

HBDI Autobiography

1. **Context:** What major influences in your life led you to the HBDI® profile you have today? If your preferences have changed over time, please share *why and how*.

My very A/D father had a huge impact on me: He was a physicist which meant life was a big experiment and I have always looked for problems to understand and solve. The influence of my mother – a social worker—appeared much later in life—at the birth of my kids I found my inner C quad. I have still been known to be a bit 'aloof'.

2. **Strengths:** What strengths do you bring to a team? Be as specific as possible. Share both strengths currently in use as well as others used less.

Ideas and integration are my strong suit, I also love to challenge what is currently being done. I have a strong empathy for our users in general!!! Nothing frustrates me more than seeing our CP's and thinkers have a hard time accessing what we can provide them.

3. **Pressure and Stress:** How does your thinking change under stress or pressure (dotted line profile)? What are typical signs you are experiencing stress/pressure and what is most useful to you in those moments?

I go major A under pressure and my B quad flatlines while my C quad lessens.

4. **Challenges:** Every strength, when overused, can become a challenge. In what ways does your style challenge others? Consider implications of both your strongest and lowest preferences. Be specific and honest.

I resist finalizing things because I like to keep things open so we can continue to improve on them.

5. **Team Effectiveness:**

- **What is one thing you could do to help the team be more effective?** In what way could you adapt your thinking/behavior to best serve the needs of the team?

Be available to provide insight and SME capability as needed.

- **What do you need from this team to be most effective?** If you have specific needs for different team members, consider how you might share those.

Don't assume I am too busy to ask. I always need context up front- that is where my brain goes first. I want to know what people are asking for—as I don't always have the opp to interact with clients – especially in certification. Please always provide a deadline

6. **Future Context:** What would you like to be doing in the future (5-10 years) personally and professionally? How will your preferences impact those objectives?

I am excited to see what emerges as new thinking from my current work!