

The Host • PD

Warm and trusted; you build the relationships everything else depends on. You move toward people. Energy is your instrument — you think out loud, persuade naturally, and make work feel like something worth joining. People believe in the plan because they believe in you first.

PRIMARY STYLE

Peacock

63 · mirror graph

PROFILE CONFIDENCE

74

Good confidence

SECONDARY STYLE

Dove

57 · mirror graph

COMPLETION

Os

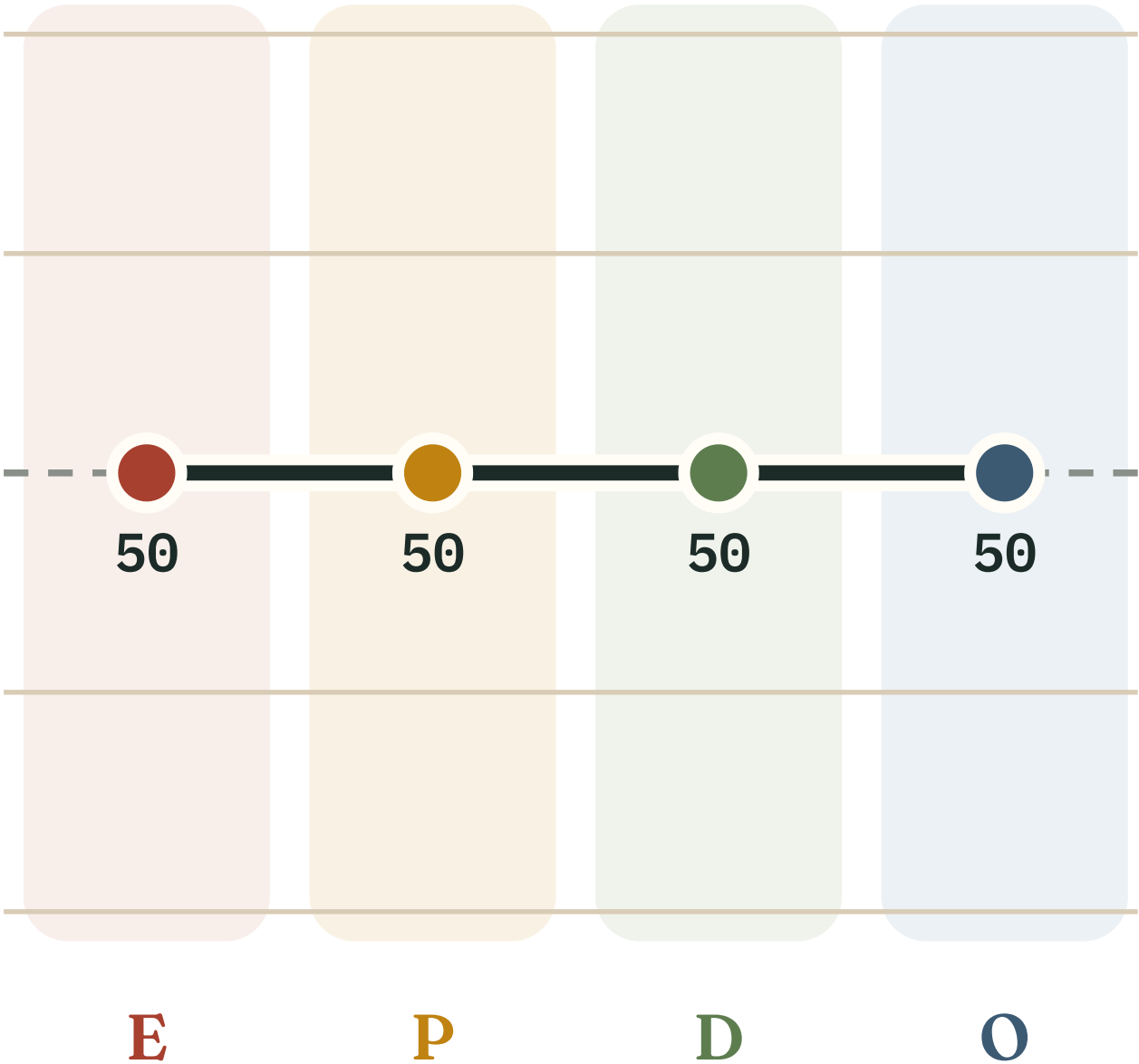
median 0.2s per item

The three graphs

Your scores plotted three ways, side by side.

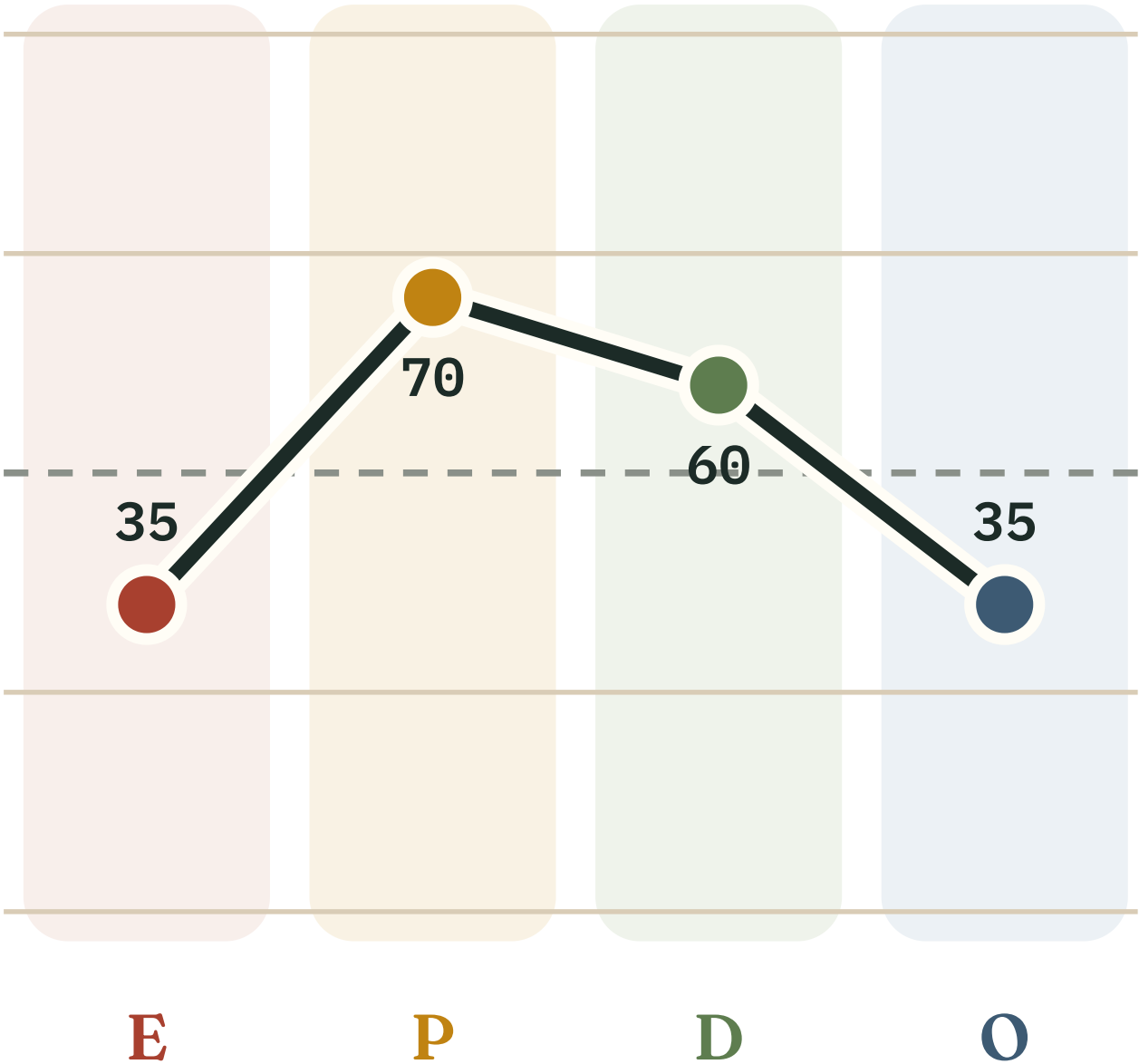
Graph I — Adapted self

Built from your "most" choices: the behaviour you consciously bring to your current environment.



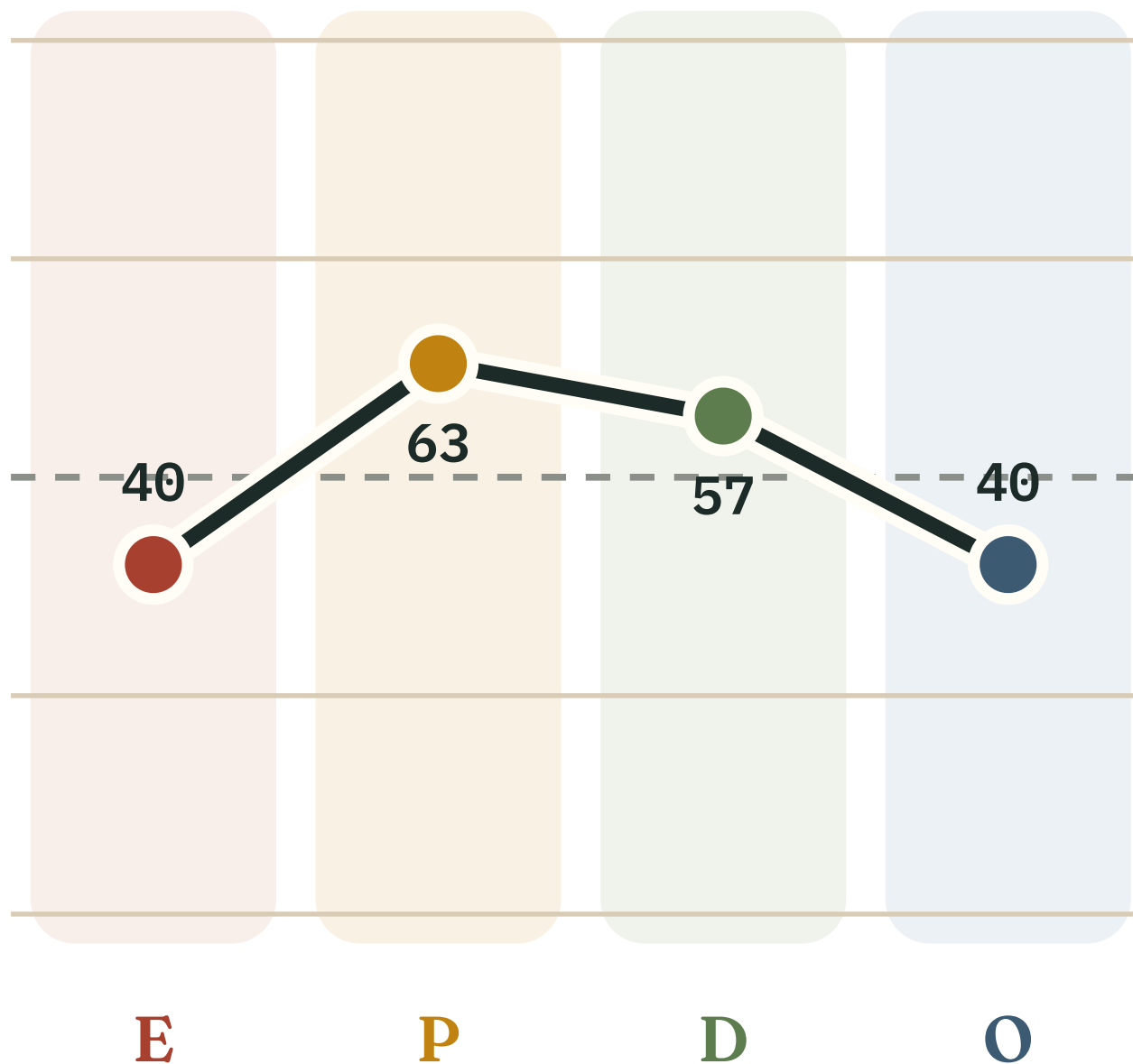
Graph II — Instinctive self

Your "least" choices inverted: what remains available under pressure, when adapting is expensive.



Graph III — Mirror self

The difference between “most” and “least”: your settled self-picture. Primary and secondary styles are read here.



Reading your three graphs

One assessment, three views of you. Where the graphs agree, the pattern is settled. Where they differ, that gap is the most useful conversation in the debrief.

You hold some of your Peacock back, on purpose

Your Mirror Peacock is 63, but your Adapted Peacock is 50. At work you bring less peacock than your settled self carries. Most people perform more force at work than they feel; you do the opposite here. That is mature. But held-back force does not disappear. Ask yourself where it goes at the end of the week.

Under pressure, Peacock rises

Under pressure your Peacock rises from 63 in the Mirror to 70 in the Instinctive graph. When stress lasts, this is the style you fall back on. It can save the situation. It can also crowd out the styles that go quiet while it runs.

Eagle is your quiet number

Your Eagle sits lowest in the Mirror graph at 40, and it is low across all three graphs. This is not a flaw. It is a bill, and someone around you pays it for you. The question is whether you have chosen that person deliberately, or left the bill unpaid.

Style intensity

Mirror-graph scores, with the shift each style makes when you adapt and under pressure.

Eagle

40



Moderate signal

adapt +10 · pressure -5

Peacock

63



Natural emphasis

adapt -13 · pressure +7

Dove

57



Moderate signal

adapt -7 · pressure +3

Owl

40



Moderate signal

adapt +10 · pressure -5

Your selling signature

Where you win, where deals leak, and what to systemise.

How you sell — Peacock

You sell like a storyteller: trust comes fast, referrals come naturally, and buyers remember you. Your pipeline runs on relationships.

Dove undertone: You sell like a partner: patient, honest, never pushy. Buyers trust you quickly and keep buying for years.

Your pipeline pattern

You are strongest at the start — new contacts, first meetings, waking up cold leads. You are weakest in the quiet middle: records, follow-up, and long procurement silences. Build a system for the boring parts, or partner with someone who loves them.

Closing

You may keep the relationship warm instead of asking the closing question. Put the ask on the agenda, so friendliness cannot postpone it.

Coaching plan

- Block 90 minutes daily for records and follow-up — same time every day
- Attach one number to every story you tell
- Practise silence: after you ask for the business, stop talking

Buyer-style playbook

The same product is bought four different ways. Match the buyer, not yourself.

■ Selling to E-buyers

Bottom line first, options with a recommendation, no padding. Decide-ready materials. Never waste their first five minutes.

■ Selling to P-buyers

Vision, story and who-else-is-in. Make it social and make it theirs. Follow up in writing — enthusiasm is not a purchase order.

■ Selling to D-buyers

Slow down. Guarantees, references, implementation support. Never pressure the close — earn the yes that survives the weekend.

■ Selling to O-buyers

Specifications, evidence, comparisons, and time to review alone. Every claim verifiable. The proposal is the salesperson.

Optimise — strengths to use more

These strengths are already yours. The gain comes from pointing them at the right situations, on purpose.

- **Openings are your superpower.** First meetings, reactivating cold contacts, introductions, new initiatives. You open doors and restart rooms that have gone flat. Ask for the hardest openings; you make new things feel inevitable, and it should show in how work is assigned.
- **Warmth under pressure.** When a group or a deadline gets tense, you keep people calm and talking. This is real leadership in casual clothes. Name it, and use it on purpose instead of letting it happen by accident.
- **Your network is an asset, used on purpose.** You know who is good at what, and people tell you things first. Trade your explaining and your connections for other people's structure, detail and follow-through.

Improve — the priorities that pay

Each point names the habit, the cost of leaving it alone, and one small first action you can take this week.

- **The boring middle.** Energy opens things; it does not finish them. Every missing note, record or follow-up is a thread that never gets pulled, and follow-through is where the value hides. **First action:** Block one daily slot for the records and follow-ups you avoid. Same hour every day. Treat it like a client meeting.
- **Silence after the ask.** You talk past your own close. The other person was ready; your next sentence gave them a reason to wait. **First action:** Rehearse the closing question plus five seconds of silence. Count in your head. Do not rescue the room.
- **Put the detail inside the story.** Your stories win people and skip past the careful ones, often the person who decides. **First action:** New rule: every story you tell carries one exact number or one specific fact. Practise it on your next three conversations.

Coaching Ravi

This page is for the coach, manager, teacher or facilitator working with this profile.

COACH'S PAGE

How to get the best from this profile

Feedback that lands

Warmly and specifically, one-to-one. Never compare them with a friend; comparison converts motivation into shame in this profile. Praise the specific behaviour, then name the next step.

Questions that open the door

- Imagine your best possible day a year from now. Walk me through it.
- Who do you help the most, and who helps you?
- What did you want to lead recently, but stayed quiet about?

What shuts this person down

- Public criticism, even mild
- Being labelled "too social" or "not serious"
- Solo work that cuts them off from the group for long

A 90-day growth assignment

Co-lead one small visible event or project this quarter, and present the result themselves. Co-leading protects the steady side; presenting stretches the quiet decisive muscle.

The one debrief question that matters most

Your Eagle is the quiet number in your profile. When did you last have the best idea in the group and let someone else say it, and what would have happened if you had spoken?

Profile validity

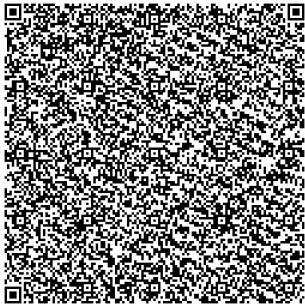
Automatic checks that protect the quality of this result.

Confidence 74 — Good confidence



- Paired questions (set 2) answered differently
- Answers followed a screen-position pattern
- Completed very quickly

Confidence reflects how steadily the paired questions were answered, how naturally the answers were spread, the answering speed, and the overall shape of the profile. A lower score does not cancel the result — it shows where a facilitator should check in conversation.



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