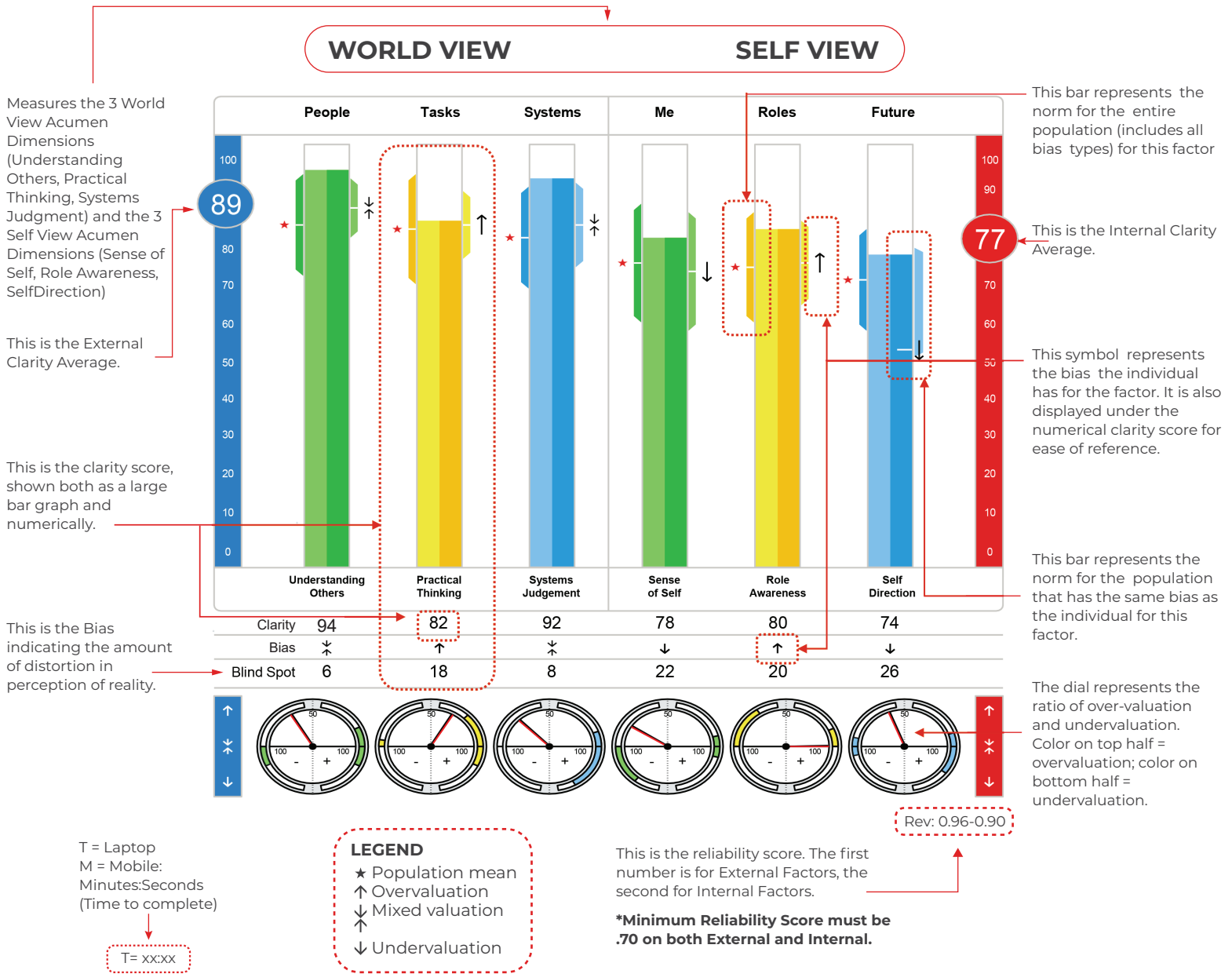


# GUIDE TO DIMENSIONAL BALANCE PAGE GRAPH

## HORSEPOWER – UNDER THE HOOD



### DIMENSION BALANCE DEBRIEF OVERVIEW

1. Reliability Score	Is the report reliable?
2. Time Stamp	Was it a normal (average) length of time to complete (10 minutes +/-5 minutes)?
3. Clarity Score	How clearly do they see the dimension?
4. Blind Spot Score	Is the blind spot minimal (0-20), moderate (20.1-40) or strong (40.1+)?
5. Bias Indicator	Overvalue, Undervalue or Mixed?
6. Indicator Needle and Dial Quadrants	Needle is the ratio of overvaluing vs. undervaluing. Quadrant color shows where there is overvaluing and undervaluing

# SIX DIMENSIONS CHEAT SHEET

## WORLD VIEW

Understanding Others	PEOPLE	The capacity to perceive and understand the individuality in others. <b>Understanding Needs, Desires and Value of Others – Being: With People</b>
Practical Thinking	TASKS	The capacity to understand situations in a realistic, efficient manner and to achieve the desired results. <b>Getting Things Done – Doing: Action and Tasks</b>
Systems Judgment	STRATEGY	The capacity to understand and use systems such as knowledge, authority structures, norms, rules and procedures. <b>Rules, Laws, Policy – Thinking: Planning and Order</b>

## SELF VIEW

Sense of Self	SELF	A measure of a person's awareness of "who" they are; the ability to discern one's own self-worth. <b>Knowing Who I Am: Inner Worth</b>
Role Awareness	ROLES	The degree of a person's identity and awareness regarding his or her professional, social and personal roles. <b>What I Am: Role Confidence and Fulfillment</b>
Self Direction	FUTURE	Having a clear vision of one's future objectives and the self discipline and organization necessary to achieve them. <b>What I Am Becoming: Discipline, Duty and Hope</b>

# ACUMEN BIAS CHEAT SHEET

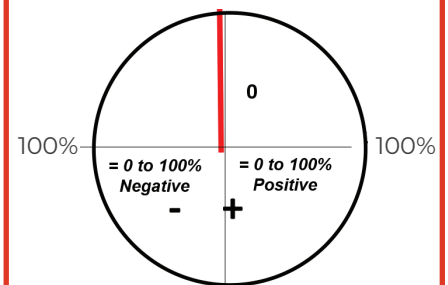
## WORLD VIEW

	POSITIVE BIAS	NEGATIVE BIAS
Understanding Others	<ul style="list-style-type: none"> <li>» Prefers personal relationships</li> <li>» Pleaser and accommodator</li> <li>» Optimistic towards people</li> </ul>	<ul style="list-style-type: none"> <li>» Prefers professional relationships</li> <li>» Reserves trust</li> <li>» Retains emotional distance</li> </ul>
Practical Thinking	<ul style="list-style-type: none"> <li>» Engaged in tasks</li> <li>» Resourceful</li> <li>» Solution-oriented</li> </ul>	<ul style="list-style-type: none"> <li>» Reluctant to engage</li> <li>» Frustrated with tasks</li> <li>» Delegates tasks</li> </ul>
Systems Judgment	<ul style="list-style-type: none"> <li>» Identifies with the company</li> <li>» Conforms to rules and laws</li> <li>» Appreciates process and structure</li> </ul>	<ul style="list-style-type: none"> <li>» Independent thinker</li> <li>» May be a maverick</li> <li>» May challenge rules and authority</li> </ul>

## SELF VIEW

	POSITIVE BIAS	NEGATIVE BIAS
Sense of Self	<ul style="list-style-type: none"> <li>» Happy with self</li> <li>» Content with performance</li> <li>» May be resistant to feedback</li> </ul>	<ul style="list-style-type: none"> <li>» Desires to improve</li> <li>» Not yet finished with journey</li> <li>» Has a learning attitude</li> </ul>
Awareness	<ul style="list-style-type: none"> <li>» Feels well suited for roles</li> <li>» Optimistic about roles</li> <li>» Feels harmony along roles</li> </ul>	<ul style="list-style-type: none"> <li>» Feels dissatisfaction</li> <li>» May be experiencing confusion</li> <li>» May be questioning role fit</li> </ul>
Self Direction	<ul style="list-style-type: none"> <li>» Has clear direction</li> <li>» Self-confident and energetic</li> <li>» Self-disciplined with drive</li> </ul>	<ul style="list-style-type: none"> <li>» May be unclear about the future</li> <li>» May feel future is blocked</li> <li>» May not be focused on the future</li> </ul>

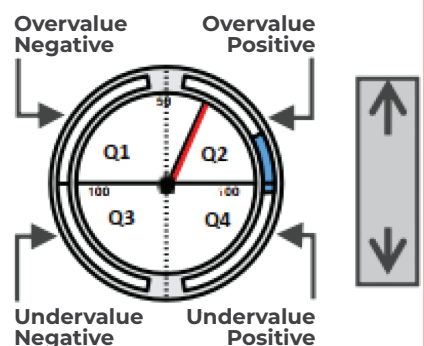
## DIAL INDICATOR CHEAT SHEET



**DIALS:** The red needle is the ratio of over or undervaluation (Always above the mid-line)

Color on each quadrant indicates where over and under valuations exists

## THE FUNDAMENTALS OF THE DIAL



**Reminders:** Assessment = <30% of any decision. Clarity score of 92+ -Bias has little to no impact.