



# **HBDI<sup>®</sup>**

## **a detailed explanation**

# Table of contents

The HBDI	1
Ethical principles and guidelines	13
Guidelines	13
Appropriate uses of the HBDI	13
Inappropriate uses of the HBDI	14
HBDI Profile information	15
The written report	15
Profile score	16
Preference code	17
Tilt percentages or mode scores	18
Under Pressure	19
Key descriptors	20
Work elements	21
Adolescent education, educational focus, occupation, hobbies	22
Energy Level and Introvert/Extrovert	23
Summary of the HBDI Profile package	25

# The HBDI®

Included in this section is a copy of the HBDI for your future reference. This is useful to access when you are asked questions about the assessment. The HBDI also includes the glossary of terms.

Select Language English (UK/International)

To take the HBDI assessment you need to create an account on Herrmann International's Axon system. Please fill out the form below to create your account. If you have questions about how your data will be used, please read our [terms of service](#) and [privacy policy](#).

## Create Account

Email \*

Username \*

Password \*

At least 8 characters, one uppercase letter, and one number

**Pro Tip:** You'll need your password to get your assessment results. Please note it for future reference.

Password Confirmation \*

First Name \*

Last Name \*

Select Language

English (UK/International)

☐ I'd like to receive emails from Herrmann about new products and services

Response Required \*

Create Account

## Welcome to the HBDI®

You've been invited to take the HBDI®. Congratulations! This assessment will give you insight into your thinking preferences, behavior, and how you communicate, make decisions, and solve problems. It should take about half an hour to complete, and you can pause and return at any time.

**CONSENT TO DATA PROCESSING** In order to take the assessment, we first need to give you some information about how we will process your assessment and obtain your consent to the processing. Please read the information [here](#) (it is short, so please actually read it!) then click the consent box and the "Start Assessment" button to begin.

You must be at least 16 years old to take Herrmann® assessments.

You may withdraw your consent to our processing of your information as described above at any time by sending an email message to [support@zendesk.herrmann.com](mailto:support@zendesk.herrmann.com). Withdrawing your consent will not affect the lawfulness of processing based on your consent before its withdrawal.

☐ By checking this box, I certify that I have read the information above, and I consent to Herrmann's making my Herrmann® assessment results, profiles and contact information accessible to the recipients described therein, in the countries described, for the purpose of providing me with assessment results and profiles.

Start Assessment

[I think I've already taken this assessment](#)

# The HBDI (continued)

1/23

Respondent Information

First Name \*

Fred

Last Name \*

Flintstone

Gender \*

Female

Male

Prefer not to Answer

E-mail Address

samplesurvey@herrmann.com.au

Job Title \*

Survey checker

Response Required \*

⏮

⏪

⏸

⏩

⏭

2/23

HBDI® Survey Instructions

The HBDI® form has 22 short pages.

At any time you can pause the HBDI® form and complete it later. If you do so, you can use the link in your email invitation to return or save this page as a favorite.

This survey form results in a profile of your preferred thinking styles. By understanding your thinking style preferences, you can achieve greater appreciation for how you learn, make decisions, solve problems, and communicate, and why you do these and other things the way you do. The survey measures preference rather than skills. It is not a test; there are no wrong answers. Please respond to the questions as authentically as possible, keeping in mind your total self, at work as well as at home.

- You are only indicating preferences.
- The glossary page may be helpful.
- Follow the directions carefully; failure to do so prevents proceeding to the next page of the survey.
- It is important to answer all questions

⏮

⏪

⏸

⏩

⏭

3/23

Education

Please find the item in the following list that comes closest to describing your education. If you have difficulty finding a match, look for more general terms.

Select from full list

Sciences, Engineering, Mathematics

Computer Science

Computer Programming

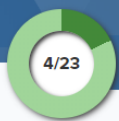
⏮

⏪

⏸

⏩

⏭



## Occupation

Please find the item in the following list that comes closest to describing your occupation. If you have difficulty finding a match, look for more general terms.

[Select from full list](#)

Natural Sciences Computers Computer And Information Systems Manager



## School Subjects

Think back to your best/worst primary and/or secondary school subjects.  
Place the appropriate rank next to each School Subject.

	Second Best	Mathematics
Third Best		Foreign Language
	Best	Native Language or Mother Tongue



## Work Elements

Rate each of the work elements below according to your strength in that activity, using the following scale:  
Work I do best, Work I do well, Neutral, Work I do less well, Work I do least well  
Place each Work Element in the appropriate box.  
You may only place up to 4 Work Elements into each rating.  
Be sure to place all 16 Work Elements into one of the categories. The [glossary](#) page may be useful.

Work I do best	problem solving	analytical	technical aspects	administrative
Work I do well	planning	integration	financial aspects	organisation
neutral	teaching/training	writing	implementation	
Work I do less well	expressing ideas	interpersonal aspects	conceptualising	
Work I do least well	creative aspects	innovating		



## The HBDI (continued)

7/23

Key Descriptors

Select the **eight** adjectives that best describe the way you see yourself.  
The **glossary** may be useful.

spatial	creative	sequential	conservative	reader
controlled	analytical	simultaneous	quantitative	rational
detailed	spiritual	artistic	holistic	critical
symbolic	synthesiser	mathematical	musical	factual
dominant	intuitive	logical	verbal	emotional

8 / 8

selected

⏮

⏪

⏸

⏩

⏭

8/23

Key Descriptors

Now choose the **one** adjective that best describes you.  
The **glossary** may be useful.

rational	quantitative	factual	analytical	mathematical
logical	dominant	critical		

1 / 1

selected

⏮

⏪

⏸

⏩

⏭

9/23

Hobbies

You may indicate a **maximum of six** hobbies you are actively engaged in.

Arts/Crafts	Boating	Camping/Hiking	Cards	Collecting
Cooking	Creative writing	Fishing	Gardening/plants	Golf
Home improvements	Music listening	Music playing	Photography	Reading
Sailing	Sewing	Spectator sports	Swimming/diving	Tennis
Travel	Woodworking	Other	Other	

6 / 6

selected

⏮

⏪

⏸

⏩

⏭

10/23

Hobbies

For each hobby, indicate whether it is your Major, Primary, or Secondary hobby. Only one hobby may be selected as your Major hobby.

Major

Photography

Primary

Reading

Swimming/diving

Travel

Secondary

Camping/Hiking

Music listening

⏮

⏪

⏸

⏩

⏭

## The HBDI (continued)

11/23

Energy Level

Thinking about your energy level or 'drive', select the one that best represents you.

day person	day/night person	night person
------------	------------------	--------------

12/23

Adjective Pairs (1 - 8)

For each paired item below, select the word or phrase which is more descriptive of yourself. Choose one a word or phrase in each case, even if it is a difficult choice. Do not omit any pairs. The [glossary](#) may be useful.

conservative	empathetic
analyst	synthesiser
quantitative	musical
problem solver	planner
controlled	creative
original	emotional
feeling	thinking
interpersonal	organiser



13/23

## Adjective Pairs (9 - 16)

For each paired item below, select the word or phrase which is more descriptive of yourself. Choose one a word or phrase in each case, even if it is a difficult choice. The [glossary](#) may be useful.

spiritual	creative
detailed	holistic
originate ideas	test and prove ideas
warm, friendly	analytical
imaginative	sequential
original	reliable
creative	logical
controlled	emotional



14/23

## Adjective Pairs (17 - 24)

For each paired item below, select the word or phrase which is more descriptive of yourself. Choose one a word or phrase in each case, even if it is a difficult choice. Do not omit any pairs. The [glossary](#) may be useful.

musical	detailed
simultaneous	empathetic
communicator	conceptualiser
technical things	people-oriented
well-organised	logical
rigorous thinking	metaphorical thinking
like things planned	like things mechanical
technical	dominant



## The HBDI (continued)

15/23

Introversion / Extroversion

Using the slider below place yourself on this scale from introvert to extrovert.

Introvert

Ambivert

Extrovert

1

**Introverts** Directed more toward inward reflection and understanding than toward people and things outside of self. Slow to expose reactions, feelings, and thoughts to others. May prefer to be alone or in small groups rather than in large social settings. Enjoy doing things like thinking and reading and are fine with spending time alone with their thoughts. Would rather have a few close friends than a large network of acquaintances.

**Ambiverts** are comfortable in large groups but also enjoy time alone. They tend to enjoy a balance between solitary activities and group activities. Too much time in groups would be tiring but too much time alone would be boring.

**Extroverts** More interested in people and things outside of self than internal thoughts and feelings. Quickly and easily exposes thoughts, reactions, feelings, etc. to others. Enjoys social interaction and draws energy from their surroundings. Enjoy being the center of attention and would rather take part in group activities than solitary activities. Would rather have a large network of acquaintances than just a few close friends.

⏮

⏪

⏸

⏩

⏭

16/23

Agree/Disagree (1 - 5)

Respond to each statement by clicking the appropriate box.  
The [glossary](#) may be useful.

I feel that a step-by-step method is best for solving problems.

strongly disagree

disagree

neutral

agree

strongly agree

Daydreaming has provided the impetus for the solution of many of my more important problems.

strongly disagree

disagree

neutral

agree

strongly agree

I like people who are most sure of their conclusions.

strongly disagree

disagree

neutral

agree

strongly agree

I would rather be known as a reliable than an imaginative person.

strongly disagree

disagree

neutral

agree

strongly agree

I often get my best ideas when doing nothing in particular.

strongly disagree

disagree

neutral

agree

strongly agree

⏮

⏪

⏸

⏩

⏭

17/23

## Agree/Disagree (6 - 10)

Respond to each statement by clicking the appropriate box.  
The [glossary](#) may be useful.

I rely on hunches and the feeling of "rightness" or "wrongness" when moving toward the solution to a problem.

strongly disagree

disagree

neutral

agree

strongly agree

I sometimes get a kick out of breaking the rules and doing things I'm not supposed to do.

strongly disagree

disagree

neutral

agree

strongly agree

Much of what is most important in life cannot be expressed in words.

strongly disagree

disagree

neutral

agree

strongly agree

I'm basically more competitive with others than self-competitive.

strongly disagree

disagree

neutral

agree

strongly agree

I would enjoy spending an entire day "alone with my thoughts."

strongly disagree

disagree

neutral

agree

strongly agree



18/23

## Agree/Disagree (11 - 15)

Respond to each statement by clicking the appropriate box.  
The [glossary](#) may be useful.

I dislike things being uncertain and unpredictable.

strongly disagree

disagree

neutral

agree

strongly agree

I prefer to work with others in a team effort rather than solo.

strongly disagree

disagree

neutral

agree

strongly agree

It is important for me to have a place for everything and everything in its place.

strongly disagree

disagree

neutral

agree

strongly agree

Unusual ideas and daring concepts interest and intrigue me.

strongly disagree

disagree

neutral

agree

strongly agree

I prefer specific instructions to those which leave many details optional.

strongly disagree

disagree

neutral

agree

strongly agree



## The HBDI (continued)

19/23
Agree/Disagree (16 - 20)

Respond to each statement by clicking the appropriate box.  
The [glossary](#) may be useful.

Know-why is more important than know-how.

strongly disagree
disagree
neutral
agree
strongly agree

Thorough planning and organisation of time are mandatory for solving difficult problems.

strongly disagree
disagree
neutral
agree
strongly agree

I can frequently anticipate the solutions to my problems.

strongly disagree
disagree
neutral
agree
strongly agree

I tend to rely more on my first impressions and feelings when making judgments than on a careful analysis of the situation.

strongly disagree
disagree
neutral
agree
strongly agree

I feel that laws should be strictly enforced.

strongly disagree
disagree
neutral
agree
strongly agree

K
◀
⏸
▶
K

20/23

Almost there! The information in the following sections is collected for research and follow up purposes only. These sections help us better understand how to improve our tools and research into thinking preferences and their day-to-day effects. While the following questions are optional, we would greatly appreciate if you complete them as well.

Even if you leave some questions blank, please continue until you reach the Submit button to complete your survey.

K
◀
⏸
▶
K

21/23
Contact Information

City

Country

State/Province

K
◀
⏸
▶
K

22/23

Work Information

Company

Select a Company

Department

Org Level

Select a Org Level

⏮

⏪

⏸

⏩

⏭

23/23

journey.sandbox.herrmannsolutions.net says

Please confirm that you want to Submit your responses and complete your participation in this survey.

OK

Cancel

Click **Submit** to complete the survey or the back button to review responses.

Submit

⏮

⏪

⏸

⏩

⏭

### Glossary of Terms

<b>Administrative</b>	Able to implement and undertake activities such as word processing, mail, phone and procedures, schedules, rules and timing issues associated with supporting an organization
<b>Analytical</b>	Breaking up things or ideas into parts and examining them to see how they fit together
<b>Artistic</b>	Taking enjoyment from or skillful in painting, drawing, music or sculpture. Able to coordinate color, design and texture for pleasing effect
<b>Conceptualising</b>	Able to conceive thoughts or ideas from general abstract ideas to specific instances
<b>Conservative</b>	Tending towards maintaining traditional and proven views and approaches
<b>Controlled</b>	Restrained, holding back or in charge of one's emotions
<b>Creative</b>	Having unusual ideas and innovative thoughts. Able to put things together in new and imaginative ways
<b>Critical</b>	Exercising or involving careful judgment or evaluation. For example judging the feasibility of an idea or project
<b>Detailed</b>	Paying attention to the small items or parts of an idea or project
<b>Dominant</b>	Ruling or taking charge. Having a strong impact on others
<b>Emotional</b>	Feeling things deeply and sometimes displaying those feelings
<b>Expressing ideas</b>	Conveying your personal thoughts in oral, written or non-verbal forms
<b>Extrovert</b>	More interested in people and things outside self than internal thoughts and feelings. Quickly and easily expose thoughts, reactions, feelings to others
<b>Factual</b>	Concerned with what can be documented or actually happened
<b>Financial</b>	Competent in monitoring and handling of quantitative issues related to costs, budgets and investments
<b>Holistic</b>	Able to perceive and understand the big picture without dwelling on individual elements of an idea, concept or situation. Can see the forest as contrasted with the trees.
<b>Imaginative</b>	Able to form mental images of things not immediately available to the senses or never wholly perceived in reality, able to confront and deal with a problem in a new way
<b>Implementation</b>	Able to carry out activities and ensure fulfillment by concrete measures and results
<b>Innovating</b>	Able to introduce new or novel ideas, methods or devices
<b>Integration</b>	The ability to combine pieces, parts and elements of an idea, concepts and situations into a unified whole
<b>Interpersonal</b>	Easily able to develop and maintain meaningful and pleasant relationships with many different kinds of people
<b>Introvert</b>	Directed towards more inward reflection and understanding that towards people and things outside of self. Slower to expose reactions, feelings and thoughts to others
<b>Intuitive (red)</b>	Knowing something without analyzing it, sensing with your gut
<b>Intuitive (yellow)</b>	Knowing something without needing facts and proof, understanding the concept or idea quickly
<b>Logical</b>	Able to reason deductively from what has gone before
<b>Mathematical</b>	Perceiving and understanding numbers and being able to manipulate them to a desired end Having an interest in or talent for or enjoyment for music
<b>Musical</b>	
<b>Organisation</b>	Able to arrange people, concepts, objects, elements into coherent relationships with each other
<b>Planning</b>	Formulating methods or means to achieve a desired end in advance of taking actions to implement
<b>Problem Solving</b>	Able to find solutions to difficult problems by reasoning
<b>Quantitative</b>	Orientated towards numerical relationships, included to know or seek exact measures
<b>Rational</b>	Making choices on the basis of reason as opposed to emotion
<b>Reader (green)</b>	One who reads for information, details or understanding
<b>Reader (red)</b>	One who reads for meaning, interpretation or expression
<b>Sequential</b>	Dealing with things and ideas one after another or in order
<b>Simultaneous</b>	Able to process more than one type of mental input at a time, e.g visual, verbal and musical. Able to attend to more than one activity at a time
<b>Spatial</b>	Able to perceive, understand and manipulate the relative positions of objects in space
<b>Speaker</b>	Being clear and effective when speaking in an authoritative manner
<b>Symbolic</b>	Able to use and understand objects, marks and signs as representative of facts and ideas
<b>Synthesiser</b>	One who unites separate ideas and elements or concepts into something new
<b>Talker</b>	Being clear and effective when speaking in a conversational manner
<b>Teaching/Training</b>	Able to explain ideas and procedures in a way that people can understand and apply them
<b>Technical</b>	Able to understand and apply engineering and scientific knowledge
<b>Writing</b>	One who communicates clearly via the written word and enjoys it
<b>Intellectual</b>	Having reasoning powers and able to acquire and retain knowledge
<b>Metaphorical</b>	Able to understand and make use of visual and verbal figures of speech to suggest a likeness or an analogy in place of literal descriptions

# Ethical principles and guidelines

Standards for the use of a measurement instrument depend upon the uses for which the instrument was intended. The HBDI was intended as an instrument to measure thinking preference based on the four-quadrant Whole Brain® Model. The instrument is not a selection or competency measure, rather a preference measure.

## Guidelines

- Participation is voluntary but for some clients explanation may need to be given as to the advantages of completing the profile.
- Results are confidential and belong to the individual.
- Profiles are used constructively for development activities and not for boxing, labeling, selection or recruitment.
- Clients should direct the discussion regarding debriefing and interpretation rather than the certified practitioner outlining, 'what you are'.
- Certified practitioners should be adept at posing appropriate questions in relation to the individual's profile.
- Certified practitioners should be cognizant of and avoid stereotyping when describing quadrants.
- Certified practitioners should avoid making derogatory comments about any quadrant.

## Appropriate uses of the HBDI

When used appropriately the usefulness and validity of the HBDI can be assured. These situations include:

- to gain a better understanding of self and of others. To learn about one's own brain dominance profile and to understand how that profile compares to other people and other occupational groups
- to enhance communication
- to enhance productivity through teamwork
- to create a work climate conducive to creativity
- to foster a climate of authenticity amongst groups of people working together
- to enhance teaching and learning
- for better management
- for counselling
- for building composite learning groups.

### Inappropriate uses of the HBDI

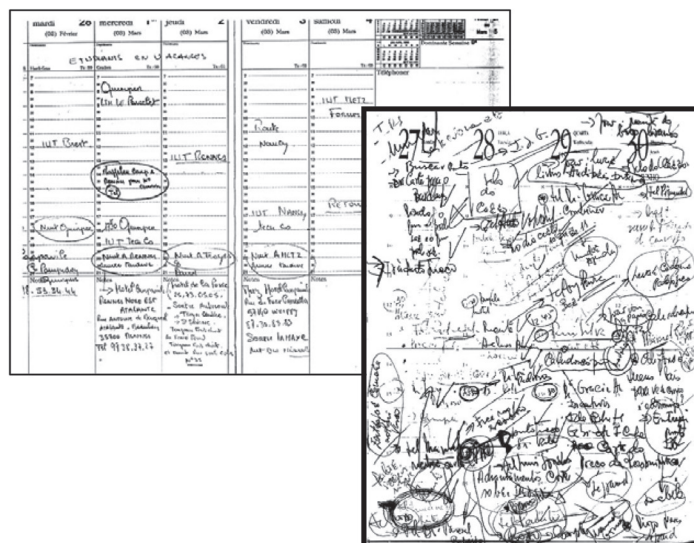
When used inappropriately the usefulness and validity of the HBDI cannot be assured.

The HBDI is:

- not to be used in clinical or diagnostic testing
- not to be used for recruitment purposes.



Individual profiles are neither good nor bad, right nor wrong but there are situational consequences.





# HBDI Profile information

## The written report



GEORGE JETSON

15 February, 2018

This explanation page will describe each of the four quadrants in the descending order of your preferences and will point out your choices of Key Descriptors which represent a general overview of your mental preferences in day-to-day life, and the Work Elements you strongly relate to. The Work Elements reflect your mental preferences at work. Work preferences may align completely with general preferences, or they may stem from situations unique to one's working environment. This report will also review your forced choices from the Adjective Pairs section of the HBDI®. Your forced choices in this section will often represent how your thinking is impacted in "Under Pressure" situations.

### Most Preferred:



Quadrant

In this quadrant the Key Descriptors you selected were: reader, detailed, controlled, sequential, and conservative.

And you indicated that sequential is the one most descriptive of you.

Work Elements you strongly relate to in this quadrant were: planning, organisation, and administrative.

38% of your "Under Pressure" responses registered in the B Quadrant, compared to 42% of your overall Profile.

### Next Preferred:



Quadrant

In this quadrant the Key Descriptors you selected were: factual, rational, and analytical.

Work Elements you strongly relate to in this quadrant were: analytical, financial aspects, and technical aspects.

25% of your "Under Pressure" responses registered in the A Quadrant, compared to 31% of your overall Profile.

### Next Preferred:



Quadrant

In this quadrant the one Key Descriptor you chose was: reader.

Work Elements you strongly relate to in this quadrant were: writing and teaching/training.

25% of your "Under Pressure" responses registered in the C Quadrant, compared to 16% of your overall Profile.

### And Finally:



Quadrant

In this quadrant you did not select any Key Descriptors.

You did not choose any Work Elements that you strongly relate to in this quadrant.

13% of your "Under Pressure" responses registered in the D Quadrant, compared to 11% of your overall Profile.

Your preferred "flow" of thinking, from highest preference to lowest preference from your overall choice is:

B > A > C > D.

And your preferred "flow" of thinking when "under pressure" is similar:

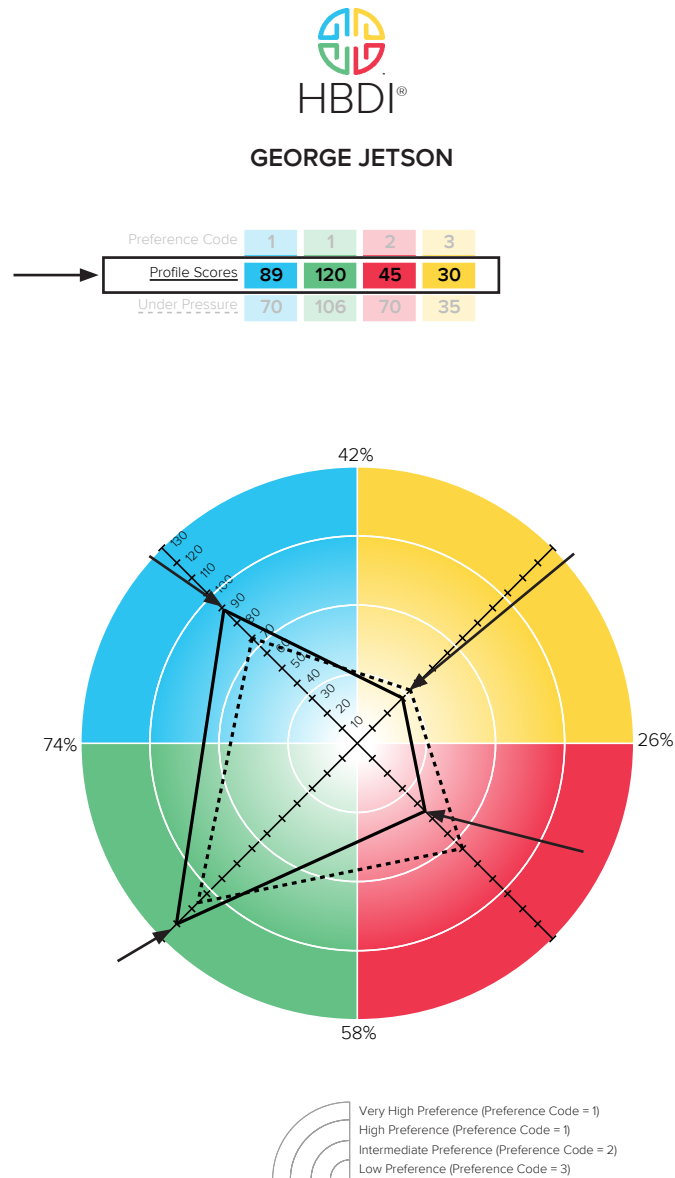
B > A > C > D.

This suggests while there may be some shifts in your thinking style when "under pressure", there is not a noticeable difference.

The written report is a computer generated report summarizing the detail of your profile.

## HBDI – a detailed explanation

### Profile score



Each Quadrant Score ranges from 2 to 180 and could extend beyond the grid. The scores are not normed. There is no better or worse score to have. The higher you score in a quadrant, the stronger your preference for thinking in that quadrant.

As you can see on this profile, this person has strong thinking preferences for quadrants A and B. This is indicated by the numbers 89 and 120 respectively.

The numbers represented in each individual profile are unique to that particular person and therefore are not generally used to be compared to other people's Profile Score. This is due to the way each individual responds to the assessment, for example the 20 questions sections.

However overall patterns can be compared and this is why the Preference Code data becomes very useful for practitioners, enabling more comparisons between quadrants to be made.

For more information on the Profile Score please refer to page 12 in the green section of your interpretation booklet.

“Your profile is a picture of your natural inclinations,  
don’t sweat the scores.” Ann Herrmann

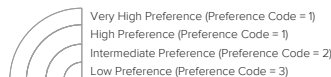
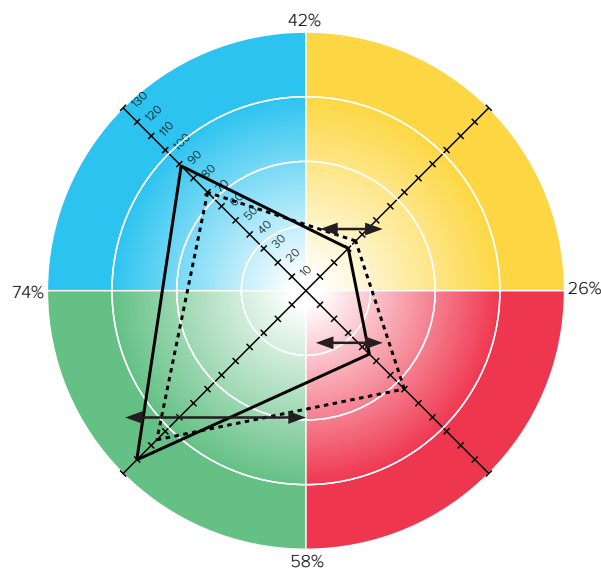
### Preference Code

Your Preference Code corresponds to your degree of preference for each quadrant. Your Preference Code is provided to give you a frame of reference for the group or family of profiles to which your profile belongs. It is always read counter-clockwise – A, B, C, D.



GEORGE JETSON

Preference Code	1	1	2	3
Profile Scores	89	120	45	30
Under Pressure	70	106	70	35



‘1’ or ‘primary’ or ‘prefer’ corresponds to a Profile Score of 67 or above. A primary or strong preference typically indicates a quadrant where you enjoy thinking. A score above 100 indicates a very strong preference, often visible to others.

‘2’ or ‘secondary’ or ‘use’ corresponds to a Profile Score between 34-66. A secondary or intermediate preference represents thinking preferences that are comfortable for you.

They are available as necessary and you use them with relative ease.

‘3’ or ‘tertiary’ or ‘low’ corresponds to a Profile Score of 33 or below. A tertiary or low preference typically indicates a lack of interest in that thinking preference and for some a potential avoidance. Although available to you, the thinking preferences of a tertiary quadrant will be those you are least likely to use and those with which you feel least comfortable.

For more information on the family of profiles represented by your Preference Code. Please refer to the red section (C) in your HBDI interpretation booklet.

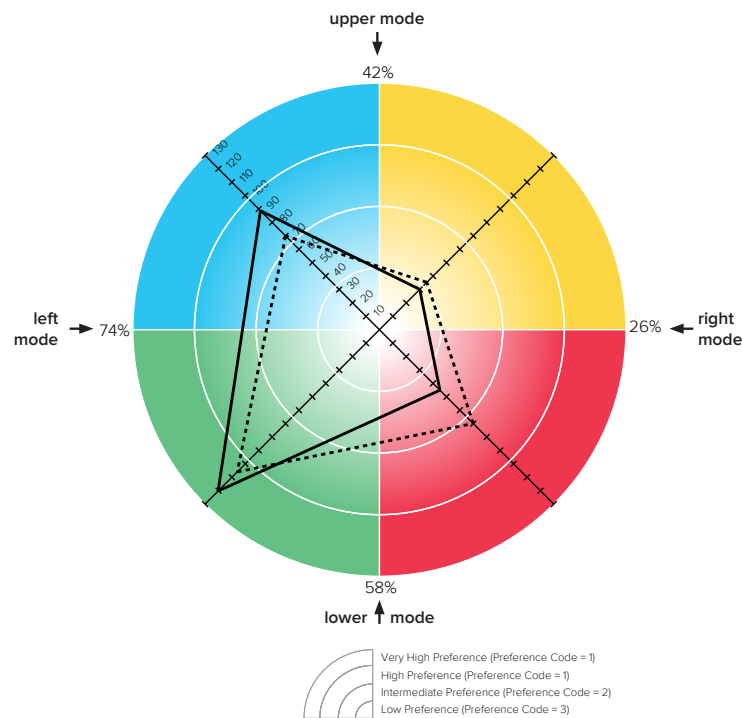
## HBDI – a detailed explanation

### Tilt percentages or mode scores



GEORGE JETSON

Preference Code	1	1	2	3
Profile Scores	89	120	45	30
Under Pressure	70	106	70	35



©2018 Herrmann Global  
<http://www.herrmann.com.au/>

The tilt percentages are located top, bottom, left and right on your profile page. You will notice a certain degree of 'tilt' when you compare left versus right modes (74% left and 26% right on the sample on the previous page). You can also compare upper and lower tilt or cerebral and limbic tendencies (42% cerebral or upper versus 58% limbic or lower tilt on the sample).

The tilt scores give us additional data on the way we may process problems based on our thinking preferences and may indicate the ease with which we can shift modes.

Tilt percentages are calculated using the Profile Scores, adding the scores in each mode and dividing by the total Profile Score then converting that figure to a percentage.

For example: left mode is calculated:

$$\frac{A+B}{A+B+C+D} = \frac{89+120}{284} = 0.7359 \times 100 = 74\%$$

**Left mode:** "I like to be able to break the problem down, have plenty of time to sort out what is needed, do my research and get it done."

**Right mode:** "I like to go with the flow, learn new concepts and get engaged with interesting people."

**Cerebral mode:** "I am interested in well thought out ideas, concepts and research. Experimentation is a great way to explore those ideas and put them to the test."

**Limbic mode:** "When action is required, I know I can quickly come up with a plan, engage others and get the job done."

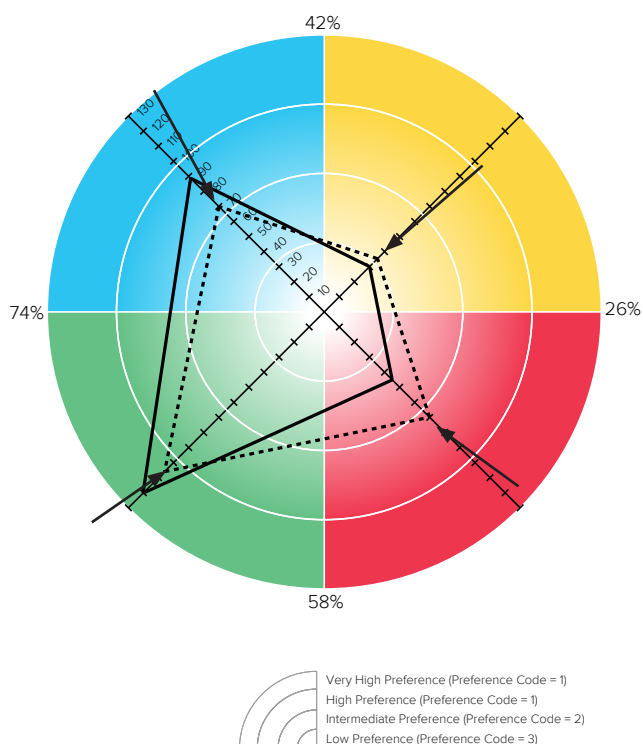
For more information please refer to the page 11 in the green section of your HBDI interpretation booklet.

### Under Pressure



GEORGE JETSON

Preference Code	1	1	2	3
Profile Scores	89	120	45	30
Under Pressure	70	106	70	35



©2018 Herrmann Global

The Under Pressure data comes from the forced choice pairings (Adjective Pairs) section of the HBDI. By forcing you to choose between two different terms, this section reveals the thinking preference that is most instinctive for you or the preferences you may rely on under pressure. This distribution may or may not be the same as your overall profile preferences.

The Under Pressure data helps indicate your 'back up' style of preferred thinking. The highest score typically reveals the thinking preference favoured in pressured situations, which may vary from your day-to-day preferences. Differences between the Under Pressure score and your overall profile score may indicate that you are going through a change in part of your life.

Preferences suggested by the Under Pressure score may be more visible to others than your overall profile. Under pressure you may react more in keeping with this data than your actual profile indicates.

In the HBDI questionnaire there are 24 Adjective Pairs. These 24 points are distributed between the four quadrants. This score is then scaled in order for you to be able to make a comparison between your overall profile (the dark line) and the Adjective Pair data (the dotted line). That's your 'under pressure' profile.

For more information on the Under Pressure profile, please refer to page 12 in the green section of your HBDI interpretation booklet.

# HBDI Profile information (continued)

## Key descriptors



### HBDI<sup>®</sup> DATA SUMMARY

Name Occupation	<b>GEORGE JETSON</b> <b>ACCOUNTANT</b>				Date <b>15/02/2018</b>
	<b>A QUADRANT</b> UPPER LEFT	<b>B QUADRANT</b> LOWER LEFT	<b>C QUADRANT</b> LOWER RIGHT	<b>D QUADRANT</b> UPPER RIGHT	
PROFILE SCORES	89	120	45	30	
PREFERENCE CODE	1	1	2	3	
UNDER PRESSURE	70	106	70	35	
KEY DESCRIPTORS	<b>analytical</b> critical <b>factual</b> logical mathematical quantitative <b>rational</b>	<b>conservative</b> <b>controlled</b> <b>detailed</b> dominant <b>reader</b> <b>sequential</b> speaker	emotional intuitive musical <b>reader</b> spiritual symbolic talker	artistic holistic imaginative intuitive simultaneous spatial synthesiser	
♦ = MOST DESCRIPTIVE					
WORK ELEMENTS	analytical 5 financial 5 problem solving 2 technical 5	administrative 4 implementation 3 organisation 5 planning 4	expressing 3 interpersonal 1 teaching/training 4 writing 4	conceptualising 2 creative 2 innovating 1 integration 3	
5 = WORK YOU DO BEST 1 = WORK YOU DO LEAST WELL					
ADOLESCENT EDUCATION					
EDUCATIONAL FOCUS					
OCCUPATION					
HOBBIES					
INTROVERSION / EXTROVERSION	Introvert      ambivert      Extrovert				
ENERGY LEVEL	day      both      night				

The Key Descriptors represent the general preferences you chose when completing the HBDI Assessment. In this section you were asked to select eight adjectives which describe the way you see yourself. Your selections are indicated by an 'X'.

You then selected one of those eight choices as the one 'most descriptive' of you. Your most descriptive adjective is indicated by a ♦.

Three items load in more than one quadrant. They are Verbal (which corresponds to speaker/talker in the Data Summary Sheet), loading in the B and C quadrants. Reader, loading in the B and C quadrants and Intuitive, loading in the C and D quadrants. The interpretation in each quadrant is slightly different.

Speaker B: Verbal in the sense of presenting and a one-way interaction, focused on the formal nature of speech, the structure and sequence

Talker C: Verbal in the sense of communicating and two-way interaction focused on the tone, emotive wording, emphasis

Reader B: Reading for enjoyment of grammar, structure, history, details

Reader C: Reading for the enjoyment of story, expression, interpretation, comprehension of the story

Intuitive C: Knowing something 'in your gut'

Intuitive D: Knowing something quickly, grasping a concept or idea

For more information on the Key Descriptors, see page 12 of your HBDI interpretation booklet.

## Work elements



### HBDI<sup>™</sup> DATA SUMMARY

Name	<b>GEORGE JETSON</b>				Date	<b>15/02/2018</b>			
Occupation	<b>ACCOUNTANT</b>								
	<b>A QUADRANT UPPER LEFT</b>		<b>B QUADRANT LOWER LEFT</b>		<b>C QUADRANT LOWER RIGHT</b>		<b>D QUADRANT UPPER RIGHT</b>		
PROFILE SCORES	89		120		45		30		
PREFERENCE CODE	1		1		2		3		
UNDER PRESSURE	70		106		70		35		
KEY DESCRIPTORS	analytical		conservative		emotional		artistic		
	critical		controlled		intuitive		holistic		
	factual		detailed		musical		imaginative		
♦ = MOST DESCRIPTIVE	logical		dominant		reader		intuitive		
	mathematical		reader		spiritual		simultaneous		
	quantitative		sequential ♦		symbolic		spatial		
	rational		speaker		talker		synthesiser		
WORK ELEMENTS	analytical 5		administrative 4		expressing 3		conceptualising 2		
	financial 5		implementation 3		interpersonal 1		creative 2		
5 = WORK YOU DO BEST 1 = WORK YOU DO LEAST WELL	problem solving 2		organisation 5		teaching/training 4		innovating 1		
	technical 5		planning 4		writing 4		integration 3		
ADOLESCENT EDUCATION	[Bar chart]		[Bar chart]		[Bar chart]		[Bar chart]		
EDUCATIONAL FOCUS	[Bar chart]		[Bar chart]		[Bar chart]		[Bar chart]		
OCCUPATION	[Bar chart]		[Bar chart]		[Bar chart]		[Bar chart]		
HOBBIES	[Bar chart]		[Bar chart]		[Bar chart]		[Bar chart]		
INTROVERSION / EXTROVERSION	Introvert		ambivert		Extrovert				
ENERGY LEVEL	day		both		night				
©2018 Hermann Global <a href="http://www.hermann.com.au/">http://www.hermann.com.au/</a>									

When completing this section of the HBDI, you were asked to 'rank order' the Work Elements from 1 (work you do least well) to 5 (work you do best). Your rankings are shown, sorted into the four quadrants. Your work preferences show thinking preferences that are most often accessed in a work environment. This is often influenced by training, assignments, opportunities to learn and challenges your work experiences have provided.

For more information on the Work Elements data see page 3 in the green section of your HBDI interpretation booklet.

# HBDI Profile information (continued)

## Adolescent education, educational focus, occupation, hobbies



HBDI®

### DATA SUMMARY

Name	GEORGE JETSON				Date
Occupation	ACCOUNTANT				15/02/2018
	<b>A QUADRANT</b> UPPER LEFT	<b>B QUADRANT</b> LOWER LEFT	<b>C QUADRANT</b> LOWER RIGHT	<b>D QUADRANT</b> UPPER RIGHT	
PROFILE SCORES	89	120	45	30	
PREFERENCE CODE	1	1	2	3	
UNDER PRESSURE	70	106	70	35	
KEY DESCRIPTORS	analytical	conservative	emotional	artistic	
	critical	controlled	intuitive	holistic	
	factual	detailed	musical	imaginative	
♦ = MOST DESCRIPTIVE	logical	dominant	reader	intuitive	
	mathematical	reader	spiritual	simultaneous	
	quantitative	sequential ♦	symbolic	spatial	
	rational	speaker	talker	synthesiser	
WORK ELEMENTS	analytical 5	administrative 4	expressing 3	conceptualising 2	
	financial 5	implementation 3	interpersonal 1	creative 2	
5 = WORK YOU DO BEST 1 = WORK YOU DO LEAST WELL	problem solving 2	organisation 5	teaching/training 4	innovating 1	
	technical 5	planning 4	writing 4	integration 3	
ADOLESCENT EDUCATION					
EDUCATIONAL FOCUS					
OCCUPATION					
HOBBIES					
INTROVERSION / EXTROVERSION	Introvert ambivert Extrovert				
ENERGY LEVEL	day both night				
©2018 Herrmann Global <a href="http://www.herrmann.com.au/">http://www.herrmann.com.au/</a>					

Additional clues are provided about the tilt of your preference through the ranking of preferred subjects in school, education, occupation and how you spend your leisure time. This data has been consolidated and sorted into quadrants and grouped together for comparative purposes. The bars indicate the distribution of preferences for the categories.

Ranking school subjects can indicate an earlier, often influential time in your life. This can indicate an early orientation towards thinking preferences, judged by associations made between subjects and thinking demands. Depending on how you ranked the subject choices you will receive a distribution of bars between the quadrants. Generally higher ranking for maths would indicate more blue, green preferences. Native language more red, yellow preferences and foreign language more green, red preferences.

Research has shown that thinking preferences are developed or acquired from the influence of our environment. Both educational and occupational choices may provide clues about your thinking preferences, either indicating a connect with the overall pattern or a possible disconnect.

Hobbies also provide additional clues about your thinking preferences. They are evaluated not on the characteristics of the hobbies themselves, but rather on the preferences of those people who engage in those particular hobbies.

For more information on this section please refer to page 13 in the green section of your HBDI interpretation booklet.



## Energy Level and Introvert/Extrovert



### HBDI<sup>®</sup> DATA SUMMARY

Name	GEORGE JETSON				Date	15/02/2018			
Occupation	ACCOUNTANT								
	<b>A QUADRANT</b> UPPER LEFT		<b>B QUADRANT</b> LOWER LEFT		<b>C QUADRANT</b> LOWER RIGHT		<b>D QUADRANT</b> UPPER RIGHT		
PROFILE SCORES	89		120		45		30		
PREFERENCE CODE	1		1		2		3		
UNDER PRESSURE	70		106		70		35		
KEY DESCRIPTORS	analytical		conservative		emotional		artistic		
	critical		controlled		intuitive		holistic		
	factual		detailed		musical		imaginative		
♦ = MOST DESCRIPTIVE	logical		dominant		reader		intuitive		
	mathematical		reader		spiritual		simultaneous		
	quantitative		sequential ♦		symbolic		spatial		
	rational		speaker		talker		synthesiser		
WORK ELEMENTS	analytical 5		administrative 4		expressing 3		conceptualising 2		
	financial 5		implementation 3		interpersonal 1		creative 2		
5 = WORK YOU DO BEST 1 = WORK YOU DO LEAST WELL	problem solving 2		organisation 5		teaching/training 4		innovating 1		
	technical 5		planning 4		writing 4		integration 3		
ADOLESCENT EDUCATION									
EDUCATIONAL FOCUS									
OCCUPATION									
HOBBIES									
INTROVERSION / EXTROVERSION	Introvert		ambivert		Extrovert				
ENERGY LEVEL	day		both		night				
©2018 Herrmann Global <a href="http://www.herrmann.com.au/">http://www.herrmann.com.au/</a>									

## HBDI Profile information (continued)

### Introvert/Extrovert

Your placement in the introvert, extrovert scale on the survey is replicated on the Data Summary Sheet. In very general terms, introverts tend to be more left-mode orientated and extroverts more right-mode orientated. Nevertheless, each quadrant may have its own continuum of introvert to extrovert and thus its own interpretation and impact. See the table on the following page, which indicates the continuum of introvert to extrovert in each quadrant.

#### A quadrant introvert

Quiet, serious and very focused

#### A quadrant extrovert

Debater, often funny, driven

#### D quadrant introvert

Off in own world, does  
'own thing', loner

#### D quadrant extrovert

Constant flow of ideas, loves to  
experiment with others, has fun

#### B quadrant introvert

Controlled, always 'doing',  
often keeps to self

#### B quadrant extrovert

Dominant, 'organiser' of  
events and people

#### C quadrant introvert

Expressive through writing or  
nonverbal, caring in a quiet way

#### C quadrant extrovert

Talkative, interested in bringing  
people together, sharing

### Energy Level

In very general terms, left-mode people tend to be more day or morning orientated whereas right-mode people tend to be more night orientated. However this can be greatly influenced by life circumstances.

The importance of this section is to aid in determining the time of day when you are most mentally alert. This is the most effective time of day to pursue activities which are most mentally challenging to you.

## Summary of the HBDI Profile package

### HBDI Profile page

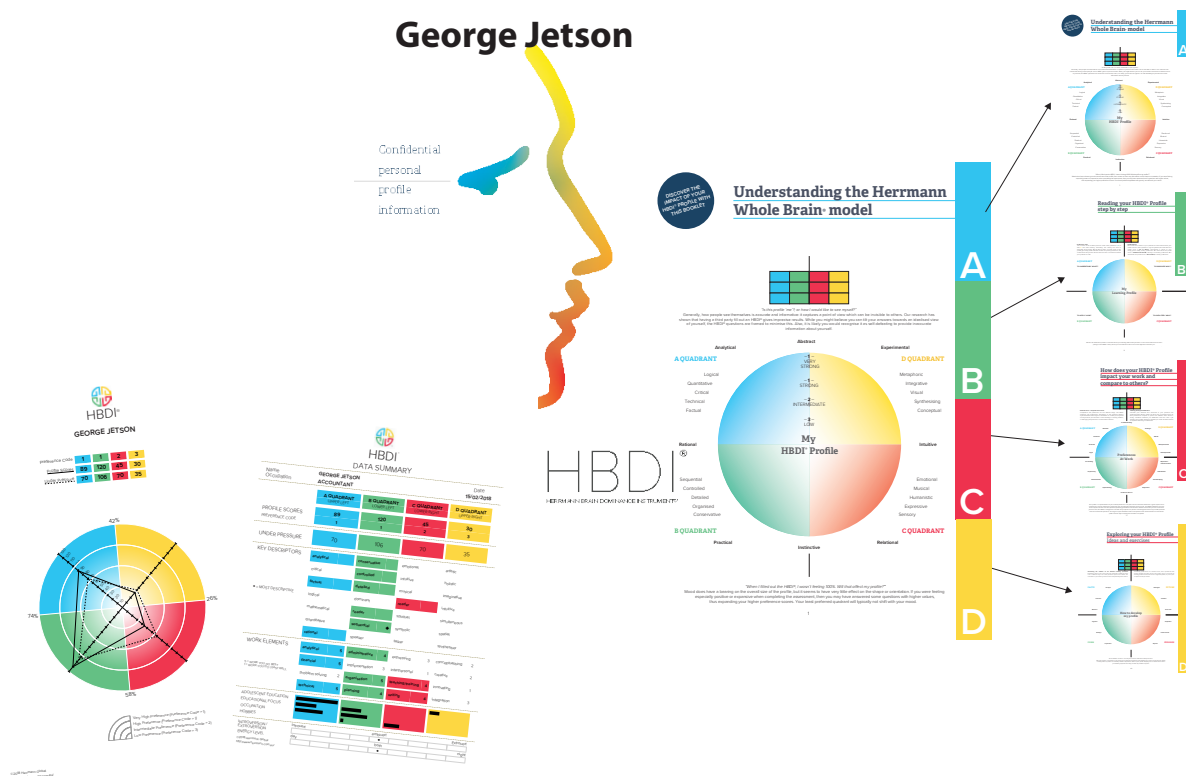
Visual summary of assessment results including Profile Score, Preference Code and Under Pressure score.

### Data Summary Sheet

More information relating to how an individual responded to the assessment. It may point to an individual's different clusters, and questions hold different weightings.

### Written Report Page

Text summary of the HBDI Profile information.



Explanation booklet – an in-depth explanation of the HBDI











herrmann



herrmann



herrmannintl



**Herrmann International, Inc.**

P.O. Box 389

Forest City NC, 28043

Phone: (828) 348-6391

**thinkherrmann.com**