



# Connect<sup>®</sup>

## ASSESSMENT

featuring LOGB<sup>®</sup>

Personal Profile Report for  
**Sample Person**  
September 1, 2017



## About The Connect Assessment

Every individual is born with a specific personality. Meaning, you were born with a unique set of personality characteristics that have been shaped and molded over the years by various environments and meaningful relationships. These characteristics greatly influence how you interact with others around you.

Your personal profile report is designed to help you better understand how you tend to "naturally" interact with others, all based on the answers you previously provided.

Our experiences over the years have consistently shown that even though you might not agree with everything in your report, you will tend to connect with an overwhelming majority of what you read. If you find that is not the case, we suggest you share your report with those closest to you and solicit their opinion.

Our objective is to help you better "Connect" by gaining more insight about yourself and others. We believe if you will objectively consider what you discover inside this report, the result can possibly lead to more enhanced relationships with people whom you interact with the most.

# Inside Your Report

What You Need To Know About The Connect Assessment® Report



## What's Ahead

Your profile basically consists of two sections. In Section 1, you will discover many of your natural or core tendencies. These various characteristics represent how you tend to drive your thoughts and actions naturally. Section 2 is a brief summary. So, let's begin by looking at your "Natural Tendencies".

### Section 1: Your Natural Tendencies

- 1.1 - How To Interpret Your Natural Tendencies Chart**
- 1.2 - Your Personality Characteristics Chart**
- 1.3 - How you tend to "Naturally" operate**
- 1.4 - Individual Strengths**
- 1.5 - Decision Making**
- 1.6 - Connect with Others**
- 1.7 - Disconnecting with Others**
- 1.8 - When Communicating**
- 1.9 - When Resolving Conflicts**
- 1.10 - When Under Stress**
- 1.11 - How to Better Connect with Others**

### Section 2: Summary

- 2.0 - Things to Consider**

# Your Natural Tendencies

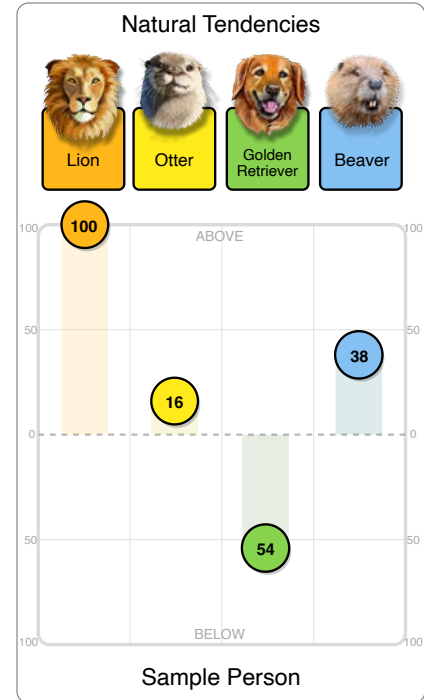


## 1.1 How To Interpret Your Natural Tendencies Chart

First, look at the graph itself to determine what the number scales represent. The dotted line located in the middle of the graph marked by the number "0" is known as the "Baseline." The numbers above the Baseline represent characteristics that best describe each of the four animals. Higher numbers above the Baseline simply mean an individual possesses more characteristic traits that describe that animal, while numbers above, yet closer to the Baseline represent more subtle characteristics of that animal. For example, a "10" above the Baseline in the Lion scale reflects characteristics like reliable or inquiring. However, a score of "90" above the Baseline represents the more intense Lion characteristics such as commanding, insistent, or demanding.

Scores below the baseline can be viewed in a similar manner, only here the characteristics listed are opposite of those above the baseline. A higher number below the baseline depicts characteristics that are more opposite of those above the baseline. Using the Lion scale as an example once again, while a score of "90" above represents characteristics like challenging or demanding, a score of "90" below the Baseline coincides with characteristics that are almost completely opposite such as calm or inconspicuous. Any number located near the Baseline, either above or below, simply means those characteristics are not quite as distinctive of that animal.

This approach applies to each the Lion, Otter, Golden Retriever, and Beaver personality sets. Each section of this report takes into consideration all of your combined characteristic traits, thus providing you with a written description regarding your overall strengths, weaknesses and individual preferences, all from your natural or most comfortable perspectives.



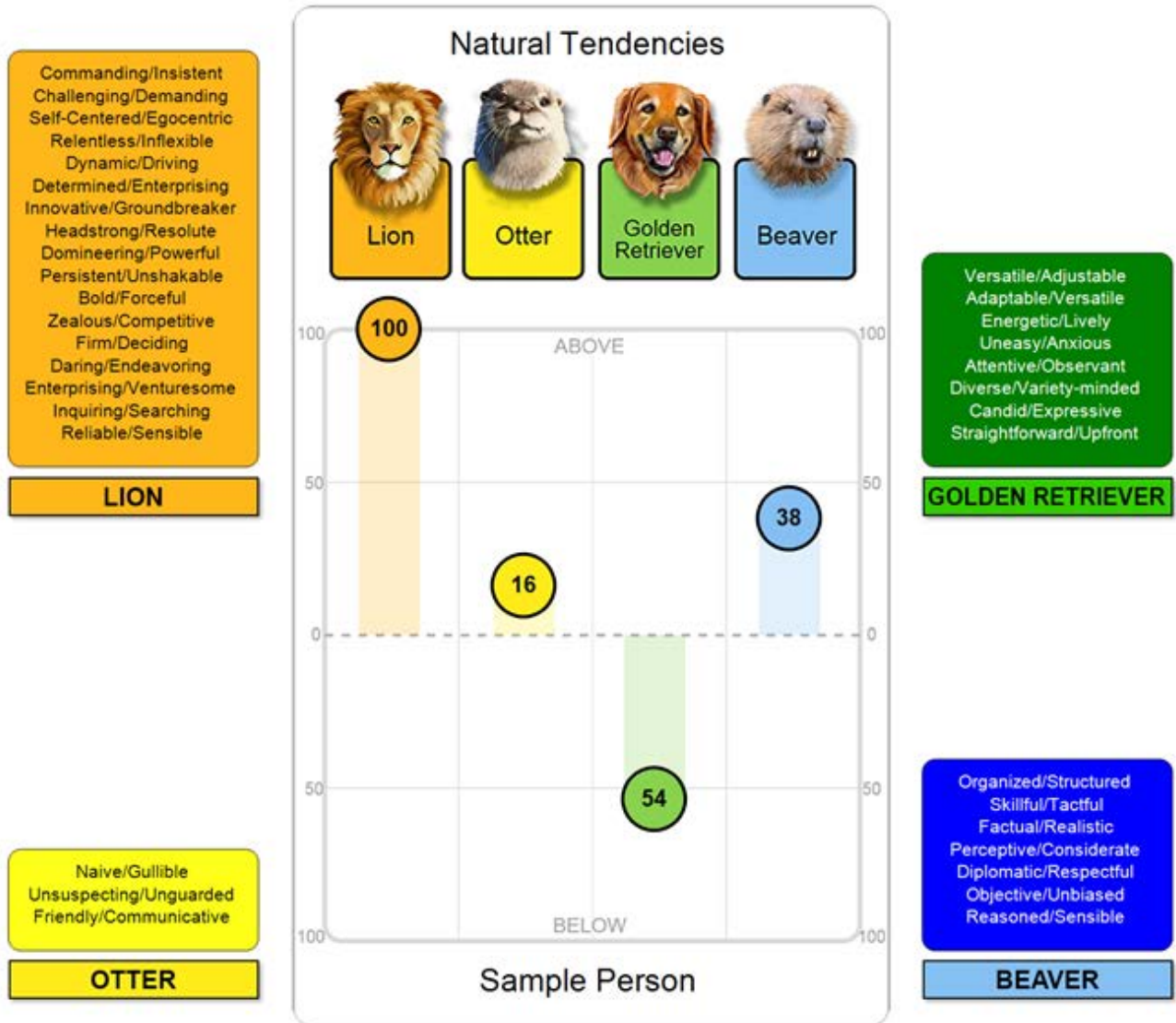
- LION** 100 points above the Baseline
- OTTER** 16 points above the Baseline
- GOLDEN RETRIEVER** 54 points below the Baseline
- BEAVER** 38 points above the Baseline

# Your Natural Tendencies



## 1.2 Your Personality Characteristics Chart

The descriptors located on each side of your chart describe your personality characteristics in each of the four continuums, based on your scores. The greater the distance from the baseline (0), the more descriptors you will see in each box. When combined, these descriptors give you a clear representation of your unique personality.



# Your Natural Tendencies

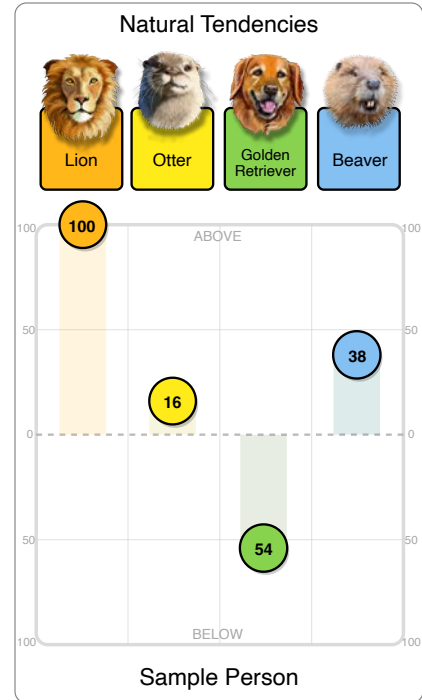
## 1.3 How You Tend To “Naturally” Operate



### Snapshot of Sample Person



You enjoy being the first to create new plans and processes. You value gathering and sifting through information in order to successfully complete tasks. Your drive to get tasks done correctly exceeds your concern for what others think about you. You have no problem working alone, as that enables you to systematically control your environment. You are not intimidated by change and are constantly looking for ways to make systems and processes better. You drive yourself hard and become quickly frustrated with people who seemingly do not live up to your expectations. Your tenacity and intensity level tends to cause you to force your way on others. These tendencies, along with the fact you tend to step toward conflict, often cause you to be seen as aggressive, domineering and intimidating.





### Individual Strengths

- Time is important to you.
- You recognize the importance of prioritizing tasks
- You are a hard worker
- You persevere – you won't quit when others do
- You quickly engage to solve the problem
- You readily accept challenges
- You have the ability to stay focused on goals and objectives
- You often assess issues before seeking solutions
- You have high standards for yourself and others



#### **We All Have Strengths**

Each of us are equipped with certain, unique relationship strengths. These strengths, when allowed to be effectively used, serve to enrich individual relationships and strengthen community within cultures.

Many times, events can cause one person's strengths to be considered by others as weaknesses. When this occurs, closeness is no longer a sought after objective. Instead, strengths judged as weaknesses form barriers to connectedness and like-mindedness will not be re-established until certain strengths are once again valued.

Remember, it is possible for you to not agree with each statement. However, if you will honestly consider what you read as accurate, you might discover that you do indeed possess certain relationship strengths that serve to connect with others.

# Your Natural Tendencies



## 1.5 Decision Making

### How You Tend to Make Decisions

You tend to make decisions based on your need to be in control and be correct. You are strong-willed and can readily defend your decisions when confronted. You value making wise decisions, therefore you are capable of spending countless hours researching and collecting essential data in order to do so. However, you are also capable of making quick decisions, mainly when you are comfortable in your surroundings. You strive for quick solutions to problems, often placing results over relationships. You are not naturally inclined to consult with others before making decisions. You make decisions based on facts. You guard against allowing your emotions and the emotions of others to influence your decisions.

#### **Making Decisions with a another Lion**

- Be prepared to defend your reasoning
- Support your ideas with logical facts
- Listen objectively to their ideas before preparing your response
- Ask clarifying questions
- Maintain an open body language
- Commit to the agreed upon decision

#### **Making Decisions with an Otter**

- Be ready for lengthy sales pitches
- Don't mistake their silence with agreeing with your decisions
- Allow them time to respond
- Explain your details thoroughly
- Ensure you both agree on the details
- Be open to grandiose ideas
- Be clear with your expectations

#### **Making Decisions with a Golden Retriever**

- Don't assertively push your ideas
- Allow time for discussions
- Don't mistake their silence with agreeing with your decisions
- Invite them to respond to your comments
- Give details for arriving at your decision
- Present an open posture
- Affirm good decisions with accolades
- Avoid verbal processing

#### **Making Decisions with a Beaver**

- Don't assertively push your ideas
- Realize their thoughts are well prepared
- Support your ideas with logical facts
- Don't be vague or assuming
- Allow time for discussions
- Listen objectively to their ideas before preparing your response
- Be clear with your expectations



### Deciding What to Do

Research shows that people on average make as few as 5,000, and as many as 15,000 decisions each day. That may be difficult to believe until you consider most of our decisions require little cognitive effort mainly because we subconsciously make the same decisions day after day. Decisions such as brushing our teeth or getting dressed.

But, when it comes to relating with others in the area of decision making, it often requires more intentionality. And, a good place to start is realizing a person's personality has much to do with how they make decisions, both good and bad.

The more we understand this relational truth, along with valuing other's differences in this area, the more likely we are to see our relationships grow. Especially our most meaningful relationships.





### How You Best Connect

You connect best with others that give you time and space to complete tasks. You enjoy being around people who affirm your decisions and bring you challenging problems to solve. You appreciate those who recognize your hard work ethic and your ability to thoroughly complete projects. As a natural leader, you enjoy being around those who allow you to launch out with new ideas and are willing to follow you along the way. You connect best with those who ask for your thoughts and opinions. Because you occasionally need time alone, you appreciate those who give you the freedom to do what you want away from the company of others.



#### Connecting with Others

All of us have people we tend to naturally connect with, and others that simply seem to rub us the wrong way. Frankly, unless one lives in isolation, each of us consistently interact with both types of people.

The information on this page will help you and others better understand how you tend to connect with people. Knowing this information can help others identify strategies to improve their relationship with you as well as assist you in discovering why you struggle to connect with some people.



### How you tend to disconnect

You shy away from others who constantly insist on leading. You dislike people who attempt to manipulate or control you. You will follow those you trust and respect, but quickly disconnect from unprepared leaders. You struggle to be around people who you perceive waste your time. You prefer being around others that shoot straight and speak in a matter of fact manner. Interacting with others socially with little or no objective in mind seems somewhat foreign to you. You struggle with people who micromanage, as you do not like to have people watching over your shoulder or the feeling of being controlled. You become frustrated with those who seem to have no concept of time and are consistently late.



#### Having to Interact with those We'd Rather Not

While we tend to naturally connect with others in a unique way, we also consistently interact with those that cause us stress or anxiety.

The information on this page will help others better understand why you tend to disconnect with certain types of people. Knowing this information can help others identify strategies to improve their relationship with you as well as assist you finding ways to better interact with others who are not likely to change their approach.

It is important to realize that while some people tend to make us uncomfortable, these same people can also help us see things from another perspective, which can also result in helping us become more purposeful in community.

# Your Natural Tendencies



## 1.8 When Communicating

### Your Do's and Don'ts When Communicating

You prefer others to approach you in a thoughtful manner. You do not enjoy long drawn out conversations, but rather want others to be brief and get to the point quickly. You desire others to be punctual for scheduled meetings. You respond better to others who prepare and organize their thoughts before verbalizing a disagreement. Asking "seeking to understand" questions is typically well received. You prefer clear directions about what is expected of you. You become frustrated quickly with others you perceive as pacifying you. You become easily frustrated with insincere flattery in an attempt to persuade you. You don't respond well to others who are bossy or controlling.

<p><b>Communicating with another Lion</b></p> <ul style="list-style-type: none"><li>• Don't come unprepared</li><li>• Narrow options to two or three</li><li>• Minimize details when stating your position</li><li>• Listen objectively before preparing your response</li><li>• Get to the bottom line sooner than later</li><li>• Repeat what you believe you heard</li><li>• Respectfully disagree</li></ul>	<p><b>Communicating with an Otter</b></p> <ul style="list-style-type: none"><li>• Be ready for lengthy conversations</li><li>• Don't be over critical when you disagree</li><li>• Offer encouragement before disagreeing</li><li>• Don't use a condescending tone</li><li>• Expect emotion and animation</li><li>• Don't quickly discount what you hear</li><li>• Exercise patience</li></ul>
<p><b>Communicating with a Golden Retriever</b></p> <ul style="list-style-type: none"><li>• Be genuine and sincere</li><li>• Exercise patience</li><li>• Give detailed explanations patiently</li><li>• Invite disagreeing responses</li><li>• Allow them to finish communicating their thoughts</li><li>• Don't be aggressive or dogmatic</li><li>• Don't be vague or ambiguous</li></ul>	<p><b>Communicating with a Beaver</b></p> <ul style="list-style-type: none"><li>• Listen openly and objectively before preparing response</li><li>• Acknowledge ideas before presenting yours</li><li>• Don't be condescending or patronizing</li><li>• Give clear expectations</li><li>• Invite responses even when different from your own</li><li>• Give accolades when you agree</li><li>• Complete one thought before introducing another</li></ul>



### Achieving Effective Communication

Each of us have preferences in communicating with others as well. Most of the time we tend to communicate in either an assertive way or more reserved.

Regardless which method is typically used, every individual has a list of preferences of what others should or should not do in order to best ensure effective communication is taking place.

Effective communication most often breaks down when these do's or don'ts become violated. Therefore, helping others better understand these truths about yourself can be very beneficial to relationship building.

Just as you have specific do's and don'ts regarding communication, it is equally important for you to remember the same about others in your environments.

# Your Natural Tendencies



## 1.9 When Resolving Conflicts

### How You Prefer to Resolve Conflicts

How you respond to conflict depends on the issue and your level of emotional connection to the issue. At times you quickly become involved and other times you will tend to first assess the environment before becoming engaged. However, when you do engage, you tend to jump into problem solving without first considering the emotions of others. While emotional yourself, you have difficulty in effectively expressing or articulating your feelings. You're prone to become defiantly critical, and tend to conclude the problem is mainly caused by others. Instead of slowing down and taking time to talk issues out, your tendency is to simply dig in and work harder to do what you can to solve the issue by yourself. Even though you are very perceptive and analytic, your assumptions about the issue are not always correct. To better resolve conflict, you might consider slowing down your thought process, seeking to consider the feelings of others first, and to demonstrate a more caring attitude. Try to exercise more openness by allowing others to offer suggestions and seeking to understand their ideas. Practice repeating what you believe you heard before responding.

<b>Resolving Conflict with another Lion</b> <ul style="list-style-type: none"><li>• Resist the urge to raise your voice</li><li>• Do not resort to name-calling</li><li>• Don't be passive or uninvolved</li><li>• Stay focused on the issue.</li><li>• Listen objectively and ask clarifying questions</li><li>• Repeat what you believe you heard</li><li>• Resist the urge to control the conversation</li></ul>	<b>Resolving Conflict with an Otter</b> <ul style="list-style-type: none"><li>• Don't demand a quick resolution</li><li>• Expect a persuasive argument</li><li>• Stay focused on the issue</li><li>• Don't assume. Ask clarifying questions</li><li>• Expect emotion and animation</li><li>• Resist the urge to raise your voice</li><li>• Reiterate agreed upon resolutions and plans moving forward</li></ul>
<b>Resolving Conflict with a Golden Retriever</b> <ul style="list-style-type: none"><li>• Be genuine and sincere</li><li>• Allow them time to express their thoughts</li><li>• Don't mistake silence for understanding</li><li>• Provide a safe environment for sharing</li><li>• Keep tone of voice low</li><li>• Don't demand or manipulate a response</li><li>• Remain positive</li><li>• Don't make unintended promises</li></ul>	<b>Resolving Conflict with a Beaver</b> <ul style="list-style-type: none"><li>• Come prepared to argue facts</li><li>• Don't be manipulative</li><li>• Present facts in a linear way. Don't jump around</li><li>• Be willing to accept when you are wrong</li><li>• Remain calm and communicate slowly</li><li>• Acknowledge their point before presenting yours</li><li>• Don't make unintended promises</li></ul>



### Solving Difficult Situations

It's almost impossible to avoid problems and each of us attempt to resolve them in a way that makes sense to us. We tend to either solve problems slowly and diplomatically or in a more determined manner.

The information on this page will help you and others better understand how you prefer to resolve conflict. Knowing this information can help identify strategies to better resolve conflicts as well as help you find ways to better interact with others who may not be willing to change their perspective regarding problem solving.

It is important to realize that while some people actions tend to elevate our frustration levels more quickly, these same people can also help us learn to manage difficult situations more effectively.



### How You Tend to Respond Under Stress

You tend to become over active and more intense. You often become insensitive and unsympathetic when you feel pressured. You often respond in a confrontational way. Your fear of losing control can cause you to become impatient and manipulative. When under stress, you tend to work harder and longer hours, as opposed to spending quality time with your spouse or family. You become demanding of yourself and others, which often comes across as forceful and uncaring. You could greatly benefit from listening better to those around you, especially when they are encouraging you to take time away from work. Try to focus more on developing stronger relationships with those most meaningful to you.



#### When the Temperature is Rising

Each of us, when anxious or stressed, respond in ways that are most logical and sensible.

While our behavior may seem irrational to others, for the most part, it seems very rational to us. The content on this page identifies certain ways you tend to respond when feeling pressured, anxious or under stress.

This information serves to help others better understand how you respond when stressed, and can be a great way for you recognize how your behavior could be causing you or others around you additional problems.

# Your Natural Tendencies



## 1.11 How To Better Connect With Others

### Tips for Better Connecting with Others

Your natural tendency is to place tasks over people, so showing others you can spend quality time with them will likely go a long way toward connecting better with them. Inviting others into your conversations, and letting them know you value their input also helps others to see you as less intimidating. In order to better connect with others, try to be an effective listener. Seek to hear everything that is said and not just what you want to hear. Try to be more empathetic towards others, working to better understand as opposed to assuming you have them figured out. Try to be less demanding of yourself and those around you. Consider your words carefully before trying to articulate them to others. Give yourself permission to rest and relax more often. Become more balanced, spending quality time with others while also considering task deadlines.



#### Finding Ways to Better Connect

In order to have something different, it is important to understand you must do something different.

Based on your answers, we have determined a few things you might consider in order to possibly better connect with others.

#### Connecting Better with another Lion

- Be open to their different ideas
- Proactively initiate a slower pace when problem solving
- Listen objectively
- Avoid quickly preparing your response
- Show appreciation for their efforts
- Affirm good ideas
- Encourage more rest and relaxation

#### Connecting Better with an Otter

- Recognize and affirm their efforts to include others
- Be more inviting and inclusive
- Laugh at their humor
- Be less demanding or direct
- Temper your words
- Show them they are valued
- Ask them what they think from time to time

#### Connecting Better with a Golden Retriever

- Be genuine and sincere
- Don't manipulate conversations
- Resist the urge to use sarcasm
- Realize they default to people's feelings
- Encourage participation
- Show them they are valued
- Ask them what they think from time to time

#### Connecting Better with a Beaver

- Exercise more patience
- Allow them time to communicate the details
- Acknowledge their problem solving abilities
- Be more inviting and inclusive
- Be open to their different ideas
- Demonstrate grace when they make mistakes
- Show interest in their projects

# Summary

## 2.0 Things To Consider



### Things to Consider

Hopefully, you have discovered a lot about yourself and possibly even more about those you come in contact with on a consistent basis. It is important for you to remember that while the majority of the content found in your report is accurate and describes you, there still may be a certain amount of what you read that doesn't seem to align with what you think or feel about yourself.

There really is no way to provide feedback that is much more than 85% to 90% accurate. However, regarding those areas where you tend to not agree, we highly emphasize that you share your results in an objective manner with those whom you believe have a close relationship with you or simply know you well. Every individual tends to not recognize certain characteristics or habits about themselves that will be more readily noticed by those close to them. Soliciting their response may help you better understand what is written about you from their perspective, thus providing even more information not listed in this report.

Because each of us are required to do life with others, we recommend that you visit this information on a consistent basis. You might also consider using various sections of this report as discussion points with those closest to you, such as spouses, other family members, friends and co-workers.

Lastly, we also recommend that you become intentional at retaking this assessment every 12 to 14 months, simply to examine how you might be maturing and changing in your interactions with others. Thank you for allowing us to help you discover more about your relationship with yourself and with others in your world. We hope what you have discovered will result in you doing life together today with others in much more meaningful ways.

