistency or structure from a Reactive Stimulator.

Working with other Logical Processors (LP): A good fit in a stable environment. A key to success is for the parties to align on what should be done (i.e., acceptable processes). In a rapidly changing environments they might benefit from the input of a HA.

Working with Hypothetical Analyzers (HA): A natural fit. The HA contributes plans and assessments, the LP contributes action.

Working with Relational Innovators (RI): The Relational Innovator may be considered too distant from the reality of the task because of their focus on new ideas and change. Tolerance and understanding will probably be required from all sides.



Best Logical Processor Organizational Environment

Tightly run organizations or occupations with defined disciplines are very good environments for the Logical Processor. An example might be large organizations that by their nature develop set rules and regulations. The professions can be well served by LP's because the discipline is well defined and goals can be satisfying as they are accomplished.

Strengths of the Logical Processor

The LP can stay focused on an objective until it is reached and accomplish a lot. The LP is highly organized in their approach to work. They are naturally detail oriented and work best in situations where assignments are clear and precise with well-defined expectations. The LP can excel in situations with externally set rules and structures as long as they are logical and consistent. In effect, they like assignments that reflect their favored work strategy. LP's tend to favor proven policies, practices and methods. They will likely enforce conformity to work quality and quantity standards.

Contributions of other Styles to LP Performance

Reactive Stimulators (RS) can contribute an ability to do things without planning, pondering or worrying. The RS can be valuable where structure is not available or fast results are required. The challenge is to accept the RS's intuitive strategies and instant reactions.

Hypothetical Analyzers (HA) can contribute their ability to analyze, organize and solve problems. Their talent at seeing the "big picture" and keep things in perspective can help ensure that plans fit into the firm's overall activities. The challenge for the LP is to understand the HA's vision of problems as complex entities and their need to address all aspects before arriving at conclusions.

Relational Innovators (RI) can contribute an ability to generate new ideas. Their ability to synthesize principles and theories can help frame the LP's work in terms of a larger whole. The challenge for the LP is to accept the threat to proven policies, practices and methods implied by the RI's new ideas. The RI's seemingly unorganized methods may also require the LP to relax their need for consistency and predictability.



Communications in Teams

Teams derive their benefits from coordinated action. Coordination flows from effective communication. Team performance depends, to a significant degree, on how well people listen and talk to each other.

Listening to People with Different Strategic Styles

The Logical Processor (LP) naturally tends toward logic and consistent thought that recognizes proven, accepted standards. The LP's natural ability for critical examination can be a major benefit. For example, it can help insure that bases are not left uncovered. However, critical abilities need to be applied with care, especially where new ideas are being presented. Logical gaps often exist in these situations and the LP should consider suspending critical judgement until the new idea has had a chance to mature and develop.

Talking to People with Different Strategic Styles

When talking to people of different styles, the LP will be more effective if the communication is aligned with the natural tendencies of the audience.

Reactive Stimulator (RS): The RS is very action oriented. They do not need logical consistency or thoroughness and become impatient with long explanations. Essential points should be focused and covered quickly—the RS is concerned with NOW. The LP might want to try projecting enthusiasm. The RS responds well to emotion and this can help increase the likelihood of idea acceptance.

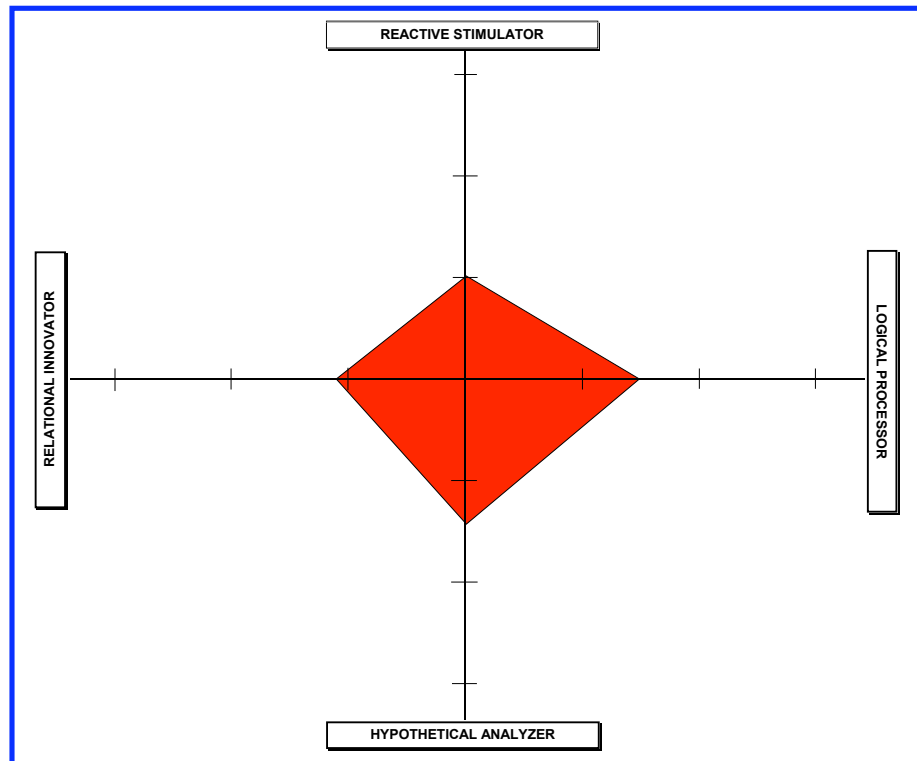
Hypothetical Analyzer (HA): Questions, objections and challenges can be expected from the critical posture. HA's do not respond well to emotion so the natural approach of the LP will serve well. However, the LP should show that the subject has been examined from various viewpoints and show how the idea fits into the "big picture." The HA needs to see how the idea fits into a whole. Positioning the idea this way increases its chance of acceptance.

Relational Innovator (RI): The RI's attention may begin to drift as they immediately begin relating the ideas being presented to others. The LP needs to keep communications focused and concise. Also, RI's tend to think in analogies and will respond well if the LP uses comparisons to illustrate points being made.



Your Strategic Profile

This report is focused on your primary strategic style. However, most people have some level of inclination in each of the four basic strategic directions. Perhaps the best way to view your total strategic information processing preferences is by viewing it through the lens of your profile.



YOUR STRATEGIC PROFILE

One way that your strategic profile can be used is as a tool to gain insight into how your processing preferences might interact with others. Simply overlay the two profiles. The greater the overlap, the more likely it is that a shared approach will be found on issues of common concern. The less overlap, the greater the likelihood of a complementary relationship—both parties bringing different perspectives to an issue. While sometimes difficult to govern, these relations hold the potential for increasing the scope of options available.