

MAPX Feedback

IMPULSIVE

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.

INTENSE

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

CONFORMIST

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.

WITHDRAWN

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 High scorers are perceived as shy, withdrawn or even aloof.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

INSENSETIVE

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.

CO RIGID

To which extent 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.

ES UNEMOTIONAL

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.

OP ECCENTRIC

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

EX UNRESTRAINED

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

AG OVERSENSITIVE

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.