

The Showman · *P*

Warm and persuasive, you move people by moving how they feel. 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

60 · mirror graph

PROFILE CONFIDENCE

74

Good confidence

SECONDARY STYLE

—

No clear secondary yet

COMPLETION

0s

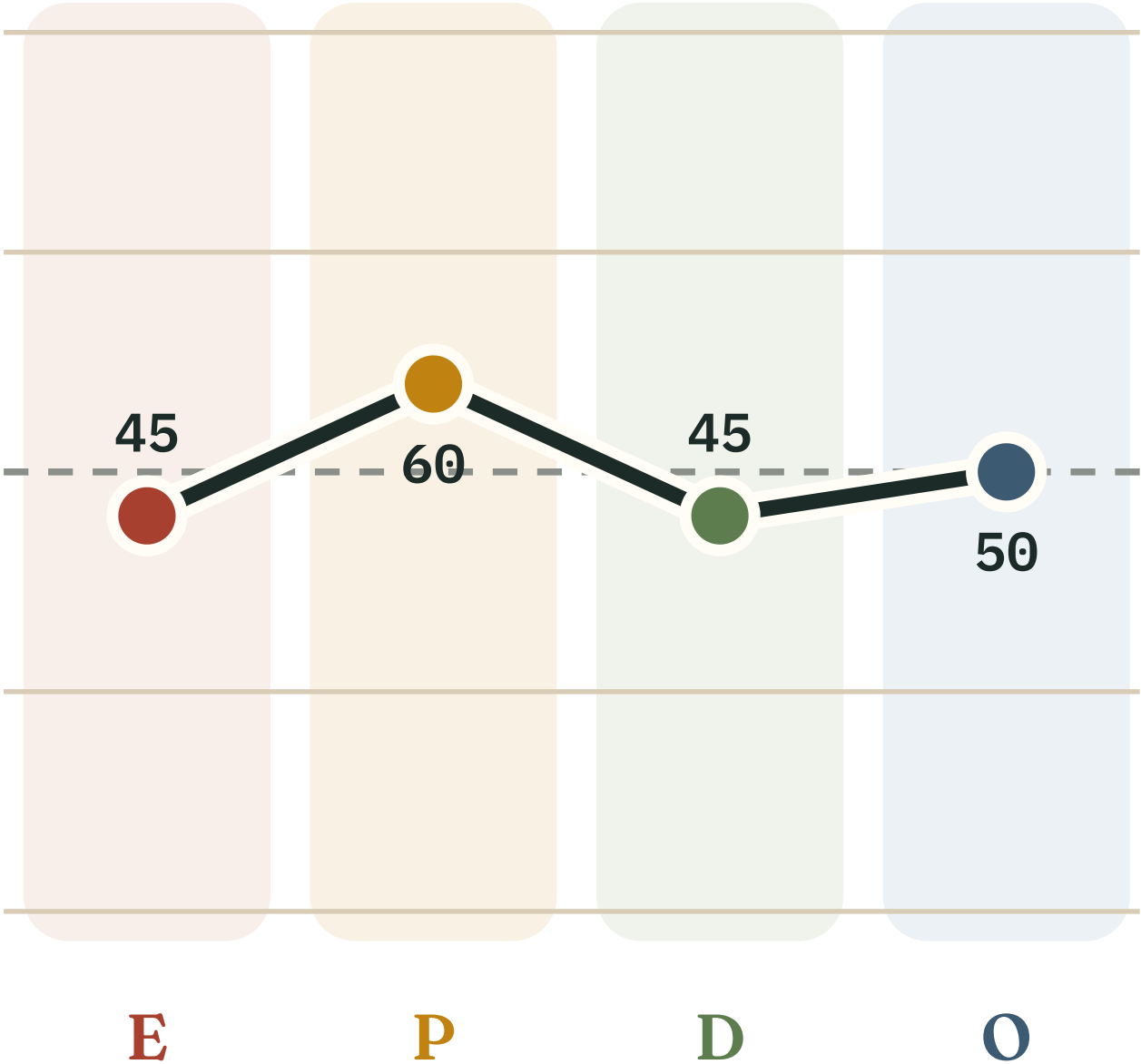
median 0.2s per item

The three graphs

Your scores plotted three ways, side by side.

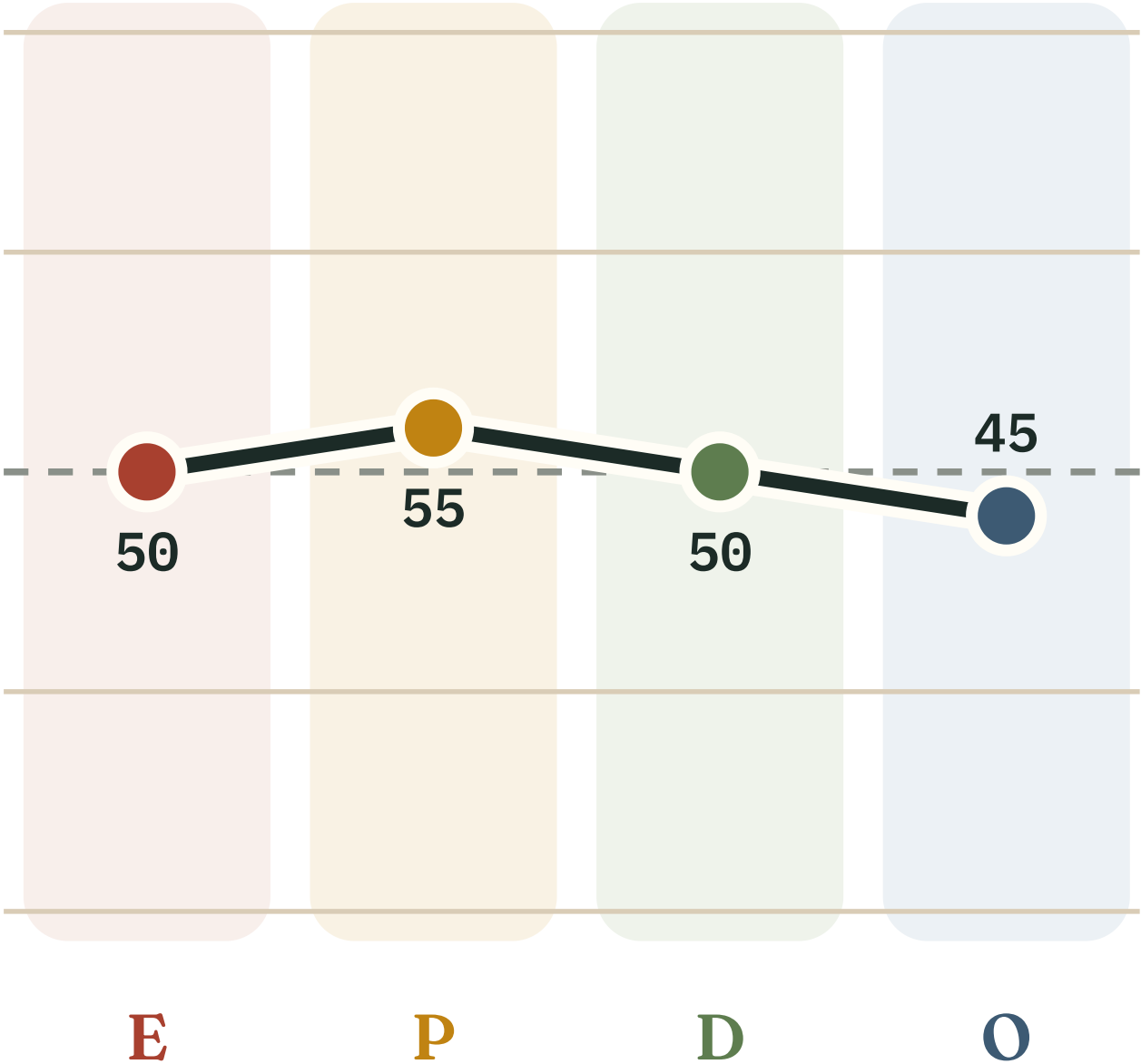
Graph I — Adapted self

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



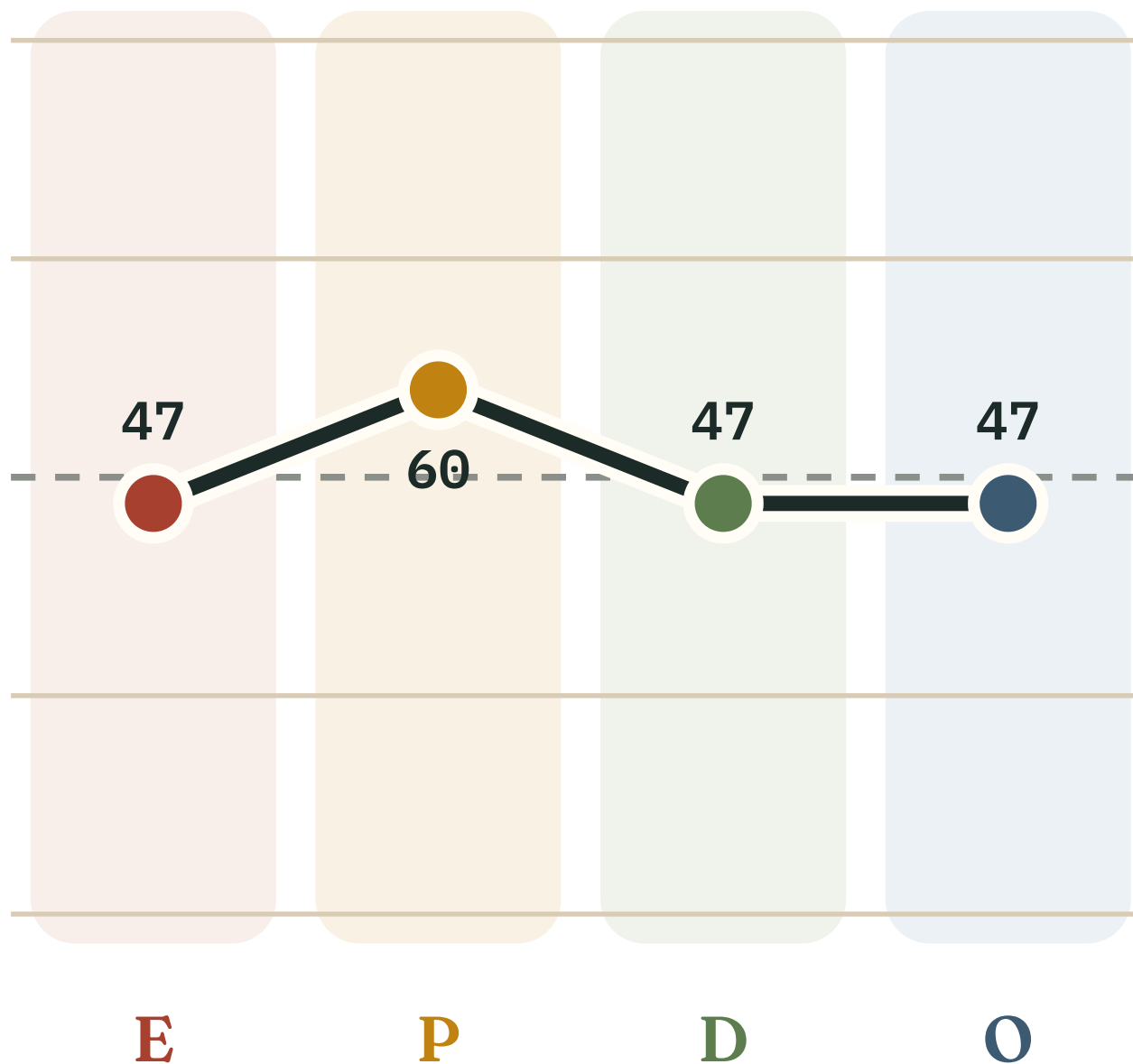
Graph II — Instinctive self

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, Peacock drops

Under pressure your Peacock drops from 60 in the Mirror to 55 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.

Eagle is your quiet number

Your Eagle sits lowest in the Mirror graph at 47, 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

47



Moderate signal

adapt -2 · pressure +3

Peacock

60



Moderate signal

adapt +0 · pressure -5

Dove

47



Moderate signal

adapt -2 · pressure +3

Owl

47



Moderate signal

adapt +3 · pressure -2

How you learn

Your pattern applied to study, projects and exams.

■ Learning style — Peacock

You learn socially and by speaking. Discussion, presentation and story turn information into memory; studying alone turns it into fog.

Study strategies that fit you

- Form a study group and take turns teaching — teaching beats re-reading
- Record yourself explaining a topic, and listen again while travelling
- Make revision a game: quizzes, flashcards, keeping score

Career direction

Environments first, job titles second — titles change, environments don't.

Environments that energise you

You gain energy from work full of people and expression: sales, marketing, communications, teaching and training, events, media, hospitality, and community roles.

Growth stretch for the next year

- Build one quiet-work habit: 45 minutes of silent focus daily, phone far away
- Practise finishing before announcing — let the result speak first

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 Sara

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.

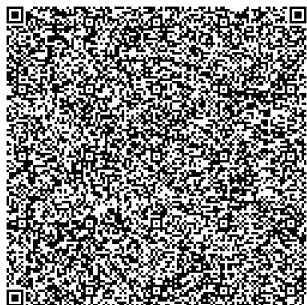
Confidence 74 — Good confidence

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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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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