



PERSONAL INSIGHTS MODEL

In-Depth Assessment Instruments

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Human beings are infinitely complex and no assessment can do us justice. However, STM's assessments do provide valuable information about how and why people do what they do. In an attempt to understand one another better, the STM Personal Insights model was developed from in-depth assessments and the science of Axiology. These are the most accurate and precise instruments commercially available. What follows is a brief description of the assessments you have completed or are reviewing. This guide will assist you in processing and acting on the assessment results. We encourage you to contact us for a full debriefing and to answer any specific questions you may have.

Behaviors

How one is perceived by others
(*Communication Style*)

- Visible and observable
- Tone and presence
- Actions and words

Motivators

Why one does what they do

- Not visible or tangible
- Values and beliefs
- What spurs us to action

Competencies

Will one perform
(*Attitude and Talent, Energy and Drive*)

- How one thinks about the world around them
 - How one thinks about themselves
-





Behaviors

Behavior is observable and determines how others respond to you.

If someone is intimidated by your behavior, effective communication will be impossible.

How others perceive you is their reality. You may need to adapt your behavior in order to maximize your efforts to build rapport and minimize distractions caused by unintended conflict or miscommunication.

Behavior Assessments are useful in determining where you are in the universe of human behavior, as well as where others are, so that you can best determine how to adjust

your style to match or complement the style of those around you.

However, behavior alone may not explain the full measure of conflict, communication, or relationship issues. The other assessments will provide more actionable information.

It is important to understand that behavior assessments have some limitations and are not consistently useful to predict success in a particular role. For that information, we turn to the next two assessments.



4 Behaviors

Dominance

An extroverted or outgoing style that is described as:

- Strong Willed
- Decisive
- Daring
- Bold

Influence

An extroverted or outgoing style that is described as:

- Charming
- Outgoing
- Energetic
- Warm
- Friendly

Compliance

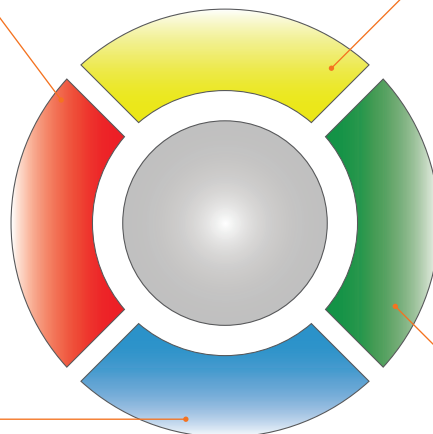
An introverted or more private style that is described as:

- Analytical
- Cautious
- Organized
- Precise
- Detailed

Steadiness

An introverted or more private style that is described as:

- Dependable
- Reliable
- Cooperative
- Patient
- Loyal
- Steady





Motivators

Motivators are more accurately defined as “what you value.” You tend to act on what you value, so Motivators explain “why” you do what you do and a leader’s Motivators tend to define the culture of the organization. Of the seven Motivators measured by our system, your top two to four typically move you into action. Your understanding and the application of your top motivators will move you more confidently toward the achievement of your potential.

You will tend to be negative or indifferent toward experiences and people whose motivators are the opposite of yours. This is not easily understood because motivators are not observable. The conflict may only emerge where the specific Motivators are triggered, further interfering with our attempts to pinpoint differences or disagreements. Conflict over Motivators can feel intractable and unexplainable and is often what we mean when we say someone does not “fit.”



7 Motivators

Knowledge and Discovery

Gaining knowledge on specific topics, and/or general knowledge and understanding

Leadership

Leading yourself to success or recognition, and/or leading a group of other people toward achieving goals

Return on Investment

Gaining or saving money, and/or a good return on an investment of your time and energy

Peace and Harmony

Finding balance and harmony within one’s self, as well as within the world

Aesthetic

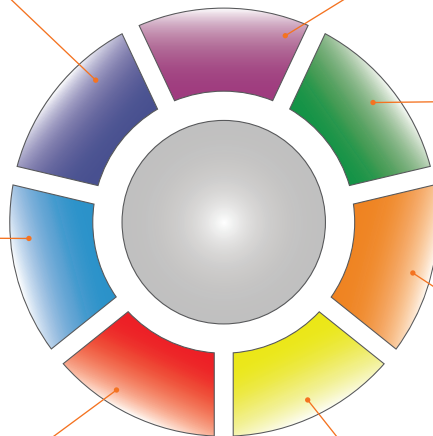
Your personal aesthetics or beauty in the world around you

Helping Others

Helping an individual, and/or helping a group of people or a larger social cause

Guiding Principles

Following your own belief system, traditional values, and/or ethics and laws of society.

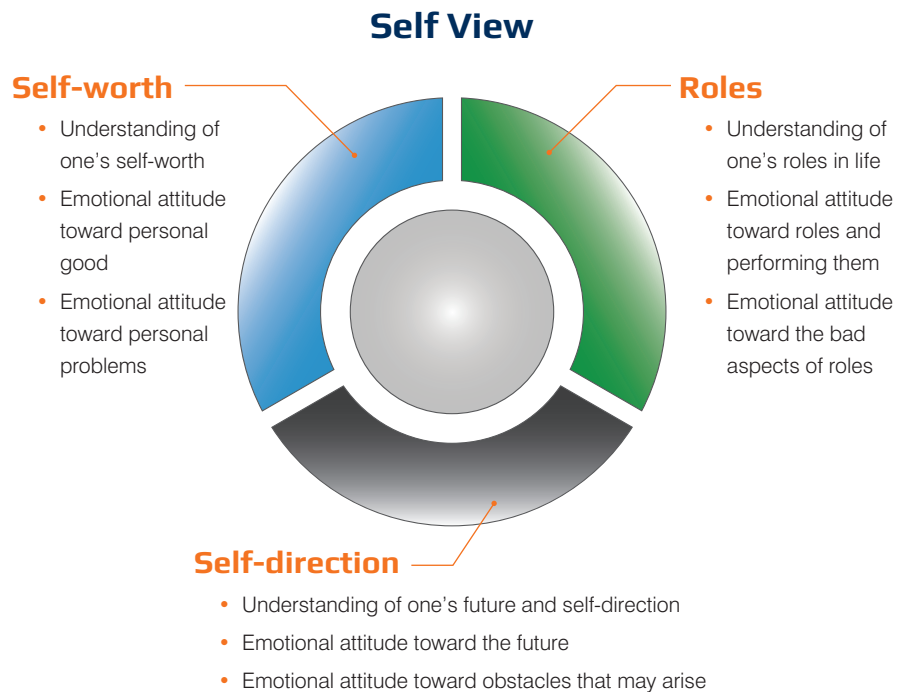
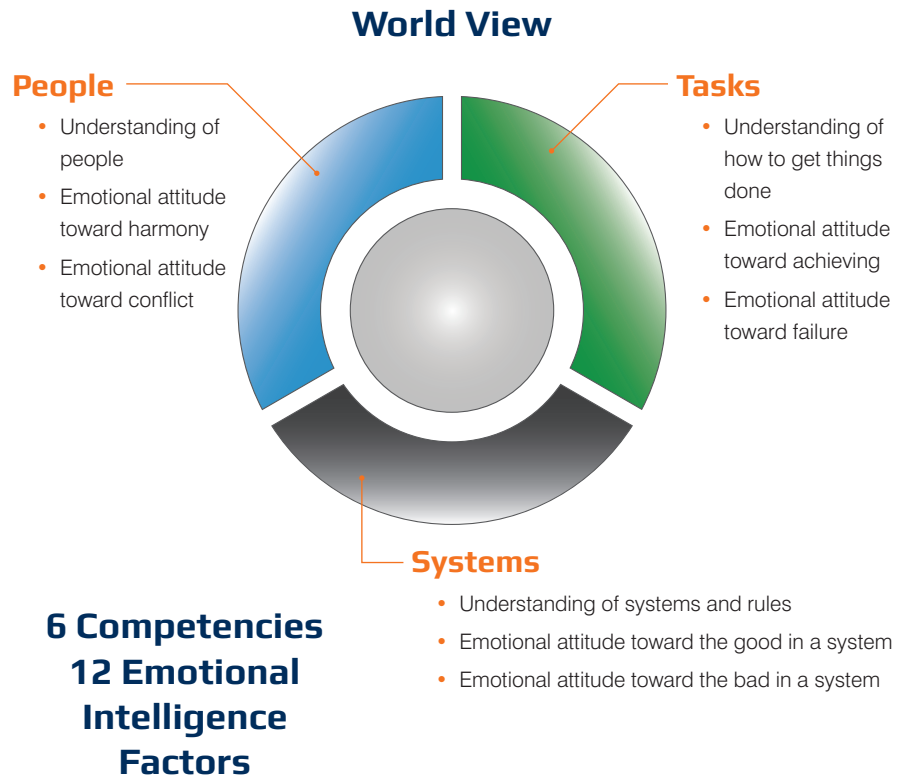


Competencies

Attitudes and Valuation are measured by The Hartman Index, the life's work of Dr. Robert S. Hartman. For this work, Dr. Hartman created Axiology, which is a mathematically accurate science that objectively identifies how one's mind analyzes and interprets experiences. It identifies how people are most likely to react or judge in any given situation; that is to say, it identifies ones Attitudes. If Motivators determine "why" we do what we do, and Behavior determines "how" we go about fulfilling our Motivators, Competencies determine "will" we perform a particular role or function to a high degree of success.

STM assessments build on The Hartman Index by targeting the outcome to specific roles or industries. For example, a Leadership report addresses leadership issues and uses the language of leadership. A sales report uses language familiar to a sales person.

Research has proven that job-related attributes are directly related to job satisfaction and performance. The Competency assessment completes a picture of an individual from the perspective of the job for which they are being assessed. Attributes are partly hard-wired but can be improved and therefore can help answer both the question of whether someone is a good "fit" and can the individual be developed.





Conclusion

The information we have provided includes three separate assessments based on unique systems. As you review your assessment report, note your questions and observations about how these instruments can be put to work in your business then give us a call.

Get on with it.



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