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Fitzgerald MSI

Peak Performance Consulting

HBDI INDIVIDUAL

Understanding Thinking and Communications Styles

Joe Sample

September 17, 2018

The underlying analytics of this report are powered by Fitzgerald MSI and its strategic partners. We will help you to interpret results, but final responsibility for proper interpretation rests with the user. All assessment-related statements should be thoroughly probed by interview responses and behaviors, background data and references, and behavioral performance. Fitzgerald MSI utilizes a generalized assessment procedure. As such, we will support and stand by its interpretations and recommendations but not indemnify the user. It is programmed for general interpretation and should be appropriate for all employee groups, ages, etc. We interpret responses without knowledge of race, color, religion, sex, national origin, age, sexual orientation, or physical disability. It is up to the user to maintain any EEOC- mandated records.



HERRMANN BRAIN DOMINANCE INSTRUMENT DATA SUMMARY

NAME	TYLER FITZGERALD	DATE
OCCUPATION	COMMUNICATIONS MANAGER	07/12/2018

	COLUMN A UPPER LEFT	COLUMN B LOWER LEFT	COLUMN C LOWER RIGHT	COLUMN D UPPER RIGHT										
PROFILE SCORES	27	41	114	123										
PREFERENCE CODE	3	2	1	1										
ADJECTIVE PAIRS	3	2	11	8										
KEY DESCRIPTORS <small>(*Most Descriptive)</small>	analytical critical factual logical mathematical quantitative rational	conservative controlled detailed dominant reader sequential speaker x	emotional * intuitive x musical reader spiritual symbolic x talker x	artistic x holistic x imaginative x intuitive x simultaneous spatial synthesizer x										
WORK ELEMENTS	analytical 3 financial 1 problem solving 3 technical 1	administrative 2 implementation 2 organization 2 planning 2	expressing 4 interpersonal 5 teaching/training 4 writing 5	conceptual 3 creative 5 innovating 4 integration 5										
ADOLESCENT EDUCATION EDUCATIONAL FOCUS OCCUPATION HOBBIES	<div style="background-color: black; width: 100px; height: 10px; margin-bottom: 5px;"></div> <div style="background-color: black; width: 100px; height: 10px; margin-bottom: 5px;"></div> <div style="background-color: black; width: 100px; height: 10px; margin-bottom: 5px;"></div> <div style="background-color: black; width: 100px; height: 10px; margin-bottom: 5px;"></div>	<div style="background-color: black; width: 100px; height: 10px; margin-bottom: 5px;"></div> <div style="background-color: black; width: 100px; height: 10px; margin-bottom: 5px;"></div> <div style="background-color: black; width: 100px; height: 10px; margin-bottom: 5px;"></div>	<div style="background-color: black; width: 100px; height: 10px; margin-bottom: 5px;"></div> <div style="background-color: black; width: 100px; height: 10px; margin-bottom: 5px;"></div> <div style="background-color: black; width: 100px; height: 10px; margin-bottom: 5px;"></div> <div style="background-color: black; width: 100px; height: 10px; margin-bottom: 5px;"></div>	<div style="background-color: black; width: 100px; height: 10px; margin-bottom: 5px;"></div> <div style="background-color: black; width: 100px; height: 10px; margin-bottom: 5px;"></div>										
HAND DOMINANCE	primarily right right some left mixed left some right primarily left <div style="border: 1px solid black; padding: 5px; text-align: center;"> X </div>													
ENERGY LEVEL	day equal night <div style="border: 1px solid black; padding: 5px; text-align: center;"> X </div>													
MOTION SICKNESS	none some frequent <div style="border: 1px solid black; padding: 5px; text-align: center;"> X </div>													
INTROVERSION / EXTROVERSION	introverted extroverted <div style="border: 1px solid black; padding: 5px; text-align: center;"> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%;"></td> <td style="width: 12.5%; text-align: center;">X</td> <td style="width: 12.5%;"></td> </tr> </table> </div>												X	
								X						



TYLER FITZGERALD

12 July 2018

Your HBDI® Profile Sheet provides you with a visual plot of your thinking style preferences. The Data Summary Sheet gives you a breakdown of what quadrant many of the questions fall into. This explanation page will describe each of the quadrants in the descending order of your preferences.

D > C > B > A

The thinking style quadrant you most prefer, based upon your responses to the HBDI® Survey, is the D Quadrant, with a value of 123. Descriptors in this thinking style which you selected are artistic, creative, holistic, intuitive, and synthesizer. These descriptors represent a general overview of your mental preferences in day-to-day life. Work Elements you strongly relate to in this quadrant include innovating, integration, and creative aspects. These Elements reflect your mental preferences at work. Work preferences may align completely with general preferences, or they may stem from situations unique to one's working environment. In the forced-choice, Adjective Pairs section of the Survey, 33% of your responses registered in the D Quadrant. For comparison purposes, your D Quadrant Profile Score represents 40% of your total Profile.

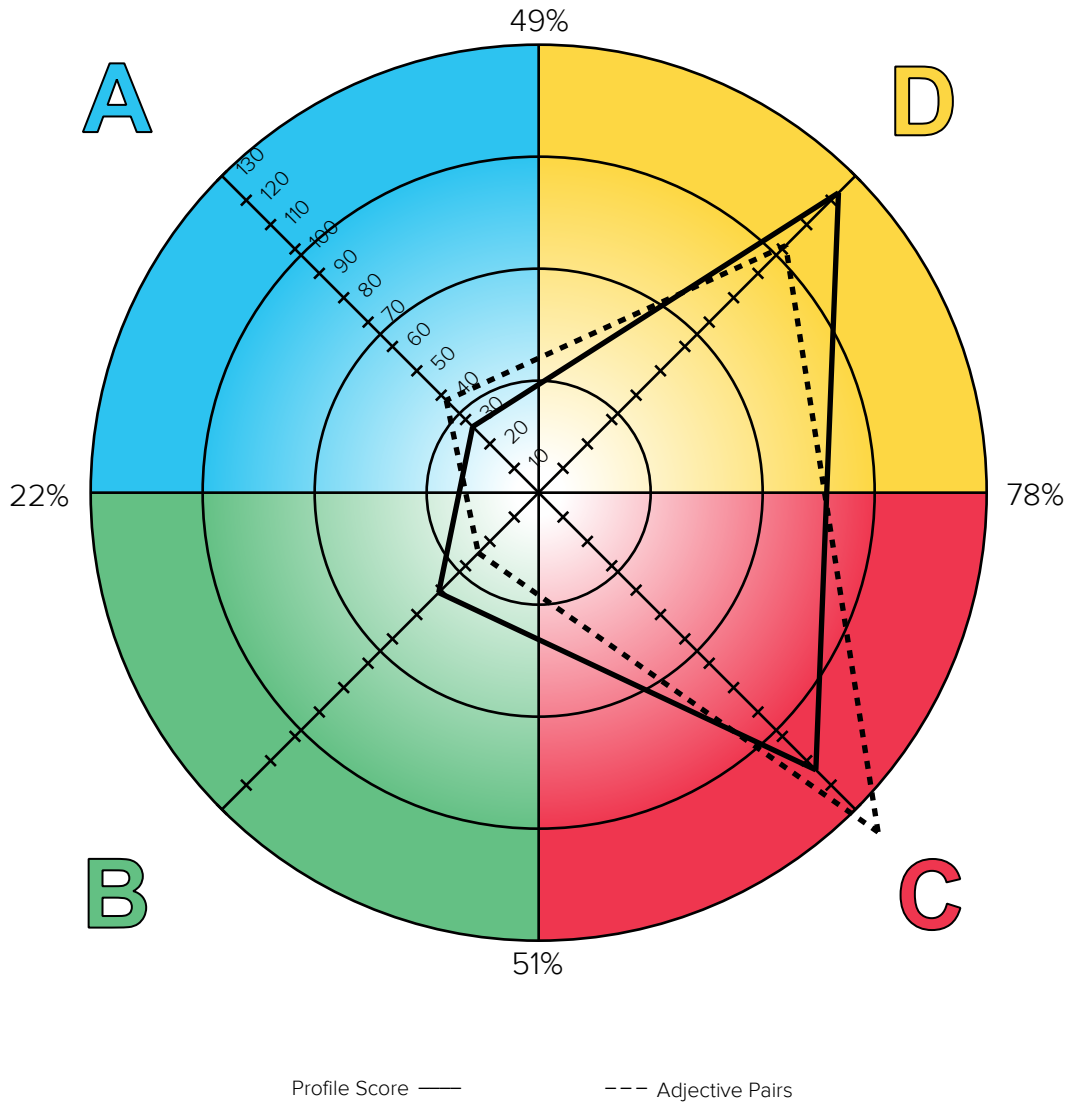
By only a slight margin, your next most preferred is the C Quadrant with 114. In this thinking style, you selected verbal, symbolic, and intuitive as descriptive of you, with emotional representing your 'Key Descriptor' - the one most descriptive of you. Work Elements you strongly relate to in this quadrant include writing, expressing ideas, teaching/training, and interpersonal aspects. 46% of your responses registered in the C Quadrant, compared to 37% of your overall Profile.

By quite a margin, your next most preferred is the B Quadrant, with 41. In this thinking style, you selected verbal as descriptive of you. Being forced to establish a hierarchy of Work Elements, those in this quadrant are not among those you feel you do best. . 8% of your responses registered in the B Quadrant, compared to 13% of your overall Profile.

Your least preferred quadrant, based upon your Survey responses, is the A Quadrant with 27. There were no Descriptors in this Quadrant which you felt were characteristic of you. Being forced to establish a hierarchy of Work Elements, those in this quadrant are not among those you feel you do best. . 13% of your responses registered in the A Quadrant, compared to 9% of your overall Profile.


The Adjective Pairs result tells us something about how we react when under pressure. This may or may not be consistent with our general behavior. The distribution of your responses to these questions into the A, B, C and D Quadrants was 3 - 2 - 11 - 8 respectively. This distribution, while not perfectly aligned with your profile, is not radically out of alignment either. This suggests that there may be some shifts in your thinking style when under pressure, perhaps with a less-preferred quadrant becoming more dominant or a generally preferred one receding into the background.

Quadrant:	A	B	C	D
Preference Code:	3	2	1	1
Adjective Pairs:	3	2	11	8
Profile Scores:	27	41	114	123

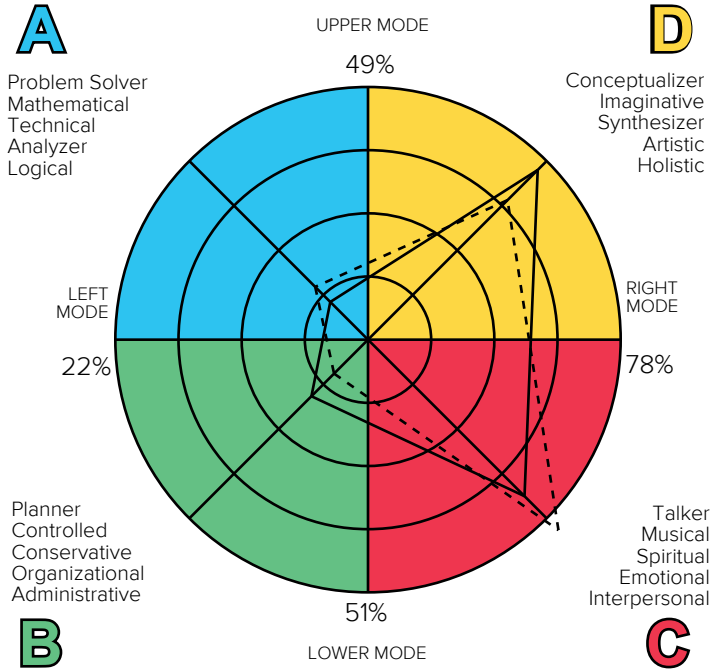
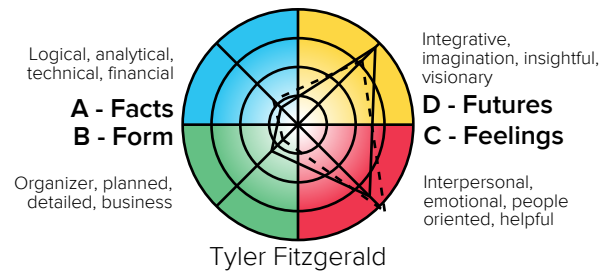


HBDI® PROFILE

TYLER FITZGERALD

Preference: 

Quadrant:	A	B	C	D	Preference:
Profile Code:	3	2	1	1	1. Strong
Adjective Pairs:	3	2	11	8	2. Medium
Profile Scores:	27	41	114	123	3. Low



Specialized Strengths in Business			
<p>A</p> <ul style="list-style-type: none"> Forming theories Gathering facts, analyzing issues Measuring precisely Problem solving logically Financial and critical analysis Understanding technical elements Working with numbers, statistics, data and precision 	<p>D</p> <ul style="list-style-type: none"> Seeing 'the big picture' Recognizing new possibilities Integrating ideas & concepts Challenging established policies Synthesizing unlike elements into a new whole Inventing solutions to problems Problem solving in intuitive ways 	<p>B</p> <ul style="list-style-type: none"> Finding overlooked flaws Approaching problems practically Maintain a standard of consistency Reading fine print in documents Organizing and keeping track of data Developing detailed plans/procedures Keeping financial records straight 	<p>C</p> <ul style="list-style-type: none"> Recognizing interpersonal difficulties Anticipating how others will feel Picking up the non-verbal cues Engendering enthusiasm Persuading, conciliating Understanding emotional elements Sharing



- C**
- Does it acknowledge emotional issues?
 - Does it use experiences that relate to the audience?
 - Examples to illustrate point?
 - Is it helpful and user friendly?
- D**
- Is it visual and colorful?
 - Does it use metaphors?
 - Does it look at the future?
 - Is it conceptually sound or clear?
 - Does it look at the big picture or overview?



COMMUNICATION WALK-AROUND

Use Your Whole Brain® When You Communicate

- A**
- Does it use facts?
 - Is it quantified?
 - Does it show clear analysis?
 - Is it logical and to the point?
- B**
- Does it provide details?
 - Is it in sequential order?
 - Is it in an 'appropriate' format?
 - Is it neat?



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