

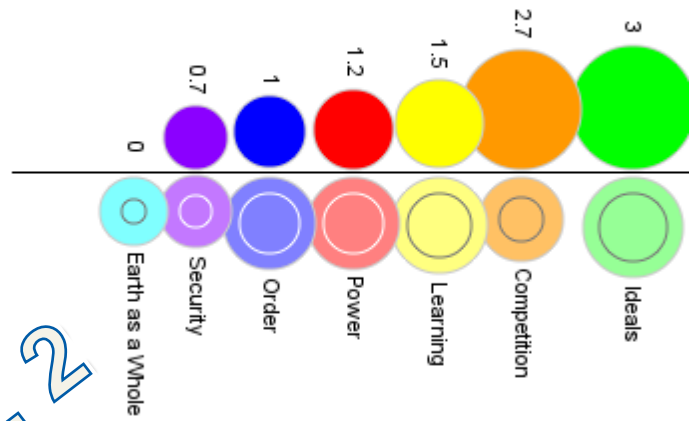
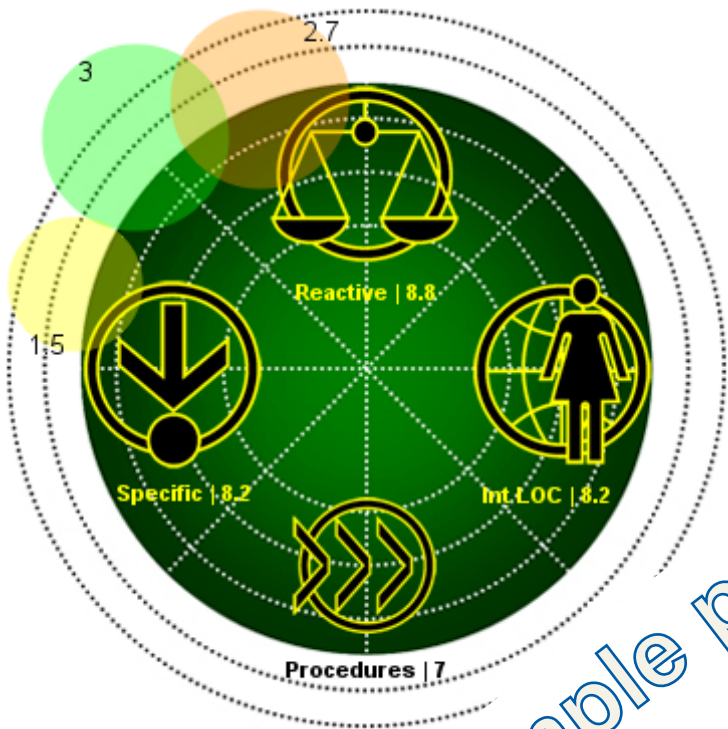
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Name: _____

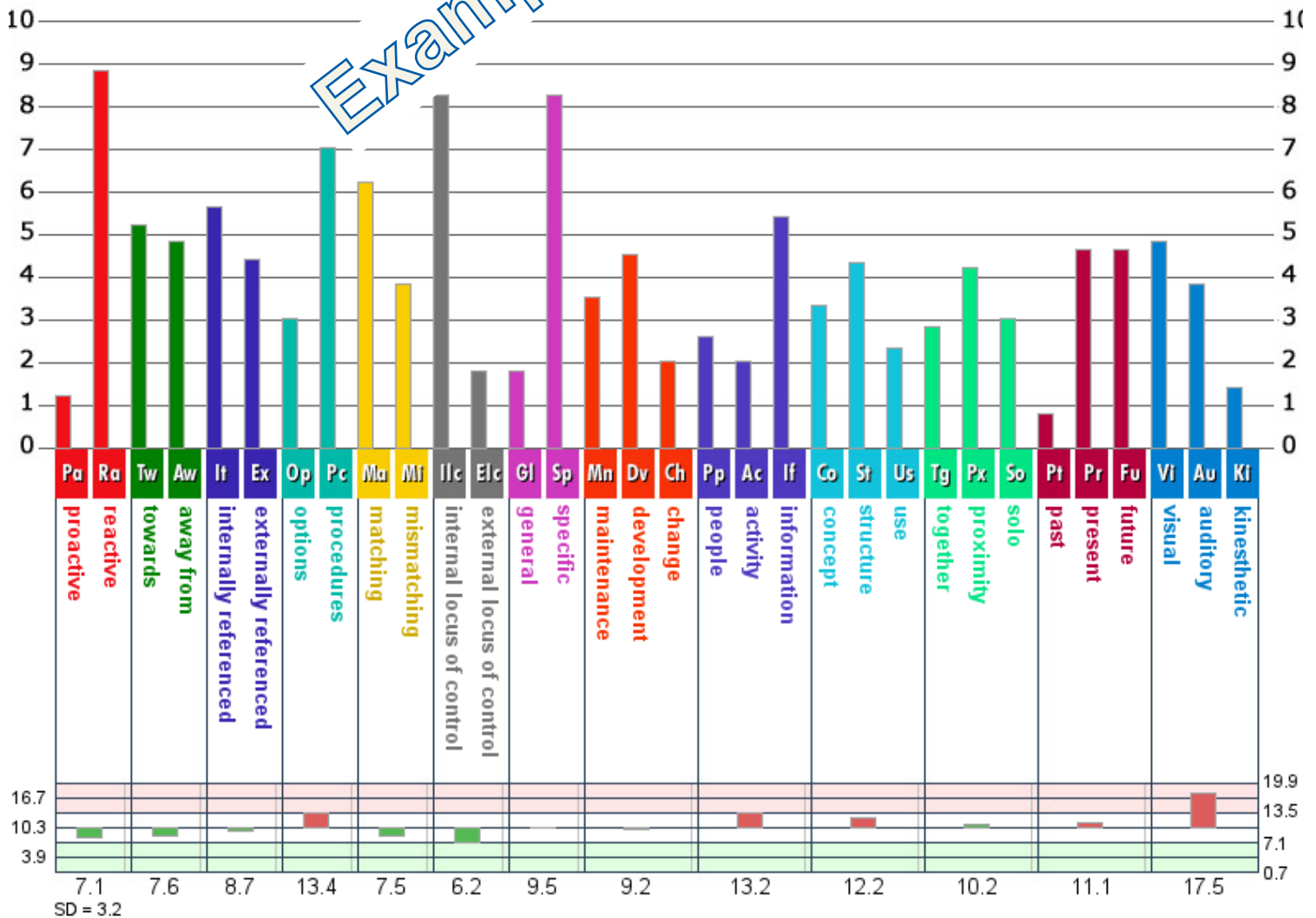
Test date: 27-11-2017

Context: working as a team member in XXX

- Criteria (sorted):**
- 1: 'Respect' versus 'Disrespectfulness'
 - 2: 'Honesty' versus 'dishonest'
 - 3: 'Client focus' versus 'self focus'
 - 4: 'Openness' versus 'reserved'
- Metacriterion: 'client staff satisfaction' versus 'unsatisfied'



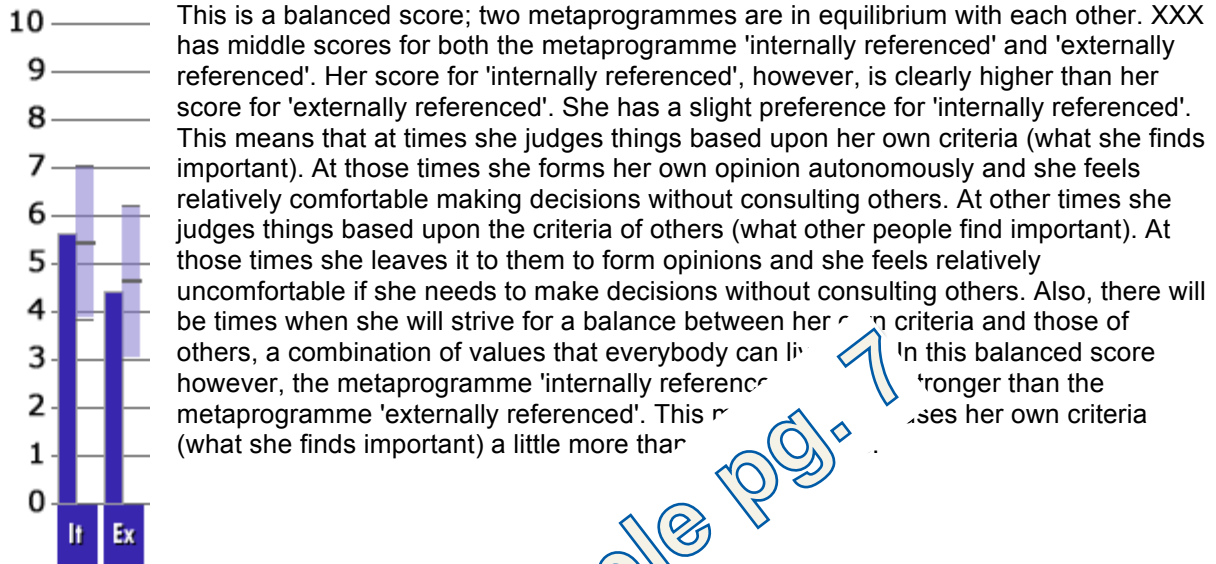
Example pg. 2



Internally Referenced versus Externally Referenced

XXX's score:

Internally Referenced: 5.6, Externally Referenced: 4.4



Background on Internally Referenced

Someone who is internally referenced bases decisions on what they think is important. They have an inner standard which guides their actions and by which they judge the external world. They often think of other people's opinions and even instructions as information they can take or leave. They function best in situations where they have the freedom to make their own decisions. When other people decide for him, he tends to become oppositional.

Summary: decide for themselves what to do and how to do it, bases decisions on own standards and dislikes accepting direction from others.

Background on Externally Referenced

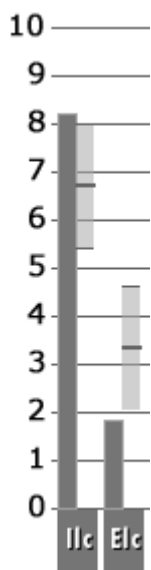
Someone who is externally referenced bases decisions on what others think is important. Their motivation is external, guided by other people's criteria. They value feedback and input from others to stay motivated and may misinterpret suggestions as commands and can be hard to make decisions without clear guidelines. Can lose direction and motivation without feedback.

Summary: is externally motivated, bases decisions on what other people consider important, interprets information as direction, has a hard time making decisions independently.

Internal Locus of Control versus External Locus of Control

XXX's score:

Internal Locus of Control: 8.2, External Locus of Control: 1.8



XXX has a very high score for the metaprogramme 'internal locus of control' and a very low score for the metaprogramme 'external locus of control'. This means that she believes very strongly that she can influence or even determine her own circumstances. She is exceptionally optimistic about the possibility of making things happen and changing her environment. She regards herself almost completely as the 'cause' and seldom if ever as an 'effect'. She is highly convinced that things will eventually be the way she wants them to be. One logical consequence of this attitude is that she feels a very strong personal responsibility for how things are going. She usually does not believe that her circumstances can have much influence over her at all. She rarely, if ever, sees herself as the 'effect' of things, rather than 'cause'.

"Where there is a will, there is a way", is quite a common slogan for this way of thinking. XXX probably believes that people are often limited by their circumstances to limit them far too much. People should take more responsibility on their own hands much more often. They usually think that there is nothing they can do, while actually there are plenty of things they can do. She probably thinks that people should make much better use of the opportunities that are available. Phrases such as 'taking personal responsibility', 'failure is not an option', 'making it happen' probably sound very attractive to her.

A disadvantage of this way of thinking may be that she usually does not notice certain limitations and opportunities when these are quite obvious to others. This will often lead her to take more responsibility for things that in fact she has no influence over at all. When that happens, believing one can change things may turn into a stress factor. People may see her as naive or unrealistically optimistic. An advantage of this way of thinking is, on the other hand, that she will usually make good use of any chances offered to her and she will often continue after others have given up, because she is still convinced that it can be done. Her solid confidence that things can be achieved - sometimes despite great obstacles and uncertainties - can be an inspiration to others. Her faith in the possibilities, as well as her taking personal responsibility, can sometimes actually make those possibilities a reality.

Background on Internal Locus of Control

Someone who has an internal locus of control has a strong sense of empowerment. The place (locus) where influence (control) is exerted is within the self. They believe that they themselves are the cause of any results, whether good or bad and looks within to figure out why things happen the way they do. They have a sense of responsibility and take steps to reach goals or prevent problems.

The downside is that they sometimes take all the credit for results even when others have contributed and may overestimate their own influence.

Summary: sees themselves as a 'cause' rather than an 'effect', feels empowered and responsible.

Background on External Locus of Control

Someone who has an external locus of control has a sense of powerlessness. The place (locus) where influence (control) is exerted is the external world. They believe that results, whether good or bad, depend on the circumstances; positive results are a matter of serendipity or circumstances, and negative results a matter of back luck. On the plus side, they pay attention to the circumstances that might affect what is happening and will praise and acknowledge other people.

The downside is that they may have little sense of responsibility, often underestimating their own influence; "...there's nothing he can do about it".

Summary: sees themselves more as an 'effect' rather than a 'cause', controlled by circumstances and tends to underestimate their own role.