

# MAPX

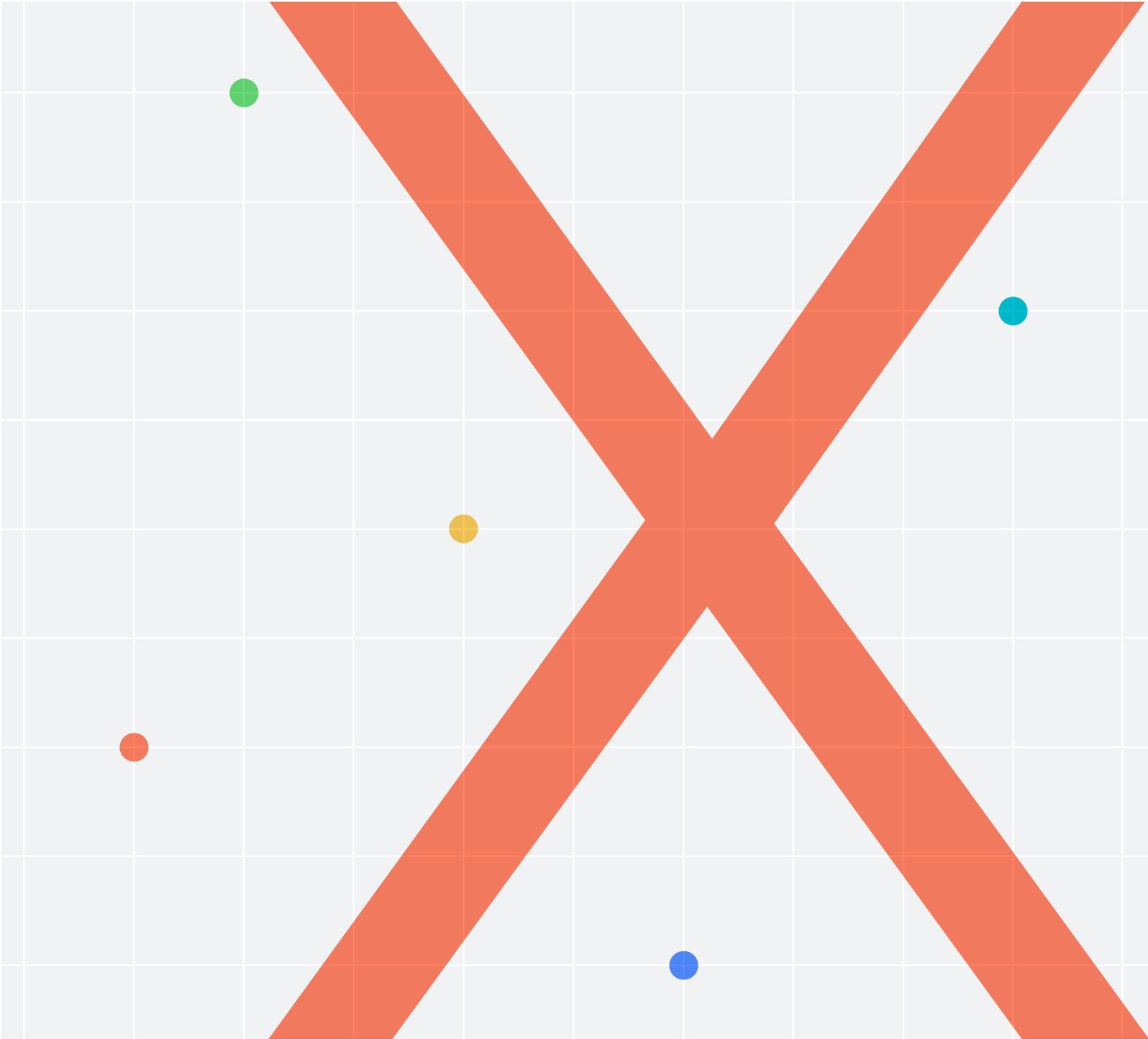
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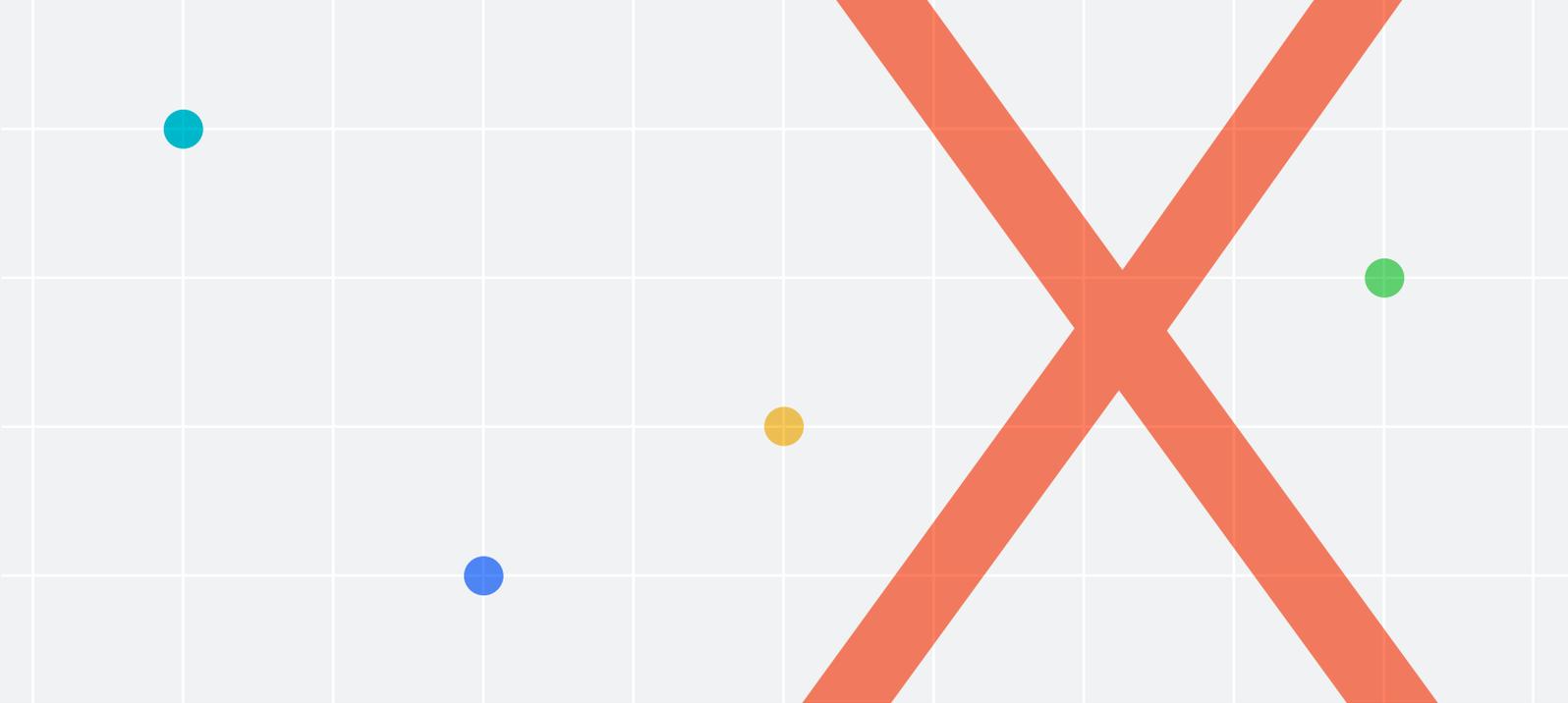
Name

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Date

08-10-2019





# MAPX

Welcome to your MAPX report.

Everyone has days when they aren't at their best. Experiencing frustration, stress or excitement can lead us to act in ways that do not reflect our best character and may impact our performance, damage our reputation and hurt our relationships. While we tend to overlook, excuse or deny the less attractive parts of our personalities, understanding these parts of our personalities can help us manage our weaknesses and even leverage them to our benefit.

Using organizational and clinical science, the MAP-X diagnostic test measures your Extremes and helps you understand how you may come across to others when you are emotional, tired, or stressed. While few people show their extremes all the time, and most of us show them infrequently, you can use insights from this report to help you prepare for situations where it's difficult to be your best self.

## What is MAP-X?

Using your core MAP scores, MAP-X measures your personality at its most extreme and describes how these traits may be reflected in your behaviour. MAP-X scores indicate negative traits and the potentially adverse behaviours associated with them. Based on the results of thousands of people across the world, we identified 10 extreme behaviour profiles from the extreme at each end of five MAP Scales. They are as follows:

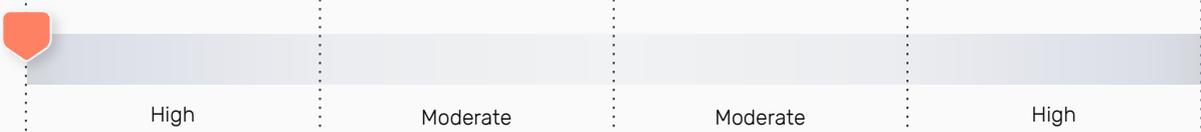
- |             |   |               |
|-------------|---|---------------|
| Impulsive   | ∨ | Rigid         |
| Intense     | ∨ | Unemotional   |
| Conformist  | ∨ | Eccentric     |
| Withdrawn   | ∨ | Unrestrained  |
| Insensitive | ∨ | Oversensitive |

In the following report you will find where you scored on each of these extremes and learn how you can manage and leverage these traits to help you excel in your career.

# Summary

## Impulsive

*Uncommitted, disorganized, hasty.*

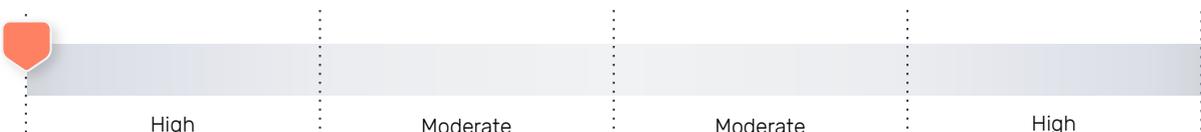


## Rigid

*Perfectionistic, inflexible, rigid.*

## Intense

*Emotive, vigilant, insecure.*

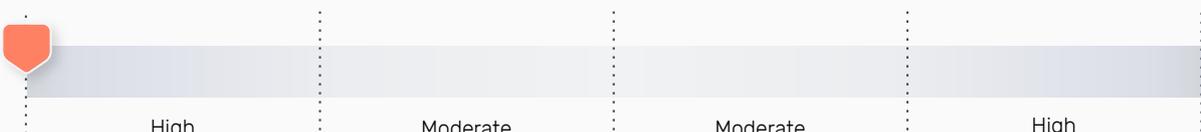


## Unemotional

*Detached, self-assured, unmoved*

## Conformist

*Practical, concrete, pragmatic.*



## Eccentric

*Idealistic, novel, abstract.*

## Withdrawn

*Reserved, self-contained, hesitant.*

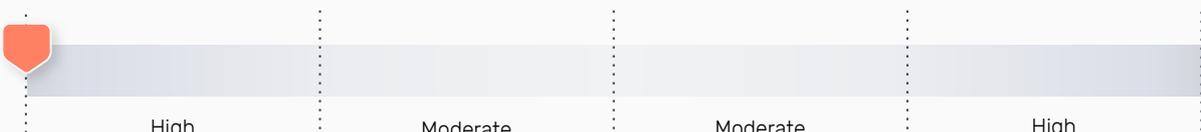


## Unrestrained

*Dominating, energetic, superficial.*

## Insensitive

*Selfish, candid, skeptical.*



## Oversensitive

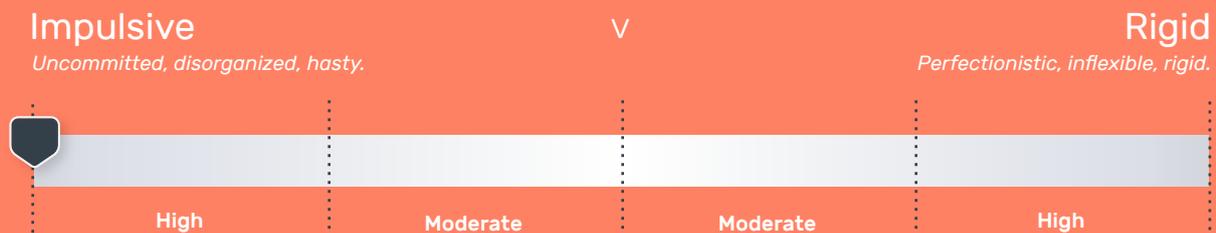
*Naïve, selfless, over-involved.*

# Impulsive v Rigid

## **Impulsive description**

This scale measures the degree to which people are highly impulsive, unable to delay gratification, and only focused on what is most interesting to them. High scorers are more likely to overlook important details and information, creating disorganized work and future problems. They may not set or be motivated by long-term goals. They will look to cut corners, be unreliable and unfocused.

## Your results



## What this means

### **Identity and sense of self**

Compared to most others you may be more impulsive and easily distracted, and although you may make plans you don't always follow them. You bend rules when you feel they don't apply to you, and you may miss deadlines, make excuses for not producing work on time, and appear to be irresponsible. While you can be flexible and make quick decisions, you tend not to think through the consequences of your actions.

### **Empathy or relationship effects**

Compared to most others you may risk missing deadlines, skimp on details and cut corners, which can lead to people perceiving you as unreliable, which can erode trust. While your impulsivity can be fun it can also be tiresome and others might have to work harder for the gaps and confusion your flexible approach creates, which can cause frustration. You may make excuses for being unreliable, which, in turn, makes it even harder for others to trust you in the long run.

### **Leadership implications**

An important part of being a leader is consistency, direction and integrity. Although you can be charming and fun, people will feel you're disorganized and too focused on the short-term. It is likely that your leadership style is more laissez faire and somewhat disheveled.

### **Decision-making**

Compared to most others you are more comfortable making quick decisions, but your impulsivity may make you unwilling to take the time and effort to fully consider all implications and possibilities.

### **On the plus side**

You are often fun, charming and quick to act.

Do not burden themselves or their staff with unnecessarily lofty targets. Flexible and spontaneous. Tolerant and easy-going.

## Behaviours to watch

### Thinking rules don't apply to you.

*How to mitigate the risk:* You should recognize that rules keep systems working and provide safety for people. Learn to reflect before you act so that you may think through the consequences of your actions, also be mindful that actions can have unintended consequences.

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### Ignoring errors and brushing over details.

*How to mitigate the risk:* You should invest time to account for the fine details that are involved in decision-making. Ignoring them will create more work for yourself and others in the future.

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### Not following through on your commitments.

*How to mitigate the risk:* You should be more honest with people when accepting responsibilities so that you do not overcommit. Also, be mindful and keep a to-do list or a schedule to stay abreast of your commitments.

## Leadership feedback

Employees may find flexibility and spontaneity to be taxing. Try to stick to set schedules, and focus on delivering, finishing and following up. In the long run, this creates an impression of decisiveness and credibility.

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Take time to get to know the details: awareness of and commitment to details often creates a feeling that you are interested in and are understanding of your employees' work and work situation.

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Spend time preparing and prioritizing, and deal with one thing at a time. Maintaining focus creates efficiency and thoroughness.

# Intense v Unemotional

## **Intense description**

This scale measures the degree to which people are easily stressed and experience strong feelings of anxiety, worry and self-doubt. High scorers are likely to be highly self-critical and rarely satisfied. They are more likely than most people to be easily disappointed and frustrated. They can be sensitive to risks, indecisive and will worry about other people's opinions. Their emotions and behaviors can be unstable, hard to predict and disruptive.

## Your results

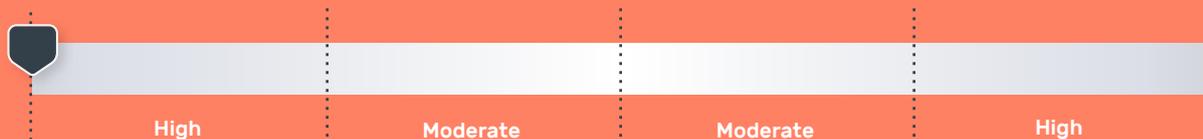
### Intense

*Emotive, vigilant, insecure.*

V

### Unemotional

*Detached, self-assured, unmoved*



## What this means

### **Identity and sense of self**

Compared to most others you may often feel things deeply and worry more than most about what can go wrong. This can make it difficult to stay positive and upbeat. You may frequently feel let down by others and have a harder time than most trusting others. You're self-aware and self-critical which can lead to feelings of self-consciousness and dissatisfaction with your achievements. You also dislike stressful situations because they heighten your anxiety. This might make your colleagues perceive you as moody, on-edge and overcritical. This may put a strain on relationships by missing the positive and seeking feedback and reassurance too often.

### **Empathy or relationship effects**

Compared to most others you're more self-doubting and more sensitive to the opinions of others. People may appear as unsupportive to you and, therefore, you might feel disappointed in them. This might lead you to feel resentful and slow to trust. To others, it may appear that you test relationships for loyalty, are moody and alternate between closeness and distance.

### **Leadership implications**

Compared to most others, you work hard to do well and prove yourself, however this approach might lead to you becoming burnt out. Moreover, you may appear harder to please than most people, and cause the work environment to become stressful for your co-workers because most people work better in a calm and positive setting.

### **Decision-making**

You are more likely than most to see the downside of situations and become anxious when taking risks. Because you are more cautious than most others, you might take too long when making decisions, and put too much emphasis on losses; your colleagues might be ready to commit to a decision, while you exercise caution.

### **On the plus side**

You have a good sense of what might go wrong, which is valuable when you express it carefully.

Attentive and reactive. Have a sense of urgency. Expressively open. Responsive.

# Intense v Unemotional

## Behaviours to watch

Being easily irritated and taking criticism as a personal affront.

*How to mitigate the risk:* You should understand your stress triggers and practice techniques to stay calm and self-soothe.

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Displaying emotional volatility.

*How to mitigate the risk:* You should practice keeping your feelings contained and appreciate that others might not see or feel things in the same way you do.

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Being easily disappointed by others.

*How to mitigate the risk:* You should separate your feelings from the facts and accept that your expectations will not drive outcomes.

## Leadership feedback

Practice spending your emotional resources more sparingly – acting and reacting to everything that happens is a drain on your energy.

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Don't overestimate the importance of your own involvement in various problematic situations. Try to view various happenings with a greater amount of distance.

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Work on increasing your faith in your own abilities – in the role of manager, it is important that you convey a sense of security, competence and decisiveness.

# Conformist v Eccentric

## **Conformist description**

This scale indicates how rigid, unimaginative and linear a person will be. High scorers will seek comfort in routines and seem traditional, champion the status quo and avoid change. They are sticklers for social convention and norms and can struggle to understand and assimilate change and new ideas. Grounded and focused on reality, they are preoccupied with 'what is' and not 'what can be', and thus lack imagination and vision.

## Your results

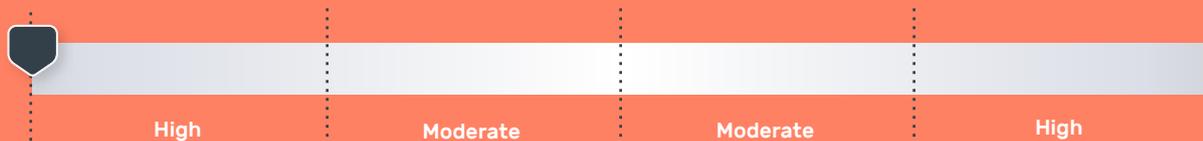
### Conformist

*Practical, concrete, pragmatic.*

V

### Eccentric

*Idealistic, novel, abstract.*



## What this means

### **Identity and sense of self**

Compared to most others, you likely feel comfortable when things are organized and familiar and uncomfortable around highly creative people who break rules or live unconventionally. You may prefer to stick to your own method of operating and favor a practical and sensible approach to things. This can make you seem closed-minded and uptight.

### **Empathy or relationship effects**

By being perceived as unyielding and rigid, you can close off conversation and cause others to find you resistant to suggestions that call for change or the consideration of alternatives.

### **Leadership implications**

You may not embrace change and novelties as easily as most others, which others might find uninspiring. You might be too critical of new ideas for how things can be improved. As a result, you may also react too slowly to crises or be ill prepared to take advantage of sudden opportunities.

### **Decision-making**

Usually employing the tried and true method can close off important opportunities and following routines can make you less aware of how the world is changing, causing you to make ill-informed decisions.

### **On the plus side**

You're pragmatic and sensible, and will challenge unrealistic and impractical thinking.

Down-to-earth. Realistic. Find it easy to accept and adapt to prevailing norms and values.

# Conformist v Eccentric

## Behaviours to watch

### Staying within your comfort zone.

*How to mitigate the risk:* When solving problems, don't default to your standard way of thinking. Instead, challenge your assumptions and try to solve problems in ways that you haven't before.

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### Defending the status quo.

*How to mitigate the risk:* It's acceptable to challenge what is deemed 'normal'. In fact, it is necessary if you want to bring about change and achieve more ambitious goals.

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### Always seeing how things can go wrong.

*How to mitigate the risk:* Rather than pointing out how new ideas or projects can fail, you should leverage your practical and pragmatic problem-solving skills to refine these ideas and turn them into successes.

## Leadership feedback

Make an effort to create a workplace culture that promotes, and makes the most of, your staff's ideas and creativity.

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Systematically re-evaluate old work methods and seek help from others to develop processes and approaches.

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Show your appreciation for the members of staff who contribute their own ideas and make new suggestions.

# Withdrawn v Unrestrained

## **Withdrawn description**

This scale measures the degree to which people are overly reserved and avoidant of others. High scorers are perceived as shy, withdrawn or even aloof. They tend to be guarded and doubt of the intentions and motives of others. That means they are slow to trust and to open up to others. They are less likely to experience intimacy and invest in relationship building and will struggle with collaboration and cooperation.

## Your results

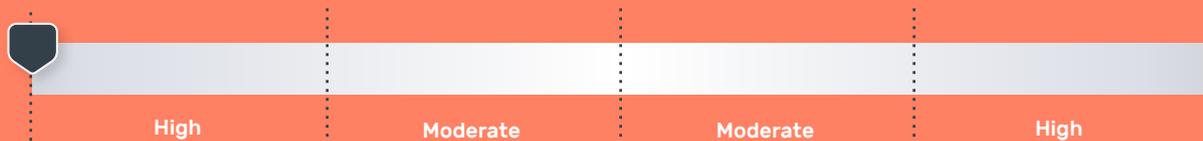
### Withdrawn

*Reserved, self-contained, hesitant.*

v

### Unrestrained

*Dominating, energetic, superficial.*



## What this means

### **Identity and sense of self**

Compared to most others you might be slower to connect with others and prefer your own company and space to social settings. Trusting others and allowing them to become close to you might be more difficult than it is for others. You may also feel anxious in social settings and can come across as shy, withdrawn, and low in energy. People may find you suspicious and cynical about their motives, which can make it difficult to be friendly with you.

### **Empathy or relationship effects**

People might find you hard to connect with because you may send signals telling them to keep their distance.

### **Leadership implications**

Compared to most others you may not be naturally collaborative and might probably prefer to work alone. Therefore, you may resist attempts by others to connect with you. You might not be as positive and enthusiastic, consequently, you might hinder team relationship building and morale.

### **Decision-making**

You run the risk of having a higher tendency to be reserved compared to most other people, which may slow down your ability to make decisions at work. To get projects done quickly, you would benefit from collaborating more with others.

### **On the plus side**

You are not easily swayed by appeals to emotion or by the needs of others.

Quiet and undemonstrative. Independent. Calm.

## Behaviours to watch

### Struggling to collaborate with others.

*How to mitigate the risk:* You should recognize that everyone has gaps in their skill set. If you want to achieve your goals, you can quickly make up for these gaps by building relationships with people who have the skills you lack.

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### Avoiding social settings.

*How to mitigate the risk:* Develop strategies to help you feel more at ease in social situations, such as not going to events alone and planning some conversation starters.

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### Being slow to trust others.

*How to mitigate the risk:* Experiment with giving people the benefit of the doubt even when you don't naturally trust them.

## Leadership feedback

Try to make yourself available to your employees, invite participation and openness, and learn to share your thoughts, feelings and values.

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Dare to stand out, and practice feeling comfortable as the center of other people's attention. This increases the likelihood that your staff will view you as a natural leader for the group.

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Work on communicating an optimistic view of yourself and the work that needs to be done.

# Insensitive v Oversensitive

## ***Insensitive description***

This scale measures the extent people are likely to exhibit self-focus and a lack of concern for the needs, feelings or wellbeing of others. High scorers are more prone to manipulate others to achieve goals and can take an antagonistic and combative approach. They may miss social cues and transgress norms and boundaries. They can exhibit a disingenuous and uncaring professional style towards colleagues and subordinates.

## Your results

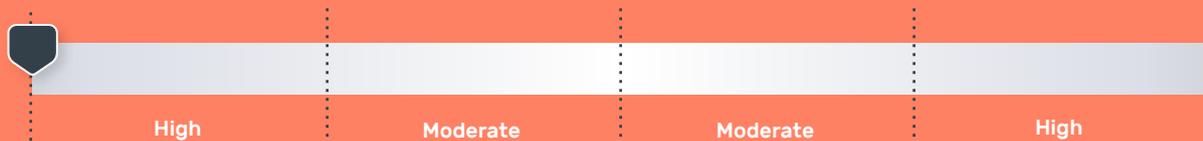
### Insensitive

*Selfish, candid, skeptical.*

v

### Oversensitive

*Naïve, selfless, over-involved.*



## What this means

### **Identity and sense of self**

Compared to most others you may be more blunt and feel people need to hear the truth, even if it might hurt them. You may also ignore or miss important social cues and signals. You're prepared to bend the truth to achieve your objectives, even if others may get hurt. You are more skeptical of other people's intentions than most people, which might color your worldview.

### **Empathy or relationship effects**

You can be perceived as abrasive and uncaring by others. Some may feel used or bruised in their dealings with you, and others may see you as arrogant.

### **Leadership implications**

You can be strong and direct, but people might struggle to trust you because you can be perceived as impolite and inconsiderate, and disregard people's feelings. You might favorize some people at the workplace, which can undermine team morale.

### **Decision-making**

You can be very set in following your own agenda and may not adequately listen to others or consider dissenting views. As a result, your decisions may be expedient and self-serving rather than strategic.

### **On the plus side**

You push people to get things done and are not overly swayed by consideration for the feelings of others.

Matter-of-fact, practical and objective. Seldom naive or unsuspecting. Independent and emotionally unattached.

# Insensitive v Oversensitive

## Behaviours to watch

### Scorning or disrespecting the opinions of others.

*How to mitigate the risk:* Rather than disregarding the opinions of others, try to look for what you could learn from them. You may disagree with someone even while you follow their opinion.

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### Giving undue precedence to your own views and needs.

*How to mitigate the risk:* You should remember that others have preferences and goals of their own, and that achieving your goals requires making compromises.

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### Not considering other people's feelings or emotions when making decisions.

*How to mitigate the risk:* Try to understand the perspectives of the people who will be impacted by your decisions. Practicing empathy will help your decisions be more thorough and impactful.

## Leadership feedback

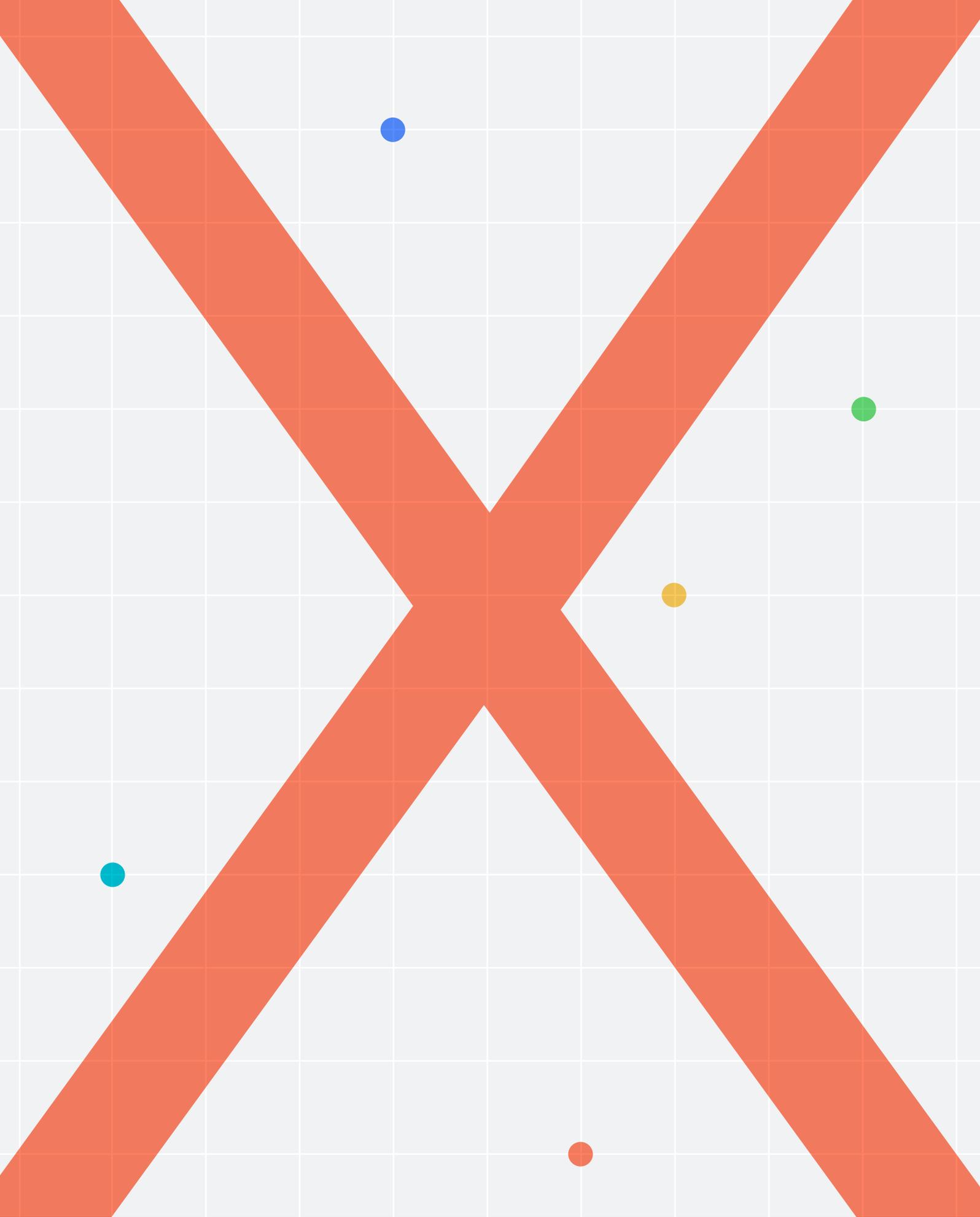
Think about how you formulate your communication - others may perceive you to be harsh and emotionally cold at times, when you yourself feel that you are being analytical and matter-of-fact.

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Work on involving your co-workers in the decision-making process - this creates commitment and participation.

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Consider, and be responsive to, the feelings and opinions of your staff. Other people include emotions in their analyses of different issues and situations and allow such emotions to influence their work.



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