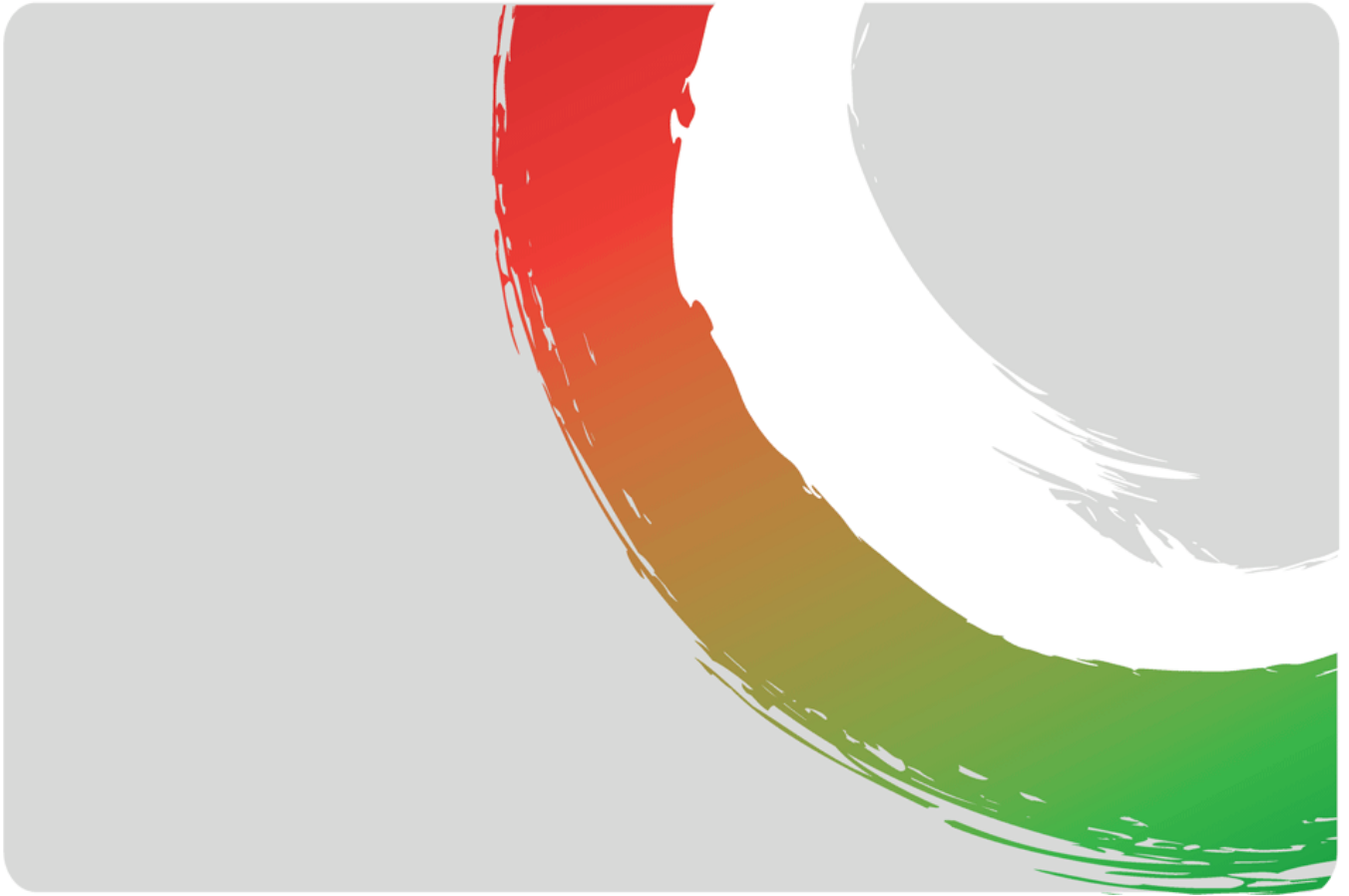




MOODY'S
ANALYTICS



James Earlywine
Lumina Spark Portrait
Inspirational and Practical Personal Development

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Welcome

Moody's Analytics L & D team



Introduction

Between stimulus and response there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom.
Viktor Frankl

The intention of this portrait is to raise your self-awareness and help you understand your behaviors. You can use this knowledge to become more effective at making things happen and to improve your communication with others.

At the heart of this approach is a questionnaire which measures different aspects of your behavior. This portrait, based on years of psychological research, will give you some indicators about how you behave, acknowledge your strengths (and how you sometimes overplay them) and identify behaviors that you rarely display. It will also make distinctions between your behavior and your motivations.

Getting into the right frame of mind

First a really important ground rule: this is completely confidential information. It is solely to help you develop, although we do suggest you consider sharing it with those you trust.

Be open to the feedback in this portrait - it is intended to help you make positive changes.

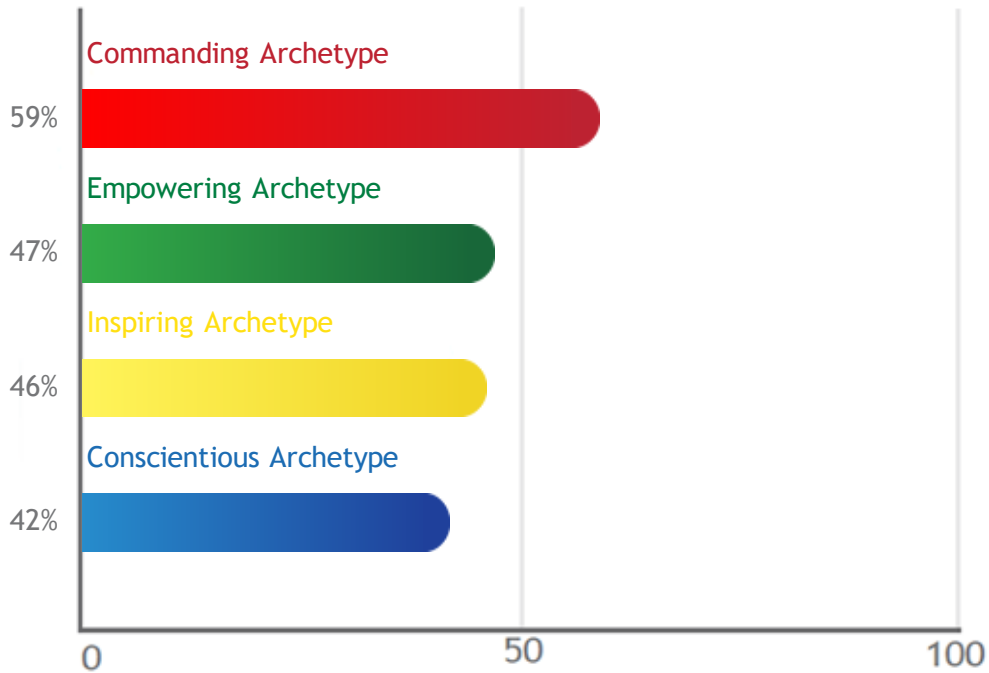
Focus on the observations in this portrait that you think can really help you develop. View this as an opportunity to work on improving yourself.

When reading your portrait it is important to remember that no one quality is more important than another. Each aspect of who you are can prove to be a crucial strength depending on what situation you find yourself in at any given time. This portrait is not a judgment of who you are; it is simply an aid to guide you towards a better sense of self-awareness to allow you to recognize your strengths and possible areas for development in the near future.



How you use the four archetypes

Your four archetypes:

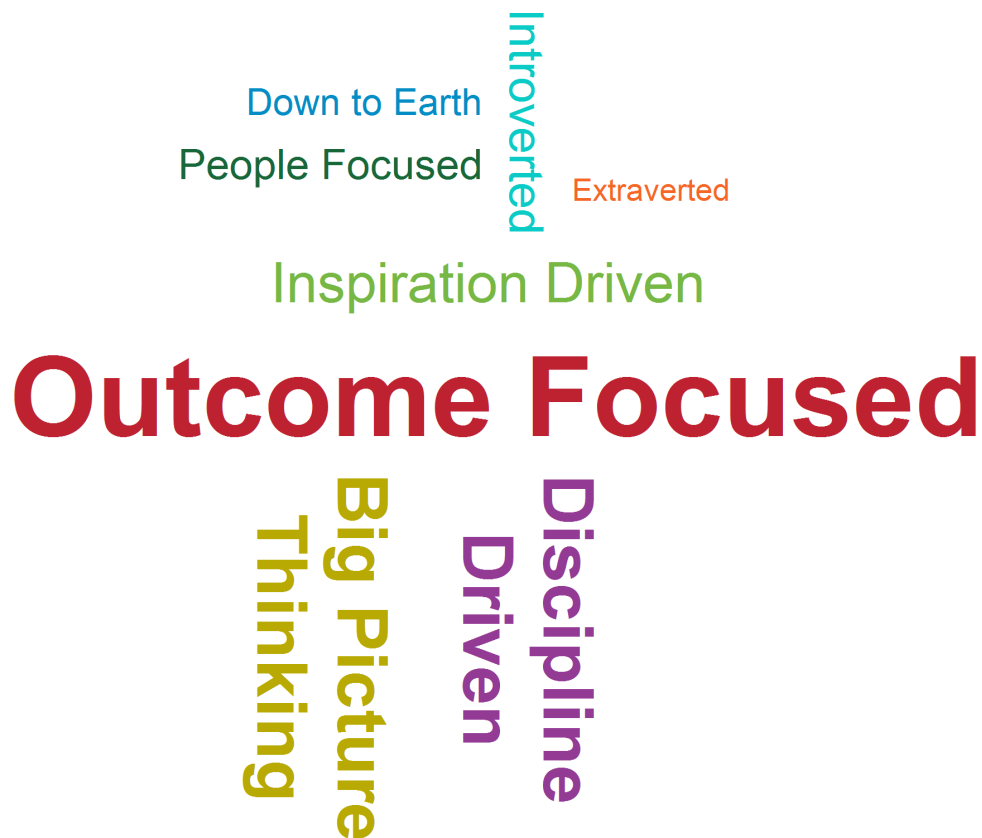


You prefer to use the color Commanding Red. You don't allow your emotions to control the decision making process. You prefer to deal with issues in a very direct, head on manner. You also tend to use a lot of your Empowering Green energy. Your third color archetype is Inspiring Yellow. You are good at working around bureaucratic obstacles to progress. The opportunity to discuss abstract ideas appeals to your Yellow energy. It is quite rare for you to notice yourself using your fourth color energy, Conscientious Blue. You prefer to keep to a small number of close friends. You are naturally careful about accepting new ideas.

Your eight aspects on the Spark Mandala

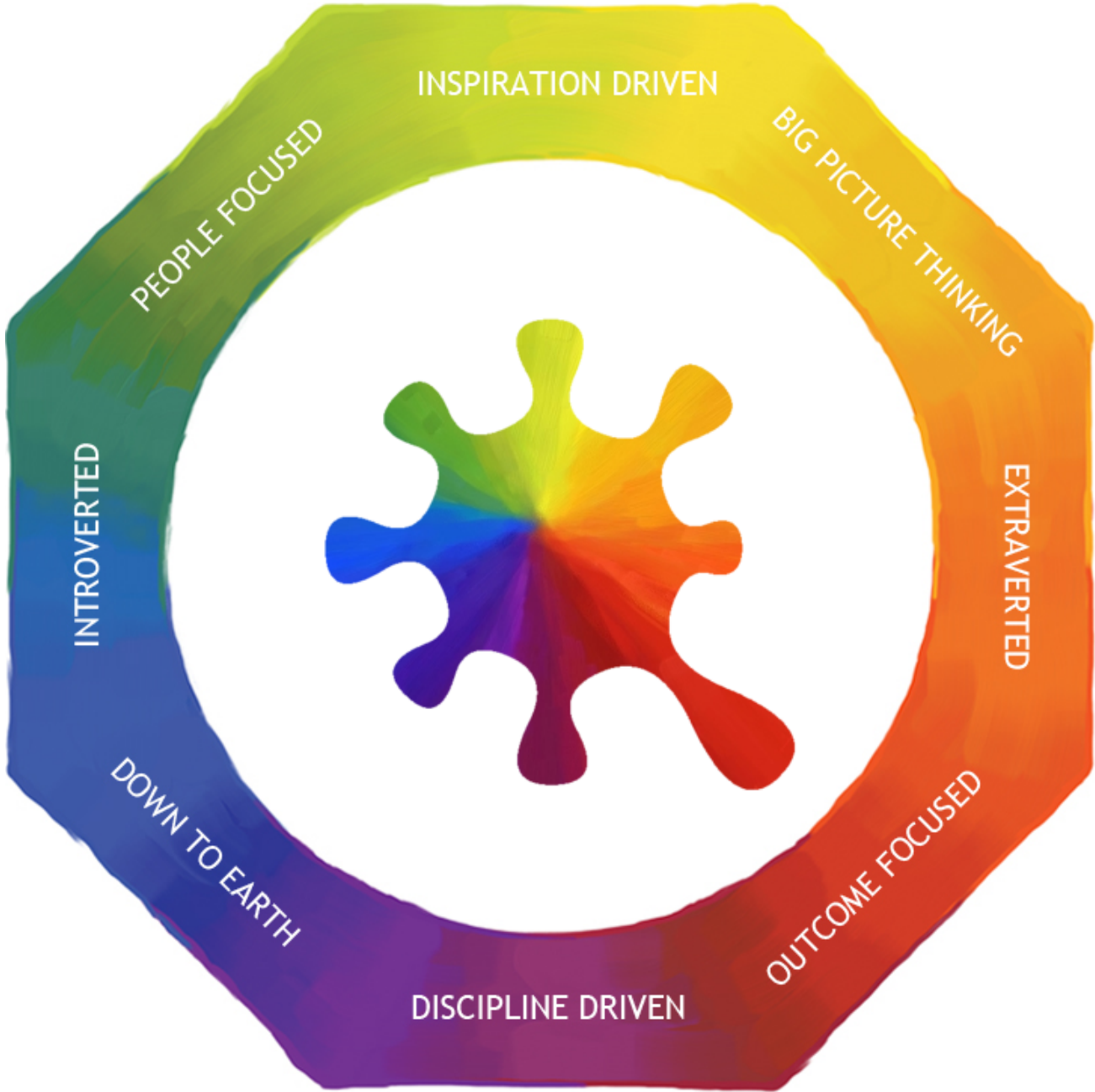
James, on your Color Mandala you can see eight aspects of your behavior:

The mandala(1) shows a colorful approach to understanding key differences between individuals. On it you can see your color scores across the eight aspects of behavior.



(1) The word 'mandala' means 'circle' in Sanskrit. In many different cultures over the centuries, often through paintings, the symbolism of a circle has been used to help people consider "who am I?" - in fact, the famous Swiss psychologist Carl Jung said "I knew that in finding the mandala as an expression of the self I had attained what was for me the ultimate".

James Earlywine - Your Spark Mandala



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Your strengths and possible weaknesses

James, your natural strengths are:

- You make your decisions based strongly on logic. You can usually keep your subjective feelings separate from your capacity for making judgments when you need to keep an objective mind.
- You try to keep an open mind and discuss alternative courses of action when unexpected events derail your plans. You might not always find a solution to your problems, but the fact that you stay open-minded allows you to seize the opportunity when it does arise.
- People come to you for guidance and clarity, but most of all to be heard. You are a good listener and you ensure you give your conversation partner your full attention. Because of this people are willing to listen to you in turn when you choose to speak.

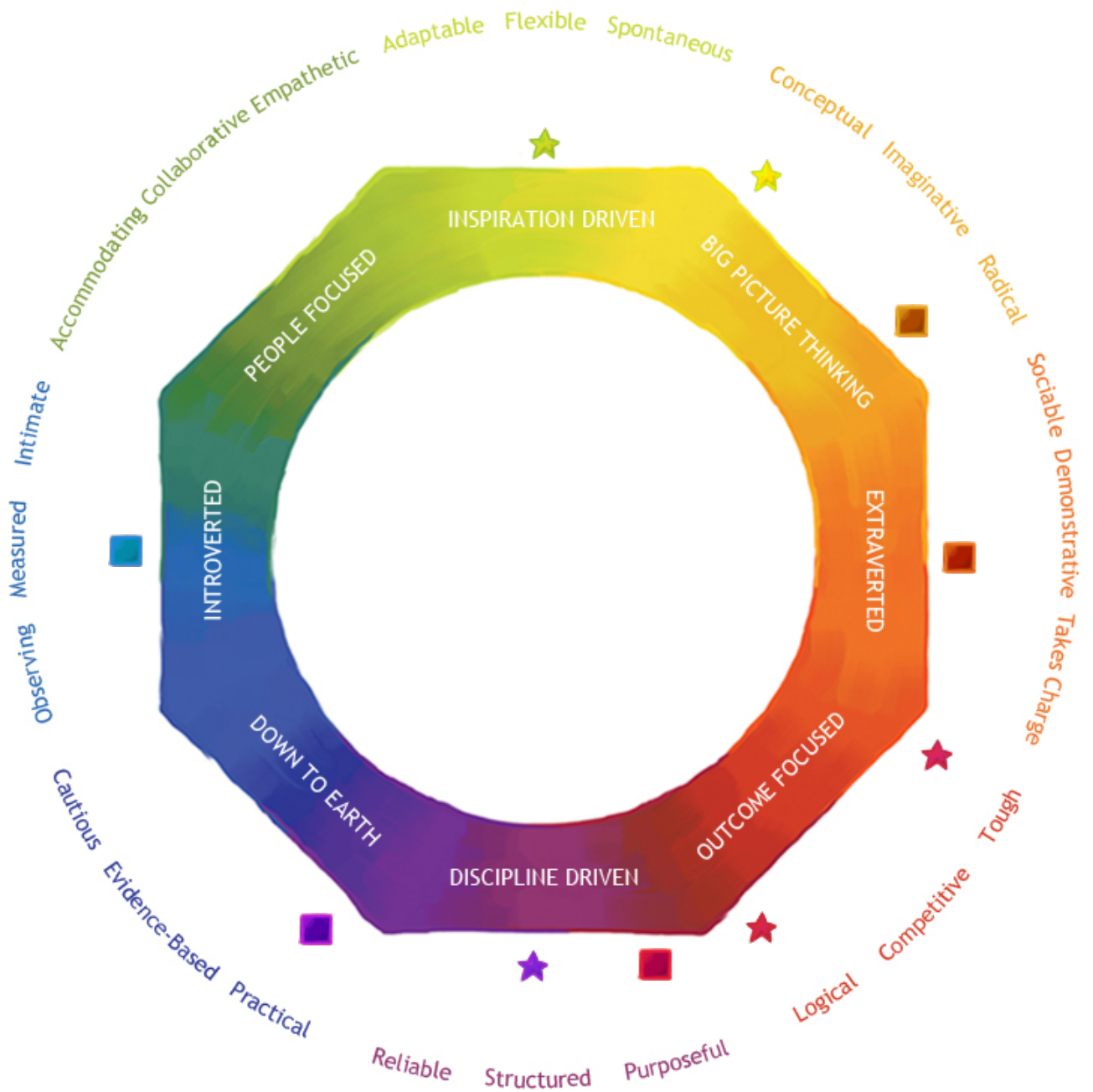
Here are some of your possible weaknesses:



- Your analytical nature can lead you to be very skeptical of concepts. Constantly looking for the flaws in an argument can be counter-productive when you are working on new ideas as it can completely halt the development process. Then again, you run the risk of neglecting your rational analysis if you try to cater for the personal needs of others working with you.
- Your very direct approach has probably created some resentment. Some people find it threatening to be confronted brusquely and not everyone is as open with their thoughts as you can be.

Some suggested methods of development:

- You can improve your confidence when dealing with more competitive colleagues by introducing a less serious, more open approach to competition. Encourage your team to compete by striving for a shared target, rather than individual success.
- while you probably want to be more comfortable in social situations, you may feel that you lack the necessary skills to strike up new conversations. Try to find common ground or some shared experiences to make it easier for you.

Qualities Mandala



On the questionnaire you 'claimed' many qualities. The  symbol shows your top 5. There are other qualities that you did not claim and the bottom 5 are shown by the  symbol.

Two quotes to inspire you

Logical consequences are the scarecrows of fools and the beacons of wise men. - Thomas Henry Huxley

You consider yourself to be a wise person in the sense that Thomas Henry Huxley is describing. You know that logical arguments are perceived as worrying for those who dislike the certainty they contain. You on the other hand recognize the value in deductive and objective analysis. You know that there are many times when people will be more convinced by logical explanation than anything else. This is a wisdom that transcends disciplines, from history to philosophy to mathematics. All of these areas will accept logical argument where they are unwilling to agree on much else. That is the power of logic and its unbiased opinion.

He is so outgoing and positive. He's been a very important part of this. His personality is a great asset in this effort. - Charlie McConnell

You probably think this quote applies to someone else, but perhaps you should wonder why that is the case. Staying positive in the face of setbacks and maintaining an energetic and outgoing attitude can be a real inspiration to those around you. Perhaps you should try and do this the next time you are working in a group. Stay positive and supportive. If you do something with a 'can do' attitude you'll get a much better response.

You primarily use your Red Archetype



Your key Red Strengths are:

- You like using your analytical skills to prove your point
- You aren't afraid to say what needs to be said

Sometimes you may use too much Red:

- Sometimes your desire to remain objective can make you emotionally withdraw from others
- You can be too blunt when you are trying to be direct

Sometimes you may underuse your Red:

- You can be too forgiving of people who don't try hard enough
- You are put off by the thought of controlling the group

More on your Red Archetype:

You take a tough and unyielding stance when faced with head on challenges. You can argue your position forcefully and are unlikely to concede ground without good reason. At times, others may see you as a little aggressive. What you see as being direct and to the point, they may see as blunt and antagonistic.

You are at your best when being outspoken and bold. You do not generally hold back expressing your views just to avoid conflict. You may see conflict as a good thing, as it clears the air and brings things to light which have previously been left unspoken.

James, you do not always find it easy to forgive those you feel have let you down. You do not see the need to choose your words diplomatically to avoid offense and become annoyed when others try to 'sugar-coat' difficult messages. You like to state your views directly and get all the issues out onto the table, so they can be addressed head on.

Your Second Archetype is Green



Your key Green Strengths are:

- Your natural inclination is to listen to others before sharing your opinion

Sometimes you may use too much Green:

- Sometimes you react to feeling emotionally drained by withdrawing from others
- You can easily get distracted and blown off course

Sometimes you may underuse your Green:

- You do not always enjoy cooperating with others
- In teamwork, you are not always as considerate of others as you could be

More on your Green Archetype:

James, you would rather not become the center of attention in a group, unless you really have to. You actually enjoy working quietly as a strong team-player and rarely feel it necessary to overtly assert your control over a group. This is partly because you enjoy working with individuals on a one-to-one basis, rather than involving yourself with the team en masse.

Your leadership style is generally quiet and gentle. You avoid arm waving and group-wide 'calls to action', preferring instead to influence decisions by engaging in dialogue with individuals in one-to-one meetings. When you do this, people notice your outstanding listening skills (although you yourself may take this skill for granted).

You know that people are more likely to be influenced if they feel heard first. You are likely to agree with Stephen Covey's third habit "Seek first to understand, then to be understood". You like to listen to both what people say and how they are saying it.

Your Third Archetype is Yellow



Your key Yellow Strengths are:

- It takes a lot to fluster you
- You really enjoy unraveling the complex threads of a situation

Sometimes you may use too much Yellow:

- You may be perceived as a social butterfly
- What you consider as being deep in thought may be seen as daydreaming by other people

Sometimes you may underuse your Yellow:

- Your strict adherence to time management can limit your flexibility
- You sometimes struggle to come up with new approaches

More on your Yellow Archetype:

When the situation calls for it, you are adept at discussing concepts and ideas with others. If you put your mind to it, you can engage your abstract thinking skills. In addition you are aware of the need to handle complexity and ambiguity in your work and will do so when it is required.

When your role demands it, you can theorize and view problems from many different angles. You prefer to be able to think through many different options before being asked to give your view. At times you may conduct thought-experiments and weigh up different concepts, before you reach a conclusion. You do not like to be told that any areas of your thinking are out of bounds.

The Archetype you use least is Blue



Your key Blue Strengths are:

- You are effective working on your own and get satisfaction from this
- You prefer to use methods that have been proven to work well over the years

Sometimes you may use too much Blue:

- You can be too rigid in your adherence to rules and procedures
- You can be perceived as being uptight about time schedules

Sometimes you may underuse your Blue:

- You are not known for your punctuality!
- You do not enjoy having to work in a methodical and process driven way

More on your Blue Archetype:

James, you will bring structure and organization to your work if you think it is needed to ensure things are done on time. If you put yourself in the right frame of mind, you can work well with formal processes and you can see the value of working in an organized and systematic way.

You admire people who work to a prioritized to-do list and complete all that they planned to do each day. You may be working hard at this yourself and may also want to consider setting up a 'not-to-do' list - things you have decided would never be a good use of your time!

If the stakes are high, you will work hard to bring out your methodical side. When you do this, you will be able to see well in advance of a deadline whether you are on track. Without putting this discipline in place, your natural tendency may be to just work harder, when in reality you know the plan is completely off-track!

Recommendations to increase your 4 archetypes

Commanding Red

- Deal with non-performing team members
- Be more assertive when it comes to talking people around to your point of view

Empowering Green

- Be more acknowledging of the contributions and strengths of others
- Remember JFKs words - "Ask not what your country can do for you - ask what you can do for your country" and every morning ask yourself "who can I help today?"

Inspiring Yellow

- Avoid getting too attached to the official process, follow your instincts every once in a while
- Remember that ideas can be as important as actions

Conscientious Blue

- Try and place more importance on time management
- Spend time examining the detail and you may get a completely new perspective

Recommendations to temper your 4 colors

Commanding Red

- Try to relinquish some control by delegating sub-projects
- Balance talk of your own success with praise for the success of others

Empowering Green

- Don't hide your light under a bushel - be willing to claim the contribution you have made to the team
- Talk to a friend who you consider very focused and driven - ask them to help you design a goal setting process

Inspiring Yellow

- Discern when to unleash your natural vigor and when to rein it in
- If there is a simple solution that meets all your needs, use it

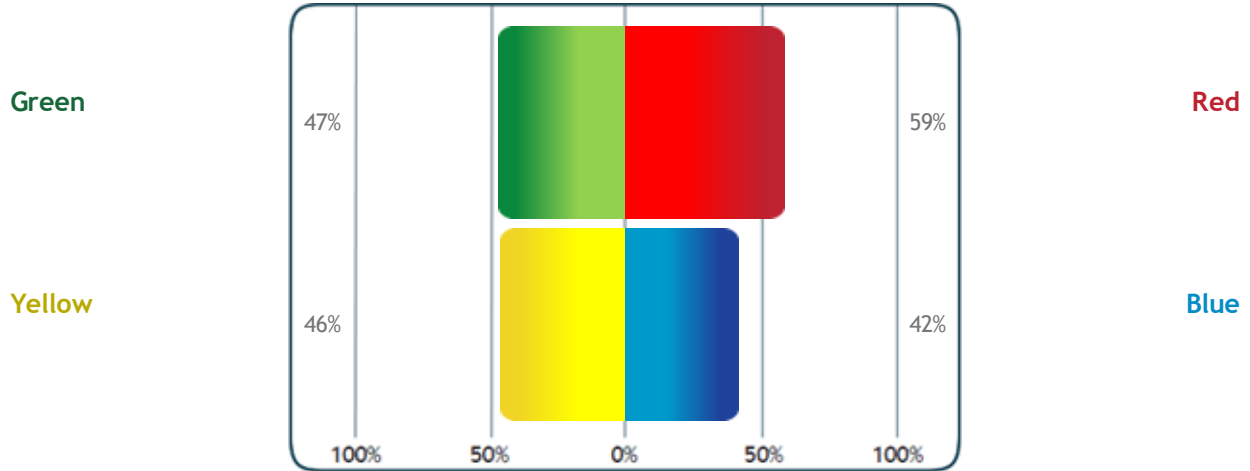
Conscientious Blue

- Use your skepticism to encourage healthy debate, but know when to back down and allow other people's good ideas to have their day
- Try to trust other people and their ideas, even if you do not have all the evidence to prove they will work

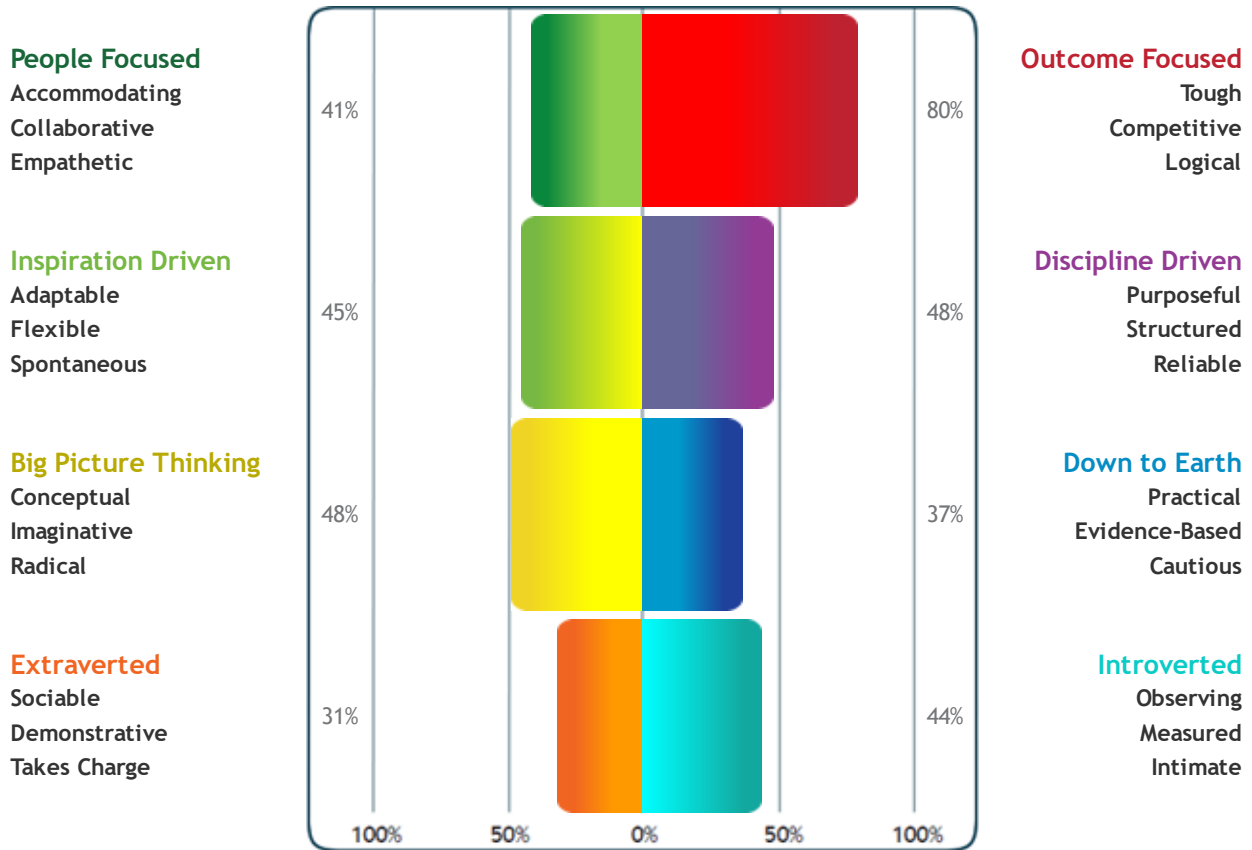
Your Archetype and Aspect Bars

Your use of the Four Archetypes

The percentages indicate where you score in relation to the general working population. For example a score of over 50% would put you in the top half of the population.



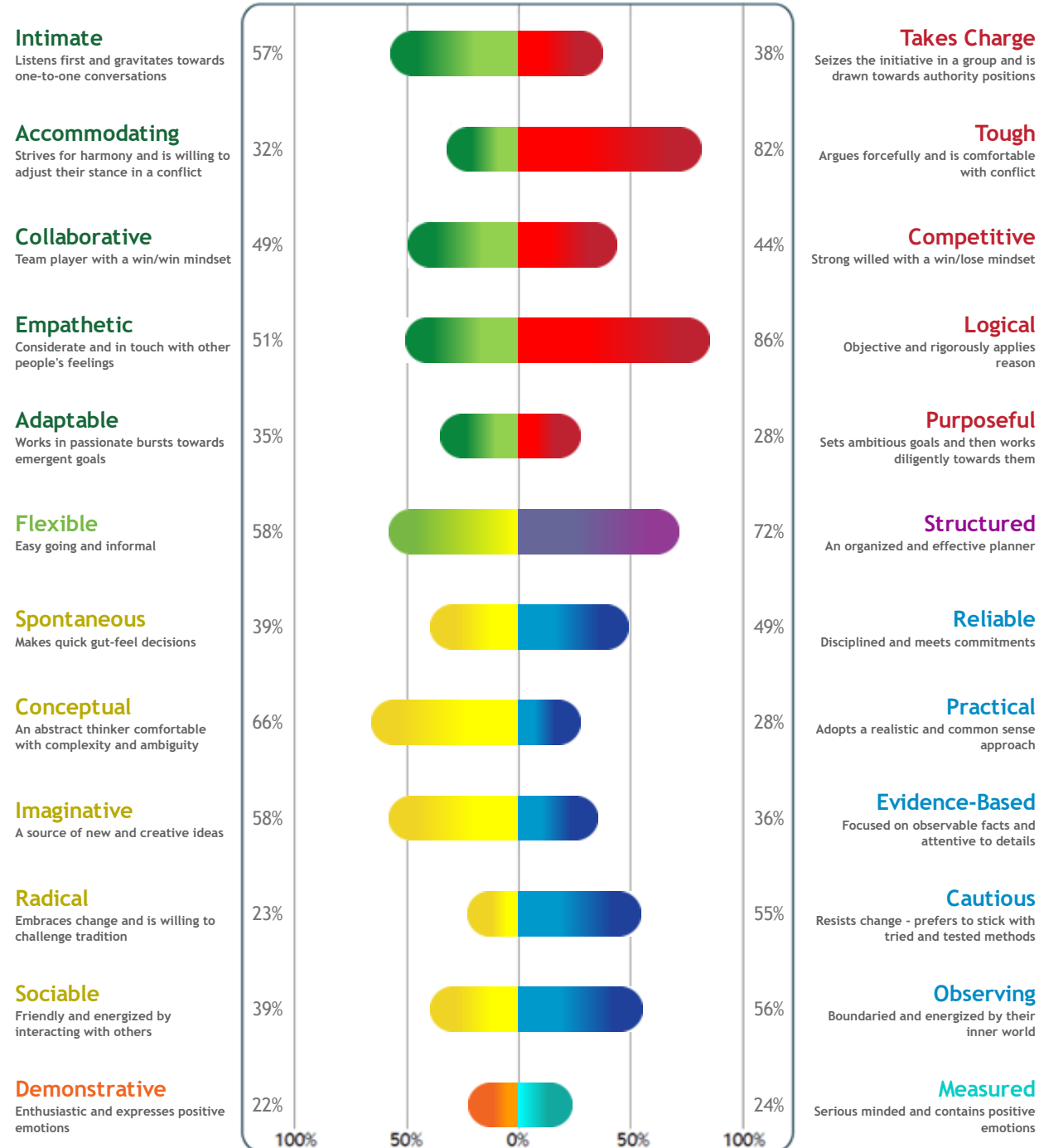
Your use of the Eight Aspects which underpin the Four Archetypes



Your Twenty Four Qualities in detail

The Twenty Four Qualities that make up the Aspects

The percentages indicate where you score in relation to the general working population. For example a score of over 50% would put you in the top half of the population.



Three perspectives on who you are

Your Three Personas

In the following sections we will delve further into your persona. Up until this point we have been displaying information drawn from all three of your personas to give you an overall picture of who you are. Now we will explore you in more detail. Most people recognize their Underlying Persona and their Everyday Persona. This is because you can recognize your motivations and day to day behavior quite easily.

However there is a third persona, your Overextended Persona. This Persona reveals itself when you are in high pressure circumstances and can be seen in the way you interact with other people when the demands of the situation increase.

We hope to give you a deeper understanding of your personas and to do that we will separate them into three distinct items and give you some in-depth feedback on what trends have been revealed and if there are any areas you can look to strengthen.



Your Underlying Persona

- This is you at your most natural
- This persona motivates you
- You do not let everyone see this level of your persona



Your Everyday Persona

- This is how you tend to behave
- This persona is an indication of how other people might see you
- You may be consciously putting on this persona to suit your work environment



Your Overextended Persona

- This is who you are when put under stress
- Or how you react to unexpected events
- This persona can come into effect unconsciously

Your Three Personas



Your Underlying Persona

James, you have a preference for using Outcome Focused Blue blended with Introverted and Down to Earth energy

Being analytical comes naturally to you and you often find yourself thinking things through in a logical manner. You prefer to take time to go through a rational process of elimination before you accept assertions, whether they are your own or the assertions of others. You prefer to adopt an open minded approach to task management. You are equally skilled at creating highly detailed, step-by-step plans when that is the approach best suited to the task at hand.



Your Everyday Persona

James, you most often use People Focused Green blended with Introverted and Inspiration Driven energy

You don't like interrupting your flow of ideas to write them down, but when working with others you have found that it is sometimes easier to work in this way. This is because you know it allows them to follow your train of thought as your ideas grow and develop. You feel most comfortable on the fringes of a group. Despite this there are times when you have to engage more closely with your colleagues in order to fully participate.



Your Overextended Persona

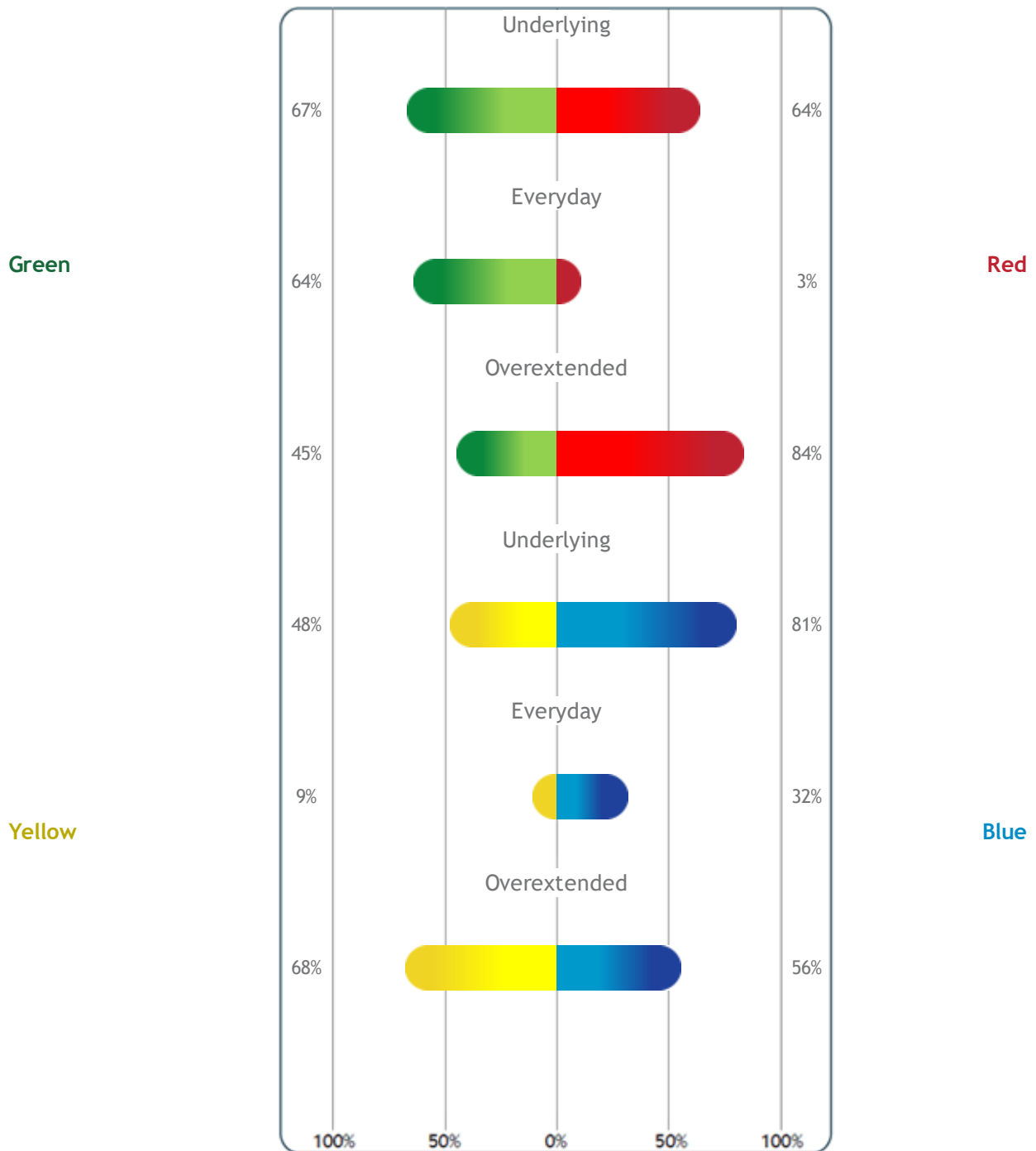
James, when your overextended persona emerges you may notice that you use more Big Picture Thinking Red blended with Extraverted and Discipline Driven energy

You tend to be quite relaxed in your application of logic unless you are very frustrated with a particular problem or person. This stress can make you disconnect from your emotions and lose touch with the people side of things in an effort to be objective. You normally avoid a direct approach to problem solving but sometimes you say 'enough is enough' and confront issues head on. This can lead to unnecessary conflict and tension between colleagues.

Your Archetypes split by Persona

Your use of the four archetypes split by persona

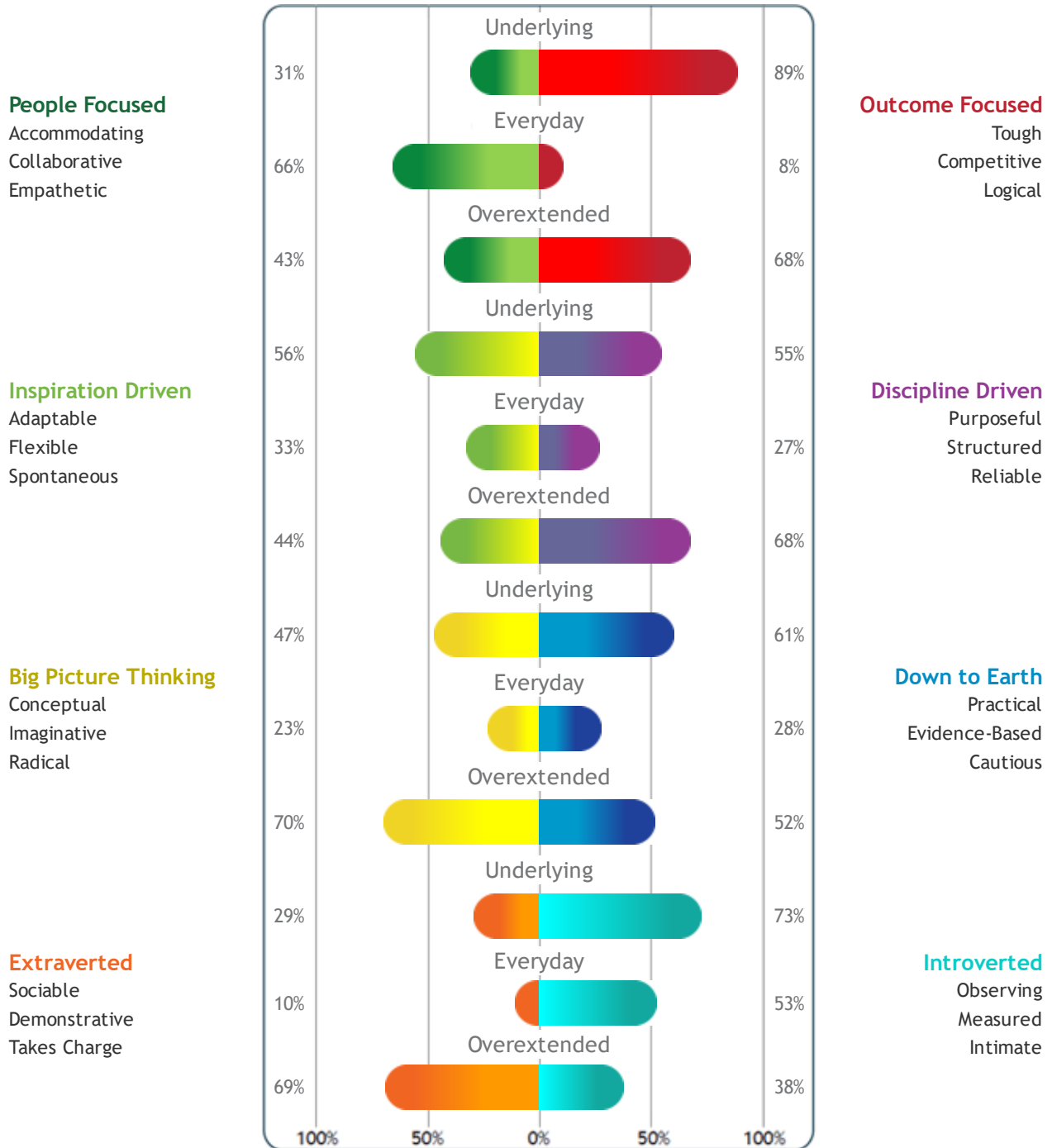
The percentages indicate where you score in relation to the general working population. For example a score of over 50% would put you in the top half of the population.



Your Aspects split by Persona

Your use of the eight aspects which underpin the four archetypes, split by persona

The percentages indicate where you score in relation to the general working population. For example a score of over 50% would put you in the top half of the population.



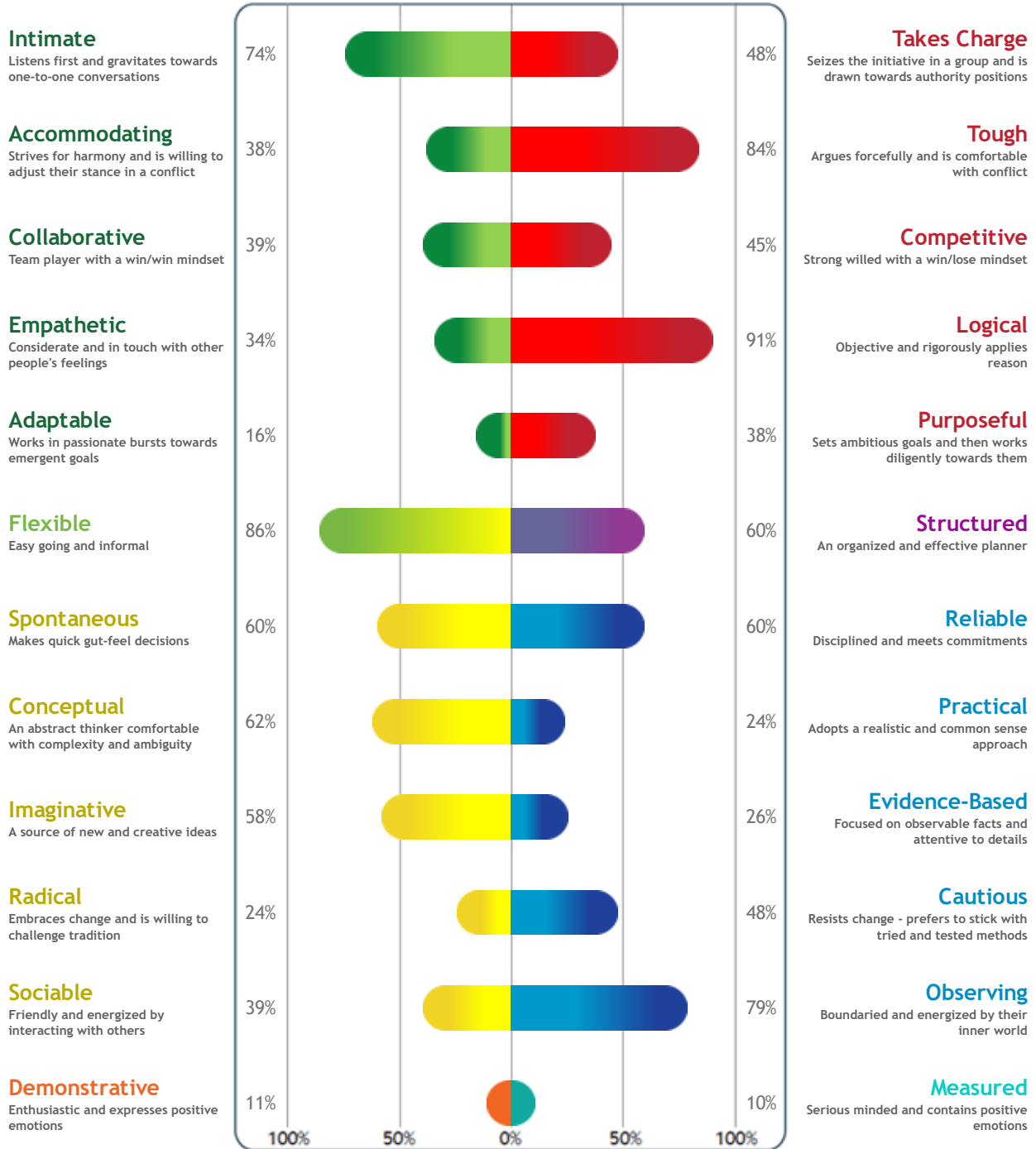
Your Underlying Qualities



The twenty four qualities that make up your Underlying Persona



The percentages indicate where you score in relation to the general working population. For example a score of over 50% would put you in the top half of the population.



Your Everyday Qualities



The twenty four qualities that make up your Everyday Persona



The percentages indicate where you score in relation to the general working population. For example a score of over 50% would put you in the top half of the population.

Intimate

Listens first and gravitates towards one-to-one conversations

56%



Accommodating

Strives for harmony and is willing to adjust their stance in a conflict

46%



Collaborative

Team player with a win/win mindset

59%



Empathetic

Considerate and in touch with other people's feelings

52%



Adaptable

Works in passionate bursts towards emergent goals

51%



Flexible

Easy going and informal

42%



Spontaneous

Makes quick gut-feel decisions

25%



Conceptual

An abstract thinker comfortable with complexity and ambiguity

44%



Imaginative

A source of new and creative ideas

18%



Radical

Embraces change and is willing to challenge tradition

27%



Sociable

Friendly and energized by interacting with others

12%



Demonstrative

Enthusiastic and expresses positive emotions

23%



Takes Charge

Seizes the initiative in a group and is drawn towards authority positions

16%

Tough

Argues forcefully and is comfortable with conflict

26%

Competitive

Strong willed with a win/lose mindset

10%

Logical

Objective and rigorously applies reason

33%

Purposeful

Sets ambitious goals and then works diligently towards them

32%

Structured

An organized and effective planner

39%

Reliable

Disciplined and meets commitments

24%

Practical

Adopts a realistic and common sense approach

15%

Evidence-Based

Focused on observable facts and attentive to details

27%

Cautious

Resists change - prefers to stick with tried and tested methods

68%

Observing

Boundaried and energized by their inner world

48%

Measured

Serious minded and contains positive emotions

68%

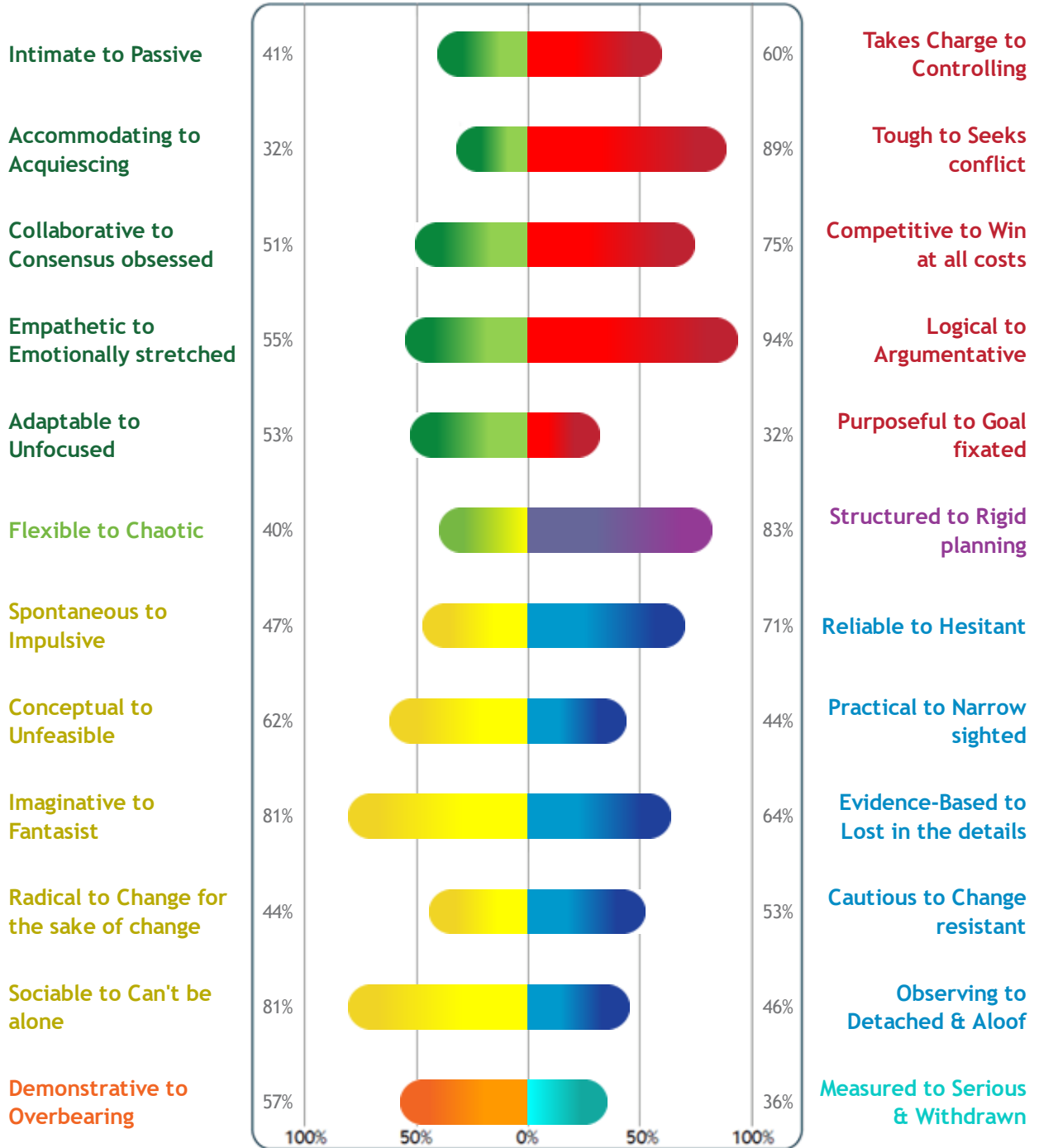
Your Overextended Qualities



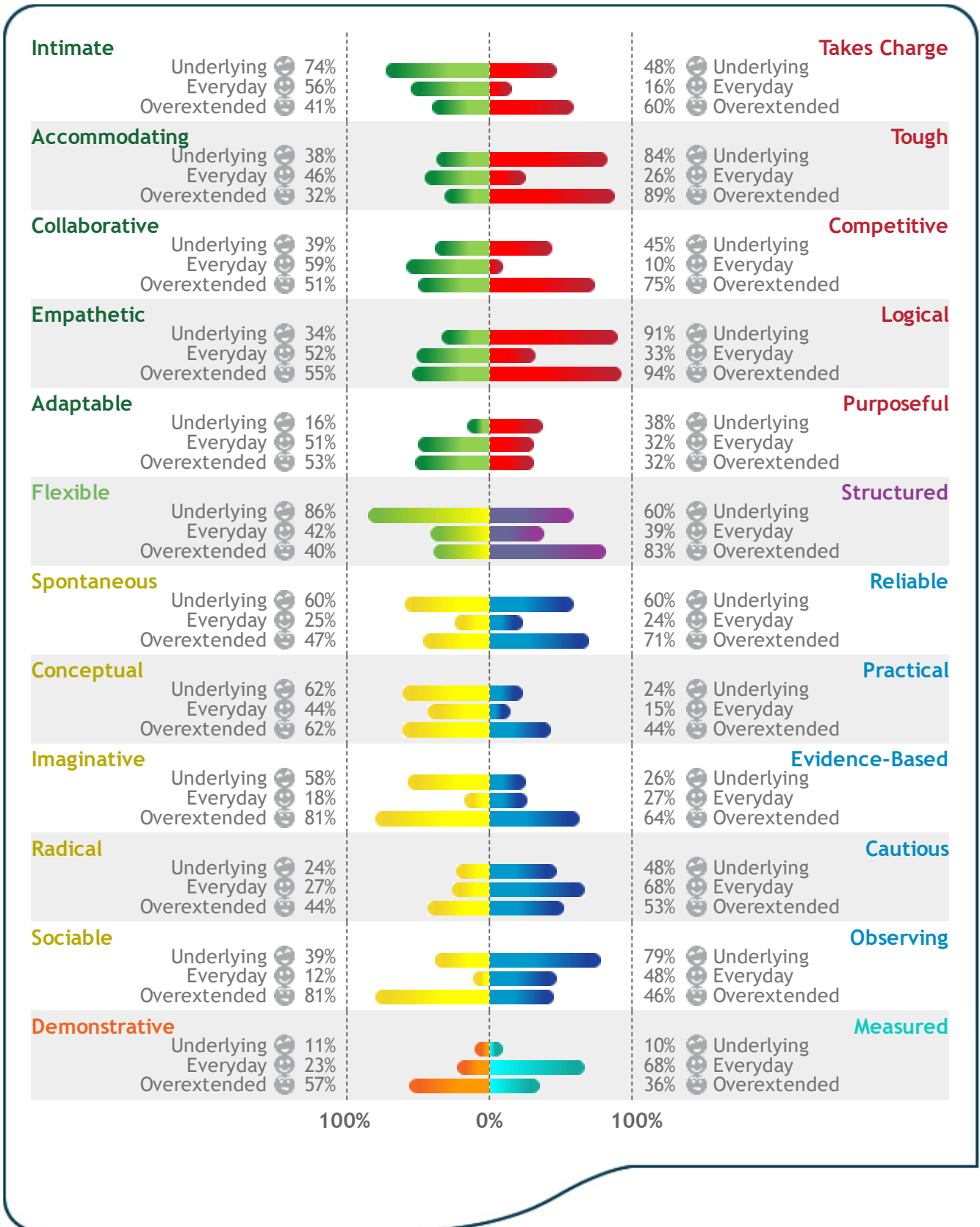
The twenty four qualities that make up your Overextended Persona



The percentages indicate where you score in relation to the general working population. For example a score of over 50% would put you in the top half of the population.



Your Twenty Four Qualities in detail



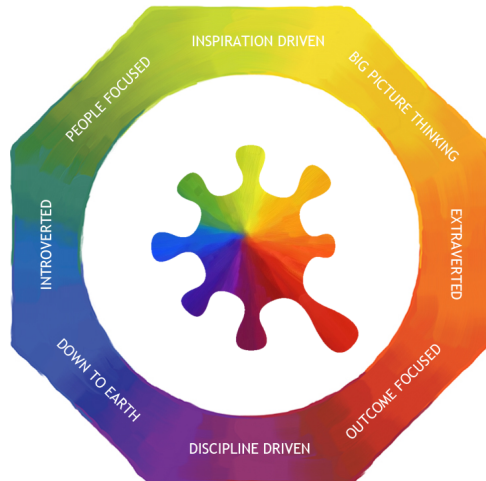
Valuing Diversity

Recognizing your psychological opposite

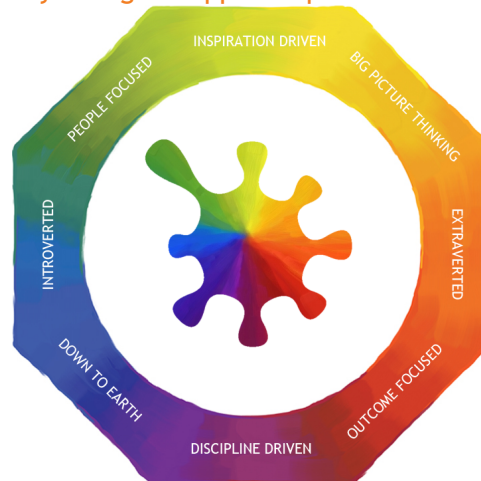
James, everyone has encountered people whose personas are the opposite of their own...

It is likely that you will be able to remember a time, or in fact several times, while you have been working, when you have encountered people who appeared absolutely alien in their modes of thinking and in the way they get things done. These people probably had a very different set of persona scores to your own. Have a look at the mandalas below and compare your own to that of your psychological opposite.

Your Persona:



Psychological opposite persona:



No matter who you are, there are many positives and negatives which can be drawn from working with your psychological opposite. One main strength of working with someone so unlike yourself is that you complement each other's weaknesses. Your strengths will be very useful in helping your opposite deal with areas where they have 'blind spots' and vice versa. As long as your communication remains good and you ensure nothing is misinterpreted you can have a very effective working relationship as there will be very few problems that at least one of you cannot handle.

However, it is also possible that you can encounter difficulties when working with your opposite. You may start to see them as the answer to all of your problems and place too great a weight of expectation upon them. Try to develop your weaker qualities yourself. You should also try to aid your psychological opposite's growth in dealing with their own "blind spots". Another problem which often occurs is a breakdown in communication; because you think in very dissimilar ways it is easy for ideas to get lost in translation.

One way you and your psychological opposite could work well together is that you have trouble expressing your enthusiasm and conveying it to the group. Your opposite can help pick up your feelings and infuse those around you thanks to their engaging and active manner. On the other hand, you and your opposite could encounter problems because you are very objective and rational but they are more in touch with their emotions. You might have very different personal values.

Working with your Opposite

What is good about working with your opposite:

- When you and your opposite work together you will find it easier to persuade people to come round to your view. Your opposite has an innate sense for what people are most comfortable talking about and you can use this knowledge to pitch your arguments more effectively.
- Your opposite can introduce an element of risk into your life that you suppress very heavily. Without taking a risk, it can be hard to make decisions. Many situations contain inherent risks that you have to work with.
- Your opposite can quickly isolate the key parts in a plan which need to be started immediately. This is just one way they can keep your mind focused on the task at hand. Your opposite will also encourage you to cut your theorizing short when action is required.

Some problems you might encounter:

- You may find that you keep an emotional distance from your opposite. They can find it hard to work with you if you overlook the way decisions affect them personally.
- Your opposite's desire to always find an answer to people's problems is very hard for you to stomach. You see it as wishy-washy and a way of avoiding a proper resolution.

Some ideas to build your working relationship:

- You will make a positive impression with your opposites if you take time to connect with them on a personal level. They will find it challenging if you consistently keep your feelings locked up and logically analyze everything.
- Try to take a less direct approach to problem solving. Allow your opposite to bring up issues in their own time.

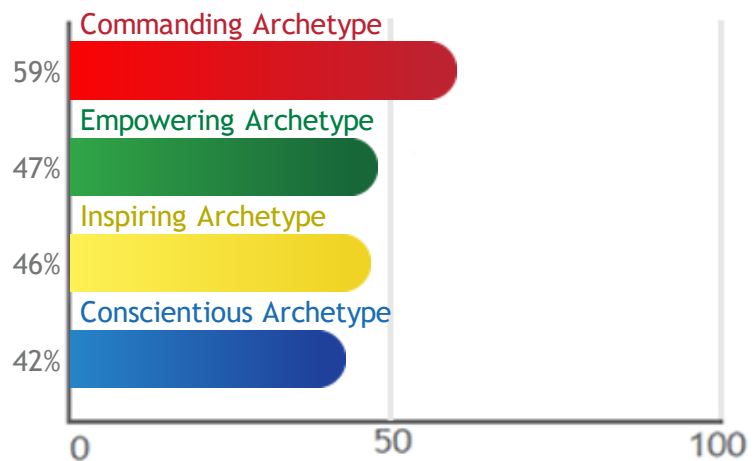
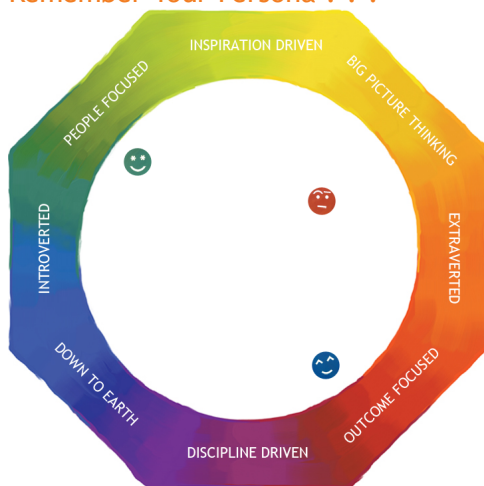
Seeing Yourself in Others

Recognizing your mirrored self

Sometimes your biggest blind spot is in the mirror...

You may find that you instinctively recognize when you are working with people who possess the opposite qualities to your own. Because they are so dissimilar to you they are easier to recognize as you find inconsistencies in the way you tend to work together. However, it may be more difficult for you to recognize when you are having trouble working with someone who is very similar to you.

Remember Your Persona . . .



Once again, there are pros and cons to this working relationship. When you are working with someone who works in a manner similar to your own it can be very successful. Your strengths mesh and you have an intuitive understanding of how you both think things through. You can resolve issues before they arise by accommodating your partner's preferences prior to them being voiced and vice versa.

One example of how you might find working together very easy is that you can both read one another's emotional states well, while being able to tell when the other's feelings are getting in the way of their objectivity. Then again, here is an example of how you and your mirrored self might have trouble working together. Although you are both very direct, there may be problems between you that are best left to blow over. You run the risk of getting into destructive arguments that damage your relationship.

Working with your Mirrored Self

What is good about working with your mirrored self:

- You both follow logical processes when you are making decisions. This means that you are quickly able to grasp each other's line of reasoning and shore it up if there is a weakness.
- You both keep an open mind and don't discount possibilities which may provide alternate means of reaching your goal.
- You are both good at empowering others in one to one conversations so when you two have a dialogue the positive energy is almost tangible.

Some problems you might encounter:

- You are both very analytical by nature and therefore can come off as dismissive of each other's feelings. You try to put this right by taking on an empathetic role but your highly analytical mirrored self can find this to be artificial.
- You both communicate in a very straightforward manner. This can lead to bruised egos and hurt feelings when issues that were better left alone are dragged into the light.

Some ideas to build your working relationship:

- Sometimes you and your mirrored self might have more success implementing ideas if you considered other criteria besides logical validity when assessing them. For example the impact it will have on the people involved.
- If it looks like an argument is about to erupt between you and your mirrored self, don't simply throw yourself into the fray. Try to defuse the situation before it escalates into something unpleasant.

Your Communication Preferences

How you prefer to communicate with others:

- In a discussion you will only contribute after analyzing the situation. You will have fully considered your point before sharing it.
- You like to contribute your ideas, but you prefer to do this when you are not the center of attention. Having discussions in small groups or in on-on-one situations is when you have your best ideas.
- You are always frank and honest. You do not do this out of a lack of respect, but to convey your meaning clearly and directly without confusion.
- You enjoy discussing abstract ideas, because it is in the abstract that you are most comfortable.

How you like others to communicate with you:

- You like it when people can support their arguments rationally.
- You like it when people do not put you on the spot in a group situation, but rather approach you afterwards to talk to you.
- You prefer arguments to happen rather than allowing people to bottle up their feelings. You feel that conflict is a healthy and necessary way for people to overcome their underlying issues.
- You like people to ask you open-ended questions that give you free-rein in your responses.

What is likely to irritate you in other people's communication:

- You don't like it when people introduce personal sentiments into areas that you feel would benefit from an objective and emotionally-neutral approach.
- You don't like presenting if you feel you have not had the opportunity for detailed enough preparation. Even if you have, you would still prefer it if someone else did the speaking.
- You find people who are quiet to be disconcerting and difficult to talk to. You like people to be up front with you. You don't really know where you stand with your quieter colleagues.
- You dislike it when people ask you for practical details as this stifles your creativity.

Here are some suggestions to improve your communication with others:

- Don't risk alienating your colleagues by arguing too forcefully what you see as the logical approach. At times you need to allow others space to express their creative ideas - the results may surprise you!
- Be more open to forgiving people for past slights. Holding a grudge will make any necessary future relationships with the person difficult.
- Take time to get to know the people you work with by talking outside of formal meetings. By improving your personal relationships you will find it easier to get on with your colleagues.
- Show your enthusiasm in order to bring others with you. Even serious points can be made more interesting if you speak in a lively and positive manner.

Creating a High Performing Team

Here are some ways you can be effective in building high performing teams:

- You look at most things objectively and without emotion. As a result, in a group you will often listen to everyone's views dispassionately.
- You tend to adopt an informal approach to doing things which allows you to adjust your style to those around you. This lends itself well to teamwork, forming a bridge between other's styles and enabling everyone in the group to get on.
- You tend to be a good listener. In a team situation this can put you in a great position to summarize what other people have said at the end of discussions.
- You like to think things through before giving your views. This considered approach can be a strength when dealing with mixed personalities in a group.

However sometimes you may overplay your strengths:

- You are happy when following processes and procedures. But you can get so involved in them that the team output suffers. This can also negatively impact the emotions within the team.
- Your capacity for conflict can mean that you reach an impasse in discussions with no easy way forward.
- Your desire for order can make you too restricted by rules and procedures. In a fast changing environment, you may risk holding the team back by trying to stay within these constraints.
- Just because you see the value in spending time thinking, doesn't mean your team members will. They may just think you are daydreaming or spending too much time turning data over in your mind.

Here are some blind spots you might encounter when it comes to working in a team:

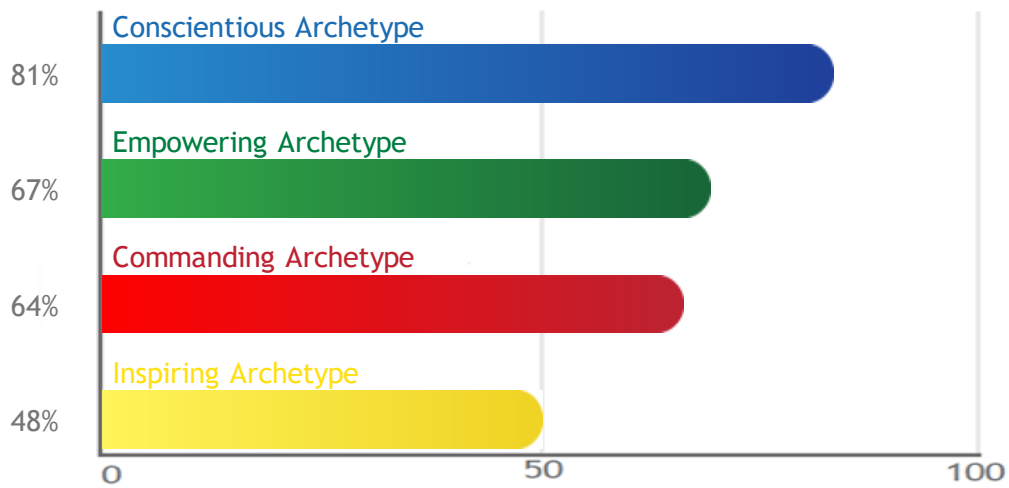
- Sometimes you avoid using humor in conversations with others, where a little light heartedness would probably help.
- You don't always make the effort to get to know new people in a team. This can be interpreted as you being aloof or disinterested.
- By sticking to your guns over the ways things should be done, others may see you as stubborn and pig-headed.
- Your abstract approach can leave you removed from the reality of the team situation.

Here are some suggestions to improve your teamwork:

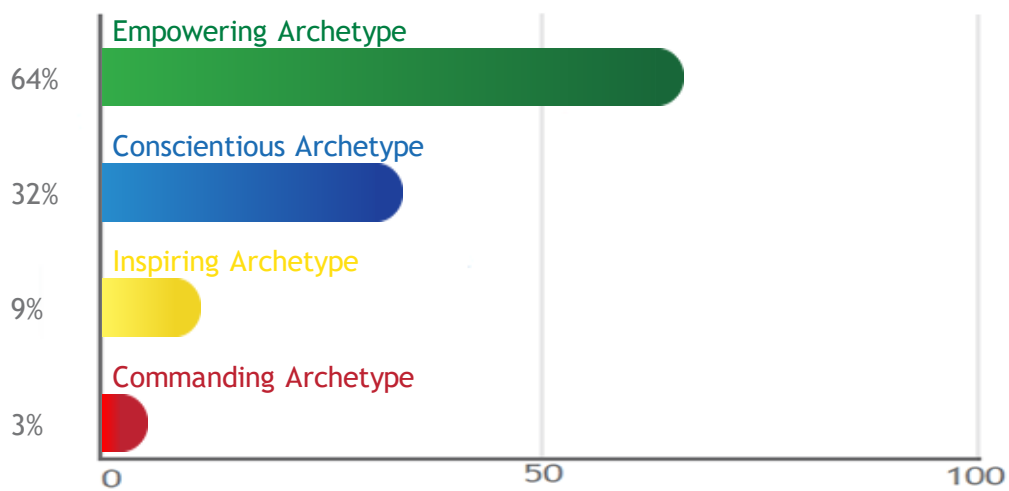
- Keep focused on the goal, not just on the journey. There's no point in having everything on the checklist ticked off if the product is delivered a week late.
- Life is about compromise. If you hold up the team's progress because of your unwillingness to change your view, you do neither yourself or them any good. Look for the middle ground where both parties get some of what they want.
- If you know you can be a bit forgetful, take care to write down clearly what you need to do, including when you have to do it by. Keep a checklist to make sure you don't let the team down.
- By using your collaborative skills to create an environment of 'group ownership', the team members can focus on the 'greater good' rather than their own short term goals.

Archetype by persona overview

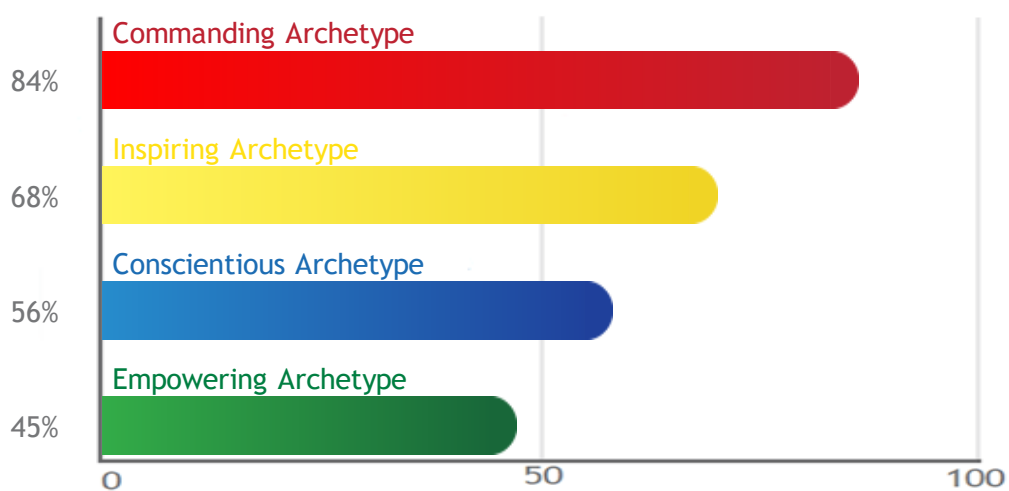
Underlying



Everyday



Overextended



Your Inner Spark

A logical approach involves breaking down a process and analyzing each and every step taken. You are rarely satisfied accepting a solution until you understand the underlying logic involved in its formulation. You use your strong critical thinking skills in debate, and are known for finding weaknesses in arguments presented to you.

You find it very important to maintain objectivity at all times, even if that means presenting people with flaws in their line of reasoning. This can lead others to view you as a shrewd and calculating figure, whose approval carries with it a very high worth.



Your Inner Spark

Your logical mind makes it easier for you to make difficult decisions, even when they may step on people's toes. You can look straight at the facts of the matter and determine the right choice. Knowing that you tend to make decisions objectively, disregarding personal preference means others are less likely to be offended when you do.

Often those as logically minded as you have a tendency to favor process over the needs of people. However, this is not a problem for you. You know that it is no good listening to people if you are too focused on staying detached. You try to be willing to "meet them half way" and keep actively trying to imagine some of what they are feeling.

You are brilliant at generating new and creative ideas. At your best you are a visionary, seen by your colleagues as an "idea machine". You love thinking about the big picture, sharing your ideas with others and the discussion that ensues. For you the big idea comes first; you believe without long-term and creative thinking we are bound to get lost in the details and progress only towards limited goals.

Others come to you when they want to be stimulated or benefit from your creative thinking skills. You are very excitable when it comes to conversations about ideas that intrigue you. When people talk to you, some of your enthusiasm may rub off on them!

When plans fail, you find yourself rapidly thinking of new and better ways to achieve the objective. Whatever the problem, you can always see possibilities and a way forward. This makes you invaluable as a catalyst and source of good ideas within a team. You may agree with Einstein when he said, "If the facts don't fit the theory, change the facts."

You love big picture thinking and will always want to take a holistic view. Colleagues who cannot see your vision frustrate you. You should be aware that they in turn, might be thinking "Why do you always have your head in the clouds?" Conveying all your ideas to those less imaginative than you may be an ongoing challenge - they just do not have the same capacity for this as yourself.

Your Inner Spark

Communication

Your flexible approach means you like to consider other people's views and integrate them with your own ideas and plans.

You prefer to think before you speak because you only like to share well formed and thought through ideas.

You like it when you are given time to evaluate a new idea before breaking from traditional methods. In a discussion you will stick to your guns unless someone can convincingly argue against you.

Leadership & Working With Others

James, your leadership style is quite direct. While some may view you as confrontational others acknowledge that your direct style allows you to get to the heart of issues which would otherwise plague the group. You encourage an upfront and honest environment and you welcome it when others speak to you openly. You will stand by your views and you respect it when others are willing to back up their own perspectives in a similar fashion.

Lumina Spark Portrait



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