



## HBDI® Pair Profile

Thinker comparison for:

Don Demo

Sammy Sample

Certified Practitioner

Pat Practitioner

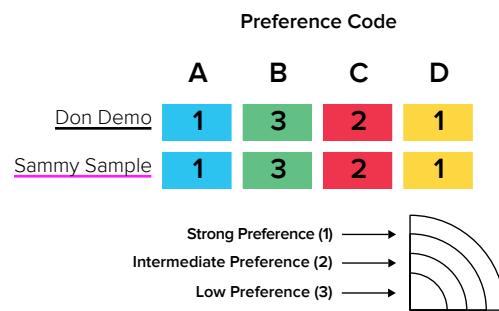
## Notes:

Don Demo

Sammy Sample

# General Comparison of Our Thinking

mathematical  
quantitative  
analytical  
rational  
factual  
critical  
logical



simultaneous  
imaginative  
synthesizer  
intuitive  
artistic  
holistic  
spatial

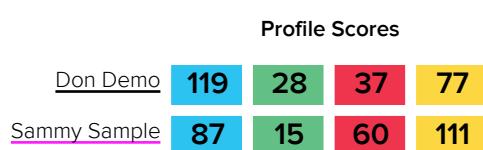
A

D

B

C

reader  
speaker  
detailed  
dominant  
controlled  
sequential  
conservative



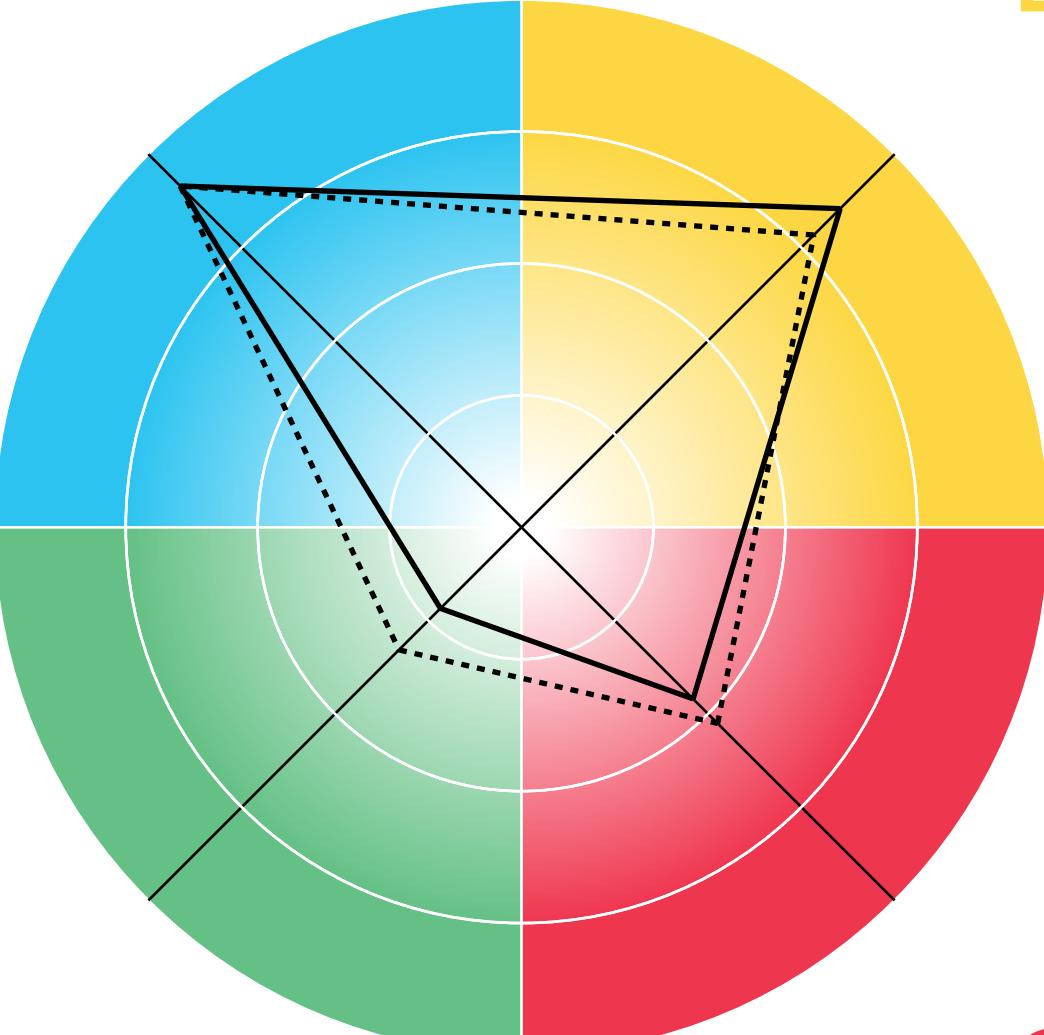
talker  
reader  
musical  
spiritual  
intuitive  
symbolic  
emotional

# Our Cumulative Mental Resources

mathematical  
quantitative  
analytical  
rational  
factual  
critical  
logical

	A	B	C	D
General Score	119	28	60	111
Under Pressure Score	119	43	68	102

Strong Preference (1) →  
Intermediate Preference (2) →  
Low Preference (3) →



simultaneous  
imaginative  
synthesizer  
intuitive  
artistic  
holistic  
spatial

A

D

B

C

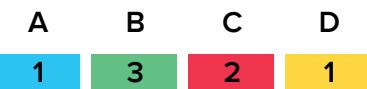
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intuitive  
symbolic  
emotional

# Our Profiles, Side-by-Side

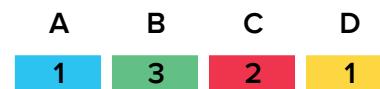
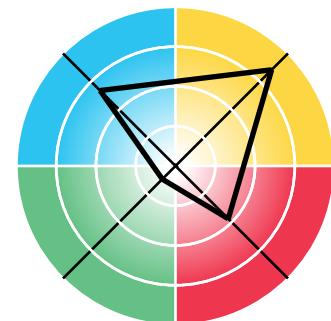
## Descriptions and Characteristics

### Don Demo



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

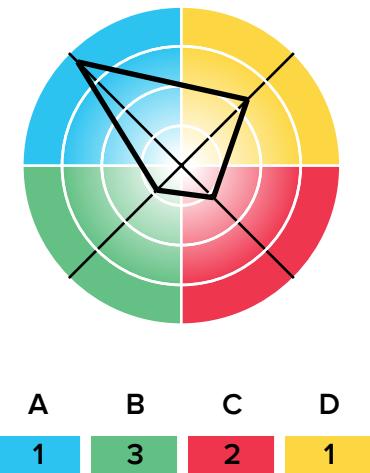


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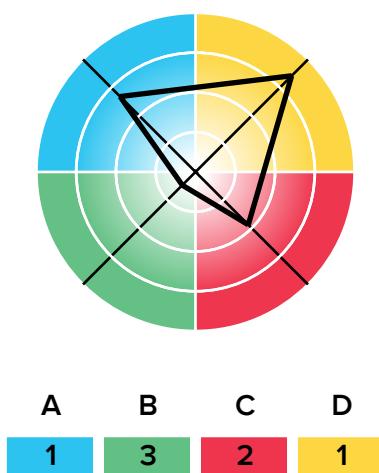
# Our Profiles, Side-by-Side

## Common Occupations

**Don Demo**



**Sammy Sample**

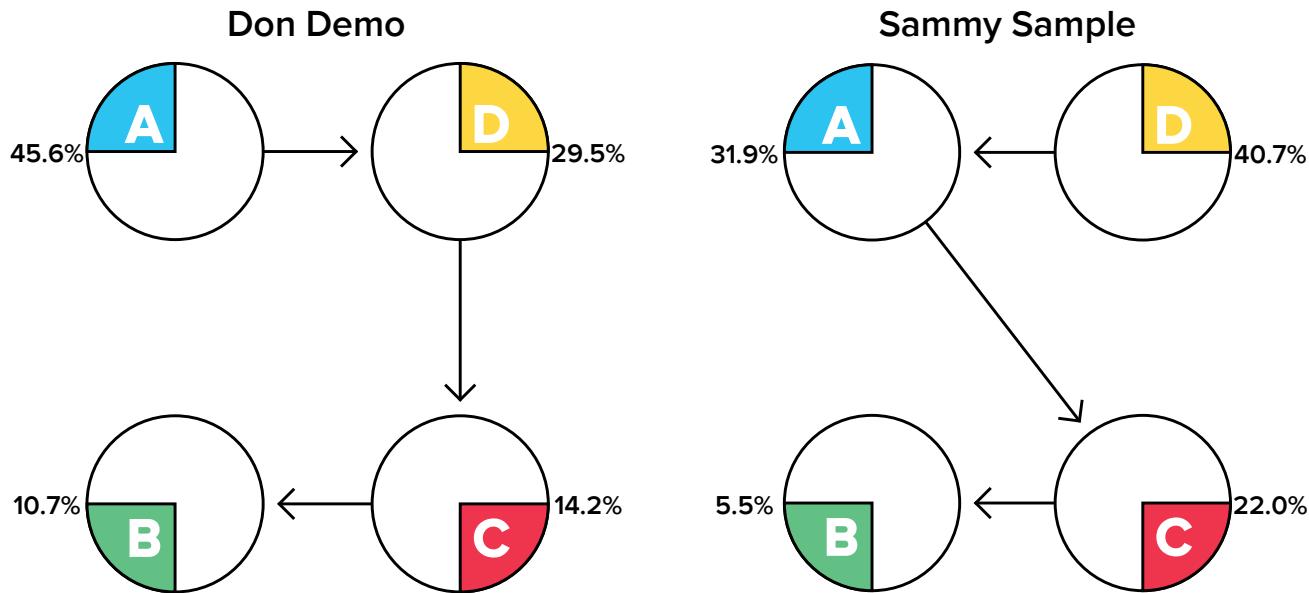


Occupations typical of this profile include design engineers, financial consultants or advisers (those involved with forecasting financial trends), and research and development scientists - particularly physicists. It is also typical of senior executives in operating and strategic positions in technical 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.

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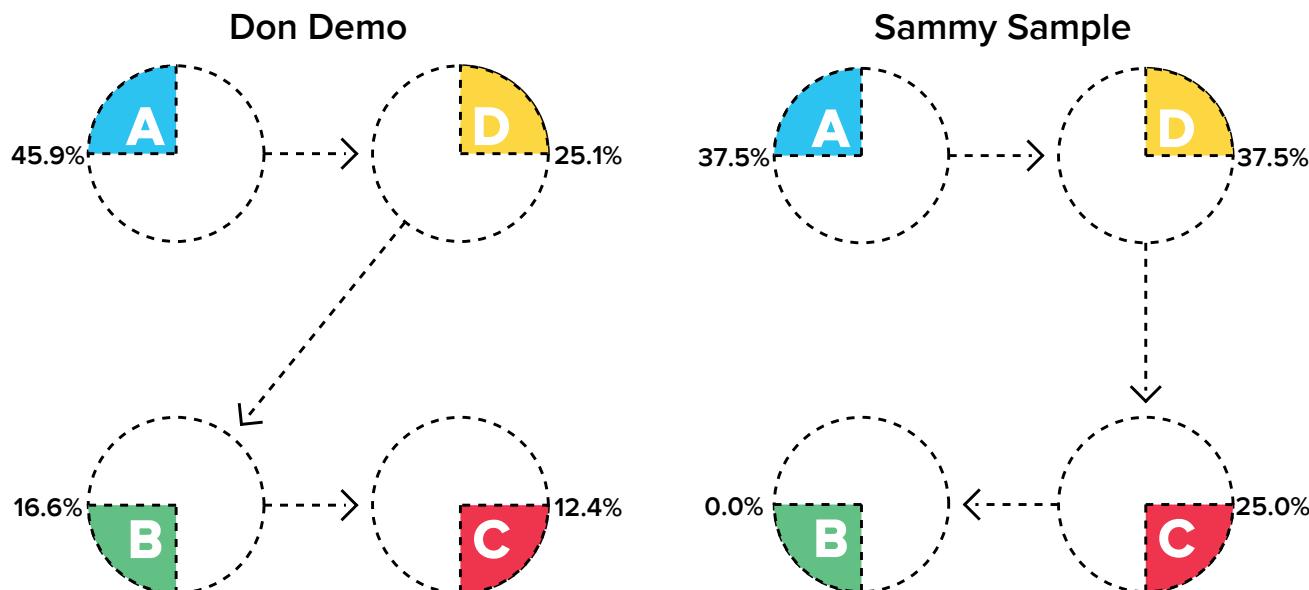
# Our Typical Process Flows Compared

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

factual	factual
logical	logical
critical	critical
rational	rational
<b>analytical</b>	◆ analytical
mathematical	mathematical
quantitative	quantitative

## SAMMY SAMPLE

reader	reader
verbal	verbal
detailed	detailed
dominant	dominant
controlled	controlled
sequential	sequential
conservative	conservative

B

reader	reader
verbal	verbal
musical	musical
symbolic	symbolic
emotional	emotional
intuitive	intuitive
spiritual	spiritual

C

spatial	spatial
artistic	artistic
creative	creative
holistic	holistic
intuitive	intuitive
synthesizer	synthesizer
simultaneous	simultaneous

D

# 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

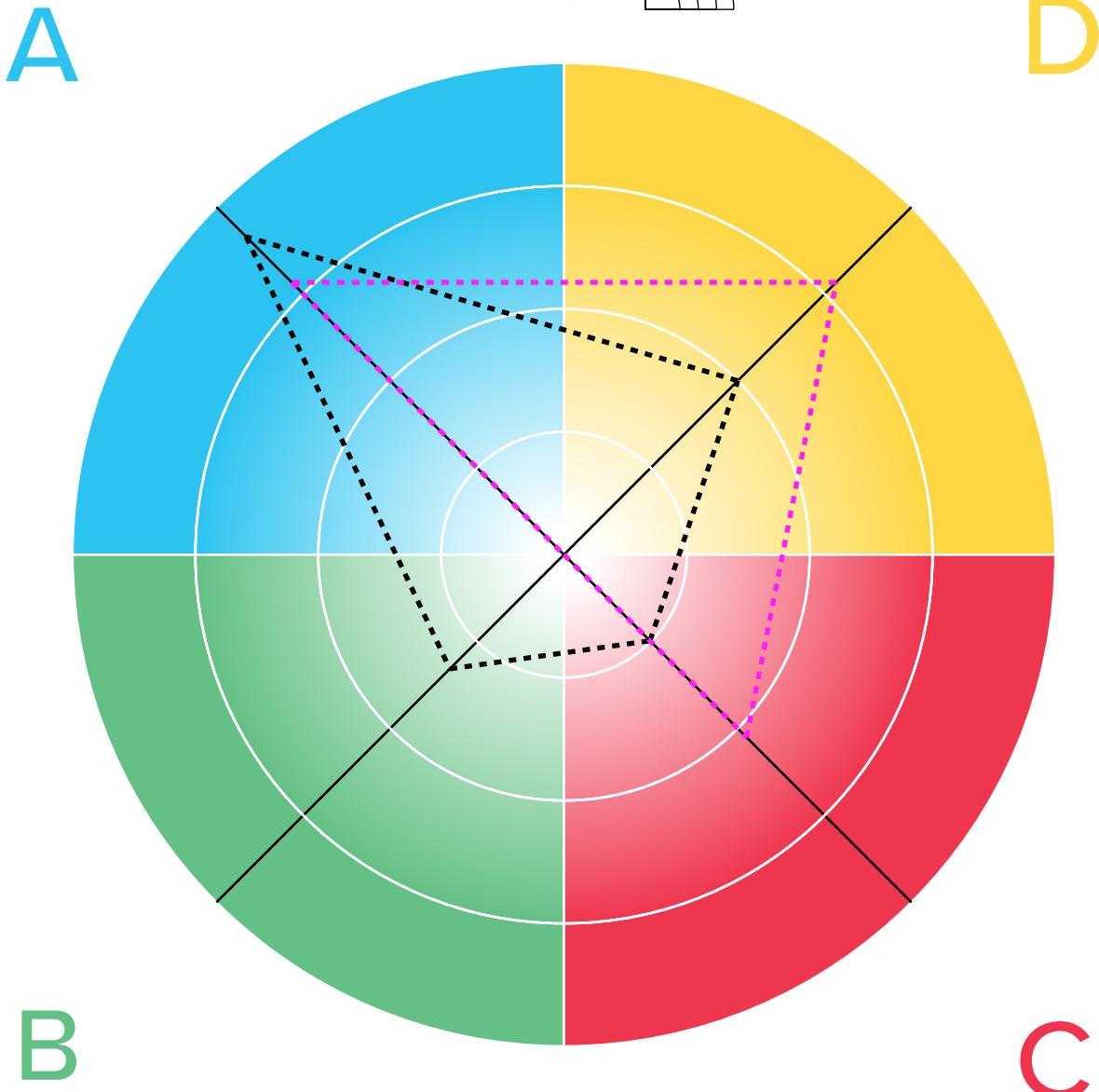
# Comparisons of Our Thinking Under Pressure

mathematical  
quantitative  
analytical  
rational  
factual  
critical  
logical

	A	B	C	D
Don Demo	119	43	32	65
Sammy Sample	102	0	68	102

simultaneous  
imaginative  
synthesizer  
intuitive  
artistic  
holistic  
spatial

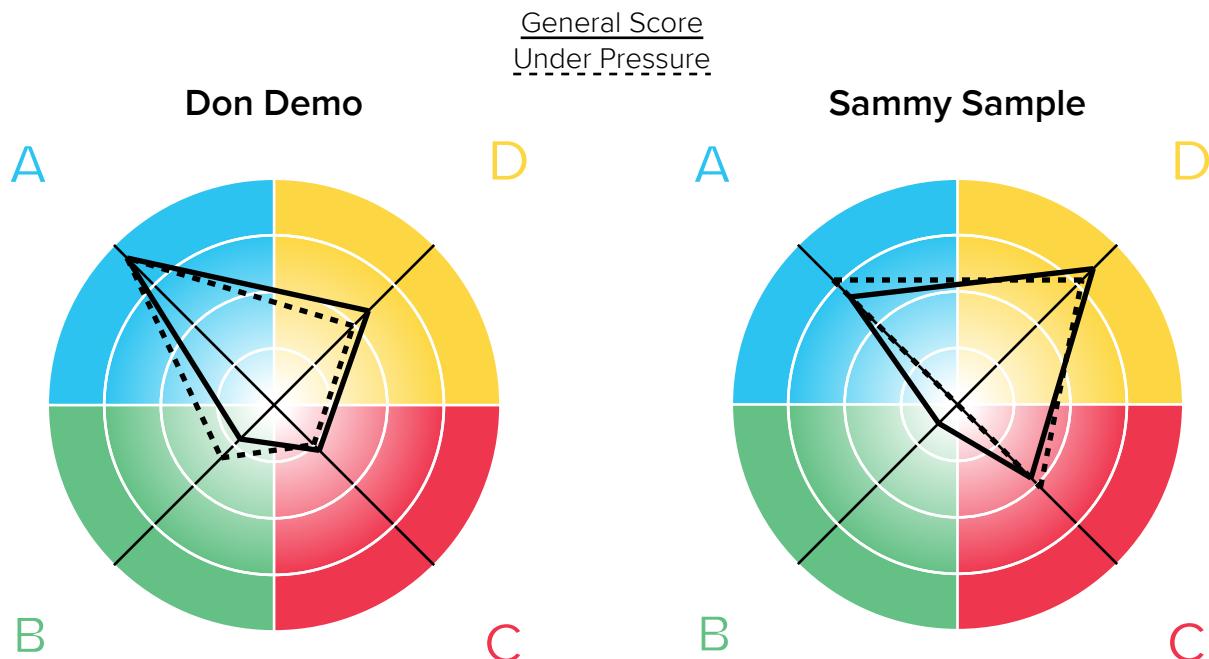
Strong Preference (1) →  
Intermediate Preference (2) →  
Low Preference (3) →

reader  
speaker  
detailed  
dominant  
controlled  
sequential  
conservative

talker  
reader  
musical  
spiritual  
intuitive  
symbolic  
emotional

# Our Thinking Under Pressure



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

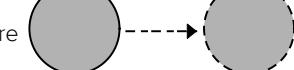
By forcing you to choose between two different terms, you can understand more about how your thinking preferences may differ in "under pressure" situations. These preferences may differ from your "day to day" preferences and may impact how you make decisions, solve problems and communicate during those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

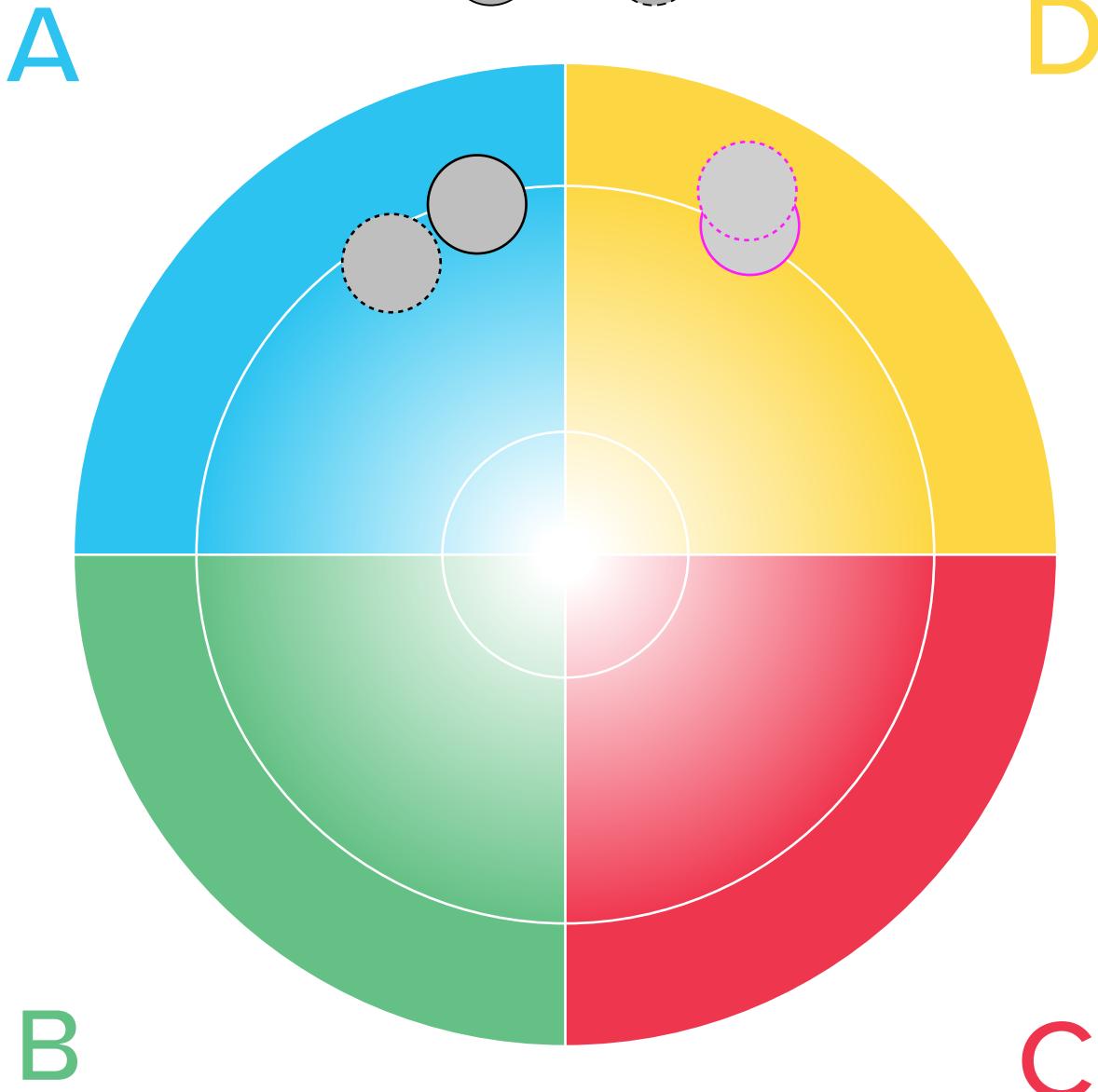
# How Our Thinking Changes Under Pressure

mathematical  
quantitative  
analytical  
rational  
factual  
critical  
logical

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

simultaneous  
imaginative  
synthesizer  
intuitive  
artistic  
holistic  
spatial

General Score  Under Pressure



reader  
speaker  
detailed  
dominant  
controlled  
sequential  
conservative

introvert     extrovert

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.

Don Demo

Sammy Sample

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

Both

I like people who are most sure of their conclusions.

Sammy Sample

Don Demo

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

Don Demo

Sammy Sample

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

Both

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

Sammy Sample

Don Demo

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

Both

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

Both

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

Both

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

Both

# 20 Questions Comparison

strongly agree



agree



neutral



disagree



strongly disagree



I dislike things being uncertain and unpredictable.

Both

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

Sammy Sample

Don Demo

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

Sammy Sample

Don Demo

Unusual ideas and daring concepts interest and intrigue me.

Sammy Sample

Don Demo

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

Both

Know-why is more important than know-how.

Sammy Sample

Don Demo

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

Sammy Sample

Don Demo

I can frequently anticipate the solutions to my problems.

Sammy Sample

Don Demo

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

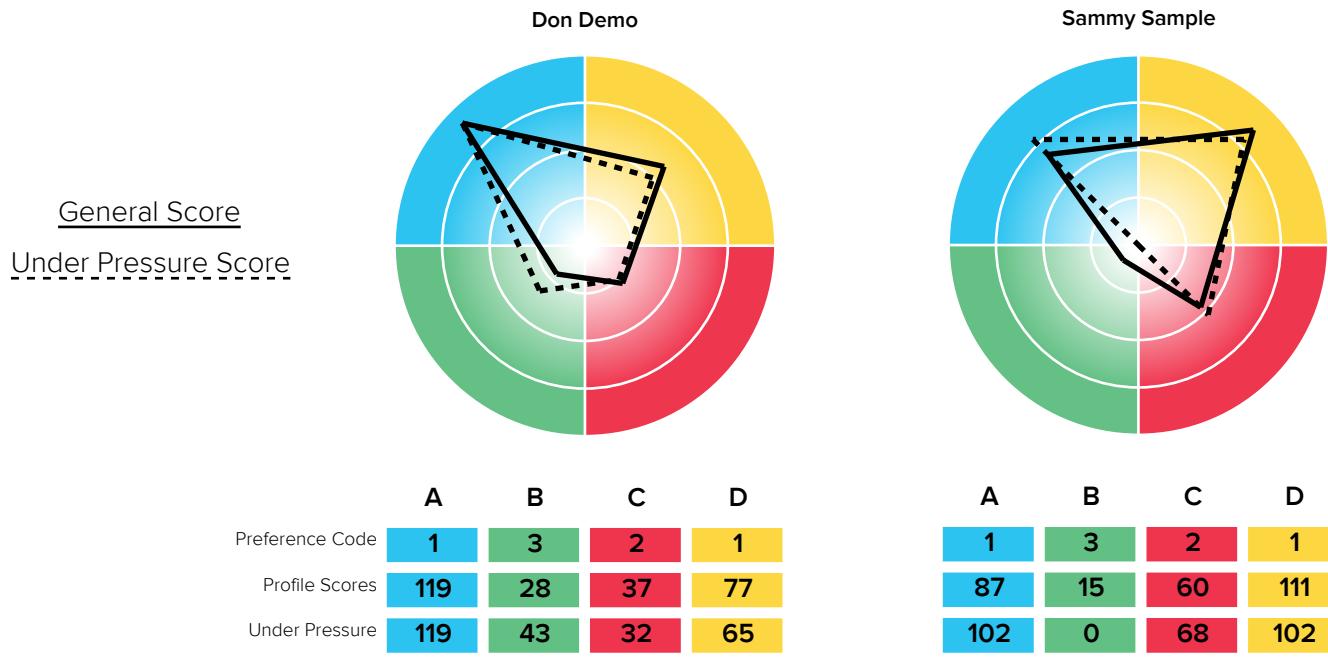
Sammy Sample

Don Demo

I feel that laws should be strictly enforced.

Both

# Solving Problems Tip Sheet



## Problem Solving



### Don Demo prefers...

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

### Sammy Sample prefers...

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

### ...but might overlook

- Strict procedure
- Implementation aspects
- Team processes
- Practicality

### ...but might overlook

- Strict procedure
- Implementation aspects
- Team processes
- Practicality

## My Personal Action Steps for Solving Problems Together:

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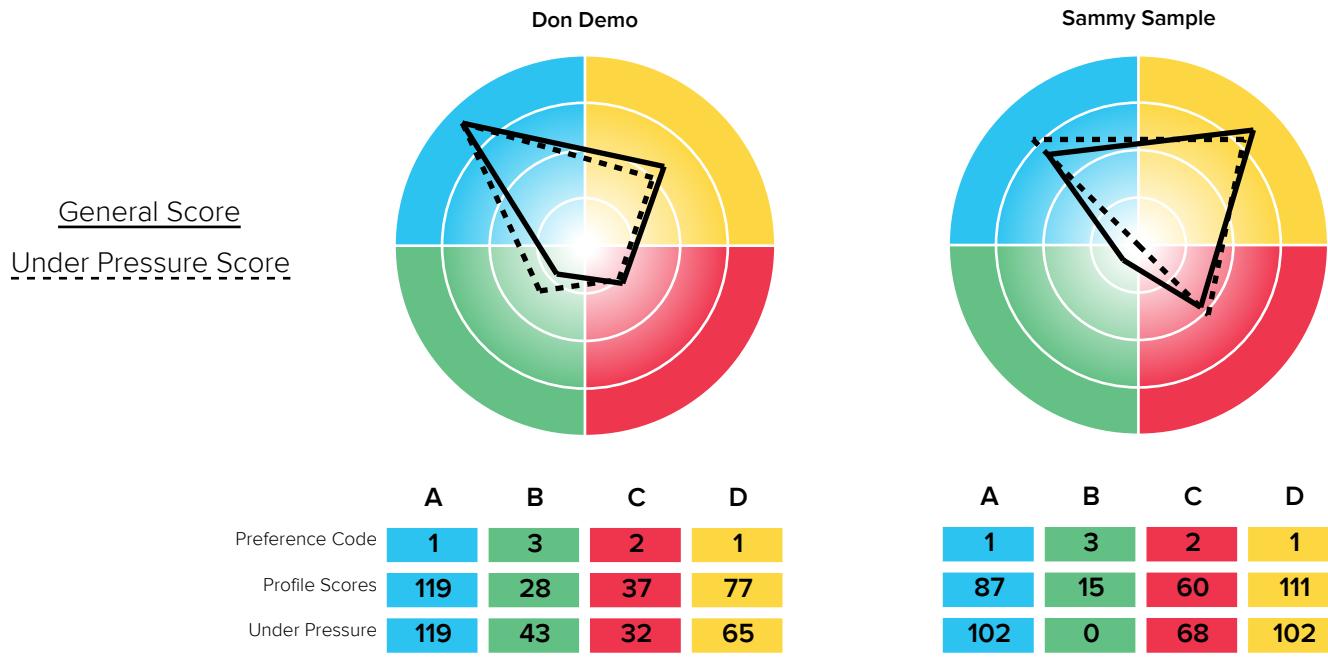


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# Communication Tips Sheet



## 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

### 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

### ...but might overlook

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

## My Personal Action Steps for Communication:

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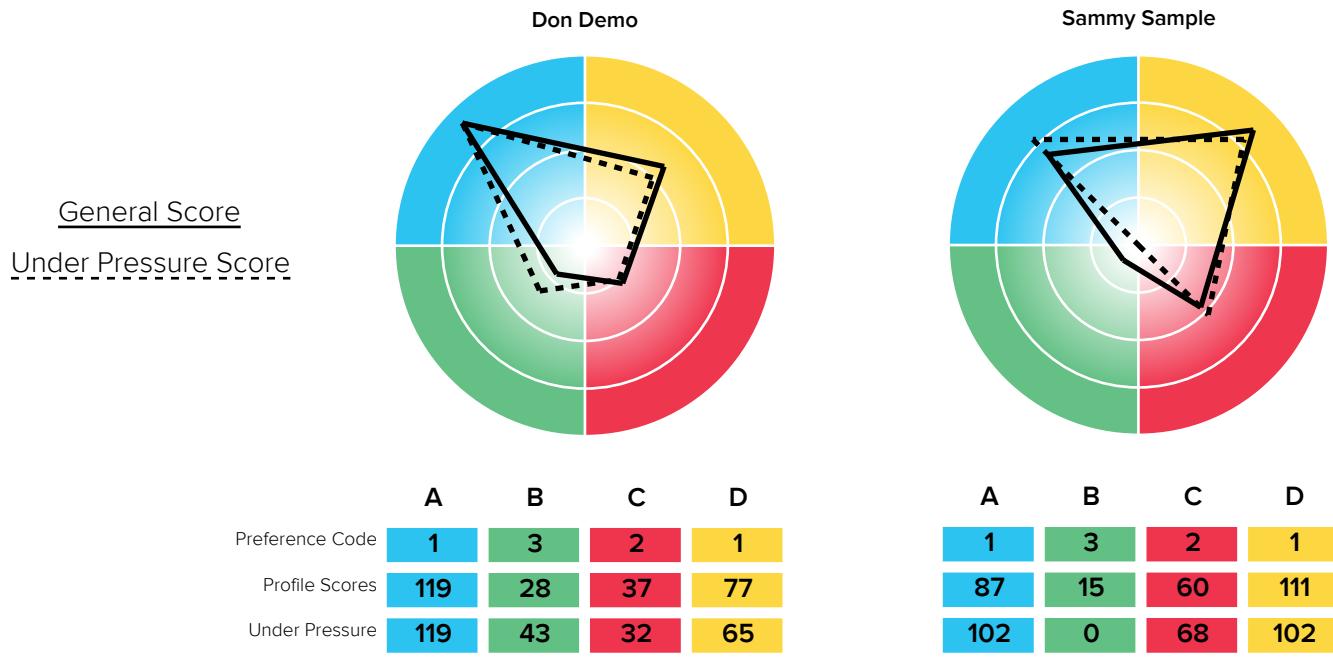


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# Making Decisions Tip Sheet



## 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:

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TM

Don Demo

Sammy Sample