



Character Profile

Character Assessment

Your personal report to better understand the quality of your thinking, moral values and inner passion with recommendations to develop your MVP ability



CHARACTER PROFILE

WHAT IS CHARACTER?

Character arises from our inner passions, our moral values and beliefs and the quality of our thinking and decision-making. Character shapes the way we decide and the way we behave in relation to others.

Character is the inner quality of a person that draws respect or dishonour. A good character means a good reputation. An average character makes others wonder whether a person can be trusted.

- Character describes our real heart and motivation beyond personality and skills.

- Character is an expression of a person’s mental agility, their values and their passion.
- A person with a good character is humble, hungry and wise.
- People with a good character have seriousness for the right occasion and are generally happy in their life and their purpose.

The MVP Profile Assessment is a simple first step to help you consider how you can develop your character in your professional and personal life. The MVP Profile measures character using three dimensions: Mind Agility, Values and Passion.

Your MVP profile also includes a self-awareness score which is a measure of our sensitivity to the way we relate to others. Self-awareness is how we consciously know and understand our character, feelings, motives and passions. The quality of our self-awareness helps us to understand the way we relate to and impact others. Research has shown that self-awareness is associated with higher job and relationship satisfaction, personal and social control, and ultimately happiness; it is negatively related to anxiety and stress. Self-awareness is also the bedrock of empathy. Self-awareness is empowering because it arms you with knowledge and enables you to make better choices.

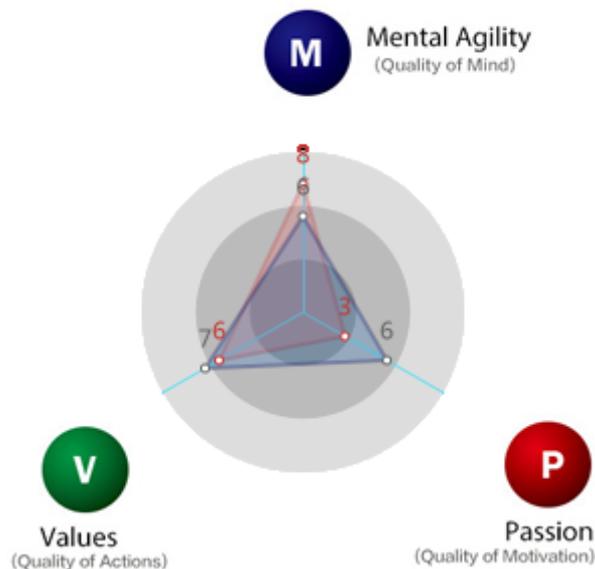
Results of each of the M,V,P character dimensions are also compared to your self-score. This can provide you a more in-depth understanding on which dimension of character, you may want to focus further analysis and where feedback and coaching may help you develop further. At the end of the report, you will also be presented with a summary profile that links to career recommendations, linking your personal profile with functional requirements and (organizational) cultural environments you may thrive in ...

We hope that this test can be a starting point for introspection, further personal leadership development, as well as a tool for anyone who would be assigned to coach you in career development and transition.

YOUR OVERALL SCORE

Self-awareness score: 5

	Assessment Score	Self-Assessed Score
Mental Agility	6	8
Values	7	6
Passion	6	3



Self-Awareness

WHAT IS SELF AWARENESS?

A Self Aware person...

- Shows wisdom by actively working to understand him/herself and applying that knowledge in everyday life.
- Understands that you can't improve what you do not acknowledge and you can't align yourself with success if you don't know where to apply your skills.
- Is able to accurately explain both their strengths and weaknesses. In other words, they do not try to make themselves sound better than they might be, however, they also do not sell themselves short.
- Wants to hear it from you straight, is secure and confident, rather than spending efforts in covering up mistakes or hiding weaknesses.
- Has well developed emotional intelligence. Being self-aware doesn't mean that you can always make yourself happy, but it does mean that you're better equipped to recognize negative emotions and deal with them in a healthy way, which helps everyone around you better tap into their own optimism and motivation
- Knows his/her strengths and leads with them. Likewise, a self-aware leader knows his/her limitations giving him/her the humility to step aside and let others shine when appropriate
- Understands how his/her words and actions affect others and is therefore an effective communicator, showing empathy.

WHY IS THIS IMPORTANT?

Self-awareness is arguably one of the strongest predictors of overall success.

You can hardly be a good leader without self-awareness. It lies at the root of strong character, giving us the ability to lead with a sense of purpose, authenticity, openness and trust. It explains our successes and our failures. And by giving us a better understanding of who we are, self-awareness lets us better understand what we need most from other people, to complement our own deficiencies in leadership

Awareness of one's own weaknesses enables executives to work with others who have differing strengths to them and will more easily accept the idea that someone else may have better ideas or abilities than their own and therefore benefit from that.

Self-awareness makes a leader receptive to feedback, as well as actively seeking it in order to continually improve personal leadership and gain new insights that will help make better quality decisions. They will actively listen to others as they value challenges to their personal views, resulting in more informed decisions while gaining respect from stakeholders.

Self-aware leaders demonstrate a capacity to honestly evaluate their own actions, beliefs and impact on others, which will help them to appreciate the 'subjectivity' of reality and keep an open mind while continuing to seek knowledge beyond assumptions. They will take the time to step back from their beliefs and thoughts and reflect on the reality of the situations we are in, or how we are creating that reality. This is more than ever important in the global world we operate, including the complexity and ambiguity leaders are confronted with in their decision-making process.

Gaining self-awareness though is a process of reflection that takes place over years. It requires continual checking back in with the self to see where you are at and how you are perceived by others.

YOUR SELF AWARENESS SCORE: 5

WHAT DOES IT MEAN? (SCORING CATEGORIES)

GLOWING

Feedback

Your responses indicate that you are aware of your drives and motivations and that you reflect on the way you communicate to others positively.

You may not always be quick enough to adapt your own style and response to the way in which others react to your messages or the way they respond to challenges in their work. You will benefit from practicing a sensitivity to the way that others think and feel. Look for the signs in their faces to pick up cues on how they feel about the things that you or others say to them.

At times you may not know how you are seen or understood by colleagues or that your word or manner has caused misunderstanding. But on other occasions you can be quite sensitive and ready to respond to people appropriately. You know how to listen to others but when big decisions are needed you need to be aware of how you come across and how well you truly listen and manage your emotions. Make time to think about others in your circle and you will see improvement in your self-awareness.

Development

As you are on the path to stronger self-awareness, you will benefit from seeking continual feedback from trusted friends and colleagues. It would also be very powerful for you to seek active and frank feedback on your decisions and behaviours from subordinates as it may not only provide you further insights for self-development but will demonstrate your openness to them and provide increased respect and engagement.

We also always recommend that you schedule time in your agenda regularly to simply reflect on negative feelings or unexpected responses from others and dig deep asking yourself why these responses have emerged. These challenges could also be great cases to discuss with trusted friends and peers, asking them for their thoughts.

These introspective sessions are actually forms of meditation which can simply mean you break for a coffee or take a walk in nature to reflect on how you feel and what it means. These meditative exercises are also great to reflect on how your behaviours and decisions align with your beliefs and values and whether any gaps merit closing or at least a follow-up discussion with peers or friends.

Mental Agility M

WHAT IS MENTAL AGILITY?

Mental Agility is not about your IQ but your MQ. MQ is the flexibility of your mind to adapt to different situations and change your beliefs. An Agile Mind takes care to be objective in processing and critically reflecting on information using rational, creative and intuitive skills.

An Agile Mind...

senses and reasons;

- is open to challenge and open to change;
- combines facts with creative insights;
- forecasts with data and imagination;

- seeks fact-based reasoning, and,
- is open to receive ideas and experiences that
- don't always fit the rational process.

Developing an Agile Mind means being willing to adapt and change your ideas in the light of new facts and ideas to help you perform well in your professional responsibilities.

WHY IS THIS IMPORTANT?

Leaders in today's market and world environment are increasingly challenged with exponential change acceleration and ambiguous as well as complex decision-making situations that require mind agility. Where good IQ and EQ remain important attributes for good analysis and decision-making, MQ (Mind Agility) is now an additional mind dimension needed to simplify complexity, accept new realities and develop foresight despite uncertainty and ambiguity.

YOUR SCORE **6 glowing**

WHAT DOES IT MEAN? (SCORING CATEGORIES)

Feedback

You are on the road to flexing your mental skills. You may feel that trusting your gut and taking a risk is unsafe but flexing your mind to adapt to a change is a challenge that will strengthen your self-confidence. You sometimes use your intuition and experience in making a decision but would benefit from reviewing the outcomes from previous decisions you have made in your work and personal life. Your mental agility is glowing based on your assessment score and the challenge is for you to stretch your mind to cope with uncertainty and change to build resilience in your personal and professional life.

Development

Your answers indicate that you need to further practice being creative in facing challenges as well as ensuring you rationally consider options. You are familiar with the need for objectivity in leading people but you should also trust your experience and your sense in facing challenges and decisions. Are you being systematic in your approach to the question or being squeezed by time or your own bias?

When you next make a decision in your work...

- Take a step away from the factual analysis of the issues and pause to reflect on the big picture.
- Create mental space to explore alternative approaches to the decision.
- Aim to understand all the influencing factors.
- Check your speaking and thinking for signs of bias (prejudice).
- Show courage to think out of the box and try new ways of working

- Strengthen your mental resilience by staying organised and focused when under pressure

VALUES V

WHAT ARE VALUES?

Values are your inner guidance system for what is good, important and desirable. Values are stable long-lasting beliefs about what is important to us. They become standards by which we order our lives and make our choices.

Values determine:

- Your personal and professional behaviour
- Your relations with others
- Your decision-making
- Your attitude towards life
- Your respect for the interests for others
- Your priorities
- The level of your care for others

Values determine your choices and your behaviour.

WHY IS THIS IMPORTANT?

In our ambiguous and complex world, leaders need a strong guidance system to make quality decisions that have the right impact for self, team and the common good of society. Universal values as integrity and humility will also provide a solid base to develop trust on cross-cultural and diverse teams to enable a leader to build respect and ignite true collaboration

YOUR SCORE **7 glowing**

WHAT DOES IT MEAN? (SCORING CATEGORIES)

Feedback

You are glowing in your values. This means you are aware of your behaviours and the way in which you relate to others. However there are still times when you may allow your own self-interest to dominate at the expense of others. This may result in some people not trusting. You have realised the importance of living out good values to develop relationships of trust. You might struggle with being humble when you look to gain recognition. But being humble really means that you are able to live at peace with yourself and your talents.

Development

We all have ego and that is ok to a point. But if our egos take over then our values get squeezed.

Develop a sensitivity towards your ego and develop your EQ in reaching out to others with care and respect.

Here are a few values steps you can take.

- Be ready to admit failure and take responsibility to correct yourself.
- Be watchful about the accuracy of your words - can they be trusted?
- Give priority to team results above your self-interest.
- Respect other people's time in managing meetings and deadlines.
- Test your promises - do you keep them or explain in advance if you can't?

PASSION P

WHAT IS PASSION?

Passion is the energy and drive that comes from your heart to achieve goals in your life and career. Passion is about your vision for your own life and those close to you at home and at work

Passion is:

- Commitment from the heart not just the head;
- Powerful self-motivation to achieve your purpose and the company purpose;
- Eagerness to make a difference;

With your passion you can motivate others to get excited in a project and of working together in common purpose.

WHY IS THIS IMPORTANT?

In our increasingly challenging business and work environment, passion stimulates resilience while decreasing stress through higher inner motivation and true happiness. Passionate leaders will also be better at inspiring their teams with a positive energy level aligning their employees to reach the company's purpose

YOUR SCORE **6 glowing**

WHAT DOES IT MEAN? (SCORING CATEGORIES)

Feedback

You are already finding the joy of being passionate about what you want to do in life. But often it just fades away and you can quickly lose your motivation. Passion is not just about excitement, rather it is the enjoyment of fulfilling your best talents and pursuing your dreams.

You know times of passion but the need for job security and wanting to be liked and recognised can mean that you do not always follow your passion. You are generally motivated to get things done and make the difference but perhaps you don't always press through those times when you are tired and less motivated.

Development

Reflect and consider what really excites you in life and work? Whatever your answer is to that question you must

- Take action on it to maintain passion at work
- Allow your feelings to be expressed amongst those who know you well
- Practice speaking out about what motivates you at work and at home.

Summary Profile

You may not feel comfortable in fast changing organizations and prefer a certain level of comfort zone rather than being continually challenged. You are also progressing towards appreciation of serving others but still require satisfaction of personal needs as a priority. This may also result in a lower awareness on how to show empathy towards others. You have a growing level of passion but are likely still struggling with finding purpose in life that can give you self motivation, higher energy and resilience to overcome challenges on the job and in private life. You may also need to consider changing your work environment or function in order to align better with what makes you thrive and happy.

Career Recommendations

You likely thrive most in more procedural driven organizations. You can deliver high performance in organizations that appreciate and reward directly your individual contributions

Derailers: You need to find what makes you happy and gives you energy. Changing jobs or dealing with personal challenges that zap energy is probably a priority to unlock your full potential.

Possible functions for you to excel

If you find what gives you energy and makes you happy on the job, you can excel as individual contributor in engineering, application management or other supporting functions in fast developing technology companies or can find purpose in commercial (sales) roles that are rewarding directly your personal contributions. You may also explore solo entrepreneurship. As you continue this discovery, you may benefit from working in organizations where coaching and learning is part of the culture, supported by peer mentorship.