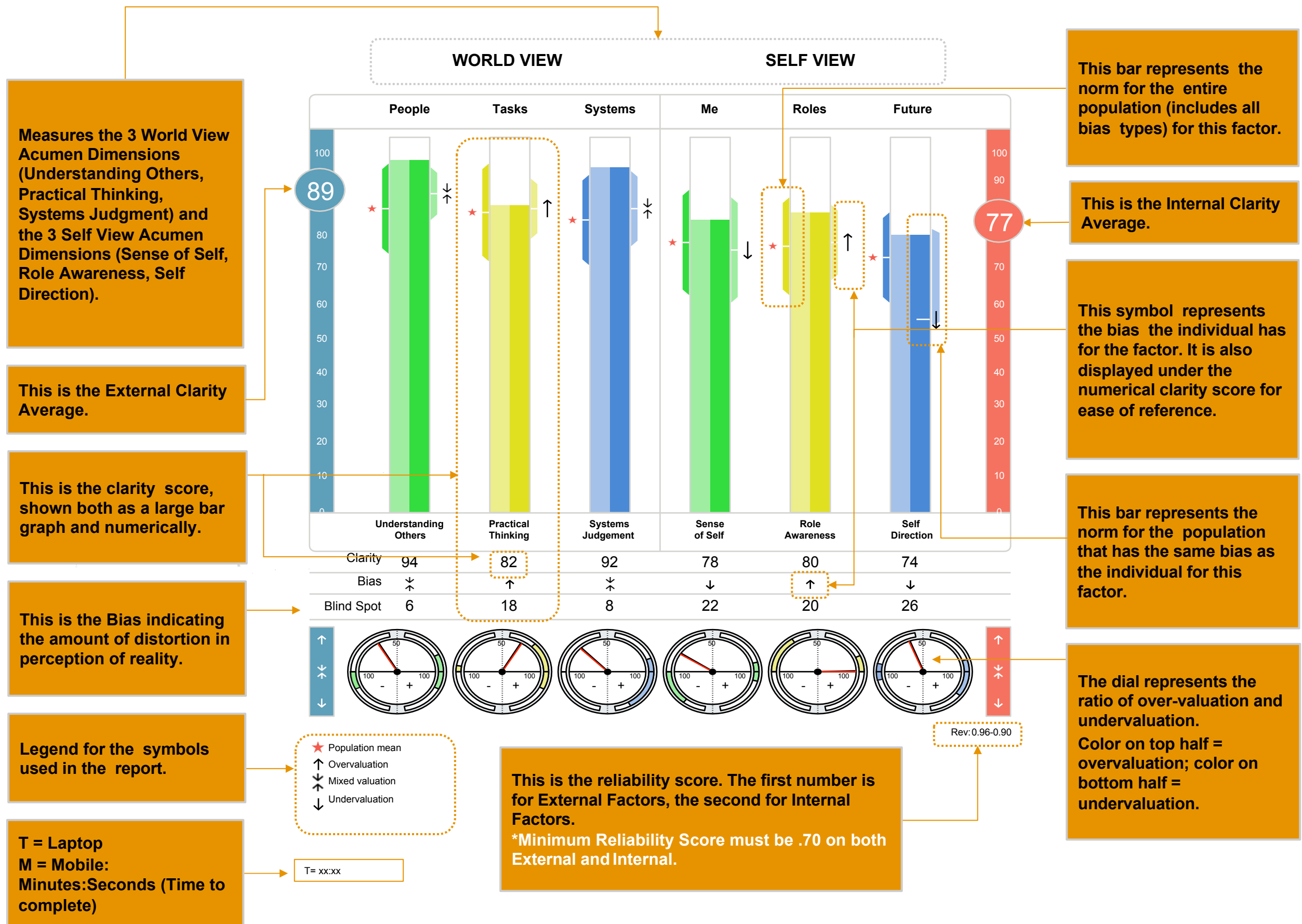


GUIDE TO THE DIMENSIONAL PAGE



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

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. Knowing Who I Am: Inner Worth
Role Awareness	ROLES	The degree of a person's identity and awareness regarding his or her professional, social and personal roles. What I Am: Role Confidence and Fulfillment
Self Direction	FUTURE	Having a clear vision of one's future objectives and the self discipline and organization necessary to achieve them. What I Am Becoming: Discipline, Duty and Hope

ACUMEN BIAS CHEAT SHEET

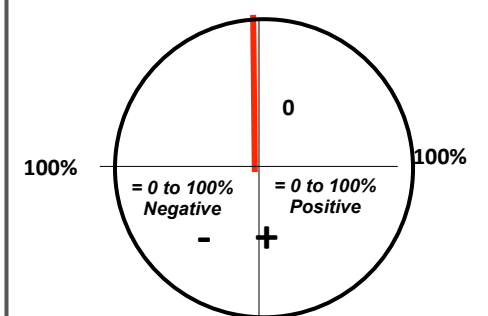
WORLD VIEW

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

SELF VIEW

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

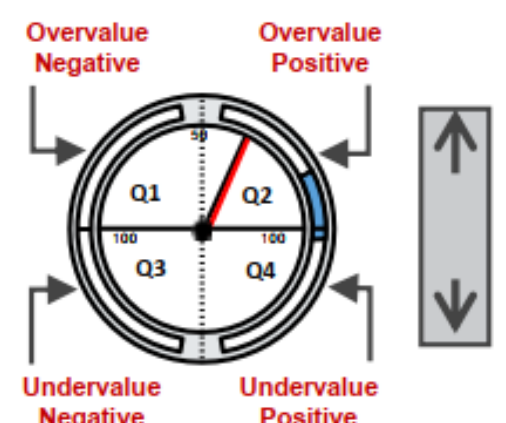
Dial Indicator Cheat Sheet



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