



Architect

The Culture Index Report

The following brief narrative contains information covering:

1. Introduction to the Report
2. Traits Summary
3. Job Behavior Summary

This information should always be reviewed by a person that has attended the Culture Index Workshop or your Licensee, as this narrative does not go into the many considerations that are necessary to make an informed or educated decision on people. If you would like to attend a workshop, please consult your Licensee or contact us at support@cultureindex.com.

Introduction

The first section titled "Traits" is a summary of seven work-related characteristics. These "Traits" assess who you are outside of work, or who you are when you are not modifying your behavior to meet the needs of your surroundings. These seven work-related "Traits" are inherent behaviors and are typically established by ages 8-12.

The "Traits" summary portion will help you and others understand how you make decisions, what your communication style is like, the pace of the work you engage in naturally and your inclination towards detail orientation or conformity.

The second section of this report entitled "Job Behaviors" is a summary of how you perceive you need to behave to meet the demands of your existing job and the responsibilities you are accountable for. This summary may also be helpful in assisting you and other people as to the cause and/or effect of stress or possible morale issues, if prevalent.

Since Culture Index is not a test, there is no pass/fail. The purpose of this instrument is to help our supervisors and managers to not only understand themselves and their own management style, but to also understand the job from your perspective.



Traits Summary

A self-reliant individual who is most comfortable with projects and some authority. This individual may use caution when approaching situations beyond their range of experience. Outside authority or expertise is relied upon in such situations. This individual has a broad understanding of events and potential outcomes.

This individual is analytically and socially inclined. They enjoy technical problem solving, but may delegate issues in order to spend time with people. Their communication style is coercive and at times, persuasive and dynamic.

This person is opinionated, but is willing to compromise especially in group efforts. Collaboration is important and this reliance on social skills is balanced by their understanding of the situation.

This individual acts immediately and wants to complete work as it arrives, even if it means completing several tasks at once. They prefer variety in their work and are energized by pressure and altered demands. They can be a distracting force when placed in redundant work situations.

This individual wants problems to solve and may create one in order to have work. Assertive and visionary, this person is decisive and can accept responsibility for their actions.

This is a pleasant person whose communication revolves around persuasion and general concepts, although they are capable of using specifics if necessary.

This is a quick paced individual who wants to handle problems as they arise, even if it means working on more than one issue at a time.

Enjoys working in a changing environment and is charged by time-sensitive tasks, pressures and multiple demands. They are bored by redundant work and are a distracting force in predictable environments.

This individual may favor logic over emotions, but can see the value in using both when problem solving.

Capable of employing imaginative thought to situations, this person is open to new concepts and processes. They should be encouraged in this ability as they may otherwise rely on clichéd or habitual responses. Ingenuity is enhanced by experience and education.

This is a generalist, but is willing to become involved with detail if necessary or if the subject is of interest. This person considers supervision necessary when others' qualifications are an unknown.

Enjoys obstacles and expects latitude from management in how problems are dealt with. May develop new procedures rather than follow a preset guide. This individual is consistently dissatisfied with the current methods and never stops seeking for a better way. Consequentially, they may be unable to let go of projects and may delay completion for the sake of improving a process.



Job Behavior Summary

A more outgoing, open, persuasive, communicative style is perceived as necessary within the existing work culture, as well as a perceived need to develop a proactive approach with other people. They recognize the need to be a more fluent, warm, "selling" person.

This person perceives a modest increase in social ability is required by the work culture. This perception is usually caused by having some job responsibilities that include motivating, encouraging, or persuading others.

Although they are naturally persuasive, this person perceives a greater need for enhanced social skills within the work environment. They recognize the need to increase their naturally expressive behavior; possibly to increase sales or interpersonal reactions among others.

The position is perceived as requiring quick responses to change and pressure and the ability to handle multiple tasks at one time. These requirements correspond with this individual's basic traits.

This person perceives a need to take a cautious approach to detail and the regulations of their specific work assignments. This is a behavior which corresponds with this person's basic traits.

This person perceives the need to apply a very high degree of objectivity and logic mindedness to their work. Personal and other's emotions are set aside. Work and its various aspects are being approached in a very black and white manner. They may be perceived as cold or uncaring by others, when in fact, they are simply pursuing work goals in an objective manner regardless of their own, or anyone else's feelings. This does not mean they do not care, but they do not allow their empathy to deter from the work at hand.