



SAMPLE

Personal Discovery Report

## Content Page

1.0	Your Identity Energy and Motivation	pg 04 – 04
2.0	Overview	pg 05 – 05
3.0	Where You Are Now and What Does It Say About You?	pg 06 – 08
4.0	Where Do You Go from Here and How?	pg 09 – 13
5.0	Summary & Conclusion	pg 14 – 14

Dear SAMPLE,

Greetings from Frederick and Daniel, the SQI Founders!

Welcome and congratulations for completing your Personal Discovery Report from the SQI System. Trust that the information in this report is going to add significant value to you in your life/career. Look forward to provide you further assistance in the near future as and when you see the need arises.

Meanwhile, enjoy reading the information in this report.

Regards,

**Dr. Frederick Cheng & Dr. Daniel Choo,**

Ephod Consulting Associates Pte Ltd

Founders of SQI System Invention

SQI System Master Coach

"Your Strategic Partner in Professional Development, Organizational Change Intervention, Strategic Leadership & Innovations!"

[www.ephodconsulting.com](http://www.ephodconsulting.com)

## 1.0 Your Identity Energy and Motivation

Identity energy is defined as your natural inclination and self-motivation to function in certain roles regardless of your profession. Whether or not you are in a social setting with friends, at home with family members and in the workplace with your colleagues, this natural inclination to function in certain roles remains constant.

You have the natural inclination to function as:

No	ROLES	DESCRIPTION
1.	<b>DIRECTOR</b>	You set directions and enjoy playing a leadership role
2.	<b>ENCOURAGER</b>	You seek to understand others and enjoy affirming what you perceive as good about them
3.	<b>ENABLER</b>	You have a high preference for imparting knowledge and skills to others
4.	<b>PRESENTER</b>	You like to present ideas & information to groups of people

## 2.0 Overview

\*\* "1" being your most preferred role and "9" being your least preferred role

RANK ORDER **	ROLES	DESCRIPTION ++
1	<b>DIRECTOR</b>	A DIRECTOR is a person who most of the time sets directions and enjoys playing a leadership role
2	<b>ENCOURAGER</b>	An ENCOURAGER is a person who most of the time seeks to understand others and enjoys affirming what he/she perceives as good about them
3	<b>ENABLER</b>	An ENABLER is a person who most of the time has a high preference for imparting knowledge and skills to others
4	<b>PRESENTER</b>	The PRESENTER is a person who most of the time likes to present ideas & information to groups of people
5	<b>ORGANIZER</b>	An ORGANIZER is a person who most of the time likes to have a logical structure in managing ideas / data / events
6	<b>IDEAS PRODUCER</b>	An IDEAS PRODUCER is one who is energized to generate different ideas to accomplish his/her goals
7	<b>DOER</b>	A DOER is a person who most of the time has a high preference for moving into actions to get things done.
8	<b>SHAPER</b>	The SHAPER will use factual evidence to analyze possible pitfalls of existing suggestions, plans, ideas and processes
9	<b>PROGRESS TRACKER</b>	A PROGRESS TRACKER is a person who most of the time has a high preference for doing work that requires attention to details & exactness

### Current Sustaining Capacity (is needed for all roles)

It describes your current capacity in handling adversity, your emotional and financial health to keep yourself going. A strong Sustaining Capacity helps you with a higher probability to succeed in any roles that you are already strong in performing.

### Your Have Strong SUSTAINING CAPACITY

Most of the time, you are capable of managing stress well

### 3.0 Where You Are Now and What Does It Say About You?

Your 1st MOST PREFERRED ROLE is the role of a **DIRECTOR**

You set directions and enjoy playing a leadership role

More specifically, you have the following traits:

TRAITS	DESCRIPTION
<b>DIRECTION-SETTING</b>	You are motivated to take on a leadership role
<b>DECISIVENESS</b>	You are prepared to take responsibility of making your own decisions whenever necessary
<b>VISION</b>	You will like to see beyond the present of what can possibly hinder or help you to succeed in whatever is important to you
<b>ASSERTIVE</b>	You are comfortable to speak up and let people know what you need

Your 2nd MOST PREFERRED ROLE is the role of an **ENCOURAGER**

You seek to understand others and enjoy affirming what you perceive as good about them

More specifically, you have the following traits:

TRAITS	DESCRIPTION
<b>EMPATHY</b>	You are tender-hearted and seek to understand others and enjoy affirming what you perceive as good about them
<b>EXPRESSIVENESS</b>	You are comfortable using the body language to express your emotions & needs
<b>SOCIAL REWARD</b>	You will want to do work that is socially rewarding

Your 3rd MOST PREFERRED ROLE is the role of an **ENABLER**

You have a high preference for imparting knowledge and skills to others

More specifically, you have the following traits:

TRAITS	DESCRIPTION
<b>TRAINING</b>	You are motivated to function in a training role
<b>SELF-APPROVAL</b>	You are satisfied with your performance and take pride in who you are
<b>RECOGNITION EXPECTATIONS</b>	You have a strong appreciation for people who recognize your inputs and effort

### 3.0 Where You Are Now and What Does It Say About You?

#### Your Have Strong SUSTAINING CAPACITY

Most of the time, you are capable of managing stress well

More specifically, you have the following traits:

TRAITS	DESCRIPTION
<b>ANXIETY MANAGEMENT</b>	You are able to deal with strain and stress most of the time when it occurs
<b>ANGER MANAGEMENT</b>	You are able to handle frustration positively most of the time when it is building up. You are usually slow to anger
<b>OPTIMISM</b>	You are a positive-thinker. You have a high tendency to look at the future positively most of the time
<b>WANTS OF LEADER'S SUPPORT</b>	You are someone who respects authority and has a preference for working with a capable leader and getting the necessary support from the leader whenever the need arises

### 3.0 Where You Are Now and What Does It Say About You?

Your 1st LEAST PREFERRED ROLE is the role of a **PROGRESS TRACKER**

As far as possible, you prefer not to do work that requires a lot of attention to details and exactness

More specifically, you have the following traits:

TRAITS	DESCRIPTION ( Behavioral patterns in your current state of your career / life )
<b>DETAILS MANAGEMENT</b>	You prefer doing something else than to do those portion of the work that requires a lot of attention to details & exactness
<b>REPETITION ENDURANCE</b>	You are less comfortable with spending most of your time performing tasks that are repetitive
<b>ADMIN WORK</b>	You are less comfortable with spending most of your time doing admin work that includes typing and filing of reports

Your 2nd LEAST PREFERRED ROLE is the role of a **SHAPER**

Most of the time, you are less energized to use only factual evidence to analyze the possible pitfalls of existing suggestions, plans, ideas and processes

More specifically, you have the following traits:

TRAITS	DESCRIPTION ( Behavioral patterns in your current state of your career / life )
<b>ANALYTICAL</b>	You probably will like to channel your energy on something else than to spend your time using facts and figures alone to analyze issues
<b>DATA GATHERING</b>	You probably will like to channel your energy on other activities than to spend your time gathering data

Your 3rd LEAST PREFERRED ROLE is the role of a **DOER**

As far as possible, you prefer not to do work in a rush where you have to move into actions speedily

## 4.0 Where Do You Go from Here and How?

This summary provides development recommendations related to mind-set change, perceptions, reasoning, emotions and behaviors. It does not take into consideration "Hard Skills" such as computer skills and presentation skills or "Soft Skills" such as customer service skills and selling skills.

Behavior change requires an adjustment of habits or patterns that may have been in place for many years. This type of change generally takes longer and require regular attention and reinforcement.

**G** = The **GOAL** you are after in life,

**R** = Aware of the **CURRENT REALITY**,

**O** = **OPTIONS** to change for the better to achieve more, faster and easier

**W** = The chosen **WAY** forward

### Conflict Management Guide for working with people of different identity energies / roles

Your Identity Energies / Roles	You will need Unity Management Skills in order to work in unity with people (of the following Identity Energies) / playing the following Roles**
<b>DIRECTOR</b>	<b>DIRECTOR, SHAPER, PROGRESS TRACKER</b>
<b>ENCOURAGER</b>	<b>SHAPER</b>
<b>ENABLER</b>	<b>SHAPER, PROGRESS TRACKER</b>

\*\* For more information, learning, application & practice on how to work in unity with people of different identity energies with great synergy, please contact us / visit our website

## 4.0 Where Do You Go from Here and How?

### Trait: **DETAILS MANAGEMENT**

Details Management refers to the degree to which a person choose to do those work that require attention to details and exactness.

Disadvantages of a LOW preference for this trait	Advantages of a MODERATE preference for this trait
<p>While you find it time-consuming and patience-testing to be detailed, you will also not want to see the necessary quality work not being carried out. You will not want to experience frustrations with having to solve repeated problems, re-do what has already been done and receive negative criticism from people working together.</p> <p>You will not want the discomfort and frustrations and the lack of a positive relationship with people you work with.</p>	<p>While you find it time-consuming and patience-testing to be detailed, you are also able to ensure the necessary quality work are being carried out. As a result, you experience less frustrations with having to solve repeated problems, less probability to re-do what has already been done and receive less negative criticism from people working together.</p> <p>Overall, you experience more success and having a more positive relationship with people.</p>
<p><b>Conditioning to develop a new behavior into a new habit consistently and consecutively in the next 30 days</b></p> <p>Each time you have a high level of discomfort to go through details, think of the disadvantages of not going through the details. Choose to get it done if no one else who is detailed is available to help you and in other situations that are necessary to do so. Overall, you will experience more success and have a more positive relationship with people.</p> <p>Take note not to over moderate and become overly detailed but slow and miss taking timely actions.</p>	

## 4.0 Where Do You Go from Here and How?

### Trait: **REPETITION ENDURANCE**

Repetition Endurance refers to the endurance of monotonous jobs.

Disadvantages of a LOW preference for this trait	Advantages of a MODERATE preference for this trait
<p>While you find it boring and less meaningful to do repetitive work with no room for creativity and analysis, you will also not want to see the necessary work not being carried out. You will not want to experience frustrations with having to solve repeated problems, re-do what has already been done and receive negative criticism from people working together.</p> <p>You will not want the discomfort and frustrations and the lack of a positive working relationship with colleagues in the admin function in your workplace (if you are working and the nature of your work requires you to coordinate with colleagues in the admin function).</p>	<p>While you find it boring and less meaningful to do repetitive work with no room for creativity and analysis, you are also able to ensure the necessary work is being carried out. As a result, you experience less frustrations with having to solve repeated problems, less probability to re-do what has already been done and receive less negative criticism from administrative people working together.</p> <p>Overall, you will experience more success and have a positive relationship with colleagues in the admin function (if you are working and the nature of your work requires you to coordinate with colleagues in the admin function).</p>
<p><b>Conditioning to develop a new behavior into a new habit consistently and consecutively in the next 30 days</b></p> <p>Each time you find it boring and less meaningful to do repetitive work with no room for creativity and analysis, think of the disadvantages of not doing so. Choose to get it done if no one else who is strong in admin support is available to help you.</p> <p>Overall, you will experience more success and have a positive relationship with colleagues in the admin function (if you are working and the nature of your work requires you to coordinate with colleagues in the admin function).</p> <p>Take note not to over moderate and become overly comfortable with repetitive work and miss taking creative and timely actions.</p>	

## 4.0 Where Do You Go from Here and How?

### Trait: **ADMIN WORK**

This trait refers to the degree one prefers or has been conditioned to do work that mainly involves organizing information or in tasks such as typing or filing.

Disadvantages of a LOW preference for this trait	Advantages of a MODERATE preference for this trait
<p>While you find it tedious to carry out admin work, you will also not want to find the necessary order, information and files missing. You will not want to experience frustrations with having to solve repeated problems of locating the necessary files and information, re-do what has already been done and receive negative criticism from people working together.</p> <p>You will not want the discomfort and frustrations and the lack of a positive working relationship with colleagues in the admin function in your workplace (if you are working and the nature of your work requires you to coordinate with colleagues in the admin function).</p>	<p>While you find it tedious to carry out admin work, you are also able to ensure the necessary order, information and files are in placed and well managed. As a result, you experience less frustrations with having to solve repeated problems of locating the necessary files and information, less probability to re-do what has already been done and receive less negative criticism from people working together.</p> <p>Overall, you experience more success and having a positive relationship with colleagues in the admin function (if you are working and the nature of your work requires you to coordinate with colleagues in the admin function).</p>
<p><b>Conditioning to develop a new behavior into a new habit consistently and consecutively in the next 30 days</b></p> <p>Each time you find it to carry out admin work, think of the disadvantages of not doing so. Choose to get it done if no one else who is strong in admin support is available to help you.</p> <p>Overall, you will experience more success and have a positive relationship with colleagues in the admin function (if you are working and the nature of your work requires you to coordinate with colleagues in the admin function).</p> <p>Need be, acquire the necessary "admin skills" to support your desire to use this trait positively in situations that are appropriate to do so.</p> <p>Take note not to over moderate and become overly detailed, rigidly structured and miss seeing the bigger picture.</p>	

## 4.0 Where Do You Go from Here and How?

### Trait: **ANALYTICAL**

Analytical refers to the degree to which one prefers to logically examine facts or problems and potential difficulties related to a plan or strategy.

Disadvantages of a LOW preference for this trait	Advantages of a MODERATE preference for this trait
<p>While you may find it energy zapping and time-consuming to be analytical, you will also not want to be frustrated for not knowing:</p> <ol style="list-style-type: none"> <li>1. What is the root cause of an issue</li> <li>2. What are the pitfalls to avoid in the course of planning what needs to be done</li> <li>3. What to expect and unable to predict the outcome of an action well</li> </ol> <p>On the whole, you will not want to encounter more problems and the same problems regularly.</p>	<p>While you find it energy zapping and time-consuming to be analytical, you are able to save the trouble of having to solve many and repeated problems when you do so.</p> <p>Hence, when a problem arise, an effective solution is also on hand to address the root of it.</p>

### Conditioning to develop a new behavior into a new habit consistently and consecutively in the next 30 days

Each time experience is used to make sense out of a situation, also look at the facts and figures in situations when you do not have people to assist you, to confirm that your past experience remains valid in analyzing the current problem.

Continue to increase your frequency of applying problem-analyzing questions: 5w (what, why, when, where, which) & 1H (how) & and combine that with your gut feel on problems which you have rich past experiences to guide your analysis and decision-making.

Need be, acquire the necessary skills to support your desire using this trait positively in situations that are appropriate to do so.

Take note not to over moderate and become rigidly logical.

## 5.0 Summary & Conclusion

So far in this report, we have concluded certain areas for your adjustment in managing self towards achieving a meaningful success in your personal life. For your convenience of reference, areas for your adjustment to optimize your natural energy for another breakthrough are:

- a. **DETAILS MANAGEMENT**
- b. **REPETITION ENDURANCE**
- c. **ADMIN WORK**
- d. **ANALYTICAL**

With this adjustment and together with your existing strengths, you will have another successful experience in your milestones of excellence!

Overall you have done well! You are a self-motivated **DIRECTOR, ENCOURAGER** and also **ENABLER**.

The Founders of SQI will like to thank you for your time, your inputs and your openness to make the generation of this report possible. We wish you success in all your endeavor and we look forward to provide you further assistance in the near future as and when you see the need arises.

Thank you.

Personal Notes: