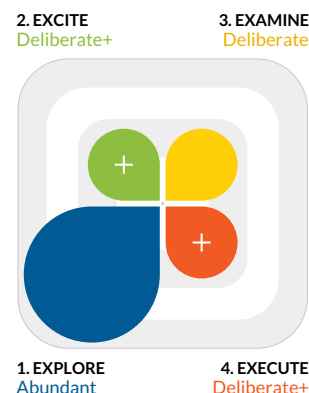




Overview Report



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Overview

Your predominant interest is in generating ideas, fostering awareness in others, and using your knowledge and intuition to assess what is going on around you. You are a thinker. You may be quiet on the outside, but inside you are churning concepts and possibilities and seeking the meaning within and behind what is going on. You are able to make observations, identify connections, and synthesize ideas that others rarely would be able to see. Philosophical, even contemplative, you seek answers for why the world is the way it is, and you will seek them in unorthodox and very unusual ways. You are attracted to the unknown rather than to the tried and true. For you the future is synonymous with "possibility" and it is in that idealistic space that you would be most comfortable.

You are creative and thrive on possibilities and exploring options. In a sense, you are really creating escape routes and alternative plans for a given situation. This is where you would prefer to devote a great deal of your energy. "What kind of solution would I come up with if possibility A happened, or possibility B happened, or possibility C, and so on...?" You are rarely satisfied with whatever ideas or plans you currently have, tending to reorganize and change them continually. This is one of the major reasons you procrastinate, because you are aware that another idea or option may come along at any moment and displace your original one. Then you would feel a need to rework and revise the entire thing. Consequently, you need to force yourself to think about deadlines in order to ensure that you finish. Otherwise, you are apt to rework something forever. An outside partner to remind you to commit to and continue with the task may be a good thing here.

You have gifts in the areas of creativity and compassion. Indeed, you could not be such a creative person without the ability to be compassionate. These two states exist side by side. (Perhaps you can explain why that is true.) You might find that people frequently come to you with their problems. You are supportive, sympathetic, and willing to help if possible. Others instinctively know that you are the one who has the necessary understanding and, perhaps, even some answers. You have a fundamental ability to empathize and come up with new ways of defining and resolving a situation. This can make you an easy target for people with problems. Inside yourself you know that you have to be there for people and willingly take care of them.

Motivation

Now this is the interesting part. The sources of your motivation are complicated, complex, and resist easy categorization. Because you are so individualistic, it is virtually impossible to assume that there is

any one thing that drives you. You are driven by a multitude of diverse factors and experiences that propel you to do whatever you are doing. Only you know these personal motivators, and oftentimes you may not even be aware of them. You are apt to work with diligence and commitment on projects that offer no sure (or even apparent) gain, and you may knowingly disregard others that do offer immediate gain. Your inner sense of what motivates, stimulates, and excites you can only be assessed thoroughly by you. For this reason, others may see you as "mysterious." But, when you identify the underlying factors that motivate you, you can draw upon those factors to do great things by bringing them to completion or fruition. You have an ability to sacrifice yourself in the face of obstacles or opposing forces. You understand the why's and how's of yourself and use them to empower yourself, and often others.

Ideal Work Environment

You enjoy being and working in a somewhat chaotic setting — an unpredictable environment where there is room for you to roam and get ideas from others. You dislike limits, time cards, and other restrictions that inhibit your open-ended approach. Anything restrictive, repressive, or seemingly oppressive to you will not allow your true self to unfold and be valued. This is not to say that you are not productive. As a matter of fact, your sense of devotion and loyalty will cause you to work very late and work at home. You strive to be appreciated, however, for your creative ideas and abilities. You relish and openly respond to positive reinforcement. If that's not forthcoming, for whatever reason, you are quite likely to find another environment in which to work.

You prefer harmony and try to keep everybody getting along. You dislike engaging in or witnessing verbal fighting. You will argue (you enjoy dialogue) but you avoid frank disputes or verbal sparring. You want to be involved in what's happening around you and very quickly "count yourself in." Your feelings can be hurt (but not for long), because you identify with and invest your entire being into a project. A thoughtful, reflective, and supportive work atmosphere brings out the best in you.

Taking Direction & Task Orientation

You are self-directed and need to consciously remind yourself of deadlines. First, you have difficulty feeling a sense of urgency to get something finished because you tend to believe that time will take care of things. You let circumstances force decisions and deadlines, such as cleaning the house only when guests are due. Second, you are apt to drop whatever you are supposed to be doing whenever you find something of interest. Therefore, for you to be productive, imposed deadlines are absolutely necessary. You tend to procrastinate until the last possible moment. But if there is no foreseeable end, you will likely work on something forever. It is never quite right or quite good enough. This is because your thought processes are evolving and changing. Whenever a new element or factor is added to a task or problem, it doesn't change just a part, it changes the whole. Therefore, you have to revise everything so it all fits together again. If a project is due in a week, you may not be inclined to physically work on it until literally the day (or night) before. It's not that you are ignoring it. In fact, you are thinking and processing the whole time, but you will wait as long as possible to act on it.

Written Communication

You are capable of taking very disparate facts and ideas and weaving them into a coherent and

understandable presentation or paper. You clarify points and ideas by using analogies and visual representations; although, sometimes you may become too descriptive and wordy and risk losing your audience. Your writing is expressive and likely to have many personal overtones, which can make for great fiction or marketing material. You dislike details, however, and may find it difficult to write something technical that relies on facts and that discourages inclusion of pedagogical elements or unexpected flourishes.

Interaction

You listen attentively to what people say, how they say it, and how their feelings color their communications. When you give feedback, it is usually very sensitive, understanding, and affirming, and it invites further communication. You are perceptive and insightful with an unusual awareness of what is happening to and within people. Upon entering a room you try to gauge everyone's emotional temperature. Only after having made a preliminary and rough mental list of emotional states do you enthusiastically and fully engage in the meeting.

Gentle and considerate by nature, you are not comfortable around anger and aggression. Usually, you will try to identify the factors and try to defuse the situation. You need to remember that you somehow have to separate yourself from environmental hostility or dissent rather than absorb it. You are accepting and concerned and tend to mirror people when you relate to them. In so doing, however, you risk taking on their negativity.

Leadership

You are indirectly competitive. You want to win, but you won't compete in the small battles. Instead, you will intuit, improvise, and change course to win the whole thing. You are able to perceive patterns and see the entire picture and the future better than anybody. This makes you a talented strategist.

Your leadership style is unassuming, empathetic, unifying, and creative. Your vision and strategies are what gain support. People can be drawn to your ideas and compassionate nature and trust you to take them to the next level. Because you can sometimes be an anti-authority person, you may find it difficult to take on the role of a leader. However, you might enjoy inspiring others so that they become the architects of their own self-reliance. You may not manage others in a customary and typical fashion because you are not procedurally oriented. You need to have people on your team that can set procedures and see them through. You need to realize that you need the assistance of some "hard-nosed" types to help you lead.

Decision Making & Risk Taking

You will take risks because you are curious about the outcomes. You think ahead and your futuristic and visionary bent can lead you into areas that others would consider a too-high-stakes gamble. In contrast, after assessing all the elements, you are often willing to take the risk. The key point here is that you are focused on enhancing awareness and having new experiences, so you rarely resist an opportunity to start something new and innovative, even if it entails the risk of significant loss. What motivates you seems rather mysterious and curious. Therefore, your decisions often are not easily

understood or accepted by most others.

Sales Orientation

People tend to trust you right away. They seem to know instinctively that you are honest and wouldn't sell them something solely for your personal gain. This is a very desirable and enabling quality to have in sales. But, even when you have a strong belief in and a thorough knowledge of your product, you still may have difficulty actually closing the deal. The energy pattern and interpersonal style of typically successful closers is different from your style. You are the one who opens doors, but you are not the one who closes sales.