



HBDI® Pair Profile

Thinker comparison for:

Don Demo

Sammy Sample

Certified Practitioner

Pat Practitioner

Notes:

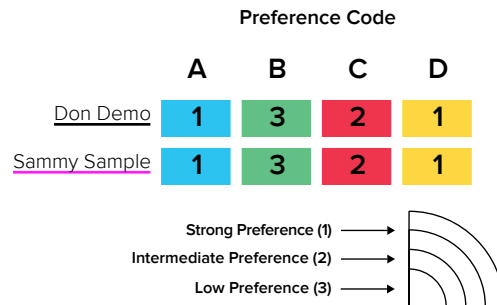
Don Demo

Sammy Sample

General Comparison of Our Thinking

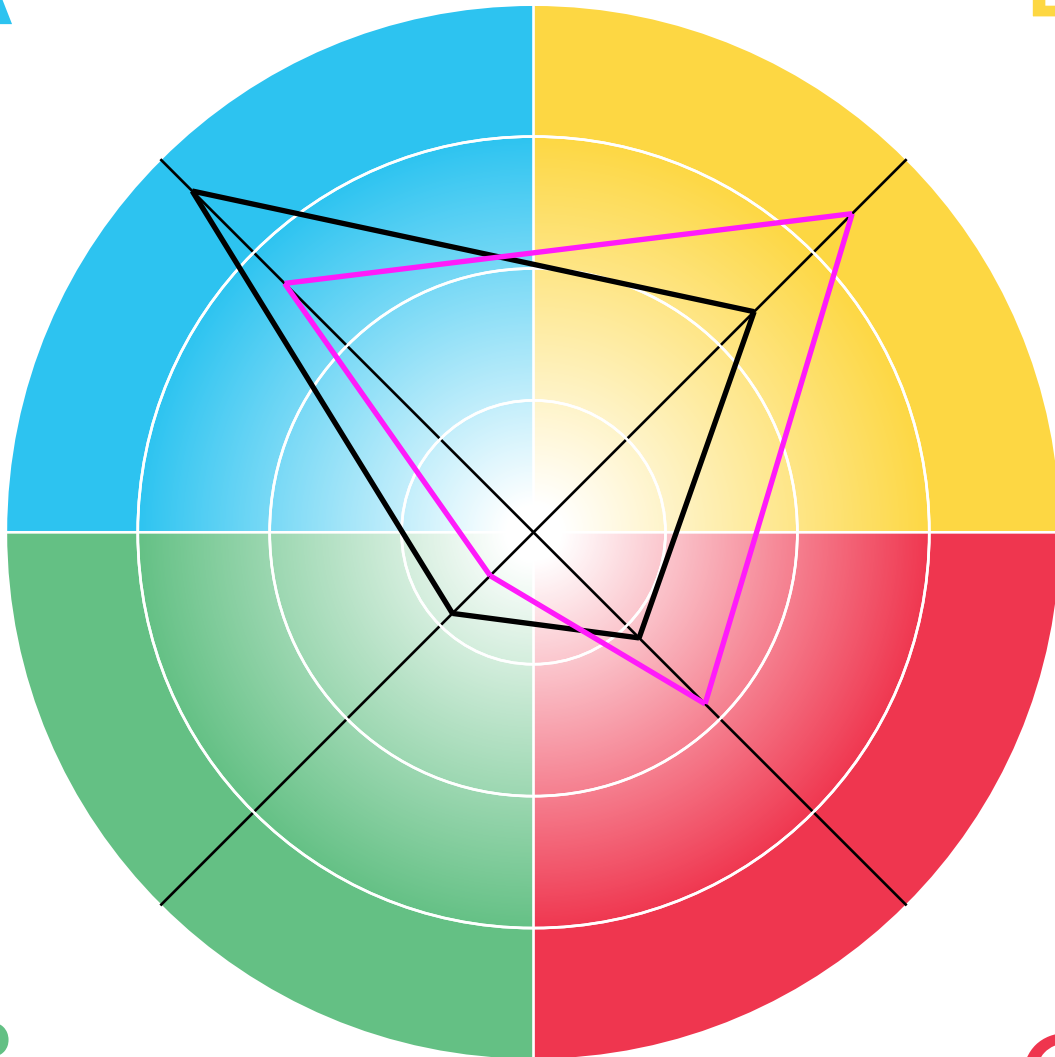
mathematical
quantitative
analytical
rational
factual
critical
logical

simultaneous
imaginative
synthesizer
intuitive
artistic
holistic
spatial



A

D

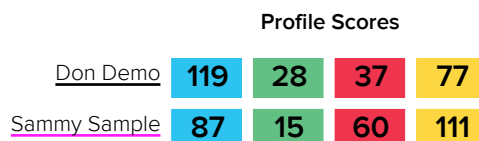


B

C

reader
speaker
detailed
dominant
controlled
sequential
conservative

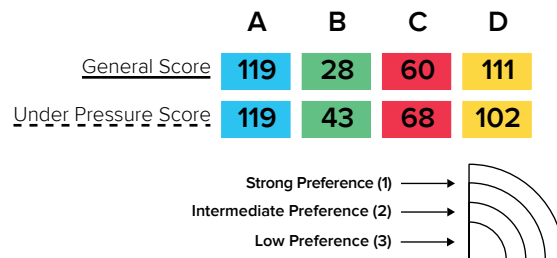
talker
reader
musical
spiritual
intuitive
symbolic
emotional



Our Cumulative Mental Resources

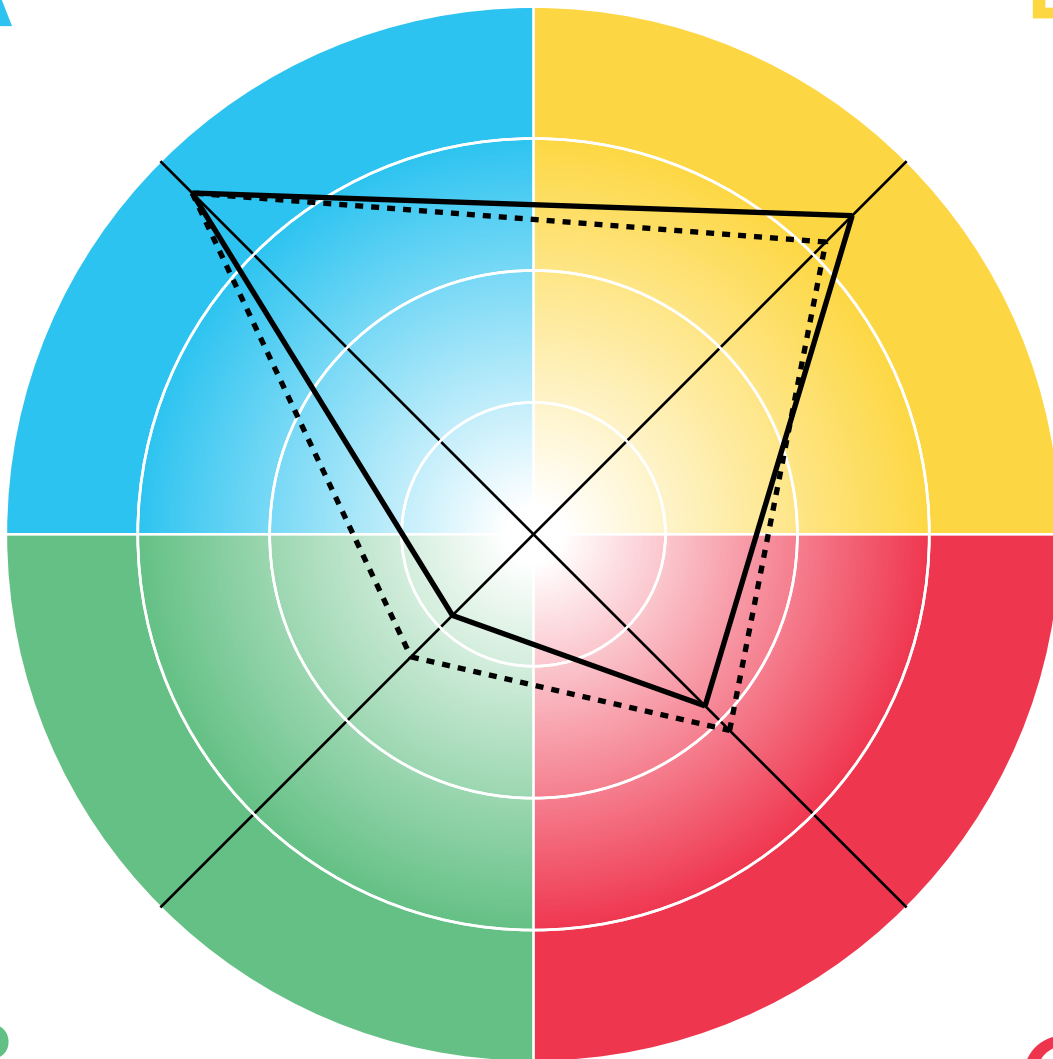
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A

D



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musical
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symbolic
emotional

Our Profiles, Side-by-Side

Descriptions and Characteristics

Don Demo



A	B	C	D
1	3	2	1

1321 - This profile represents 0.23% of the Herrmann® database. This profile is double dominant with the two primaries in the Upper quadrants, A and D. Individuals with this profile would exhibit strong preferences for logical, analytical and quantitative modes of thinking in the Upper Left A quadrant; in contrast they would also have a preference for the integrative, synthesizing, creative and holistic aspects of Upper Right D. This profile indicates a clear secondary preference for the emotional, interpersonal processing of Lower Right C as well as a tertiary for the controlled, conservative, organized processing modes of the Lower Left B quadrant. Individuals with this profile frequently exhibit the ability to switch back and forth between the two upper quadrants, as the situation demands.

Sammy Sample



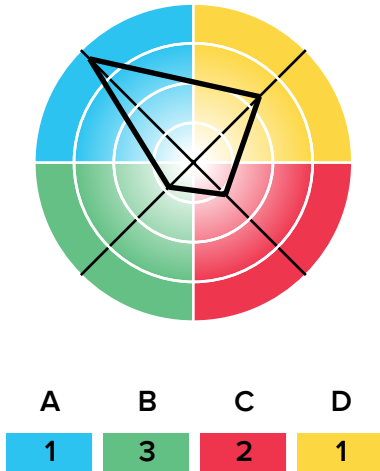
A	B	C	D
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Our Profiles, Side-by-Side

Common Occupations

Don Demo



Occupations typical of this profile include design engineers, financial consultants or advisers (those involved with forecasting financial trends), and research and development scientists - particularly physicists. It is also typical of senior executives in operating and strategic positions in technical organizations. Work that is considered a 'Turn- On' would include: analyzing and diagnosing, making things work, financial aspects, being challenged, developing new things, bringing about change, and opportunities to experiment.

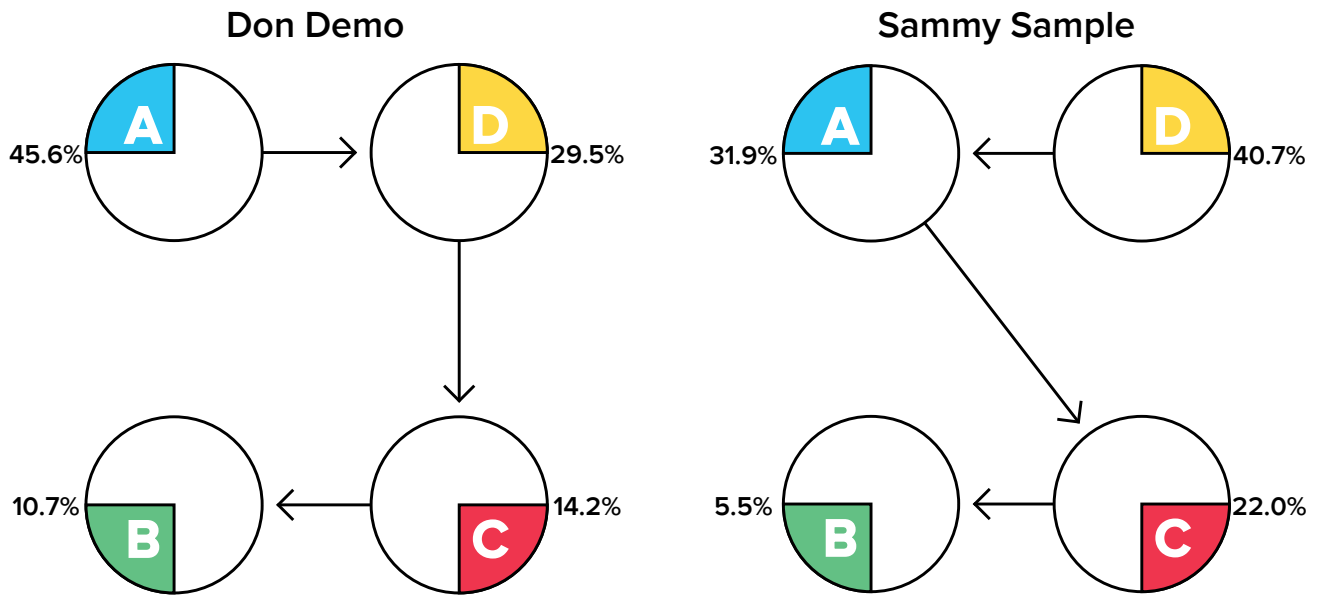
Sammy Sample



Occupations typical of this profile include design engineers, financial consultants or advisers (those involved with forecasting financial trends), and research and development scientists - particularly physicists. It is also typical of senior executives in operating and strategic positions in technical organizations. Work that is considered a 'Turn- On' would include: analyzing and diagnosing, making things work, financial aspects, being challenged, developing new things, bringing about change, and opportunities to experiment.

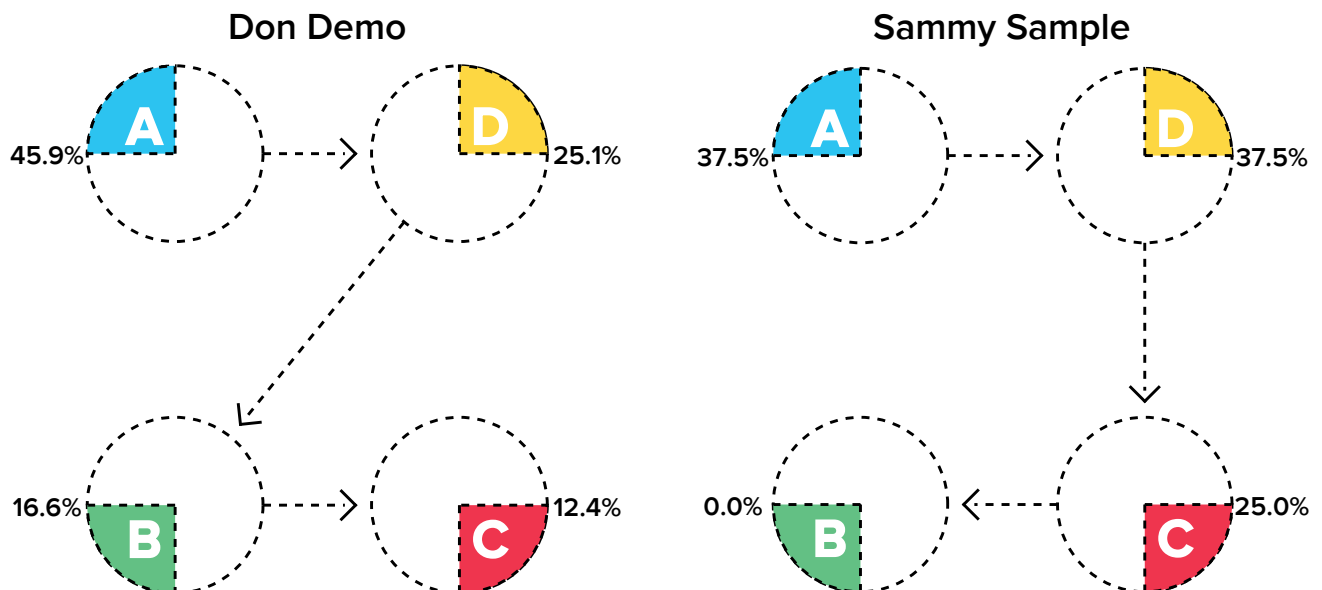
Our Typical Process Flows Compared

This graphic presents what a typical process flow would look like for each of our thinking preferences.



Our Under Pressure Process Flows Compared

This graphic presents the alternate flow of preferences under pressure.
And where we may approach things when under pressure.



How We See Ourselves

◆ Selected as the most descriptive

A

DON DEMO

SAMMY SAMPLE

factual

factual

logical

logical

critical

critical

rational

rational

analytical ◆

analytical

mathematical

mathematical

quantitative

quantitative

B

reader

reader

verbal

verbal

detailed

detailed

dominant

dominant

controlled

controlled

sequential

sequential

conservative

conservative

C

reader

reader

verbal

verbal

musical

musical

symbolic

symbolic

emotional

emotional

intuitive

intuitive

spiritual

spiritual

D

spatial

spatial

artistic

artistic

creative

creative

holistic

holistic ◆

intuitive

intuitive

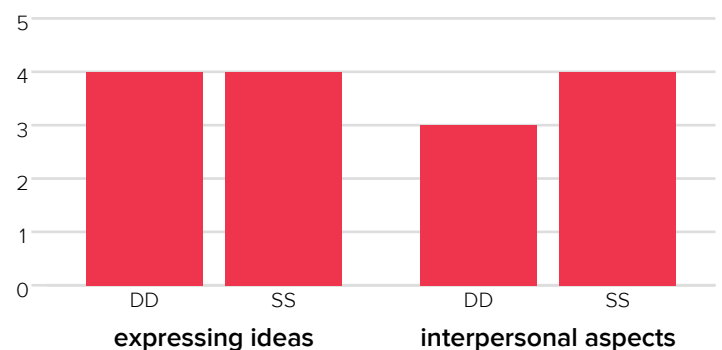
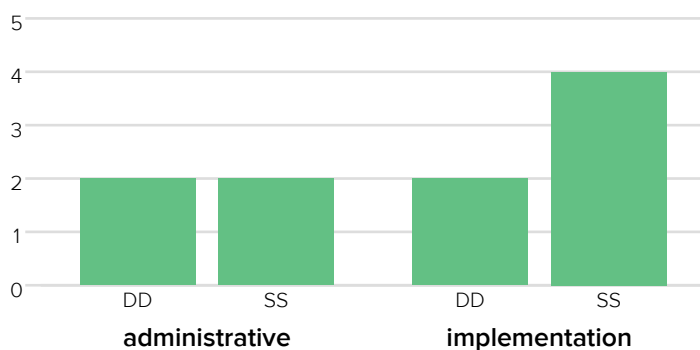
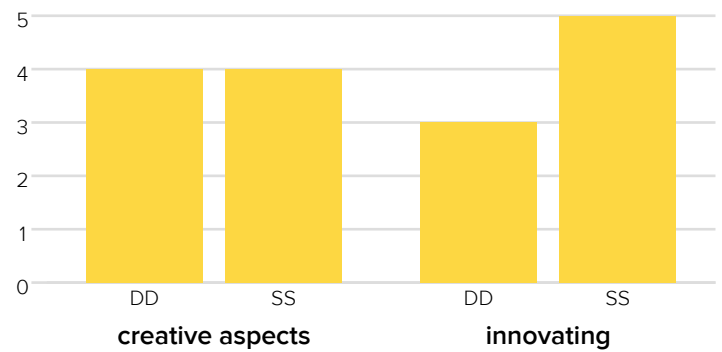
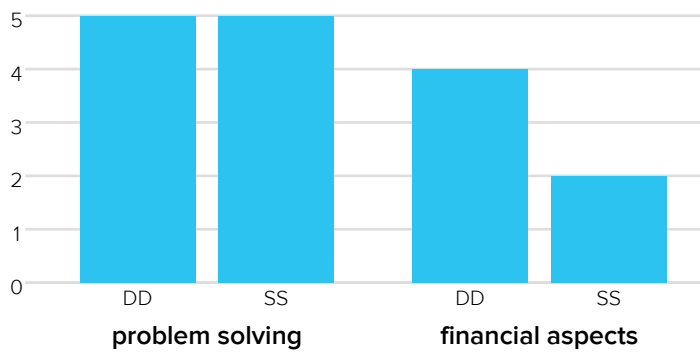
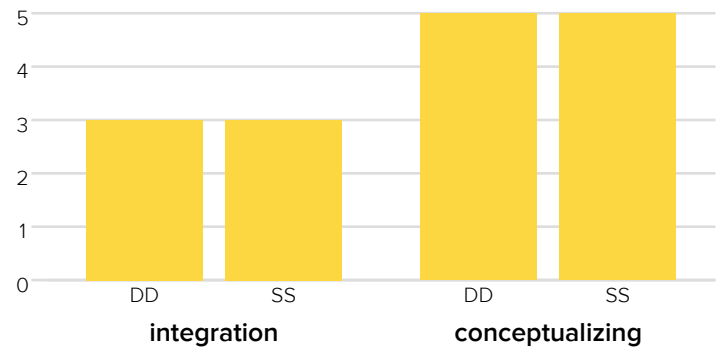
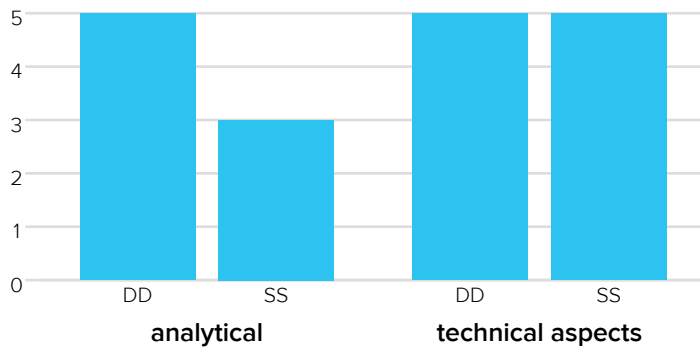
synthesizer

synthesizer

simultaneous

simultaneous

Our Thinking at Work



Where is Our Thinking Most in Sync?

Don Demo

Sammy Sample

More synchronized When interacting, *start* here. The more synchronized the preferences, the more comfortable the interaction can be.



Less synchronized When interacting, *stretch* here. It may be less comfortable, but can be an opportunity to gain new perspectives from each other.

Adjective Pairs Comparison

Adjective pairs are the forced-choice portion of the HBDI® that are used to create the under pressure profile.

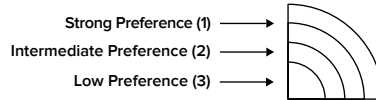
	DON DEMO	SAMMY SAMPLE
conservative / empathetic	empathetic	empathetic
analyst / synthesizer	analyst	synthesizer
quantitative / musical	quantitative	quantitative
problem solver / planner	problem solver	problem solver
controlled / creative	controlled	creative
original / emotional	original	original
feeling / thinking	thinking	thinking
interpersonal / organizer	interpersonal	interpersonal
spiritual / creative	creative	creative
detailed / holistic	holistic	holistic
originate ideas / test and prove ideas	originate ideas	originate ideas
warm, friendly / analytical	analytical	warm, friendly
imaginative / sequential	imaginative	imaginative
original / reliable	reliable	original
creative / logical	logical	logical
controlled / emotional	controlled	emotional
musical / detailed	detailed	musical
simultaneous / empathetic	empathetic	empathetic
communicator / conceptualizer	conceptualizer	conceptualizer
technical things / people-oriented	technical things	technical things
well-organized / logical	logical	logical
rigorous thinking / metaphorical thinking	rigorous thinking	rigorous thinking
like things planned / like things mathematical	like things mathematical	like things mathematical
technical / dominant	technical	technical

Comparisons of Our Thinking Under Pressure

mathematical
quantitative
analytical
rational
factual
critical
logical

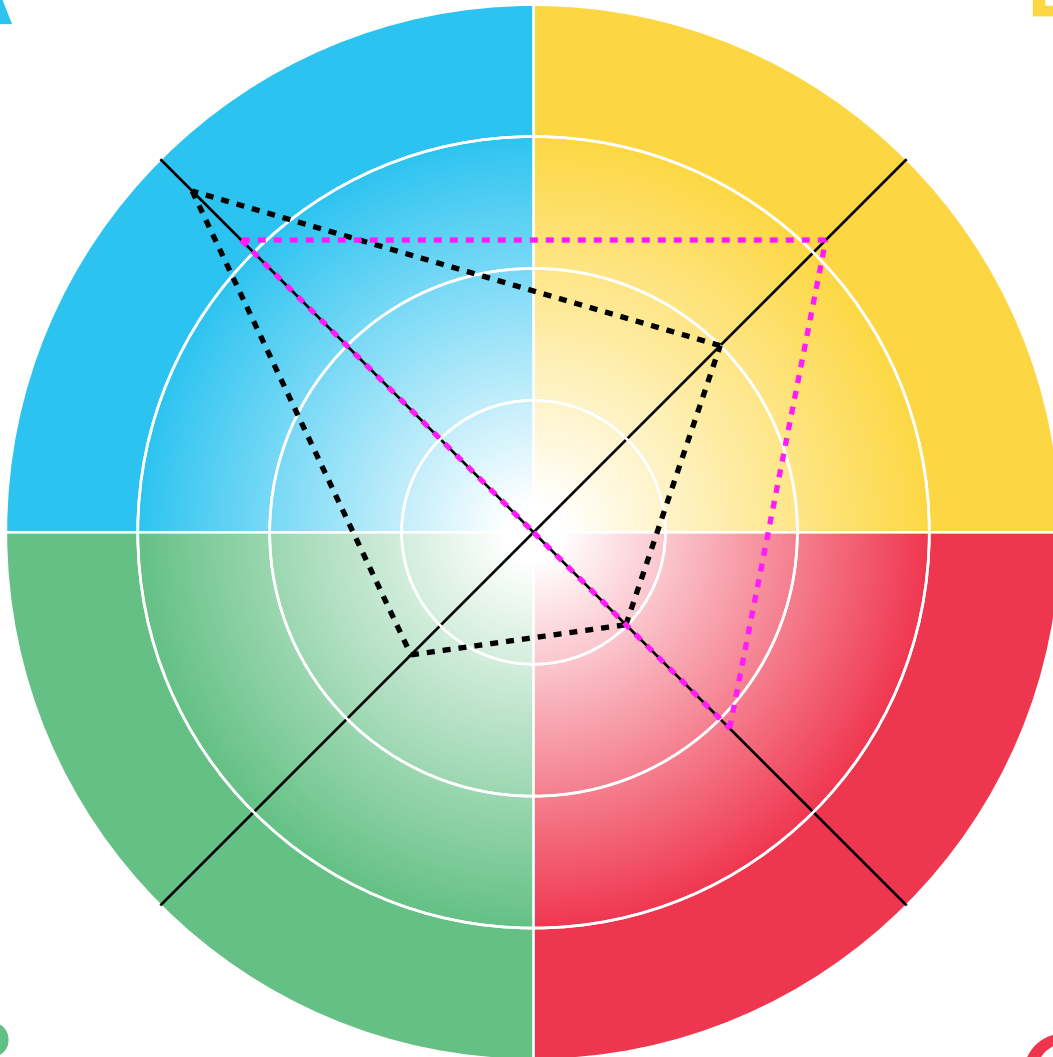
	A	B	C	D
<u>Don Demo.</u>	119	43	32	65
<u>Sammy Sample</u>	102	0	68	102

simultaneous
imaginative
synthesizer
intuitive
artistic
holistic
spatial



A

D



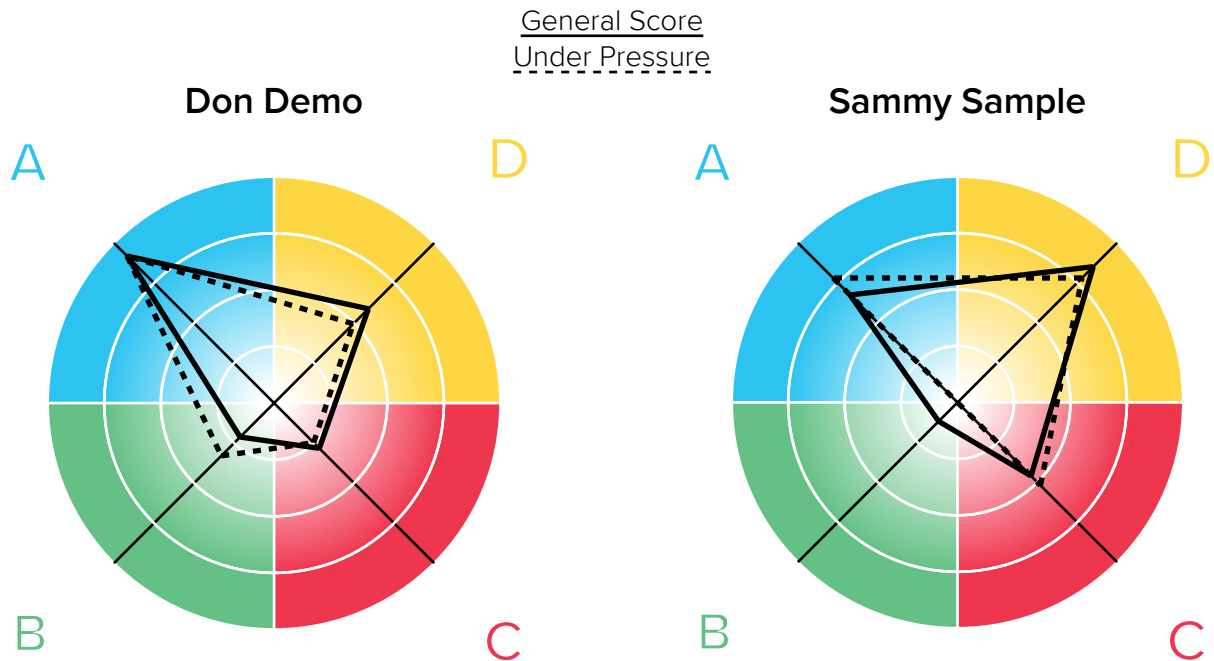
B

C

reader
speaker
detailed
dominant
controlled
sequential
conservative

talker
reader
musical
spiritual
intuitive
symbolic
emotional

Our Thinking Under Pressure



	Change from General Profile			
Don Demo	+0	+15	-5	-12
Sammy Sample	+15	-15	+8	-9

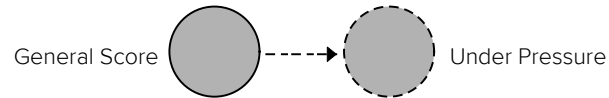
By forcing you to choose between two different terms, you can understand more about how your thinking preferences may differ in "under pressure" situations. These preferences may differ from your "day to day" preferences and may impact how you make decisions, solve problems and communicate during those under pressure situations.

How Our Thinking Changes Under Pressure

mathematical
quantitative
analytical
rational
factual
critical
logical

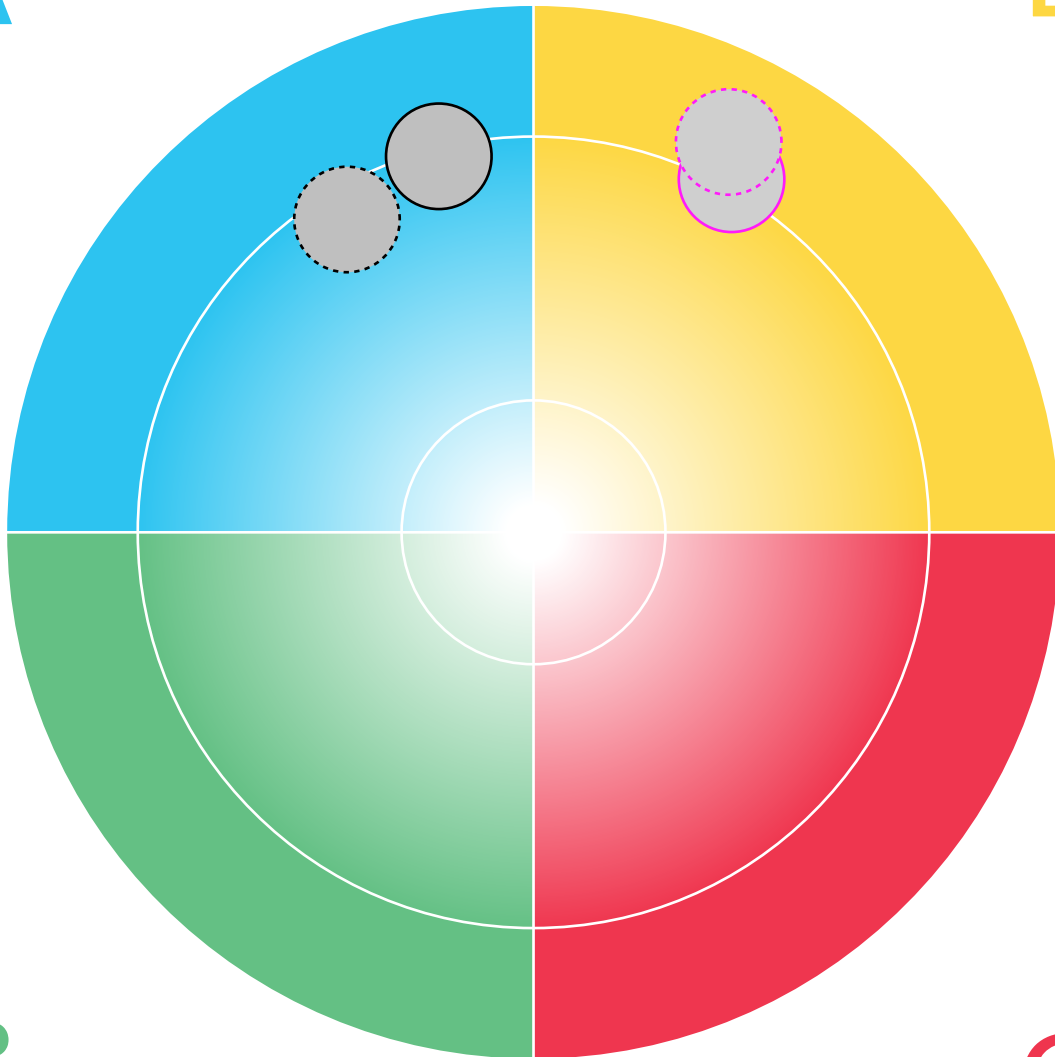
	A	B	C	D
<u>Don Demo</u>	+0	+15	-5	-12
<u>Sammy Sample</u>	+15	-15	+8	-9

simultaneous
imaginative
synthesizer
intuitive
artistic
holistic
spatial



A

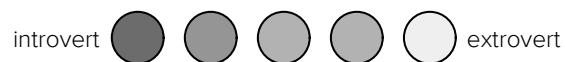
D



B

C

reader
speaker
detailed
dominant
controlled
sequential
conservative



talker
reader
musical
spiritual
intuitive
symbolic
emotional

20 Questions Comparison

strongly agree



agree



neutral



disagree



strongly disagree



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



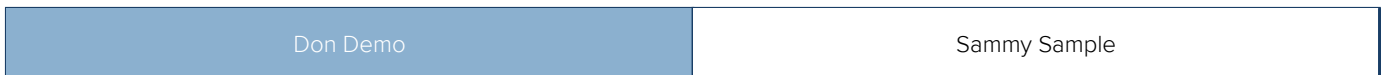
Daydreaming has provided the impetus for the solution of many of my more important problems.



I like people who are most sure of their conclusions.



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



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



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



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



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



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



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



20 Questions Comparison

strongly agree



agree



neutral



disagree



strongly disagree



I dislike things being uncertain and unpredictable.



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



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



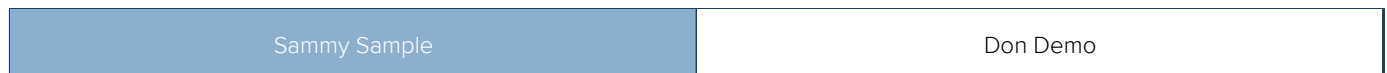
Unusual ideas and daring concepts interest and intrigue me.



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



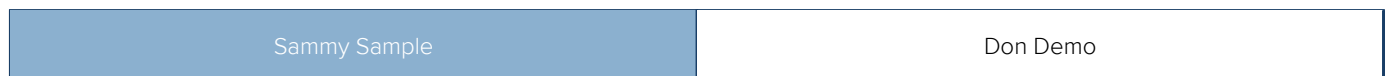
Know-why is more important than know-how.



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



I can frequently anticipate the solutions to my problems.



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



I feel that laws should be strictly enforced.



Solving Problems Tip Sheet

General Score
Under Pressure Score

Don Demo



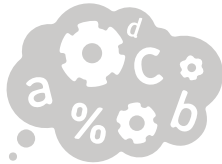
	A	B	C	D
Preference Code	1	3	2	1
Profile Scores	119	28	37	77
Under Pressure	119	43	32	65

Sammy Sample



	A	B	C	D
Preference Code	1	3	2	1
Profile Scores	87	15	60	111
Under Pressure	102	0	68	102

Problem Solving



Don Demo prefers...

- Re- engineering
- Brainstorming
- Modeling
- Intuition
- Research
- Strategic thinking

...but might overlook

- Strict procedure
- Implementation aspects
- Team processes
- Practicality

Sammy Sample prefers...

- Re- engineering
- Brainstorming
- Modeling
- Intuition
- Research
- Strategic thinking

...but might overlook

- Strict procedure
- Implementation aspects
- Team processes
- Practicality

My Personal Action Steps for Solving Problems Together:

Communication Tips Sheet

General Score
Under Pressure Score

Don Demo



	A	B	C	D
Preference Code	1	3	2	1
Profile Scores	119	28	37	77
Under Pressure	119	43	32	65

Sammy Sample



	A	B	C	D
Preference Code	1	3	2	1
Profile Scores	87	15	60	111
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Communication



Don Demo prefers...

- Brief, clear and concise info
- Use data and fact based charts
- Relate to future implications
- Cluster thinking into idea chunks
- Be accurate and specific
- Allow for spontaneous connections

...but might overlook

- Written schedule and plan
- The personal touch
- Staying on track

Sammy Sample prefers...

- Brief, clear and concise info
- Use data and fact based charts
- Relate to future implications
- Cluster thinking into idea chunks
- Be accurate and specific
- Allow for spontaneous connections

...but might overlook

- Written schedule and plan
- The personal touch
- Staying on track

My Personal Action Steps for Communication:

Making Decisions Tip Sheet

General Score
Under Pressure Score

Don Demo



	A	B	C	D
Preference Code	1	3	2	1
Profile Scores	119	28	37	77
Under Pressure	119	43	32	65

Sammy Sample



	A	B	C	D
Preference Code	1	3	2	1
Profile Scores	87	15	60	111
Under Pressure	102	0	68	102

Decision Making



Don Demo prefers...

- Do I have all the information?
- Have I seen all the hidden possibilities?

Sammy Sample prefers...

- Do I have all the information?
- Have I seen all the hidden possibilities?

...but might overlook

- A conservative outlook
- Following procedure
- Affecting others

...but might overlook

- A conservative outlook
- Following procedure
- Affecting others

My Personal Action Steps for Making Decisions:



Don Demo
Sammy Sample