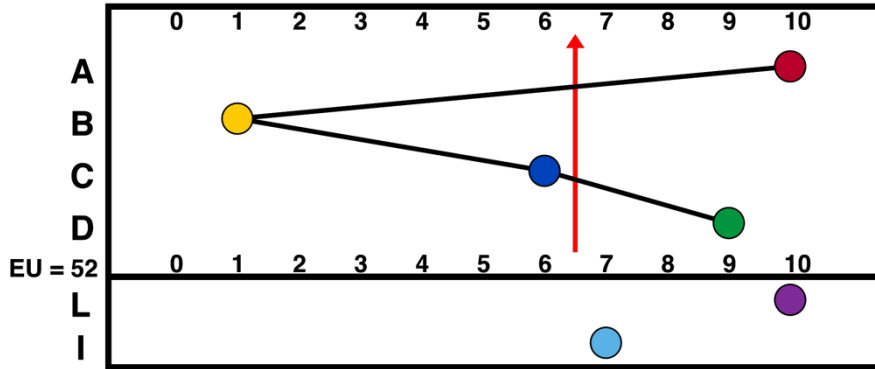




Culture Index Guide

Survey Traits



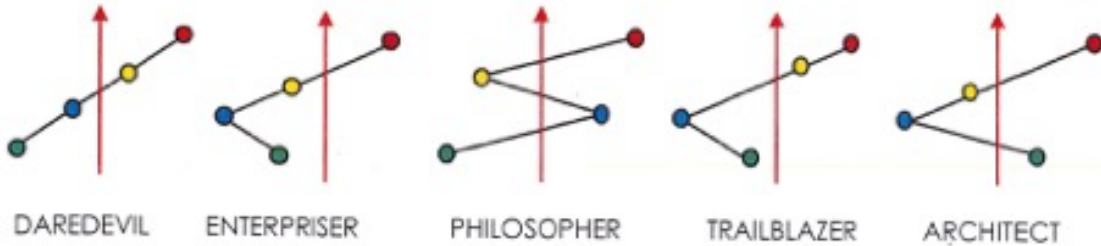
Example (*Architect*) : High Autonomy, Low Social Ability, Average Patience, High Conformity

● A	Autonomy (Follow vs Lead) – <i>High</i> autonomy means this person is an assertive instigator. A visionary, they want little if any assistance in planning activities from which to move forward. <i>Lower</i> autonomy means this person is non-confrontative peacemaker. This person is diplomatic but will hesitate to initiate activities they perceive as risky. They are helpful, unselfish and supportive.
● B	Social Ability (Introvert vs Extravert) – <i>High</i> socially-oriented individuals are energized by being with people. They have a persuasive style of communication and are usually optimistic and good natured. A person with <i>lower</i> social ability favors working with tangible items and prefers to work alone. They can be moody and skeptical of facts they haven't researched themselves.
● C	Patience (Multi vs Single Tasker) – <i>Higher</i> patient individuals prefer to finish one task at a time and will go about it in a methodical fashion. They are deliberate workers and dislike surprises and distractions. Change, if imposed on them without warning can unnerve them. <i>Lower</i> patient individuals are impatient and have short attention spans. This person prefers and enjoys variety and can perform multiple tasks in one sitting.
● D	Detail – <i>Higher</i> detail individuals are self-disciplined and critical; they do not easily forgive errors. This person lives by a code of behavior and expects others to do the same. <i>Lower</i> detail individuals are unconcerned by precision and prefers to delegate details and will require assistance with follow through.
● L	Logic – Measures the extent to which people exercise control over their emotions and actions. Think Emotional Intelligence/Maturity. Normative range is 3 to 7. Easily shows emotion towards the left ... poker players on the right.
● I	Ingenuity – The degree of inventiveness and originality of thinking. Normative range is 0 – 6. Literal and linear thinkers on the left ... multi-dimensional, unique and even quirky thinkers on the far right.

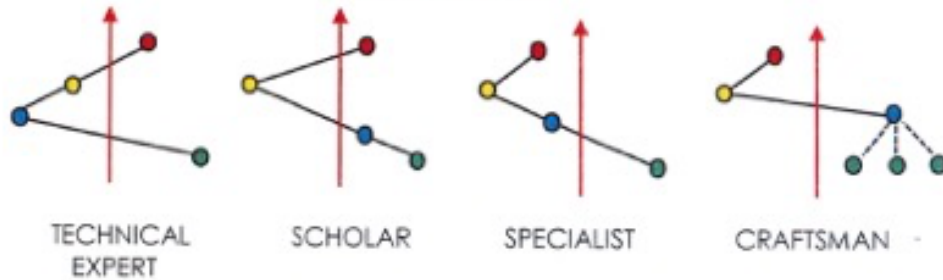
Culture Index Guide

THE EIGHTEEN TYPIFIED PATTERNS

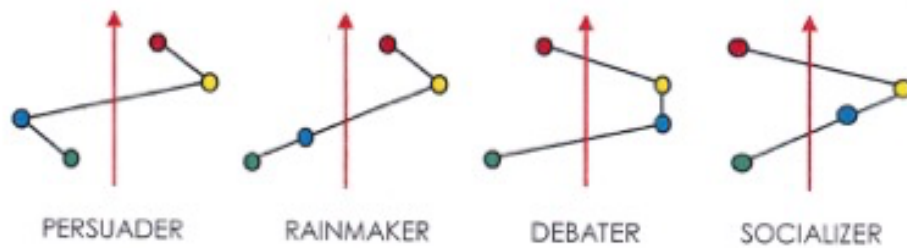
VISIONARY



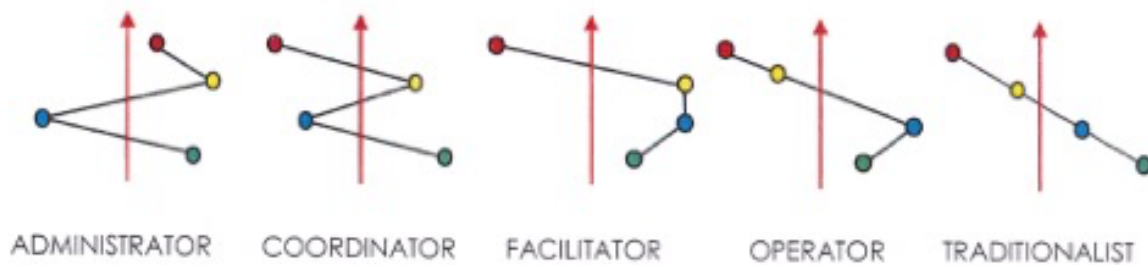
TECHNICAL



SOCIAL



ORGANIZATIONAL



Culture Index Guide

AUTONOMY (A) FULL DESCRIPTION

HIGHER A - is typically a person that is a future thinking, proactive, big picture thinker. Consider them having 360 degrees of mental peripheral capabilities. The higher A's simply possess vision. Because they solve problems naturally, the higher A is a person that needs and enjoys probabilities and projects, involving problem solving, not single tasks. Projects have levels of deductive reasoning. Each level may have different priorities requiring decisions within them. Time restraints or deadlines may vary within the different levels making them riskier for the lower A to execute comfortably.

The Higher A's don't like being told what to do even though their style of communication is to tell others what to do. They can be difficult to deal with from time to time as you are now dealing with egos that can be opinionated and hardheaded. They need freedom and independence to attain their goals and interests. Any form of micro-management will result in disruptive behavior. They can be confrontative and competitive to a fault, yet if given the latitude, they will make decisions and be held accountable for them. They need to mentally move forward.

These high A's are not team players, they are team leaders. If given the opportunity to take charge of what they perceive to be a dysfunctional group, they will easily step into the role.

Bottom Line : This person is an assertive instigator. A visionary, they want little if any assistance in planning activities from which to move forward. An independent worker, they are risk-oriented, headstrong, and competitive. They can issue demands without thought of diplomacy. This person will strive to control situations and may deliberately cause tension.

LOWER A – is someone that prefers tasks to projects, as projects tend to have too many levels requiring re-prioritization or change. Lower A's possesses anywhere from 180, to 90 to 0 degrees of mental peripheral vision. Provided the higher A imparts to them the vision, the lower A can engage in the future, but not on their own naturally. Tasks are activities that can be as routine as opening the office in the morning, to executing a list of items requiring completion, provided a higher A person determines and prioritizes which tasks are done from first to last. Lower A's prefer to work in a supportive environment with as little conflict as possible. They are cooperative and accommodating to the needs of others because they are naturally unselfish. If lower A's are put into situations they perceive as risky or uncertain, they need to have a goto person in order to fulfill the completion of work. They would prefer to ask for permission, rather than ask for forgiveness. They are team players, not team leaders. Cohesive teams of lower A's can make safe predictable decisions based on group consensus, not by vision.

Bottom Line : A non-confrontative peacemaker. They gravitate to a harmonious workplace and prefer to avoid conflict. This person is diplomatic but will hesitate to initiate activities they perceive as risky. This individual prefers tasks over projects. They are helpful, unselfish and supportive.

Culture Index Guide

SOCIAL ABILITY (B) FULL DESCRIPTION

HIGHER B – will be the person that is most comfortable in the company of others, if not the center of attention. They look forward to meeting new acquaintances and can network effortlessly. Optimistic to a fault at times, the higher B prefers teams to working alone. Charismatic and naturally persuasive, the higher B paints images with words and have a difficult time saying the same thing the same way, as they have a tendency for embellishment. Resumes can include social groups, clubs and committees. They tend to use social status as a means to stay current and maintain a position in society.

The higher B understands the intangible aspects of people because of their instinctive intuition. They can walk into a room and sense the disposition of the room without anything being said. Because they are more intuitive and empathetic, they will make decisions by their feelings and the input from others.

To be an extrovert means to externalize one's thoughts. Most often, the higher B's think their thoughts vocally rather than internalize. To the untrained ear, it can sound as if the higher B is decision making or stating commitments, when in fact, they are just thinking "out loud".

Bottom Line – A socially-oriented individual who is energized by being with people. This person has a persuasive style of communication and is usually optimistic and good natured. They tend to make decisions via group consensus or by thinking / talking out loud. This person is naturally empathetic to others, and will gravitate toward strangers and groups for new acquaintances and potential friends.

LOWER B – is more inward thinking and private. They prefer to keep to themselves in situations that require socialization, as it is difficult for them to small talk with new acquaintances. Serious, suspect and distrusting new people or things, the lower B needs information from which to help them get their hands around the unknown. They are concise in nature and communicate in a closed manner.

Preferring factual tangible items like computers and/or reading, gardening or cooking, all are activities that don't talk back. The lower B is comfortable being alone and will usually return to their work area after a forced social event. Naturally guarded, the lower B needs to see the facts in order to use their introspective way of thinking to determine whether or not to accept the new issue from their analytical deductive thought process.

The lower B can be frugal and conservative. Transportation to them is to get from point A to B, not how you look getting there. They are not interested in titles or status as they prefer to be respected for their deductive reasoning.

Bottom Line – This person favors working with tangible items and prefers to work alone. They can be moody and are skeptical of facts they haven't researched themselves. They are factual, not communicators. They do have circles of friends, but they tend to be people they have known for a long time, as they do not let just anyone in their social circle as they are skeptical of new acquaintances. Deductive in their thought process, the lower "B" prefers to think rather than socialize.

Culture Index Guide

PATIENCE (C) FULL DESCRIPTION

HIGHER C – an easy going, laid back person that is most comfortable in a stable, consistent and predictable environment. These people are creatures of habit where once they select their gas station to refuel and coffee up, they will continue going to the same facility until it is bulldozed over. They prefer to arrive and leave their destinations methodically and have been known by others to “set their watch” by the higher C punctuality and consistency.

Their communication style is relaxed and can be drawn out, as there is not a natural sense of urgency in this individual. They have a single focus which is difficult to interrupt and when given the opportunity to apply their focus, they can appear tenacious to others when in fact, their “In/Out” box mentality wants to complete what they first started, rather than maintain five things all at one time.

Because of their single focus, the higher C is a good listener as it is difficult to distract them. Once sidetracked, the higher C will demonstrate frustration. Additionally, chances are you won’t see them briskly walking or talking fast, as that would be too out of character for them. The single focus is also apparent in this construct as the higher C prefers stability and predictability from their environment. Surprises, and last-minute change, prove disruptive to this person.

Bottom Line – A consistent person in behavior, the higher C individual prefers to finish one task at a time and will go about it in a methodical fashion. They are deliberate workers and dislike surprises and distractions. Change, if imposed on them without warning can unnerve them. They possess a single focus which makes it easy for them to start and complete the work at hand uninterrupted.

LOWER C – is much more animated than the higher C. Quick to interrupt and talk over others, toe tap, or jiggle the knee, these people need to move. They don’t like having to sit in one place too long as they get antsy.

Because of their short attention span, chances are you will have to repeat things to them because they mentally check out from time to time. Whether they are thinking about their golf game, errands to run during lunch, or what calls to return next, chances are the lower C missed out on what you said.

They need variety in their day-to-day activities and dislike having to focus for long periods of time. The overused term “multi-tasking” in a work environment that experiences change will keep the lower C content. They can appear disorganized when working and their style has been likened to “work by butterfly management”, meaning they flit from one responsibility to another with a disconnect to any organizational style. To the untrained eye, they appear unsystematic, but in all fairness, the lower C will continue to move from one flower to the next until all work is finished

Bottom Line – An impatient person with a short attention span, this person enjoys variety. They can perform multiple tasks in one sitting. They enjoy change and variety and are bored by consistency. This person walks and talks briskly and frequently interrupts or talks over others as they have an innate sense of urgency.

Culture Index Guide

DETAIL (D) FULL DESCRIPTION

HIGHER D – is an individual that focuses on the specifics, accuracy, correctness and completion of the work at hand. Worrisome about the outcome and how it will reflect on them, the higher D can dole out and experience guilt if the outcome isn't perfect enough.

Wanting, needing, respecting rules and structure is a necessity in their lives as without it, life without order is too chaotic. What is positive about the higher D is that they have a built in mental two-drawer box file cabinet where they can recall alpha/numeric information from the past without having to reference a day planner. They make their decisions from history. If something happened today that is the same thing that took place two months ago, they will apply the previous decision from two months ago to the decision for today.

Factual in nature, the higher D feels a need to divulge everything in their day otherwise they suspect you don't think they work hard enough. The higher D can sometimes become moralistic and detail retentive if given too much latitude because for them, knowledge is power and it's also from where they draw their ego and confidence. While it is easy for them to criticize others, they dislike being criticized themselves and will demonstrate thin skin tendencies.

Bottom Line – self-disciplined and critical, this person doesn't easily forgive errors, whether they or someone else made them. This person lives by a code of behavior and expects others to do the same. They are skeptical of anything involving new risk and may seem over cautious. They do exhibit loyalty and ethical behavior. This person relies on approval from others and may become unhappy, or even quarrelsome if not provided with specific recognition.

LOWER D – can be irreverent and a non-conformist. Rules to them are only meant for others and they will defy any attempt to be reined in. General in their thinking and conceptual in their frequent rambling communication style, the lower D may be difficult to understand if specifics are required.

As much as they don't like rules being imposed upon them, they do understand the need for policy when it's required. In the event they demonstrate higher D tendencies, it's only because the item they were working on was of importance to them. Don't expect them to replicate the higher D behavior consistently. They need to delegate the specifics as they are not self-sufficient in that respect.

Conceptual in thought and uninhibited in behavior, they do not have much recall for details or historic events. They dislike being dragged back into yesterday, because they don't remember much of the day, let alone the week before. People tend to think that the recall is selective, and that is not true. When the D is the lowest, they have little if any recollection. Fearless of risk or criticism, the tough skinned lower D does not hesitate Jumping in feet first.

Bottom Line – Unconcerned by precision, this person prefers to delegate details and will require assistance with follow through. This person doesn't dwell on mistakes and may exhibit indifferent, fearless behavior. They may seem apathetic, especially when working on a topic of little interest. They are unafraid of criticism or behaving outside of expected norms. These individuals can contribute cerebral "out-of-the-box" ideas easily.