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The Product of Passion & Purpose

This document serves as an invaluable source of information regarding who I am at my core. Specifically, my attitudes and behaviors as they have been perceived thus far by my peers will be addressed, as is supported by the results of my Outside Leadership Communication Evaluation (OLCE) questionnaire results, PeopleStyles and Culture Map. Working in conjunction with each other, these three sources establish my unique professional persona.

Who Am I?

As is evidenced by the results of my PeopleStlyes questionnaire and the input from my colleagues, I am primarily classified as a Driver and Analytical individual. Based on 11 responses from participants within my professional network, my composite assertiveness score is 0, while my composite responsiveness is a -4. Together, these scores suggest I am more assertive and less responsive in my management style.

What's the Difference?

On my own accord, I received a composite assertiveness of -5 and composite responsiveness of -5. In effect, I classified myself as an Analytical, whereas my peers agreed I am also a Driver. Particularly this year, I have found myself frequently in roles demanding greater charge and decisiveness from me, which is likely the cause of this slight discrepancy.

**RESPONSIVENESS vs. ASSERTIVENESS**
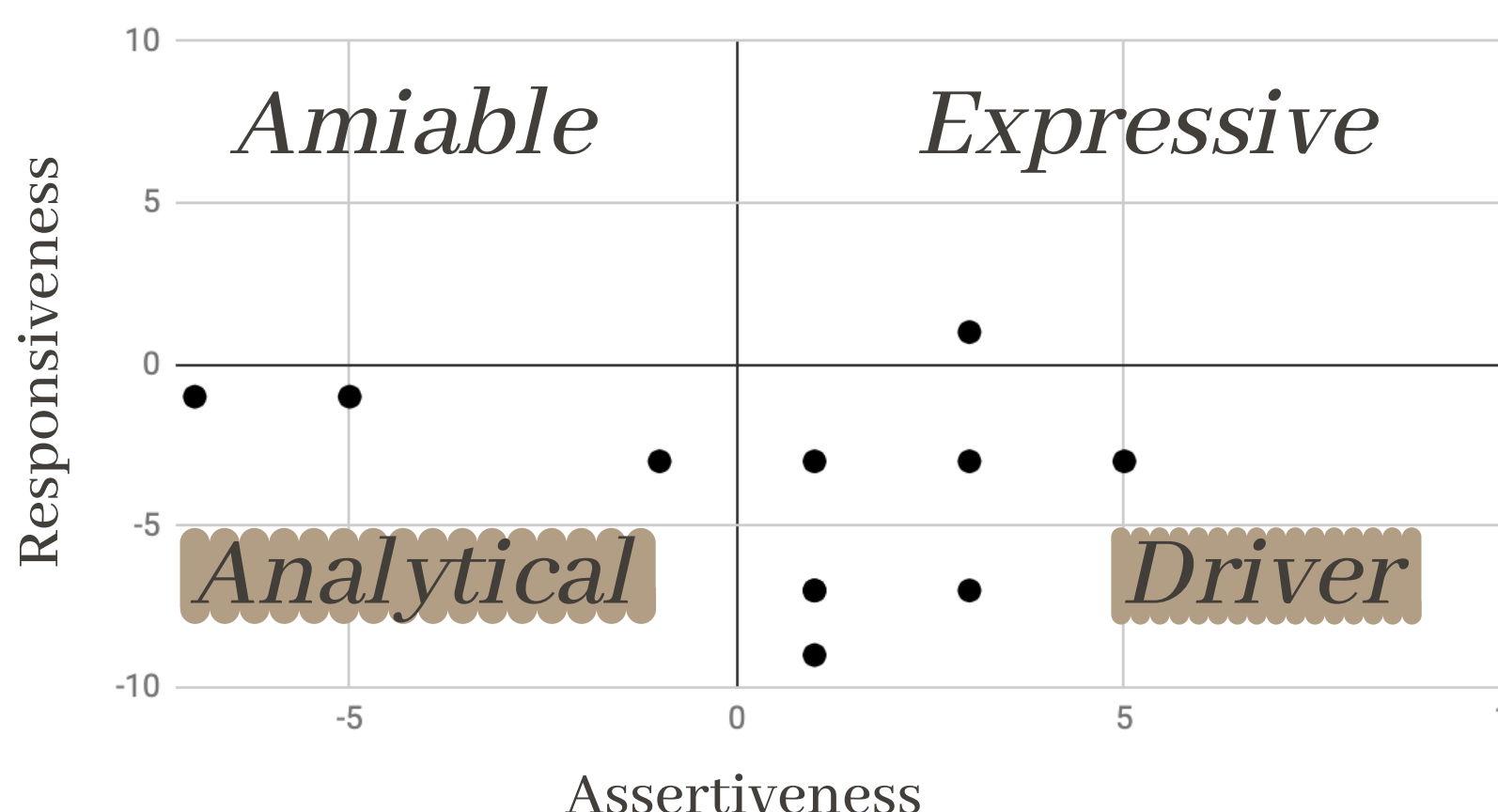
The graph to the left is a visual representation of my unique PeopleStyles results. The People-Styles assessment categorizes takers into one of four personality types based on determined Responsiveness and Assertiveness: Analytical, Amiable, Expressive, and Driver.
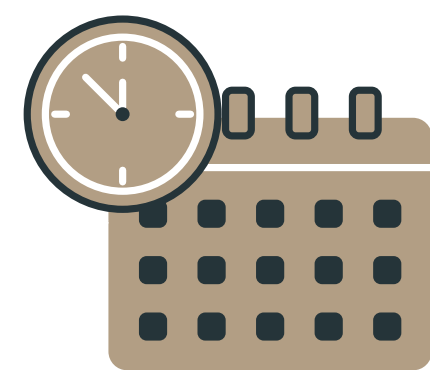
What Do I Value?

Core Values

Loyalty

Integrity

Authenticity

Dependability
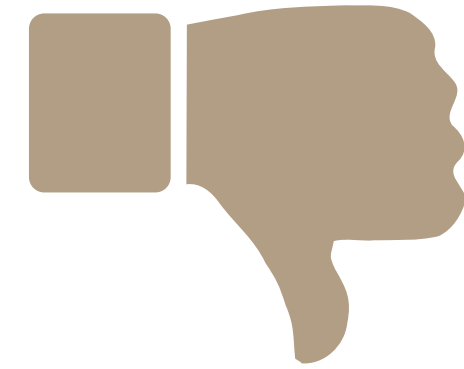
Disagreeing

Communicating

Scheduling

Relevancy?

My greatest preferences per my CultureMap are Disagreeing (2.9), Communicating (2.7), and Scheduling (2.6). In practice, these high scores indicate I prefer to handle disputes privately, opposed to public, to communicate in an indirect and nuanced manner, and to have a flexible schedule. All of these have manifested themselves throughout my team projects this semester; I resolve my problems privately, I speak in riddles, and I don't set deadlines in stone.

What Does It All Mean?

Through the OLCE questionnaire results, my colleagues indicated they view me as dedicated, considerate, analytical, and trustworthy. These labels are in alignment with how I view my authentic self, so it's nice to see others view me how I want to be perceived. In professional settings, I intend to continue putting my best foot forward and growing my reputation. Ultimately, none of the responses I received were surprising and that informed me I am consistent in my behavior, which I believe to be positive. The biggest takeaway I have learned from this assignment is I am doing a very good job presenting myself in a manner I respect to people in my professional network.