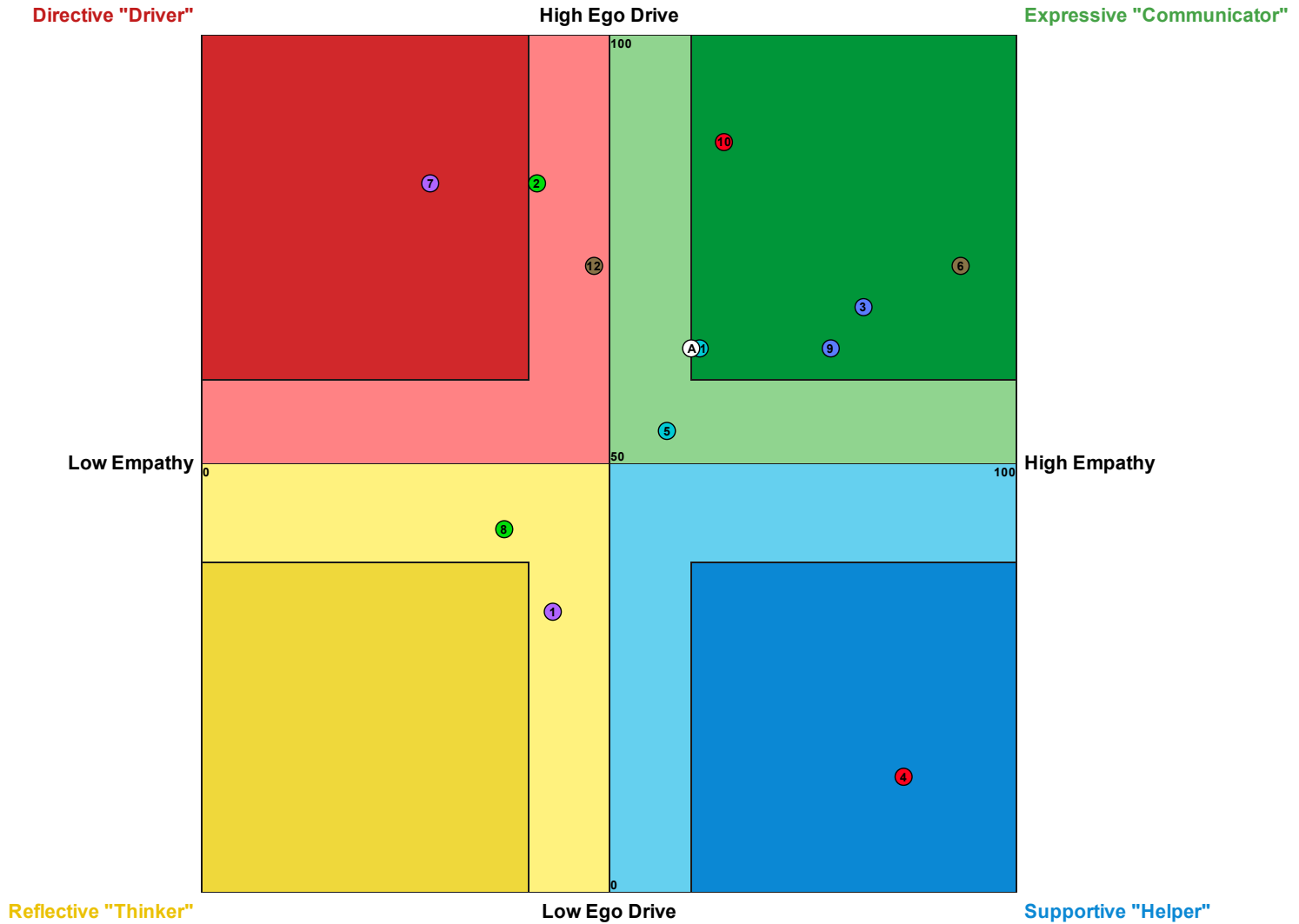


CMPI CultureStyle Profile Report

Team CultureStyle: Expressive "Communicator"

PROFILE FOR
DATE
SECTION

TEAM REPORT
MAY 0, 2021
1 OF 3



Plot	Name	Ego Drive	Empathy	Plot	Name	Ego Drive	Empathy
①	Alex Chen	30	42	②	Jane Doe	80	40
③	Thato Farkeen	68	80	④	Morin Janss	10	85
⑤	Sophia Johnson	52	56	⑥	Tom Jones	70	92
⑦	Hans Karlsson	81	27	⑧	James Miller	42	36
⑨	Salme Okeke	62	76	⑩	Mary Smith	85	63

Note: 6 different color schemes are used. When there are more than 6 plot points, the colors are repeated.

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Plot	Name	Ego Drive	Empathy	Plot	Name	Ego Drive	Empathy
11	LiWei Tan	61	60	12	Linda Williams	74	47
A	Team Average	60	59				

Note: 6 different color schemes are used. When there are more than 6 plot points, the colors are repeated.

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Introduction

Your organization's Primary Style is determined by averaging its overall scores on Ego Drive and Empathy which result in the *Expressive "Communicators"* CultureStyle. Though some members may fall outside the Primary Style, your culture can generally be described by its average behavior which is proactive, dynamic, and innovative. Higher Ego Drive produces impatience for goals/results and a need to be socially active, while higher Empathy produces a relationship-centered need to serve others. *Expressive "Communicators"* have a profound need to acquire relationships and status symbols that define their success. They are best at generating original, outside-the-box solutions to problems, though some of these ideas may not be realistically grounded in the logistics of the organization. They generally enjoy positions that allow variety, creative freedom, and social competition while avoiding nonsocial activities such as preparation, organization, and research. Well-known *Expressive "Communicators"* include Jim Carrey, Raj Koothrappali, and John Oliver. Examples of professions common to *Expressive "Communicators"* include commissioned sales position, personnel recruiter, fashion designer, modeling, acting, entertainer, politician, advertising, promotion, real estate, financial advisor, motivational speaker, public relations, and communications consultant. *Expressive "Communicators"* find it most difficult relating to and communicating with *Reflective "Thinkers"* (accountants, engineers, programmers, etc.) who are less prone to express their feelings and share their experiences. Well-known examples of this opposing style are Dr. Spock, Isaac Newton, and Sherlock Holmes. *Important Note: The closer your organization is to the corner of this 4-style grid, the more extreme these behaviors become, and the more difficult it is for your team to adapt or relate to the other styles without training.*

Work-related Strengths

Expressive "Communicators" thoroughly enjoy meeting with others to storm about new ideas or opportunities. Of the four styles, *Expressive "Communicators"* are best at persuading others to their point of view and coming up with "out of the box" solutions to problems others could not solve. They thoroughly enjoy being the center of attention, and, as a result, are typically "the life of the party." They enjoy making new friends out of complete strangers and can strike-up a conversation with anyone. Their fun-loving spirit is a major asset that turns any conversation into an enjoyable experience. In addition to their creativity, their greatest strength is their excitability and enthusiasm that often motivates other team members to higher levels of performance. Once they get excited about a project, they will often be the ones who try to sell others on their participation. If the job duties involve motivation, communication or providing entertainment or excitement, they are typically quite successful. Though their ability to adapt to the other styles is diminished if they are near the corner of their quadrant, *Expressive "Communicators"* are the most versatile of the four styles and find it relatively easy to communicate with the other three styles once they learn how to recognize them and honor the differences.

Work-related Challenges

Your team should be aware of potential problems associated with their moderate Ego Drive and Empathy, especially when performing job duties where significantly higher or lower scores on these two dimensions of personality are required. For example, they may not have the sense of urgency of individuals with higher Ego Drive or the profound awareness or sensitivity to others' needs of individuals with higher Empathy. On the other hand, there could be times in which they lack the patience and persistence of those with lower Ego Drive or the objectivity and emotional control of those with lower Empathy. To be most effective, they will need to perfect your ability to take "the unnatural stretch" to work with each of the four needs/styles.

Important Note: Organizations that have primarily an *Adapter* culture can rely too much on their ability to meet changing circumstances effectively, potentially leading to overly-balanced and too-finely measured solutions that may be inappropriate to certain problems. Solutions: make sure issues are framed accurately with specific problems clearly outlined. Similarly, an *Adapter* group should look to create clearly stated goals, metrics, or measurables to assess their progress towards the resolution of any issue, in order to avoid the group's natural tendency to incorporate every point of view as part of every solution.

Secondary Style

Expressive "Communicator". Your organization's high Ego Drive and high Empathy result in a proactive, highly motivated behavior that churns new ideas and innovation. These team members are best at generating original, outside-the-box solutions to problems, though some of these ideas may not be realistically grounded. In addition to their creativity, their greatest strength is their enthusiasm that often motivates other team members to better performance. Their greatest improvement opportunity is to check their facts and validate their conclusions before committing resources to their new ideas. *Expressive "Communicators"* enjoy positions that allow variety, creative freedom, and social competition and prefer to avoid nonsocial activities such as preparation, organization, and research. Examples of professions common to *Expressive "Communicators"* include sales, sales management, advertising, motivational speaker, public relations, and communications.