

MAPX

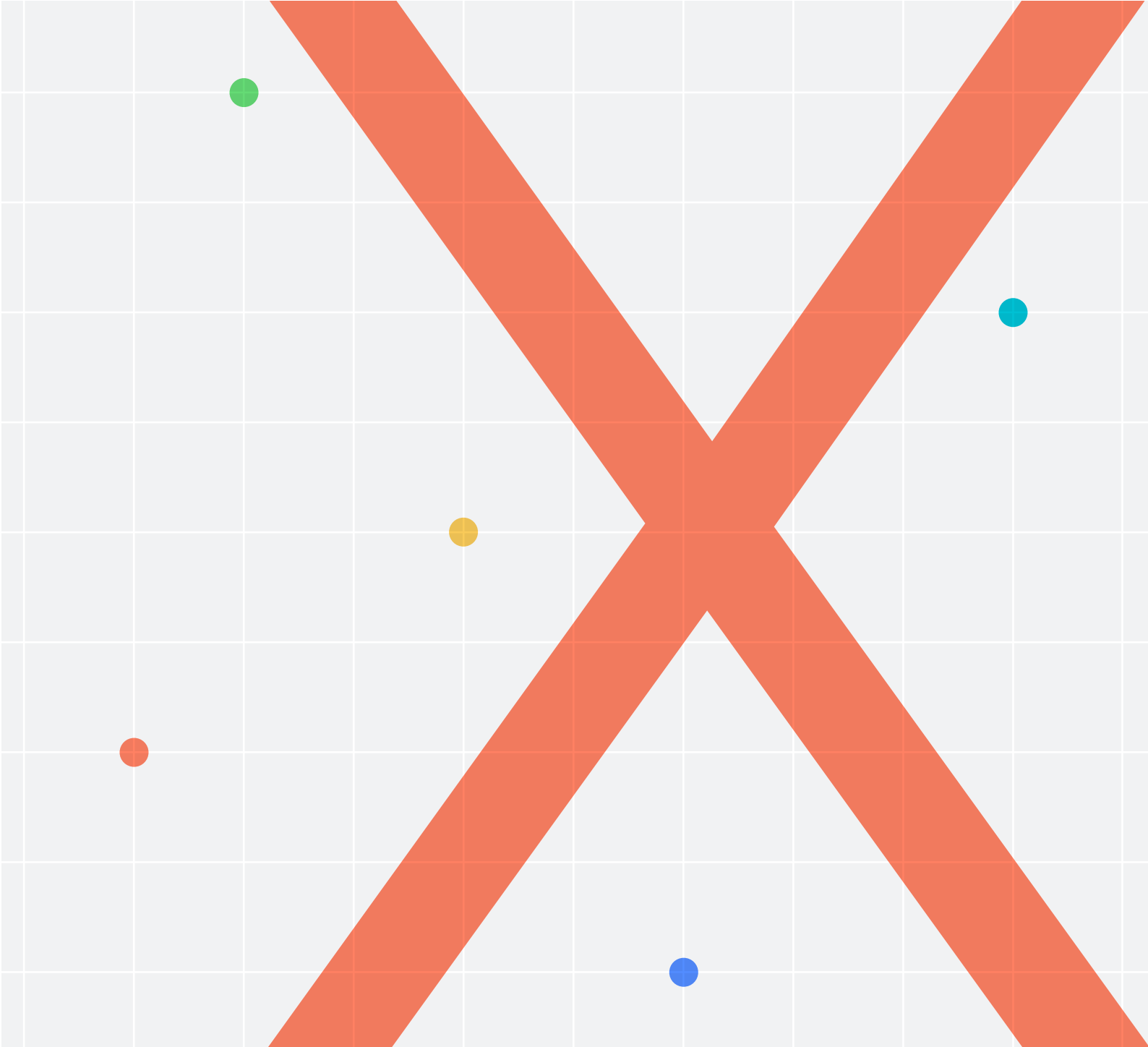
An Assessio Product

Name

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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:

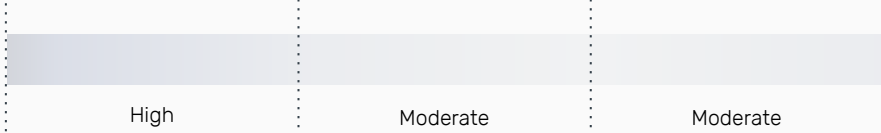
- | | | |
|-------------|---|---------------|
| Impulsive | ∨ | Rigid |
| Intense | ∨ | Unemotional |
| Conformist | ∨ | Eccentric |
| Withdrawn | ∨ | Unrestrained |
| Insensitive | ∨ | Oversensitive |

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

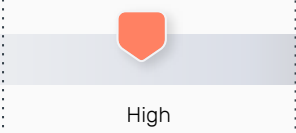
Impulsive

Uncommitted, disorganized, hasty.



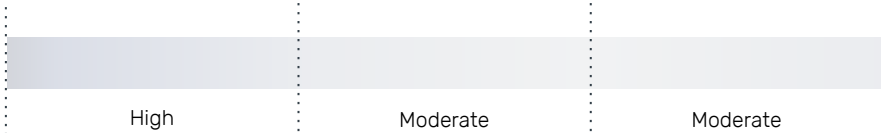
Rigid

Perfectionistic, inflexible, rigid.



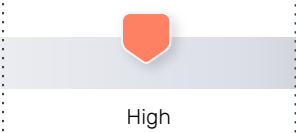
Intense

Emotive, vigilant, insecure.



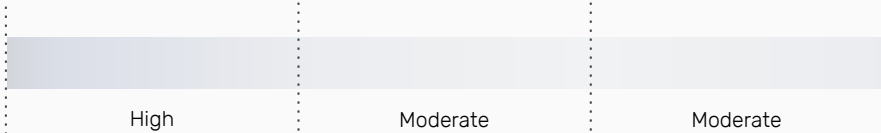
Unemotional

Detached, self-assured, unmoved



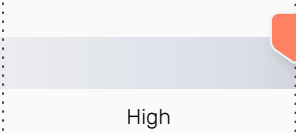
Conformist

Practical, concrete, pragmatic.



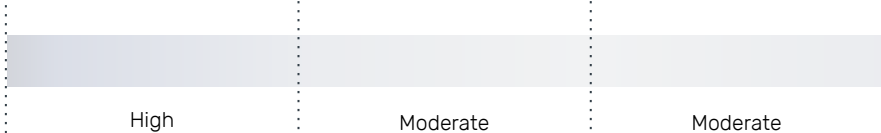
Eccentric

Idealistic, novel, abstract.



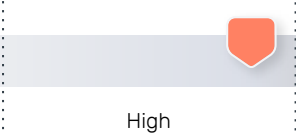
Withdrawn

Reserved, self-contained, hesitant.



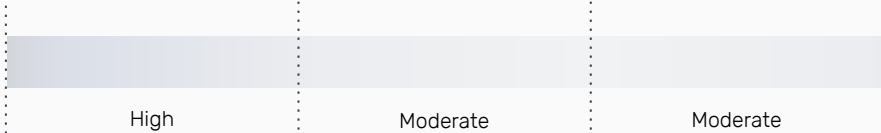
Unrestrained

Dominating, energetic, superficial.



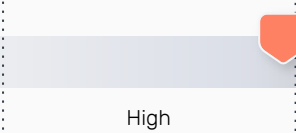
Insensitive

Selfish, candid, skeptical.



Oversensitive

Naïve, selfless, over-involved.



Impulsive v Rigid

Rigid description

This scale measures the extent to which people operate as perfectionistic, diligent, rule-following, and inflexible. Higher scorers will struggle to operate in ambiguity and won't recognize when to let go. They are overly focused on achieving goals, leading to competitiveness and an inability to adapt, being more prone to "analysis paralysis," and tending to overanalyze. They are thus hesitant and slow to make decisions.

Your results

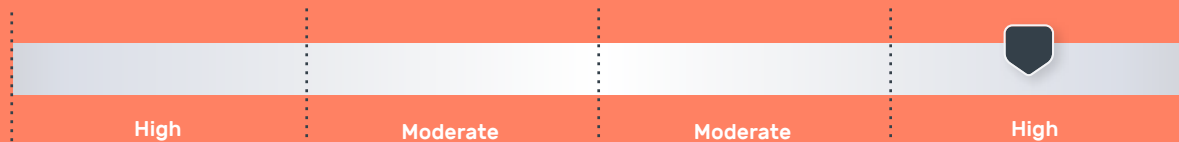
Impulsive

Uncommitted, disorganized, hasty.

v

Rigid

Perfectionistic, inflexible, rigid.



What this means

Identity and sense of self

Compared to most others you may be more detail-focused, diligent and want to ensure that things are in the proper order. As a result, you may dislike ambiguous situations, and prefer order and structure. This may cause you to overanalyze situations, have trouble conceding small points, and to be slow to make decisions. Colleagues might, therefore, find you rigid and inflexible.

Empathy or relationship effects

Compared to most others you run the risk of getting stuck on small details and might get anxious when your routines or structures are disrupted. You may also feel threatened by impulsive and flexible people and may be somewhat more intolerant of new or different approaches. Consequently, people might find you unyielding, structured, and black and white in your thinking.

Leadership implications

Your leadership style run the risk of being characterized as detail-focused, intolerant of small errors and obsessive. When you are leading a team or a project, people might not get a sense of the big picture. Ambiguity will make you anxious and slow to act.

Decision-making

Compared to most others you may dislike quick action and may want to work through all possible scenarios. You might strive for the perfect solution to a problem, even if it doesn't exist. This will lead to anxiousness about getting decisions wrong and, as a result, you may obsess about the details and lose sight of the end goal.

On the plus side

You take rules seriously and this makes you careful, thorough and attentive.

Ambitious, organized and reliable. Conscientious and focused.

Behaviours to watch

Becoming anxious when faced with a break from routine.

How to mitigate the risk: You can learn to be flexible by becoming more accepting and tolerant of ambiguity. Accept that you can't control everything and that sometimes rules and guidelines will be unavailable. While this will feel uncomfortable at first, it will get easier with practice.

Being perfectionistic.

How to mitigate the risk: You should accept that not everything needs to be perfect. Hence, you should spend your energy on the highest priorities and apply the 80/20 rule - 80% of the value will come from 20% of your effort.

Over-analytical and subject to decision paralysis.

How to mitigate the risk: To avoid analysis paralysis and to stop obsessing over details, ask for the perspective of a trusted colleague or simply take a break. Taking time to reflect and creating distance between you and your work will help you see the situation differently and identify new solutions to your problems.

Leadership feedback

There are often many different ways to achieve the same goal, so try to remain open to new ways of working - this could benefit both the group and its work.

Make sure that planning, structure and maintaining orderliness does not take up more energy and resources than are reasonable in relation to the task at hand.

Delegate, try to be less controlling and allow others to make their own mistakes. Freedom with responsibility gives employees an opportunity to take responsibility and develop.

Intense v Unemotional

Unemotional description

This scale measures the degree to which people are emotionally detached and reluctant to act with urgency when needed. They will appear indifferent, unable to learn from mistakes and will often be overconfident. They will tend to ignore feedback and will be unconcerned with what other people think. They are slow in decision-making and slow to react, and can be rigid and perceived as lacking drive. They are unlikely to be aware of when others need support.

Your results

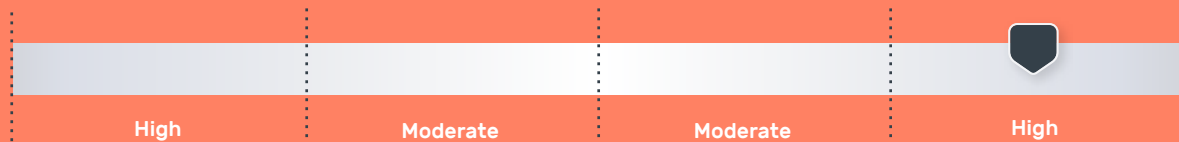
Intense

Emotive, vigilant, insecure.

v

Unemotional

Detached, self-assured, unmoved



What this means

Identity and sense of self

Compared to most others you're likely very even emotionally and may seem unaffected by life's highs and lows. Not feeling things as strongly as others might mean that you fail to notice your own mistakes or respond to feedback from others. This raises your risk of repeating errors. Also, being slow to respond to what others see as urgent, might make you look uncaring and blind to risks. Which might make you come across as self-important and uncaring about the feelings of others.

Empathy or relationship effects

Compared to others you're calmer and more unruffled when others worry, you might come across as over-confident. Relationships rely on people responding to emotional cues and you may be oblivious to them. Hence, you might seem indifferent to people's needs and feelings and give them the impression that they over-dramatize. Others may leave you out of their relationship circles all together.

Leadership implications

People want to feel understood and cared for. In a leadership position you may not convey a strong enough sense of interest in your co-workers as individuals. In leadership settings, you may trivialize their concerns and not take their emotional distress seriously enough.

Decision-making

You may understate the emotional costs involved in decision making, which reduces your ability to act urgently. You can feel so secure in your decisions that you don't pause to reflect on the situation thoroughly or wait for consensus.

On the plus side

You won't over-react or lose your cool in times of trouble.

Stable, with good self-confidence. Comfortable at making decisions. Good at handling stress.

Intense v Unemotional

Behaviours to watch

Appearing dispassionate and uncaring.

How to mitigate the risk: You should practice empathizing with the feelings of others and use this to shape your interactions.

Others finding you hard to read and judge your mood.

How to mitigate the risk: You should make an effort to share your feelings with others. This will help to de-escalate tensions.

Lacking a sense of urgency in challenging times.

How to mitigate the risk: You should take your cues from the reactions of others to understand when you need to display urgency.

Leadership feedback

Be aware of the fact that your employees may become worried a lot more easily than you do – utilize your own stability to provide your staff with a sense of security and calm.

Even if you seldom feel particularly concerned, you should express your commitment so that your employees feel that you take both them and the business seriously.

You should work on showing openness to the opinions of others, respect for the abilities of your employees, and the ability to change your mind or rethink things to enrich the work of the group.

Conformist v Eccentric

Eccentric description

This scale is a measure of the degree to which a person is so imaginative, unrealistic, or absent minded that they may seem detached from reality. High scorers frequently violate social norms and conventions, which can lead to disruption and friction. While they are stimulated by change and novelty they are also hard to follow and reason with. They tend to try new things that are often unnecessary and unproductive.

Your results

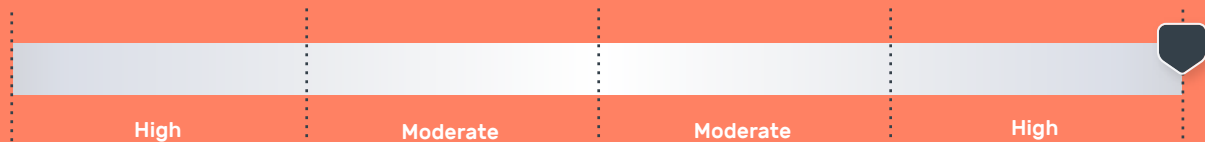
Conformist

Practical, concrete, pragmatic.

v

Eccentric

Idealistic, novel, abstract.



What this means

Identity and sense of self

Compared to most others you think differently and see things from angles that others don't. As a curious and inventive person, you're likely drawn to new ideas and novel ways of doing things. However, you may come across as unrealistic and vague because you have impractical ideas that others don't understand. You may find yourself simply wanting to be different and non-conservative and may stand out by dressing differently. You may want others to trust that change is always best, which can make you seem dogmatic and dismissive of other people's ideas.

Empathy or relationship effects

You run the risk of being seen as too preoccupied with your own thoughts and ideas that differ from others. Do more to explain your thinking to others, while also giving more time to consider ideas that you may find boring or unoriginal.

Leadership implications

Other may see you as too flighty and out of touch with reality as you constantly generate new ideas that don't solve current problems. Also, because you're drawn to novelty and change, you may ignore or deprioritize immediate business needs, to focus on less practical, but new and exciting ideas.

Decision-making

You may become fixated on small or unusual things and can, therefore, lose sight of the original objective. Also, your decisions may be made intuitively without meeting any clear or logical criteria.

On the plus side

You think creatively and challenge the status quo with innovative and new ideas.

Inquisitive and open to new experiences. Imaginative. Original, unconventional and eccentric.

Conformist v Eccentric

Behaviours to watch

Overcomplicating the simple.

How to mitigate the risk: You should recognize when situations do and don't call for creativity. Being a creative problem-solver is a strength, but your tendency to always do things differently can create more problems and frustrate those around you.

Not being understood by others.

How to mitigate the risk: You should spend more time explaining your ideas and thoughts to others in a straightforward and logical way.

Dismissing those who don't understand your ideas.

How to mitigate the risk: The fact that something is interesting or obvious to you doesn't mean others will view it similarly, and that doesn't make them lesser persons. Therefore, you should invite feedback from others and be curious about what they have to say.

Leadership feedback

In order to prevent your staff from losing interest, you should think about what is actually reasonable and practically possible before you present your suggestions.

Try to structure and sort your ideas, and consider carefully which ideas you choose to share with others - employees without the same approach may grow weary of too much creativity.

Learn to distinguish between what exists purely for your own intellectual stimulation, and what is relevant to the performance of your colleagues and the group. Otherwise there is a risk that trains of thought that are too abstract and complex will confuse your colleagues and cause them to lose interest.

Withdrawn v Unrestrained

Unrestrained description

This scale measures the degree to which people are excessively dependent on social connection and crave notice and attention. Higher scorers will likely be performers who are always the center of the action and will seem highly expressive, energetic, and impatient. They are very likely to multi-task at the expense of quality outcomes and likely make others feel as if their opinions don't matter. They can be perceived as overly positive and fail to appreciate or acknowledge serious issues.

Your results

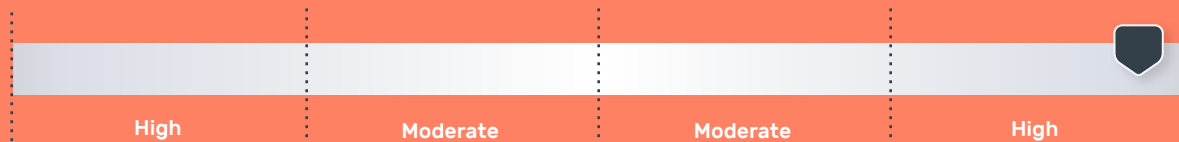
Withdrawn

Reserved, self-contained, hesitant.

v

Unrestrained

Dominating, energetic, superficial.



What this means

Identity and sense of self

Compared to most others you're likely more outgoing, expressive and energetic, which may come across as brash. Moreover, you're more likely to be at the center of the action and have many different things going on. You can easily be distracted, and it can be hard for people to gain your full attention. You may also resent others for having the limelight, which may make you seem petty or superficial.

Empathy or relationship effects

When connecting with others, you run the risk of being perceived as someone who rather want an audience than a deep connection with others, and others may perceive you as shallow and operate mainly based off your own agenda.

Leadership implications

You're socially skilled and confident but may seem self-serving, brash and dominant. Your colleagues may feel that their opinions are worth less than your own, because you talk more than listen to your colleagues, and because you try to get your views and ideas to the top of the agenda.

Decision-making

You run the risk of being impatient, having too many priorities, and being over-confident which might cause you to make uninformed decisions, and ignore important input from others.

On the plus side

You are very energetic and confident in social settings.

Social. Energetic, vibrant and charismatic. Fearless.

Behaviours to watch

Not listening to others, or not allowing others to express themselves.

How to mitigate the risk: You should pay more attention to the dynamics of the group so that you can be a better listener. This will make people enjoy collaborating with you more.

Dominating conversations and social interactions.

How to mitigate the risk: Demonstrate that you're aware of the points others have made by summarizing what they have said. This will make them feel heard and appreciated.

Seeking attention from others.

How to mitigate the risk: Don't always be the first to speak up and make an effort to ask other people to share their thoughts and perspectives.

Leadership feedback

Create opportunities for your staff members to grab some of the limelight – sometimes it is good to tone down your own role and the attention you command in the group, as this allows your employees to take charge and feel a sense of acknowledgement.

Be mindful of your tendency to create an excessively high work pace for your employees. Try to maintain your staff's interest and commitment by setting realistic deadlines and clear priorities.

Try to complete work tasks and processes and follow up on your staff's work before you introduce new proposals or set new targets.

Insensitive v Oversensitive

Oversensitive description

This scale measures the degree to which people are highly empathetic and emotionally engaged, but also easy to upset and hurt. They may have weak relationship boundaries and can over-identify with or idealize others. High scorers tend to be fearful of inconsiderate people and can be naïve, too trusting, easily taken advantage of, or easily fooled. They may put others first and acquiesce to the agendas, desires and intentions of others, even when it's to their own detriment. They will avoid difficult conversations, hard truths, and necessary conflict.

Your results

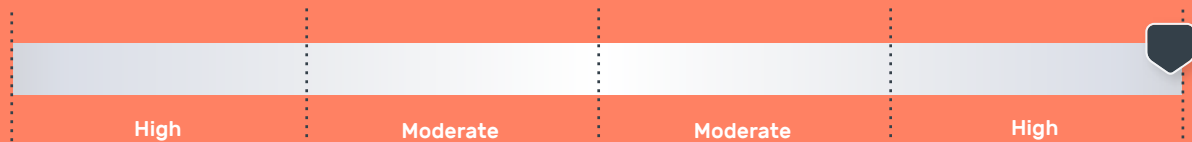
Insensitive

Selfish, candid, skeptical.

v

Oversensitive

Naïve, selfless, over-involved.



What this means

Identity and sense of self

Compared to most people, you may be perceived as sensitive and you can easily be emotionally bruised and hurt by others. You may have a harder time than most asserting yourself and put your needs behind those of others, while hoping they'll take care of yours. As a result, you may be unrealistic in what you expect from others. Because you're more trusting than most other, you may seem naïve and others might easily take advantage of you.

Empathy or relationship effects

Since you might want approval more than most people, you might go along with others even when it may not be in your best interests. People may take advantage of you or find they can't be direct with you because you may take offense.

Leadership implications

People may not know what you stand for and you may send mixed messages about your goals and direction. You may also avoid making tough calls and holding people accountable.

Decision-making

You run the risk of showing a bias towards consensus and following the company line instead of advancing your own view.

On the plus side

You are acutely aware of other people's feelings and always consider them when determining what to do.

Considerate and humble. Flexible and accommodating. Willing to cooperate and compromise.

Insensitive v Oversensitive

Behaviours to watch

Agreeing with people to avoid tension.

How to mitigate the risk: It is important that you stand up for yourself. Creating tension is not necessarily problematic. In fact, lots of good can come out of having the 'tough conversations' that some situations call for.

Seeing events solely through an emotional lens.

How to mitigate the risk: You tend to experience your emotions more deeply than others. While your empathy is a strength, try to view things from a more pragmatic perspective.

Putting other people before yourself.

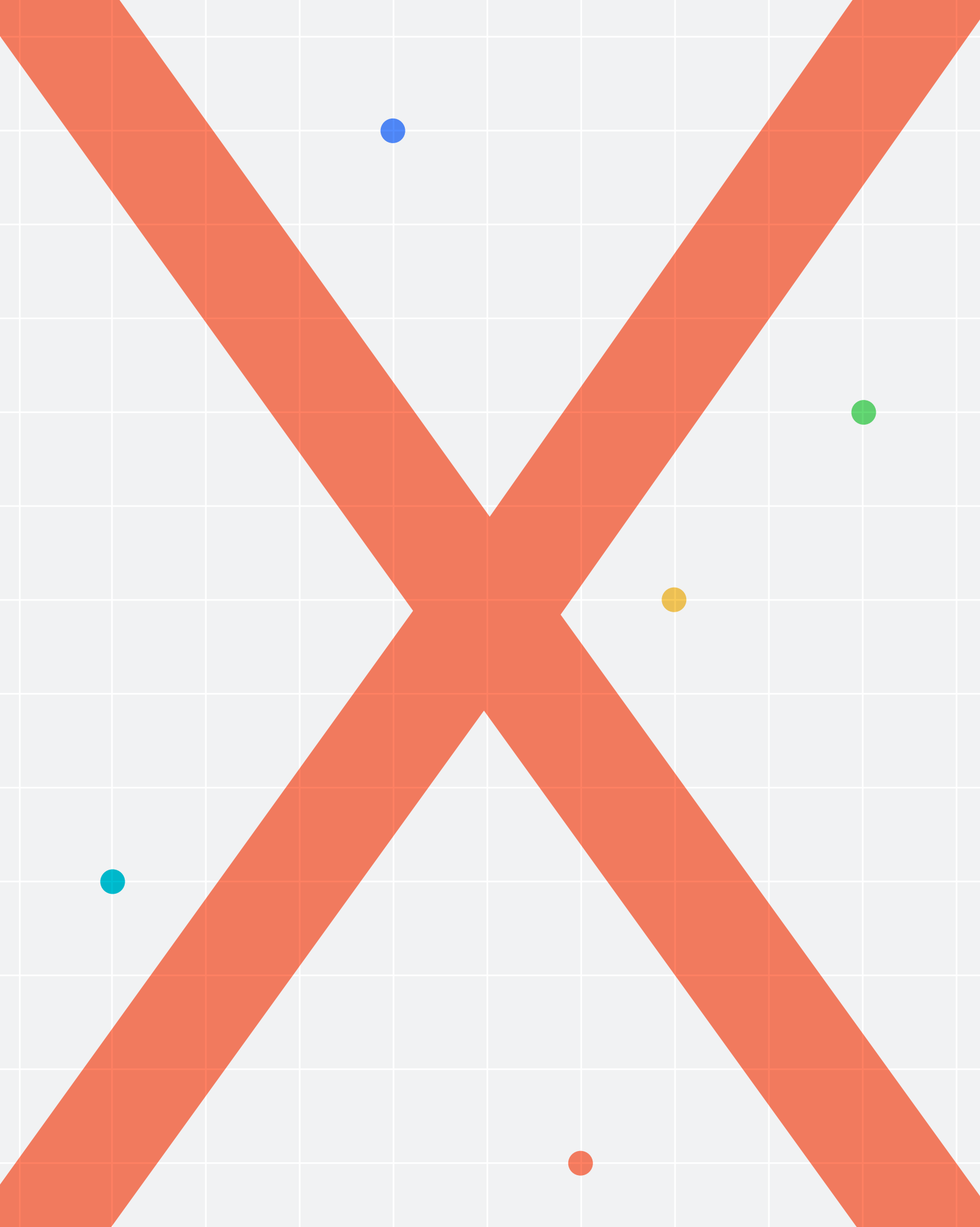
How to mitigate the risk: Before you go out of your way to help others, take a few seconds to question whether your altruism will be reciprocated. It is important that others don't take advantage of your good nature.

Leadership feedback

Be prepared to take control, and work on being candid and feeling comfortable in this role, even in situations where you need to deliver unpleasant, sensitive or difficult decisions.

Work on maintaining a professional distance in your relationships at the workplace. This makes it easier to stay focused on your work duties and common goals, and to make objective decisions.

Practice imposing demands and saying no to others – do not be too inclined to accommodate the wishes of other people.



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