

INSIGHTFUL PROFILER™ (IP121)

EXECUTIVE REPORT

iP MANAGER REPORT

Supervisor tips

FOR:

John Example

REPORT SCOPE

- ✓ The best way to utilize this person in the team
- ✓ Which conditions support effective performance and which may make it more difficult
- ✓ Preferred work, collaboration, and decision-making style

ORGANISATION
Advisio-demo

REPORT GENERATED
08.09.2026

COMPLETION DATE
08.09.2026

REPORT VERSION
2.1.1

PREFERRED WORK CONDITIONS

INITIATIVE TAKING STYLE DYNAMISM

MODERATE PREFERENCE FOR THE LEFT SIDE

Leading others

Performing assigned tasks

INFLUENCE AND COLLABORATION STYLE

MODERATE PREFERENCE FOR THE RIGHT SIDE

MACHIAVELLIANISM + COMPETITIVENESS

Cooperation and support

Competition and/or persuasion

SOCIAL EXPOSURE LEVEL SOCIAL BOLDNESS

CLEAR PREFERENCE FOR THE LEFT SIDE

Working with people

Working in isolation

DECISION-MAKING STYLE DELIBERATENESS

BALANCED RESULT

Analytical decision making

Intuitive decision making

HORIZON OF ACTION CONVENTIONALITY + PRESENT FOCUS

BALANCED RESULT

Strategic orientation

Tactical orientation

WORK ORGANISATION STYLE CONSCIENTIOUSNESS

MODERATE PREFERENCE FOR THE LEFT SIDE

Organizing

Improvising

PRESSURE AND CHALLENGE TOLERANCE SELF-CONFIDENCE

CLEAR PREFERENCE FOR THE LEFT SIDE

High challenges

Low stress level

MAIN WORK MOTIVATORS

01 POWER

Need for having influence over the direction of actions, decisions, or coordination of resources and people.

• HOW TO MANAGE AND WHAT TO DELEGATE

Ensure real influence over decisions regarding selected areas; clearly define the scope of responsibility and decision-making.

▲ KEY RISK FACTORS

Removal of decision-making autonomy, degradation of influence, lack of translation of invested energy into visible agency.

02 ACHIEVEMENT

Need to take on ambitious tasks and achieve measurable, noticeable results.

• HOW TO MANAGE AND WHAT TO DELEGATE

Entrust the realization of ambitious, measurable business goals that yield visible effects. Link successes to the project's measurable success.

▲ KEY RISK FACTORS

Routine work, lack of goal measurability, being just a cog in an anonymous corporate process.

03 AFFILIATION

Strong need for team belonging, relationship building, and maintaining direct interpersonal contacts in the work environment.

• HOW TO MANAGE AND WHAT TO DELEGATE

Provide conditions for cooperation, information exchange, and regular contact with people in the team or project.

▲ KEY RISK FACTORS

Isolation, deep focus work, work dominated by competition or constant KPI control of hard results.

VALUE IN THE TEAM

PRIMARY ROLE

Good Caretaker

Integrating person striving for internal peace and collision-free cooperation among members.

• WHEN TO ENGAGE (SUPPORT)

Delegate to de-escalating internal friction, facilitating cross-team communication, and nurturing morale alongside more task-driven managers.

▲ RISKS IN THE TEAM

May experience greater discomfort in a highly competitive environment and in situations requiring sharp confrontations.

COMPLEMENTARY ROLE

Creative Visionary (Strategist)

Natural inclination toward conceptual thinking, exploring new possibilities, and creating development visions.

• WHEN TO ENGAGE (SUPPORT)

Valuable to involve early in projects, for generating concepts, new directions, and unconventional ideas.

▲ RISKS IN THE TEAM

Left without the support of people taking on the role of tactician, they may stop at ideas, stumbling over mundane implementation details.

SUPERVISOR TIPS

The following summary contains the most important, selected operational tips for the supervisor. They are based on extreme motivation indicators, key roles, and the employee's most distinctive axial traits.

- 1 Entrust direct responsibility for selected processes; the employee has a strong need for influence.
- 2 Include in processes requiring facilitation of team relationships; the employee supports cohesion and eases tensions.
- 3 Maximize operational time requiring external market exposure or building broad networks of stakeholder relationships.
- 4 Assign demanding challenges; high stress resilience fosters steady performance under difficult conditions.