

# SpencerStuart

## INDIVIDUAL STYLE PROFILE

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### Insights Report

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## Overview of the Individual Style Profile

This profile is based upon a scientific and universal model of human behavior. Both the model and assessment were designed to identify and measure a set of key factors that predict our success. This report can shed light on who we are, how we think, and how we relate to other people.

The online assessment you completed includes a broad range of questions about your personal drives, strengths, preferences, and self-image. Your responses to these questions were analyzed to uncover personal insights. The following report summarizes these insights and outlines key implications.

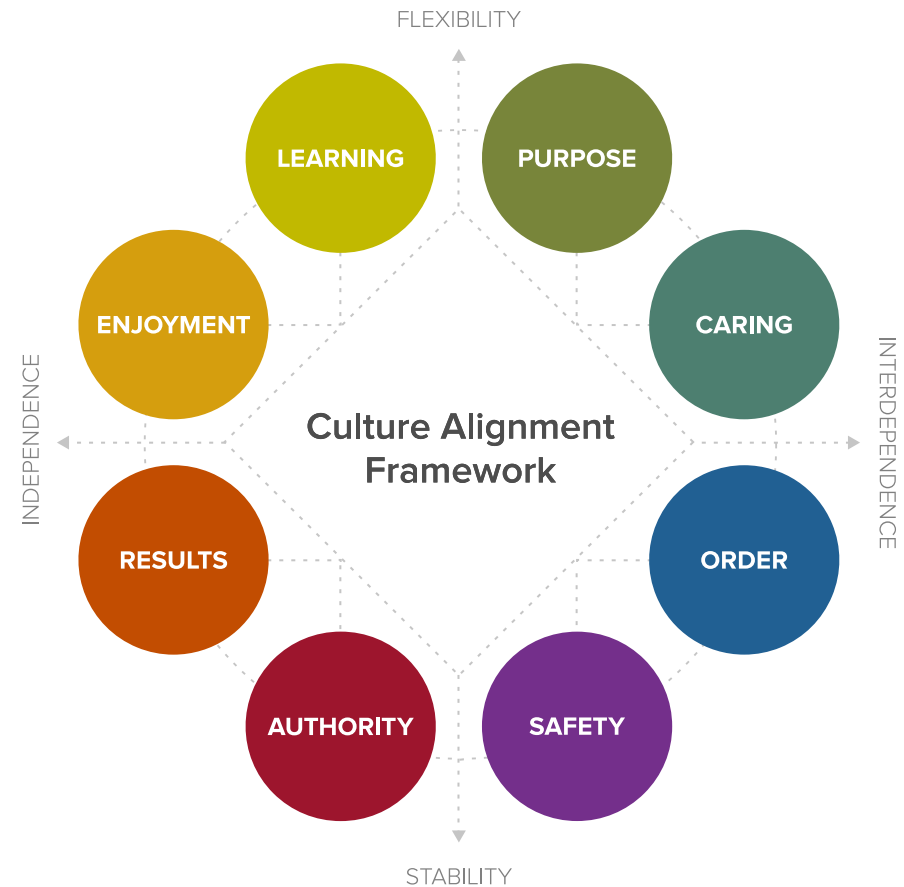
As you read through this report, keep in mind that there is not one right or best profile. All profiles are valid and represent a unique set of strengths and styles. It is also important to note that while a person's profile will remain fairly stable over time, it is possible for shifts to occur as a result of significant life events and for gradual changes to take place as we evolve over the course of our lives.

## About the framework

The socio-cultural model to the right is based upon two fundamental insights into human psychology. First, that there are universal patterns of individual and group behavior, arising from our biology and psychology, that explain how people from all walks of life think and act. The second insight is that a surprisingly limited set of rules can result in highly complex and diverse behavioral patterns.

This model describes two primary and universal dimensions that guide human behavior. The horizontal dimension distinguishes between an orientation towards independence and outcomes to the left and an orientation toward groups and relationships to the right. The vertical dimension distinguishes between a flexible, open orientation at the top and an emphasis on stability and pragmatism toward the bottom.

Arising from these two dimensions are eight socio-cultural styles. In the same way that painters use only a few primary colors to create elaborate works of art, our behavior can be similarly explained through the mixing and arrangement of these fundamental styles. Each style represents a different way to view the world, relate to others, and meet the key challenges we face in life. The circular arrangement indicates that those styles next to one another are more similar and styles that are further apart are more distinct.



## The eight styles

The eight primary socio-cultural styles can be used to describe the mindsets and actions of both people and groups. Every style is valid in its own right and represents unique advantages and disadvantages. While every person has the full spectrum of styles within them, the relative ordering of styles is what defines an individual's unique profile.



### RESULTS

Achieving, driven, goal-oriented



### ORDER

Reliable, cooperative, rule-abiding



### PURPOSE

High-minded, idealistic, compassionate



### LEARNING

Open-minded, exploring, curious



### AUTHORITY

Bold, decisive, dominant



### SAFETY

Careful, prepared, realistic



### CARING

Warm, sincere, relational



### ENJOYMENT

Cheerful, fun-loving, spontaneous

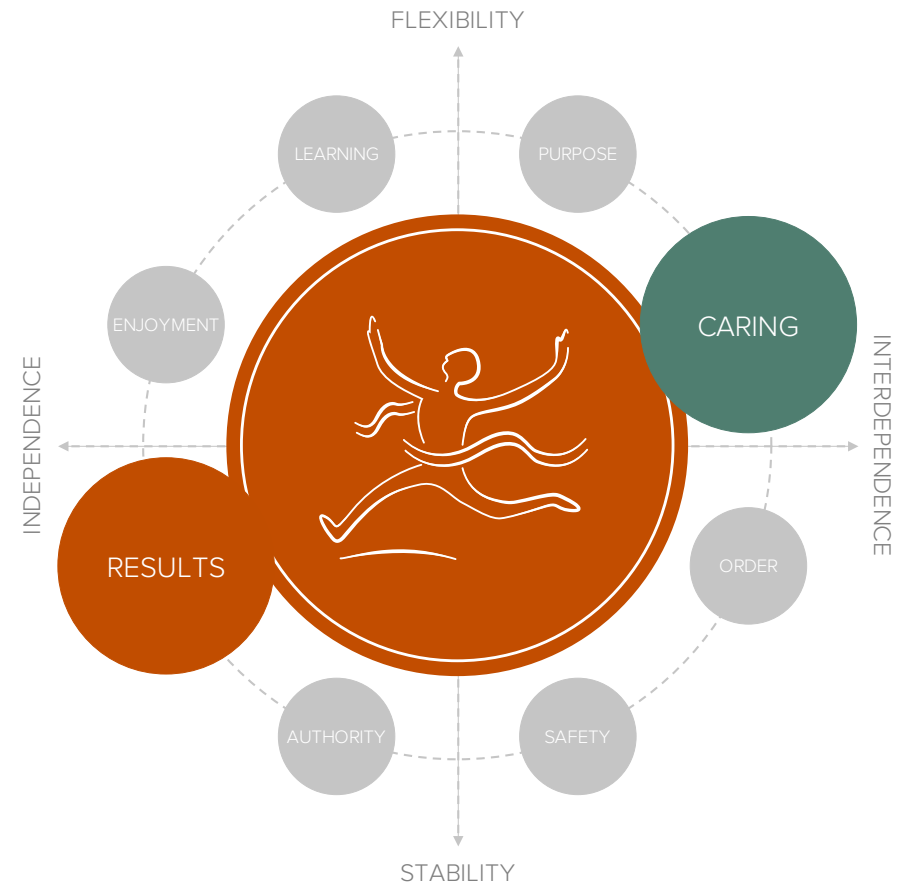
### Your profile summary

You are a focused achiever. Driven to succeed, you set ambitious goals and don't give up until you reach them. You are outcome-focused and enjoy solving problems. You also like to build positive relationships and are warm and caring.

With this combined orientation toward results and caring, you will be driven to be the best you can be and help other people. Because these styles are somewhat competing, you are likely to see the world through multiple lenses and sometimes find the need to make difficult trade-offs.

How you describe yourself:

"Sanjay is very independent minded well trusted business leader with high personal integrity and high risk appetite. "



## Your full profile

The following is your complete profile. While the top two styles in your profile play a defining role, the order of the remaining six styles also provides insights into who you are as a person and what your key strengths and contributions will be. Your full ranking of eight styles is shown to the right along with some implications. Styles at the top are more influential and those at the bottom play a lesser role in forming your identity.



RESULTS

2

CARING

3

LEARNING

4

SAFETY

5

ORDER

6

AUTHORITY

7

PURPOSE

8

ENJOYMENT

Your top style is results. You are driven to succeed and achieve great things. While not everyone around you will share your same desire for accomplishment, people tend to appreciate your capability and determination.

With your second style being caring, you create strong bonds with other people and are focused on relationships. You are known for your warmth and sincerity.

With your third style being learning, you tend to explore new possibilities and keep an open mind.

With your fourth style being safety, you like to be methodical and tend to plan ahead.

With your fifth style being order, you tend to not be overly focused on playing by the rules or fitting in.

With your sixth style being authority, you tend to not be overly focused on being in charge or asserting your influence.

With your seventh style being purpose, you tend to not be overly focused on the long-term betterment of the world.

Your last style is enjoyment. You tend to be somewhat serious and care less about fun and excitement.

# IN CONCLUSION

Assessment tools such as this can provide useful insights for individuals seeking to better understand and develop themselves. That said, it is important to recognize that people are both complex and adaptive in their personality and behavior and that no report can ever describe you fully or with perfect accuracy.

Keeping this limitation in mind, the contents of this report should represent some of the more important aspects of your thinking and behavioral styles that help or hinder your success in work and life. We hope you have found this process helpful and positive. If you have any suggestions on how to improve this assessment or report, please email us at [assessments@spencerstuart.com](mailto:assessments@spencerstuart.com).

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