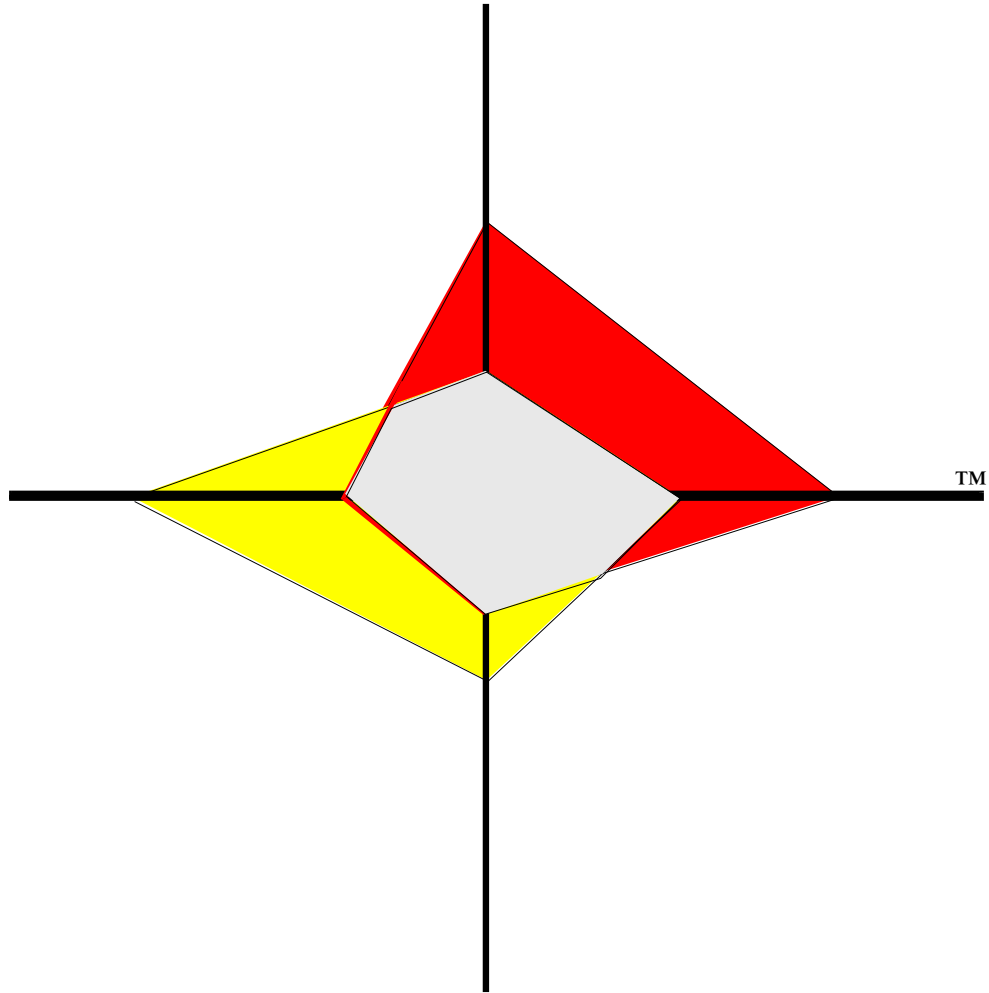


I-OPT™

(Input-Output Processing Template)

INDIVIDUAL ANALYSIS REPORT



This report has been prepared for:

The logo for "I-Opt" is positioned at the top center of the page. It consists of the text "I-Opt" in a bold, black, sans-serif font, with a small "TM" trademark symbol to its right. The text is set against a background of a red and yellow gradient that forms a triangular shape pointing downwards. A vertical grey line passes through the center of the logo, extending above and below it. Two horizontal grey lines extend from the left and right sides of the logo, intersecting the vertical line.

Individual Summary Report

Prepared for:

Date Prepared:

Thank you for completing the "I Opt"TM 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 **Reactive Stimulator** and **Relational Innovator**, 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 or 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 Reactive Stimulator

REACTIVE STIMULATOR (RS)

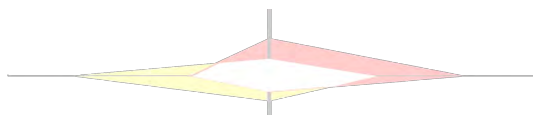
COMMON CHARACTERISTICS

Priority in the job environment	immediate results
Basic job want	variety
Will solve problems by	finding an easier way

TYPICAL NEEDS

- Support for planning and completion
- A sense of personal control
- Flexibility
- Will respond at less than full capacity if given ironclad set of rules

GOALS	Prefers to self-select goals, but benefits from assistance.
DIRECTIONS	Needs clear guidance but has a tendency to resist rules and directions.
SUPERVISION	Likes “easy going” supervision with support for planning and completion.
APPRECIATION	Likes to hear about HOW a task was performed. Comments on adaptability are usually well received.
ORGANIZATION	Likes variety and change—may need help in organizing and staying on task.
DETAILS	Likes brainstorming, quick-fixes and finding an easier way. May be inattentive to detail.
CHANGE	Likes variety, fast pace and immediate results.



Your Secondary Strategic Style is Relational Innovator

RELATIONAL INNOVATOR (RI)

COMMON CHARACTERISTICS

Priority in the job environment	the mission
Basic job want	autonomy
Will solve problems by	generating possibilities— may uncover new problems before deciding

TYPICAL NEEDS

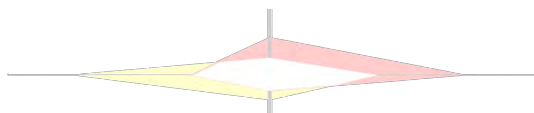
Trust

Prefers minimal supervision—flexible goals

Freedom to explore alternatives and untested possibilities

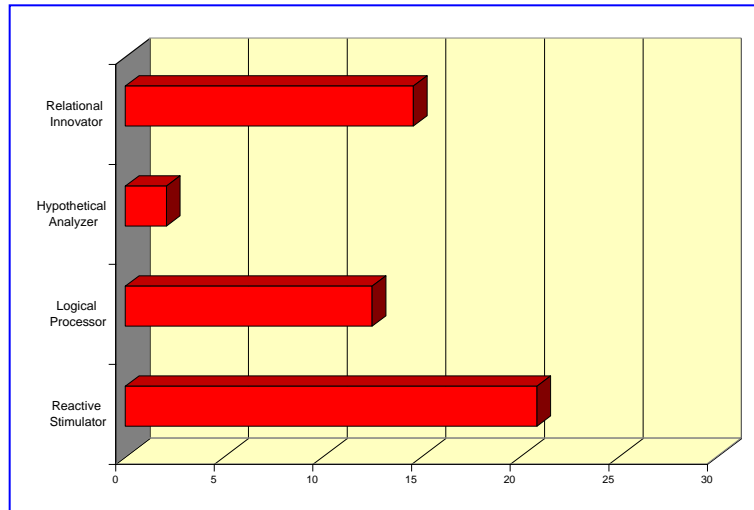
Commitment to the project or to people in the project

GOALS	Likes very flexible goals with latitude to expand them.
DIRECTIONS	Prefers to create their own directions.
SUPERVISION	Prefers minimal supervision. Likes the freedom to explore and generate options.
APPRECIATION	Will rarely enjoy personal comments. Gets major satisfaction from being able to correctly identify THE PROBLEM or issue.
ORGANIZATION	May appear to be unorganized, but they often have their own system and like autonomy to organize time and task.
DETAILS	Attentive to detail for those things to which they feel heavily invested or committed.
CHANGE	Likes to identify problems and generate many solutions. Flexible.



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.



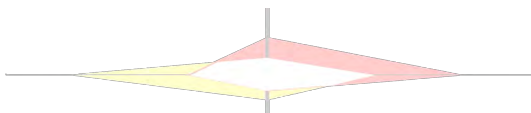
YOUR STRATEGIC STYLE INTERRELATIONSHIPS

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"TM 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.

Report for:



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Learning and the Reactive Stimulator

The RS---The pure Reactive Stimulator is highly task and action oriented. New learning situations might take advantage of their desire to apply their new knowledge quickly. Break the new task down into components. Discuss each task and allow the RS to try the new task as soon as practical. The RS responds well to direct communication. The RS would much rather be trying the new task than hearing why it is important. Lengthy discussion and theory are of less interest than actually doing the job to the RS. Therefore, do not bog the RS down with too many facts, figures and background information unless necessary. The RS typically prefers to move along at a fairly fast pace and they may not respond well to lengthy lectures. Involve the RS in **DOING** something. The RS will probably respond well to group activity and interactive training. Do not use lengthy or complicated instructions. The RS responds better to brief checklists rather than long blocks of text. Remember, the RS is **NOW** oriented.

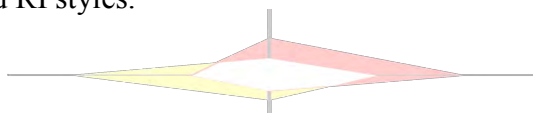
Teamwork and the Reactive Stimulator

Working with Other Reactive Stimulators (RS): They could be very quick and efficient in getting somewhere. However, they might benefit from the insight of an HA in helping them target their efforts. Once targeted, the RS can be counted on to get things done.

Working with the Logical Processor (LP): The RS may feel the LP too slow or too rigid. The RS may demand more variety and action than the LP can comfortably accommodate. Understanding may be required of both sides.

Working with the Hypothetical Analyzer (HA): Probably the best natural fit if the parties recognize the synergistic opportunity. The HA can help the RS with goal setting and identifying alternatives. The RS can contribute the action to make the ideas come true.

Working with Relational Innovators (RI): This could be very invigorating but may tend to move a bit faster than prudent. Adding an LP or an HA to the mix may help to introduce a note of forethought and caution to temper the more “sudden” inclinations of both the RS and RI styles.



Best Reactive Stimulator Organizational Environment

A loosely organized business structure would be best suited for people with a strong inclination toward the RS style. Situations where the tendency of the RS to creatively resolve issues using things readily at hand might be very satisfying. A caution: too many rules and regulations can bring on a case of “attitude downtime,” or worse, a case of job self-destruction.

Strengths of the Reactive Stimulator

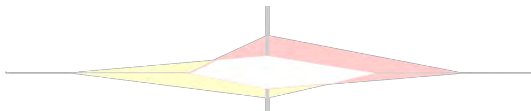
The RS has a tremendous capacity to generate and complete a great deal of work. They can be inspiring and energetic. They enjoy variety, change and spontaneity. They are dominated by the here-and-now. The RS prefers to self-select goals that lead to immediate results. They enjoy fast pace and pressure. If pressure doesn't exist naturally they will invent it because they respond best to immediacy. They will rarely miss a reasonable deadline.

Contributions of Other Styles to RS Performance

Logical Processors (LP) can contribute an ability to stick with something until it is done. Their methodical, detailed approach lends focus and their adherence to proven procedures can help insure a consistency in output. The LP can help the RS insure that results are obtained consistently and in an organized, logical fashion. The RS's challenge in working with the LP is understand the LP's need for a stable, disciplined environment in which to perform.

Hypothetical Analyzers (HA) can contribute an ability to consider a variety of viewpoints before drawing a conclusion. The HA can help the RS insure that all of the bases are covered before a decisive course of action is committed. The RS's challenge in working with the HA may be to understand the HA's need for time to consider and evaluate before committing to a course of action.

Relational Innovators (RI) can contribute an ability to frame the RS in terms of how their decisions and actions fit into a larger whole. They may help uncover new possibilities and opportunities and can help the RS synthesize ideas into coherent theories more easily communicated and accepted by others. The RS may find it a challenge to accept the RI's need to generate new ideas, sometimes at the cost of actually getting the immediate job done.



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 natural tendency of a Reactive Stimulator (RS) is immediate action. This may cause the RS to increasingly pay less attention to a speaker as they mentally begin to plan their reaction. This can be damaging if the speaker arranges the most important points toward the end of the statement or presentation.

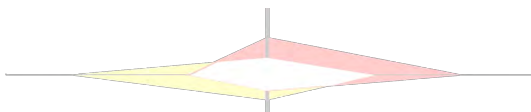
Talking to People with Different Strategic Styles

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

Logical Processor (LP): LP's have a skeptical bias and tend to approach things in a methodical fashion. The RS should consider speaking clearly, concisely and presenting information in the logical manner favored by the LP. Being specific and providing details will be appreciated. The RS might also increase the chances of acceptance by showing how the point being made is consistent with ideas the LP already believes valid.

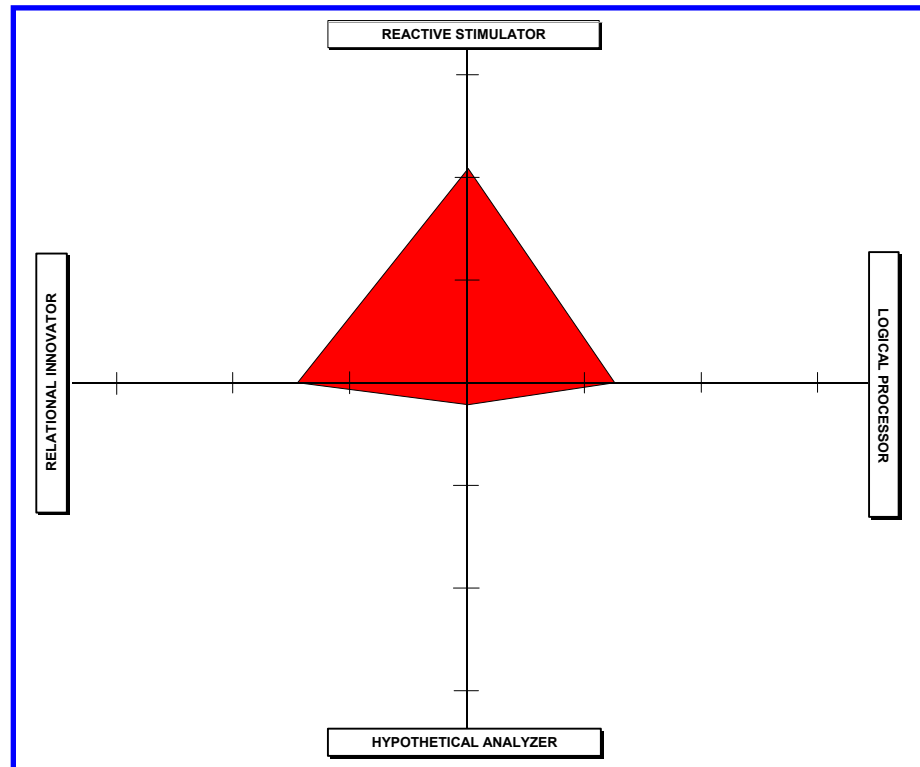
Hypothetical Analyzer (HA): Like the LP, the HA is a natural skeptic. The RS should be prepared for questions, objections and challenges. HA's do not respond well to emotion, so the use of emotional words should be limited. Including an examination of the subject from various viewpoints and positioning the ideas within a "Big Picture" will increase the probability of acceptance by the HA.

Relational Innovator (RI): The RI will respond well to the RS's natural enthusiasm. They will readily accept new ideas and change. However, the RS should keep their communication focused and concise to minimize the RI's tendency toward drifting concentration. RI's tend to think in analogies and they will respond well if points are illustrated using comparisons.



Your Strategic Profile

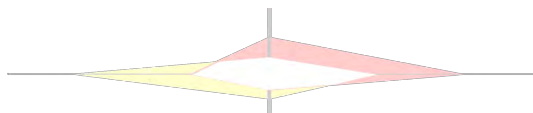
This report is focused on your primary strategic style. However, most people have some level of inclination in each of the four basic strategic directions. Perhaps the best way to view your total strategic information processing preferences is by viewing it through the lens of your profile.



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.

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