

The Guardian · *ED*

Determined without drama; you push the work forward and keep people safe. You move toward the decision. Unclear situations invite you, obstacles inform you, and speed is how you show respect for the goal. You would rather fix a fast mistake than wait for a slow perfect answer.

PRIMARY STYLE

Eagle

60 · mirror graph

PROFILE CONFIDENCE

68

Moderate confidence

SECONDARY STYLE

Dove

57 · mirror graph

COMPLETION

Os

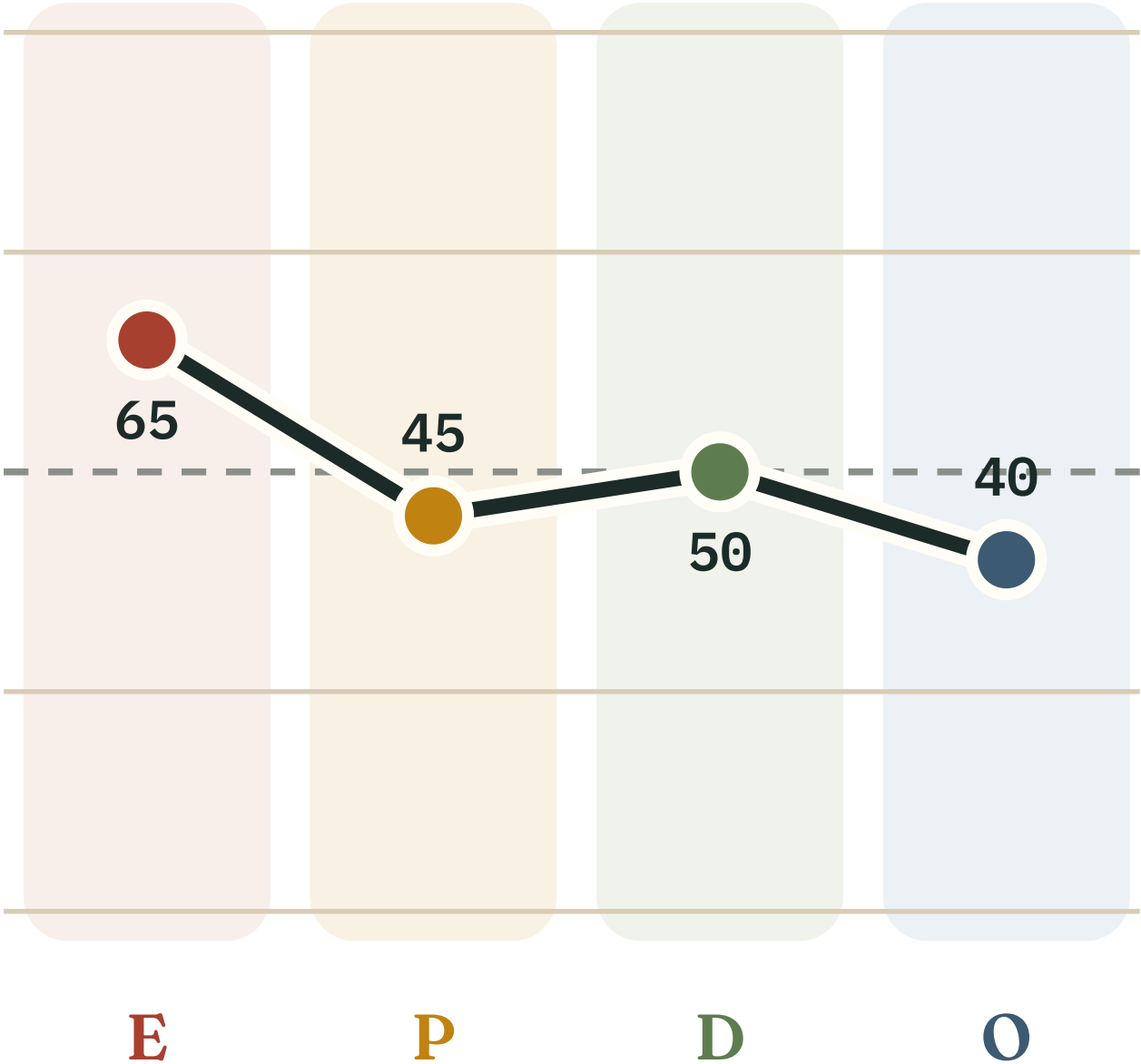
median 0.2s per item

The three graphs

Your scores plotted three ways, side by side.

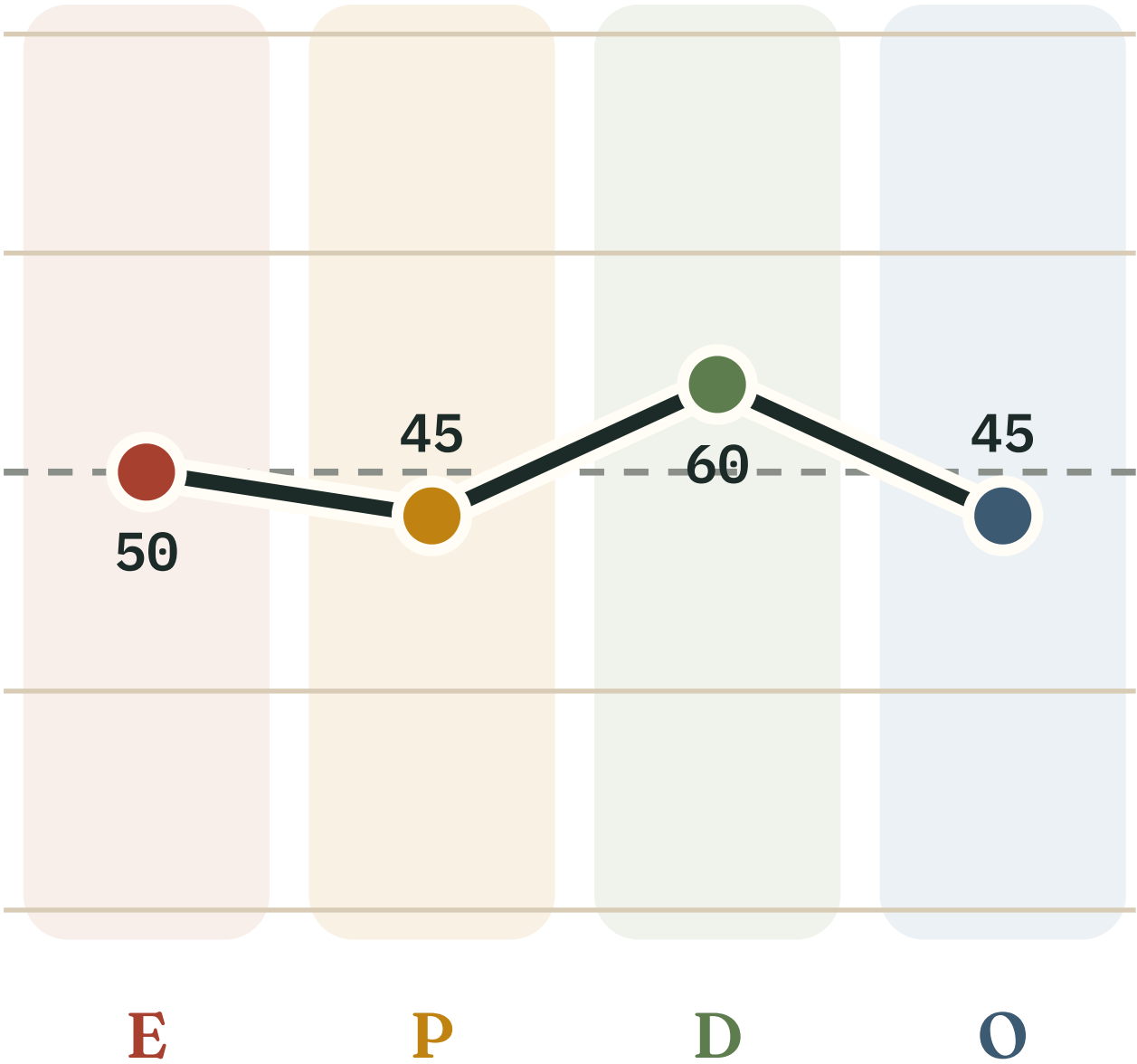
Graph I — Adapted self

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



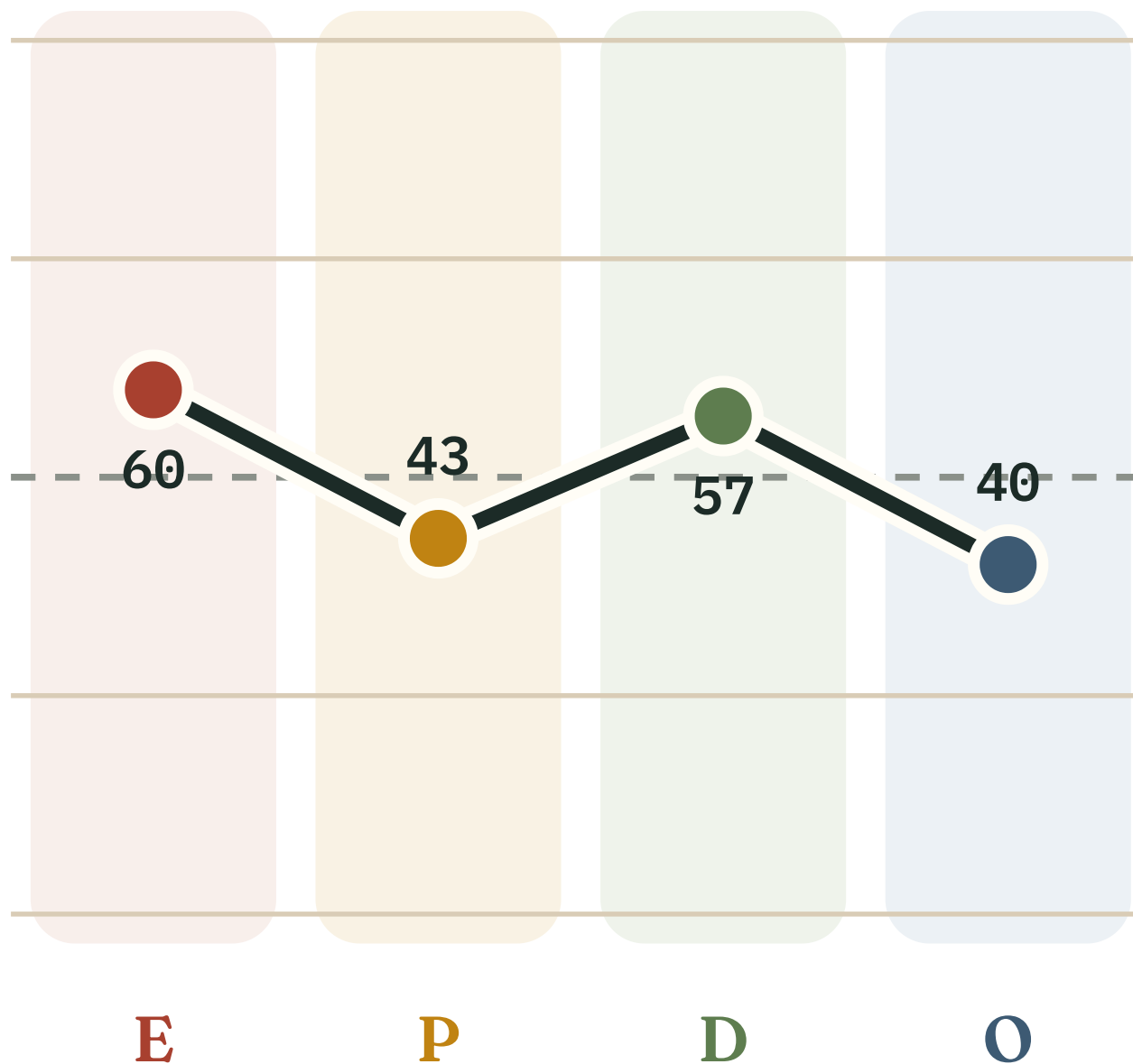
Graph II — Instinctive self

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.

Your graphs agree, and that is good news

Your three graphs are very close to each other. The self you show at work (Adapted), the self that appears under pressure (Instinctive), and the self you recognise in the mirror are almost the same person. You are not performing a role at work. You are working as yourself, and that costs you very little energy.

Under pressure, Eagle drops

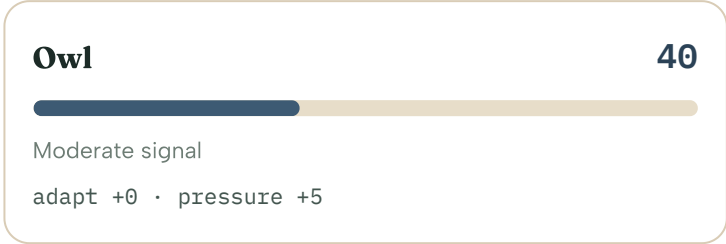
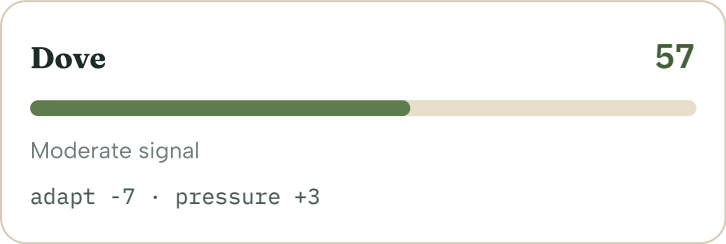
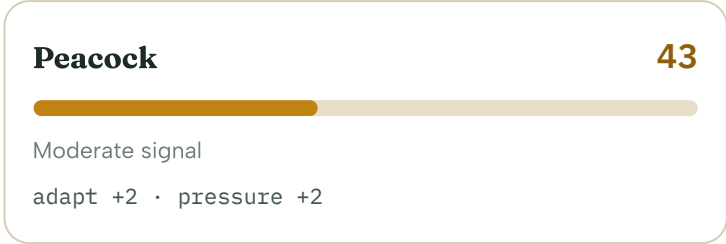
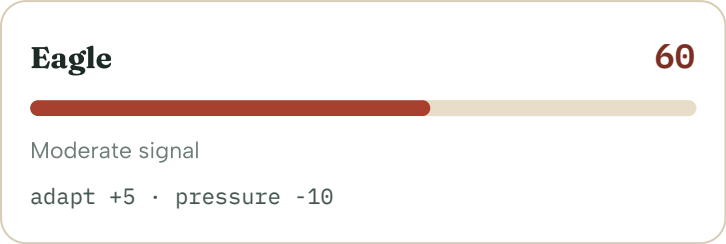
Under pressure your Eagle drops from 60 in the Mirror to 50 in the Instinctive graph. When stress lasts, this is the style that thins out first. Other people may rely on it without knowing. The gap says: build a place where the pressure can come out before this style goes missing.

Owl is your quiet number

Your Owl 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.



Your working profile

How your pattern shows up on a normal working day.

■ **At your best**

- Makes decisions under pressure without freezing
- Gives the team direction when nobody else will
- Faces problems while they are still small
- Keeps ownership clear — someone is always responsible

What quietly drains you

- Long discussions with no decision and no owner
- Being managed closely on how to do the work
- Places that punish people for taking initiative
- Constant reorganisation with no time to settle

Working with Aaron _____

Hand this section to colleagues. It saves everyone six months.

Do

- Start with the conclusion, then give the reasons
- Bring options together with your recommendation
- Speak directly — this person respects honest words

Avoid

- Hide the point inside a long story
- Take firm words personally
- Wait to raise a problem that could be decided today

Optimise — strengths to use more _____

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

- **Crisis command.** When things break, you get calmer and clearer while others get louder. Make sure you are in the room for the genuine crises, and out of the room for the false ones, where your force flattens useful debate.
- **Standards that outlast you.** Your real legacy skill is building systems and standards that keep working after you move on. Give yourself one system-building project per year and protect it from the urgent.
- **The pause-then-verdict authority.** When you wait, then speak, the room treats your words as final. Use this on purpose: save your verdict for the moments that deserve that weight.

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.

- **Praise as precisely as you correct.** If people only hear from you when something is wrong, they start hiding things from you, and you lose your early-warning system. **First action:** One specific praise per day, naming the exact behaviour. "Good job" does not count.
- **Let the room speak first.** A senior voice ends the debate before the information arrives. Every meeting you open with your view is a meeting where you learned nothing. **First action:** For the next 30 days, speak last in every decision meeting. Watch what surfaces.
- **Tell the strategy as a story.** A strategy people cannot feel is a strategy people will not follow. They will comply, which is slower and worse. **First action:** Open your next townhall with one customer story and no slides.

Coaching Aaron

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

Direct, with evidence, and without softening. If you cushion the message, he hears the cushion and distrusts the message. Bring data, bring the specific incident, and expect him to argue. The argument is him processing.

Questions that open the door

- What does winning look like in twelve months, in one sentence?
- Which decision this year are you proudest of, and what did it cost?
- Who on your team tells you the truth slowly, and why slowly?

What shuts this person down

- Vague feelings—language without a concrete case
- Meetings without decisions
- Being managed on the how instead of the what

A 90-day growth assignment

Mentor one high-Dove manager for ninety days, and be measured on that person's growth, not on any project result. It forces the P and D muscles this profile leaves unused.

The one debrief question that matters most

Your Mirror Eagle is higher than your Adapted. You hold force back at work. Where does that held-back force go, and who at home receives it?

Profile validity

Automatic checks that protect the quality of this result.

Confidence 68 — Moderate confidence

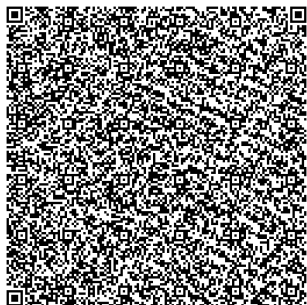
Paired questions (set 1) answered differently

Answers followed a screen-position pattern

Completed very quickly

Primary and secondary styles very close

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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Open dope.hrdcorptrainer.com on another device, go to Group, and choose "Add profiles from a file" — select this report's PDF or a photo of this code.

This report describes behavioural preference under the DOPE behavioural model (Dove, Owl, Peacock, Eagle). It is not a measure of ability, intelligence, integrity or mental health, and must not be used as the sole basis for hiring, promotion or termination decisions. Results are self-reported and compare your own preferences with each other, not with other people; interpret with a qualified facilitator. © Expect A Miracle · mylearninghub.asia

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