

# Your Work Talents Report

## Ryan Scott's Unique Style: Reflective Thinker

Reflective Thinkers are serious, focused and analytical in their approach to everything they do. They enjoy thinking through problems and researching information. Their accuracy and precision is valuable in any group setting, and they bring objectivity to decision-making processes. Typically, they will prefer to follow guidelines in completing tasks and will expect cooperation to be given.

### Your Top Talents:

Based on your 8 factor scores, your 2 strongest scores (traits) are:

- Creative** - Explores possibilities, innovative, driven by ideas
- Cooperative** - Cooperative, flexible in approach, fits in well

### How Others Can Connect with and Manage Your Talents:

- Expect/encourage my out-of-the-box thinking
- Encourage me to brainstorm
- Recognize my desire to investigate ideas
- Create a relaxed environment
- Allow me to collaborate and provide input

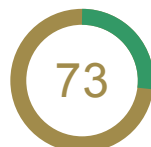
### Your Contrasting Work Talents:

The shaded circles and scores below indicate your strength level as a percentage of the population with the corresponding descriptor in the same color.



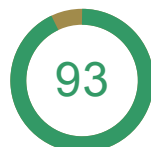
#### Results vs. Relationships

Keeps a balance between achieving results and supporting people



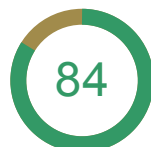
#### Daring vs. Careful

Cautious and calculated in making decisions



#### Abstract vs. Concrete

Innovative with ideas and seeks to differentiate



#### Systematic vs. Flexible

Structured work approach with high reliability



#### Promoting vs. Operating

Considered in approach and reflects before deciding

### About this Report:

The information in this report reflects more than 30 years of research and experience in developing individual's workplace talents. This report is intended to give you a glimpse of your unique talents, and in-depth reports are available that provide your specific scores as well as a development plan.

### Why this is Important:

Your best working style is being your authentic self. With objective knowledge of yourself, you're better able to authentically work and grow into a better coworker, leader, and person outside of work. Likewise, understanding yourself gives you a much better basis to understand and manage others.

### Share Your Business DNA With Others:

Share your results with your colleagues, coach and other mentors. The guide below illustrates how the 10 unique styles are similar or different to others.





# Your Financial Behavior Report

## Ryan Scott: Reflective Thinker

Provided by your advisor: Sample Advisor

Reflective Thinkers are serious, focused and analytical in their approach to everything they do.

### Your Financial Behavior

Your results show that you take a conservative approach to money. This means you feel comfortable getting your feet wet when it comes to investing. You want to carefully grow your wealth, but at the same time you want to protect it.

### Your Behavioral Biases

These biases may get in the way of wise decision making. Your advisor will discuss strategies to help you manage your instincts in your financial plan.

**Newness Bias** - Likely to give more weight to recent information and ideas.

**Disposition Effect** - May sell winners and hang on to losers for too long.

### Your keys to adopting a plan

- Expect/encourage my out-of-the-box thinking
- Encourage me to brainstorm
- Create a relaxed environment



### Risk behavior

*Safely manages risks and able to see pitfalls*  
Higher scores are associated with higher risk takers.



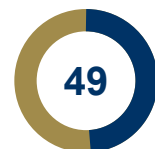
### Financial relationship management

*Delegates to advisors and relationship driven*  
Higher scores indicate the more time and energy you wish to spend working with your financial adviser.



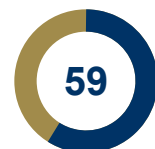
### Financial planning management

*Saver and follows budgets*  
Higher scores are associated with financially organized investors, and indicate tendencies to save money and follow budgets.



### Wealth building motivation

*Pursues goals and is often OK with a content life*  
Higher scores are associated with high goal-setting and ambitious investors who set and ambitiously pursue goals.



### Financial emotional intelligence

*Likely to recognize and balance emotional impulses with logic*  
Higher scores represent emotionally intelligent investors who will be able to more effectively recognize and balance their impulses.

### The Importance of Understanding Your Financial Behavior

For advisors to provide valuable advice, it is key that they understand you and your goals. Measuring and discussing your financial behavior is a first step for your advisor to get to know you. Your financial behavior describes how you make decisions around money, your communication style, how you react to market events, and what motivates you to achieve your goals. These elements help drive a financial plan that is appropriate and custom for you.

Other factors may influence the investment strategy that is ideal for you such as;

- Amount of time you planned to achieve your goals
- Risk and return required to achieve your financial goals.
- Experiences such as education, upbringing, and life lessons that may have changed your approach to finances throughout your lifetime.

### Share Your Financial DNA With Others

Share your results with family members and other mentors. The below guide illustrates how the 10 unique styles are similar or different to others.

