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## Acumen Capacity Index™

Juliane Sample  
Your Organization  
7-6-2017

SAMPLE





## Introduction

Research has shown that the most effective people are those who understand themselves, both their strengths and weaknesses, so they can develop strategies to meet the demands of their environment.

The Acumen Capacity Index report is designed to help an individual truly understand themselves, how they analyze and interpret their experiences. A person's acumen, keenness and depth of perception or discernment, is directly related to their level of performance. The stronger a person's acumen, the more aware they are of their reality in both their external and internal world.

This report explores both how a person interacts with the external world and from a personal perspective. There are seven primary areas that this report will explore:

- Summary of Acumen Capacity
- World View General Characteristics
- Self View General Characteristics
- Clarity of Performance and Situational Awareness
- Capacity for Problem Solving
- Reaction Index
- Business Performance Summary

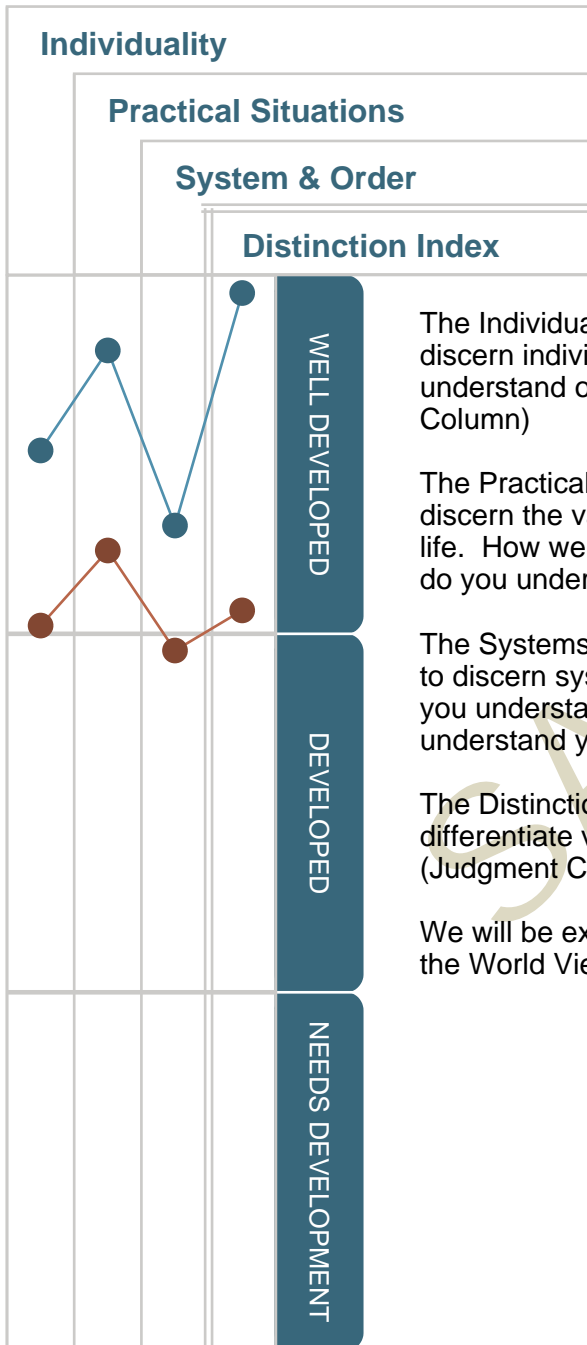
Be sure to read the entire report with an open mind. Everyone has areas where they can improve. Use the content of this report while working with your mentor, professional coach or manager in order to make improvements, both personally and professionally.

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## Summary of Acumen Capacity

The Dimensions section measures Juliane's capacity to understand each of the dimensions individually as well as the capacity to differentiate the value elements in situations.



The Individuality column relates to the development of your capacity to discern individuality in others and individuality in oneself. How well do you understand others? How well developed is your sense of self? (Feeling Column)

The Practical Situations column relates to the development of your capacity to discern the value in situations in the outside world and in one's own roles in life. How well do you understand all aspects of practical situations? How well do you understand your roles in life? (Doing Column)

The Systems and Order column relates to the development of your capacity to discern systems and order in the world and within oneself. How well do you understand structure and organization in the world? How well do you understand your self-organization and future direction? (Thinking Column)

The Distinction Index Column relates to your development of the capacity to differentiate values in general in the world as well as within oneself. (Judgment Column)

We will be exploring this information in more detail over the next two pages in the World View and Self View sections.

World View Self-View





## World View

This is how Juliane sees the world around her. This view measures her clarity and understanding of people, tasks and systems. It could also be looked at in terms of feeling, doing and thinking from an external standpoint. The statements below are based primarily on the 3 dimensions on the left side of the dimensional balance page and are in a random order.

- Juliane is good at comparing and choosing options to achieve the best outcome in a practical sense.
- Juliane understands what it will take to achieve a specific objective in the practical sense.
- Juliane can also work well under supervision, as long as workflow is not interrupted.
- Juliane relies and depends on relationships with others.
- Juliane needs to learn to say no when asked for favors, unless she really has the time and inclinations to do what others are asking.
- Juliane can form and maintain close affiliations with others.
- Juliane needs clearly defined responsibilities and a solid relationship with authority figures.
- Juliane follows directions, organizes projects and feels a need to maintain order.
- Juliane can be cooperative when it comes to following the rules or a specific plan.
- Juliane may benefit from an environment where responsibilities and decisions are shared, and her input and ideas are appreciated and challenged on a regular basis.

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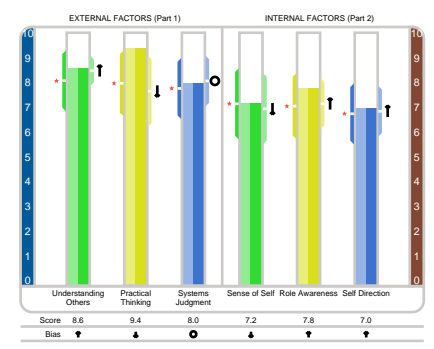
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## Self View

This is how Juliane sees herself. This view measures her clarity and understanding of herself, her roles in life and her direction for the future. The internal dimensions are a reflection of her from both personal and professional viewpoints. The statements below are based primarily on the 3 dimensions on the right side of the dimensional balance page and are in a random order.

- Juliane identifies with personal and professional roles.
- Juliane tends to focus on the responsibilities of her current life roles.
- Juliane could benefit from developing a stronger understanding of her current roles and activities.
- Juliane has achieved a moderate level of self-understanding.
- Juliane tends to emphasize who she is as a unique individual.
- Juliane could benefit from a clearer understanding of who she is as an individual.
- Juliane has an understanding of the concepts that guide her forward and shape her future.
- Juliane tends to be concerned with conforming to self standards.
- Juliane could be more concerned about the concepts that guide her forward and shape her future.

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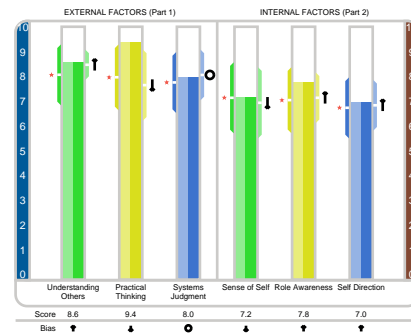
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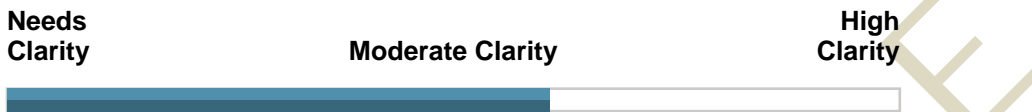




# Clarity of Performance and Situational Awareness

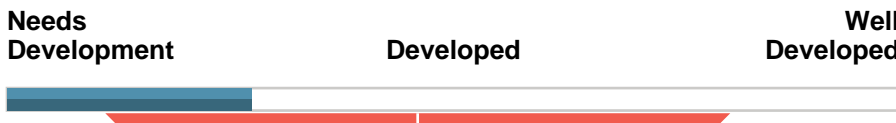
*Clarity of Performance and Situational Awareness score both internally and externally. The Clarity of Performance measures a person's ability to see the relevant in situations, their capacity for focusing on, understanding and valuing the dimensions evenly in the outside world and within oneself. The Situational Awareness score is the measurement of Juliane's awareness of the reality of the outside world and within her own world.*

**External Clarity of Performance:** Development of a **sense of proportion** in evaluating personal, practical and theoretical situations in the outside world.



- Juliane has slight "astigmatism" in her view of the world as she feels that systems and structure are less important than how things are being done and the people that are doing them.
- Juliane, on the whole, has an objective view of issues but should seek to evaluate them equally in terms of people, tasks and systems.
- Juliane lacks some sense of proportion in viewing the world, as she lacks some clarity in seeing the big picture.

**External Situational Awareness:** Development of the awareness of the reality of the world.



- Due to lack of clarity in the external world, Juliane may have an unrealistic view of certain situations.
- Juliane has a subjective approach to people, tasks and systems.
- Juliane has difficulty assessing things objectively.

\* 68% of the population falls within the shaded area.



# Clarity of Performance and Situational Awareness *Continued*

**Internal Clarity of Performance:** Development of a *sense of proportion* in evaluating personal, practical and theoretical situations in oneself.

**Needs Clarity** **Moderate Clarity** **High Clarity**



- For Juliane, who and what she wants to become in the future is secondary to her understanding of herself as a unique individual and the current life roles she has.
- She may want to focus on clarifying her envisioned future of who and what she ought to become.
- Juliane demonstrates a balanced view when dealing with issues relating to herself.

**Internal Situational Awareness:** Development of the awareness of the reality of one's own self.

**Needs Development** **Developed** **Well Developed**



- Juliane has superior awareness of herself in terms of her individuality, role and goals.
- Juliane has realistic expectations for herself, her job and her future.
- Juliane has a solid comprehension of the issues and situations relating to herself.

How would making improvements in these areas benefit your personal and professional life?

In what areas do you feel you would have the most benefit from further developing?




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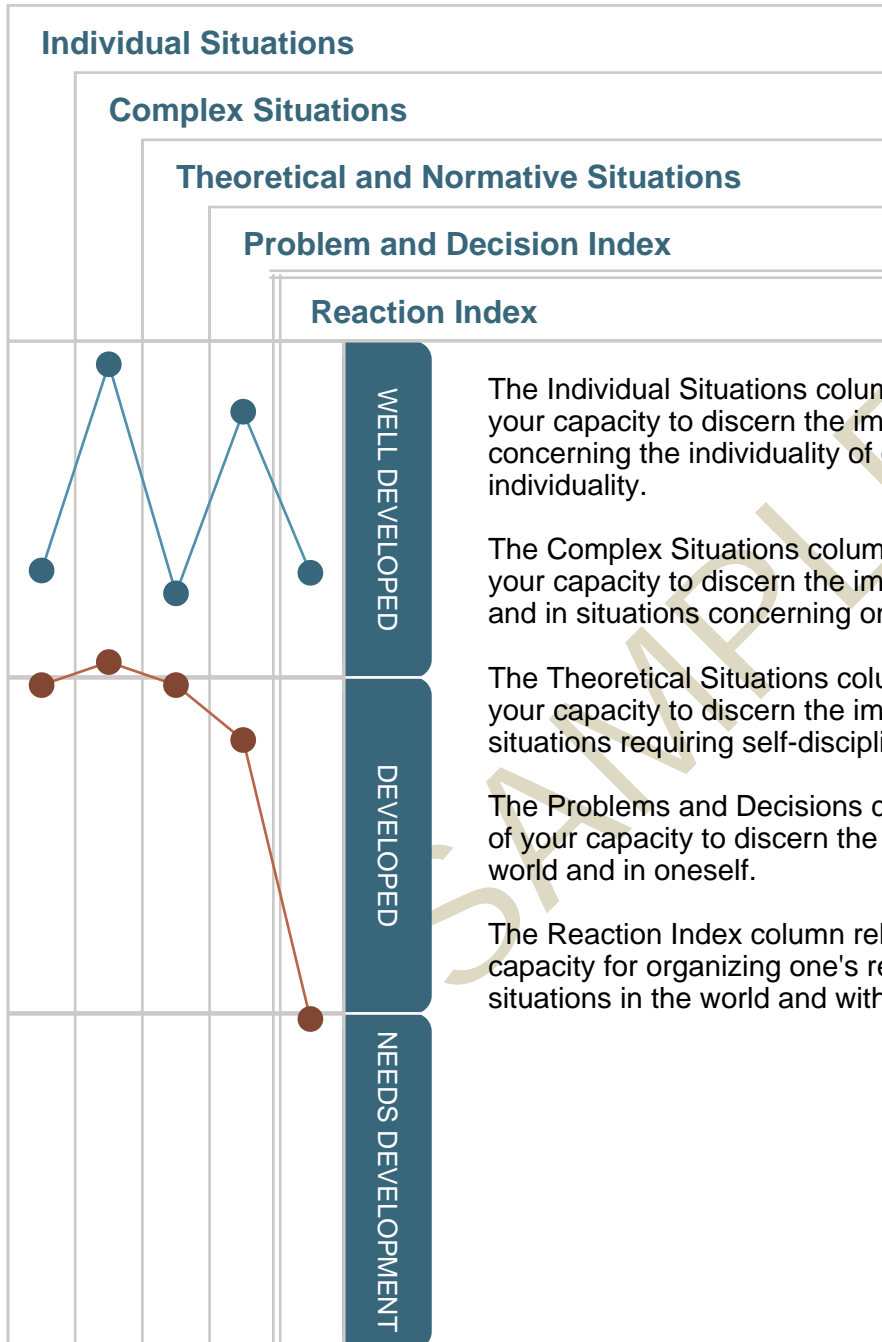
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# Summary of Capacity for Problem Solving



The Individual Situations column relates to the development of your capacity to discern the importance within situations concerning the individuality of others and concerning one's own individuality.

The Complex Situations column relates to the development of your capacity to discern the importance within practical situations and in situations concerning one's own roles in life.

The Theoretical Situations column relates to the development of your capacity to discern the importance within systems and in situations requiring self-discipline.

The Problems and Decisions column relates to the development of your capacity to discern the importance within situations in the world and in oneself.

The Reaction Index column relates to the development of your capacity for organizing one's reactions when confronted with situations in the world and within oneself.

World View    Self-View



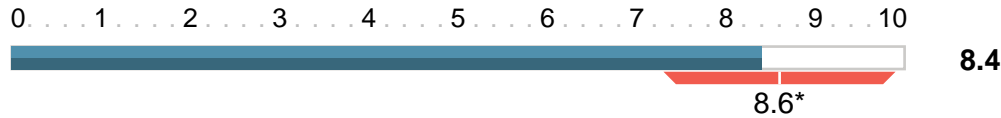




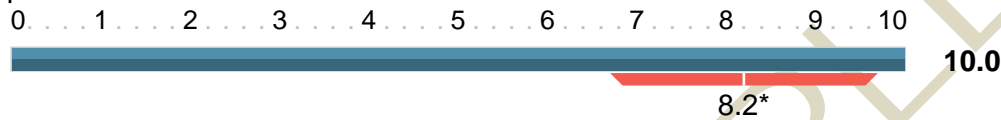
# Capacity for Problem Solving

The Problem Solving Summary will identify Juliane's capacity to solve problems and concentrate during challenging times and ability to make balanced decisions. Levels of development will be indicated by Well Developed, Developed or Needs Development as well as through a numerical score.

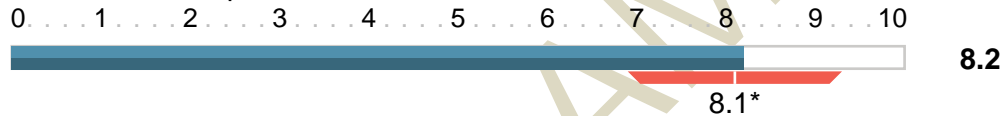
**Capacity for Solving Problems Involving People** - The ability to perceive the important within the complex in outside situations concerning the individuality of others and the ability to solve personal problems of others.



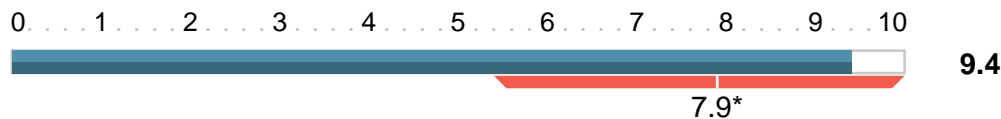
**Capacity for Solving Practical Problems** - The ability to perceive the important within the complex in outside situations in order to solve practical problems in the outside world.



**Capacity for Solving Theoretical Problems** - The ability to perceive the important within the complex in outside situations or systems in order to solve theoretical problems in the outside world.



**Capacity for Problem Solving and Decision Making in the Outside World** - The ability to perceive all relevant information needed within complex situations for the task at hand in order to make important decisions.

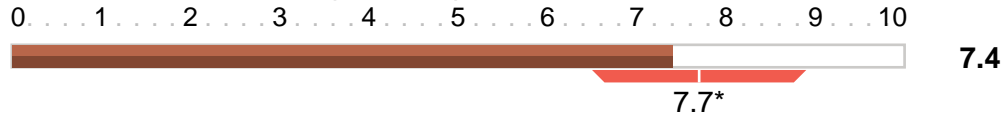


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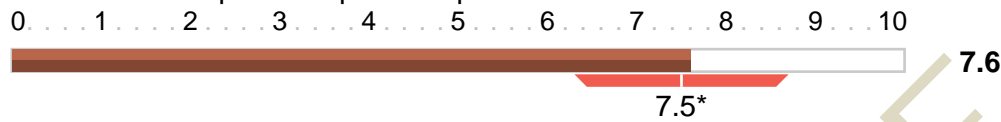


## Capacity for Problem Solving Continued

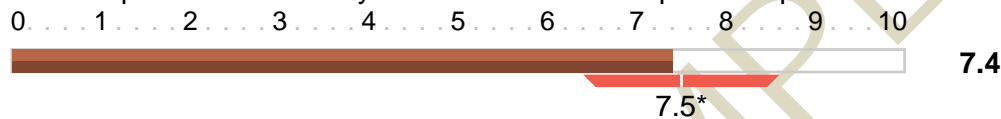
**Internal Problem Solving Ability** - The ability to perceive the important within the complex in situations that concern one's own individuality in order to solve one's own personal problems.



**Problem Solving Ability Within One's Roles** - The ability to perceive the important within the complex in situations which concern one's roles in order to resolve personal practical problems.



**Problem Solving Ability Regarding One's Future** - The ability to perceive the important within the complex in problems which require self-discipline and the ability to resolve theoretical personal problems.



**Capacity for Problem Solving and Decision Making Within One's Self** - The ability to perceive the important within the complex within one's self in order to resolve problems and to make personal decisions.



\* 68% of the population falls within the shaded area.



## Reaction Index

The Reaction Index is determined by looking at Juliane's External Control and Internal Control. The combination of this information will identify one's capacity for appropriate response in difficult situations. Levels of development will be indicated by Well Developed, Developed or Needs Development.

**External Control:** The ability to appear to be rational and in control when facing problems or crises.

**Needs Development**

**Developed**

**Well Developed**



- She shows discipline and organization when reacting to conflict, primarily dealing with problems involving other people.
- She shows discipline and organization when reacting to conflict, primarily dealing with problems involving systems and theories.
- Her capacity to organize and control her reactions when confronted with outside problems is well developed.
- She shows discipline and organization when reacting to conflict, primarily dealing with problems involving practical situations.

**Internal Control:** The ability to remain in conscious command of one's internal self when confronted with difficult circumstances and to respond rationally.

**Needs Development**

**Developed**

**Well Developed**



- She shows lack of discipline and organization when reacting to conflict, primarily dealing with problems involving her own individuality.
- She shows lack of discipline and organization when reacting to conflict, primarily dealing with problems involving self-discipline.
- Her capacity to organize and discipline her reactions when confronted with problems within herself needs development.
- She shows lack of discipline and organization when reacting to conflict, primarily dealing with problems involving her roles in life.

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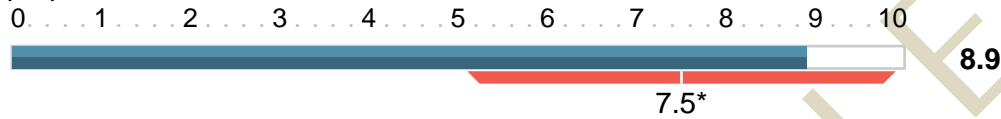
# Business Performance Summary

The business performance summary will identify Juliane's capacity to solve problems and concentrate during challenging times and ability to make balanced decisions. Levels of development will be indicated through a numerical score for Balanced Decision Making and External and Internal Control as well as by Well Developed, Developed and Needs Development for the Attitude Index.

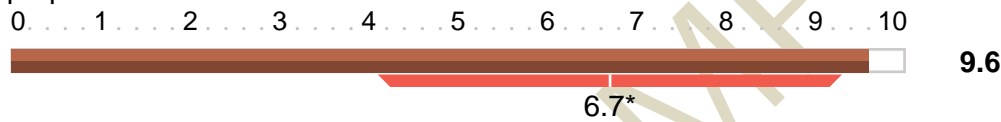
**Balanced Decision Making** - The ability to make consistently sound and timely decisions in one's personal and professional life.



**External Concentration Index** - The ability to concentrate with a sense of proportion in external situations.



**Internal Concentration Index** - The ability to concentrate with a sense of proportion in internal situations.



**Attitude Index:** Attitude Index shows the positive or negative attitude of the person toward the world and is a result of over or under-valuing the statements in the questionnaire.



■ - External ■ - Internal ■ - Combined External and Internal

## Attitude Index General Descriptors

- Positive - encouraging, upbeat
- Open-minded - accessible, flexible
- Appreciative - grateful, thankful
- Dynamic - lively, energetic, vibrant
- Approving - favorable

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# Dimensional Balance For Consulting and Coaching

- ★ Population mean
- ↑ Overvaluation
- Neutral valuation
- ↓ Undervaluation



Rev: 0.96-0.83