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## Acumen Capacity Index™

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5-22-2013

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## 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:

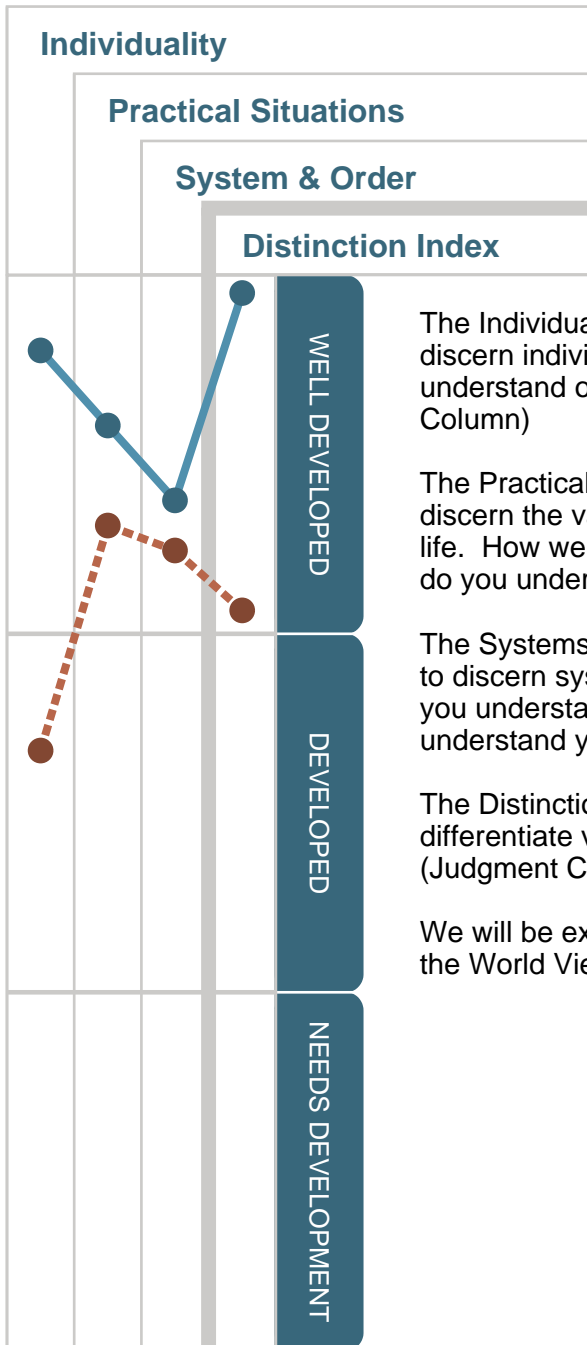
- Summary of Acumen Capacity
- World View General Characteristics
- Self View General Characteristics
- Clarity of Performance and Situational Awareness
- Capacity for Problem Solving
- Reaction Index
- Business Performance Summary

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.



# 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)

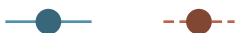
The Practical Situations column relates to the development of your capacity to discern the value in situations in the outside world and in one's own roles in life. How well do you understand all aspects of practical situations? How well do you understand your roles in life? (Doing Column)

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**





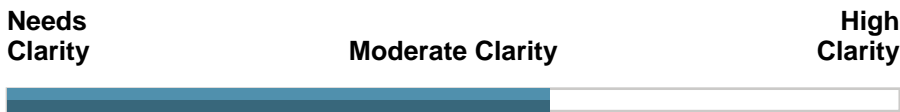




# Clarity of Performance and Situational Awareness

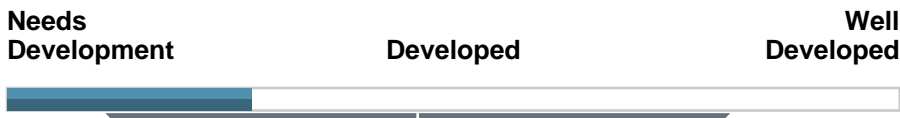
*Clarity of Performance and Situational Awareness score both internally and externally. The Clarity of Performance measures a person's ability to see the relevant in situations, their capacity for focusing on, understanding and valuing the dimensions evenly in the outside world and within oneself. The 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 should do her best to remain objective in dealing with situations and issues of all kinds.
- Juliane lacks some sense of proportion in viewing the world, as she lacks some clarity in seeing the big picture.
- Juliane, on the whole, has an objective view of issues but should seek to evaluate them equally in terms of people, tasks and systems.

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



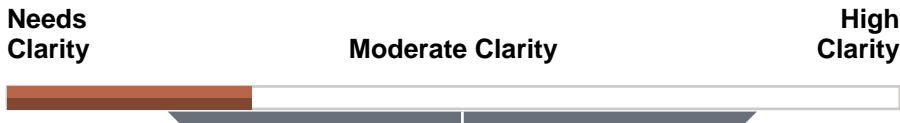
- Juliane may have unrealistic expectations when it comes to people, tasks and systems.
- Juliane has difficulty seeing the "bigger picture."
- Juliane should seek to develop her overall understanding of situations and issues in her work environment.

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



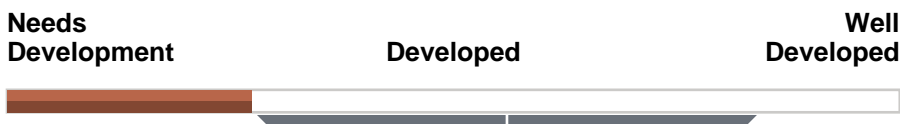
# Clarity of Performance and Situational Awareness *Continued*

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



- When confronted with internal issues, Juliane would benefit from developing a more proportionate view of herself in terms of who she is, her life roles and her future direction.
- She lacks a balanced view when looking at her internal world, and could benefit from a clearer understanding of who she is as a unique individual.
- To establish a more balanced view of her internal world, she may want to focus on improving her sense of inner worth.

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



- Juliane has a subjective approach to herself, her role and her goals.
- Juliane should seek to develop her overall awareness and understanding of her strengths and weaknesses.
- Juliane may often be unrealistic in her approach to herself, her role and her future.

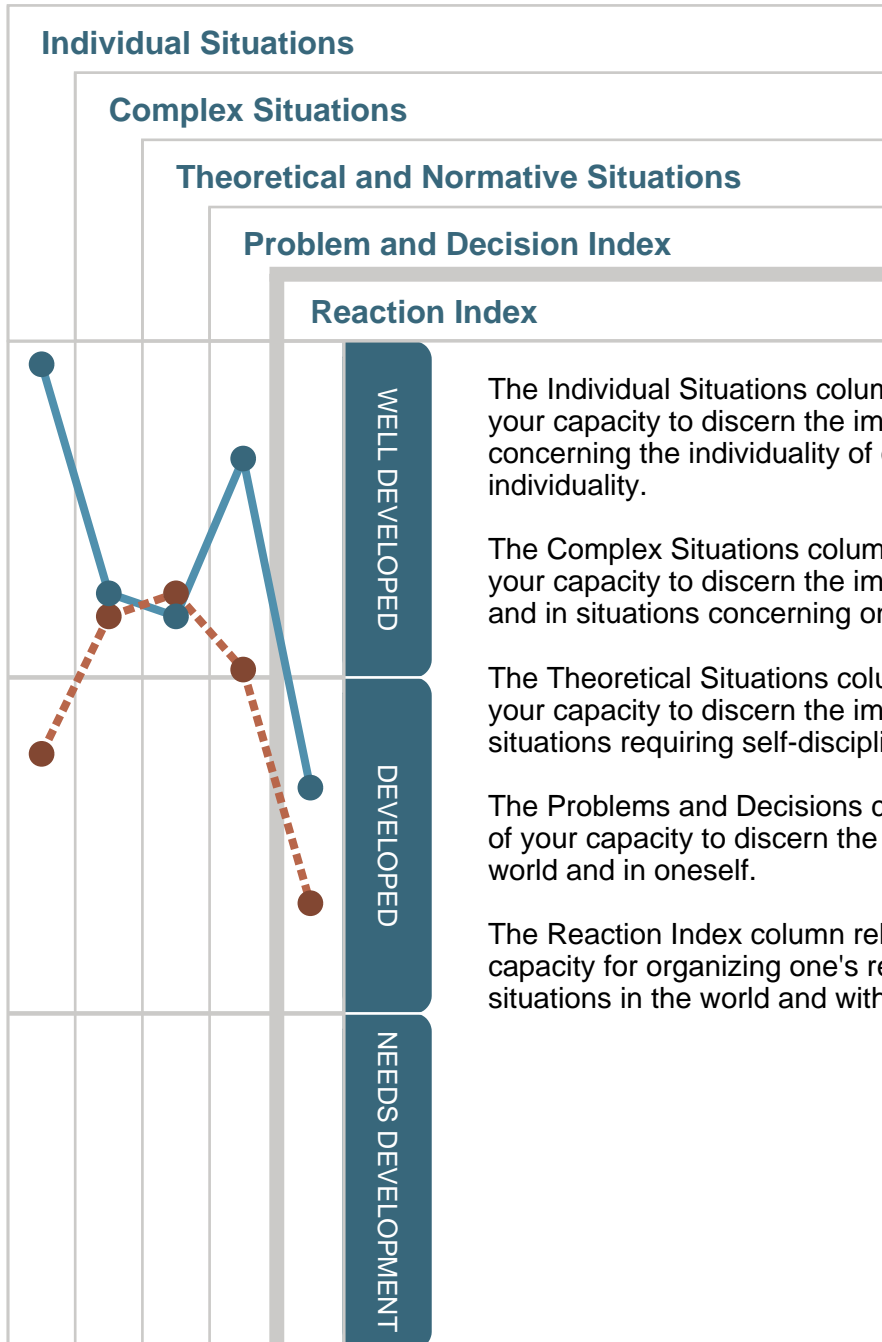
How would making improvements in these areas benefit your personal and professional life?

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

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



# 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



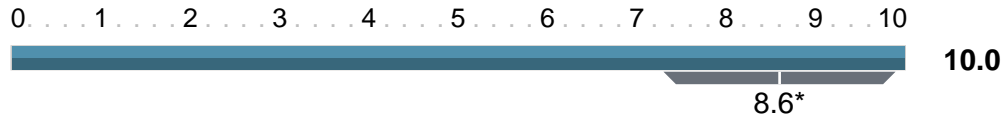




# Capacity for Problem Solving

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.

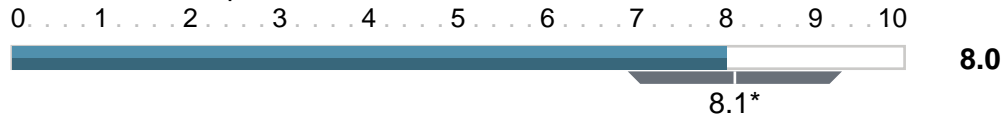
**Capacity for Solving Problems Involving People** - The ability to perceive the important within the complex in outside situations concerning the individuality of others and the ability to solve personal problems of others.



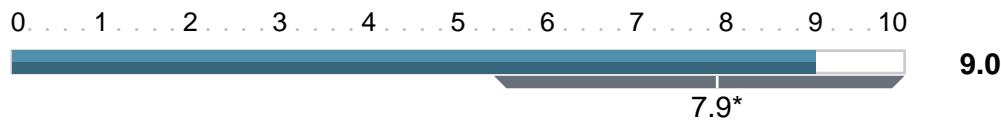
**Capacity for Solving Practical Problems** - The ability to perceive the important within the complex in outside situations in order to solve practical problems in the outside world.



**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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\* 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 some discipline and organization when reacting to conflict, primarily dealing with problems involving systems and theories.
- Her capacity to organize and discipline her reactions when confronted with outside problems is developed.
- She shows some discipline and organization when reacting to conflict, primarily dealing with problems involving other people.
- She shows some 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 some 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 is developed.
- She shows some discipline and organization when reacting to conflict, primarily dealing with problems involving her own individuality.
- She shows some discipline and organization when reacting to conflict, primarily dealing with problems involving her roles in life.




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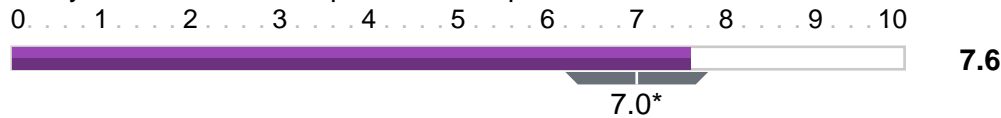
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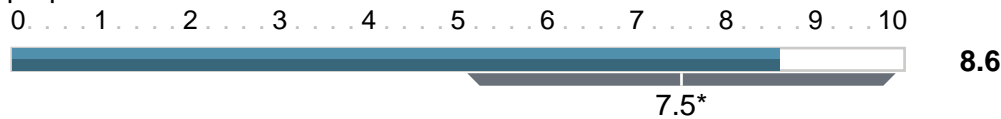
# Business Performance Summary

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.

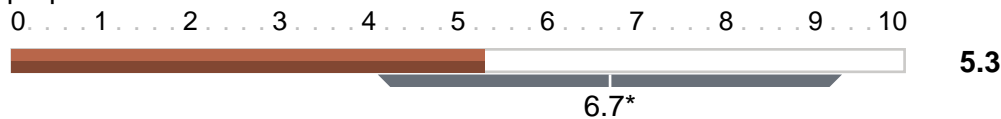
**Balanced Decision Making** - The ability to make consistently sound and timely decisions in one's personal and professional life.



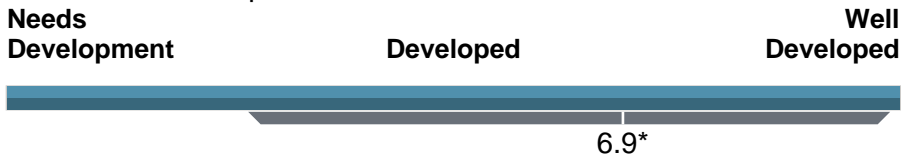
**External Concentration Index** - The ability to concentrate with a sense of proportion in external situations.



**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

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

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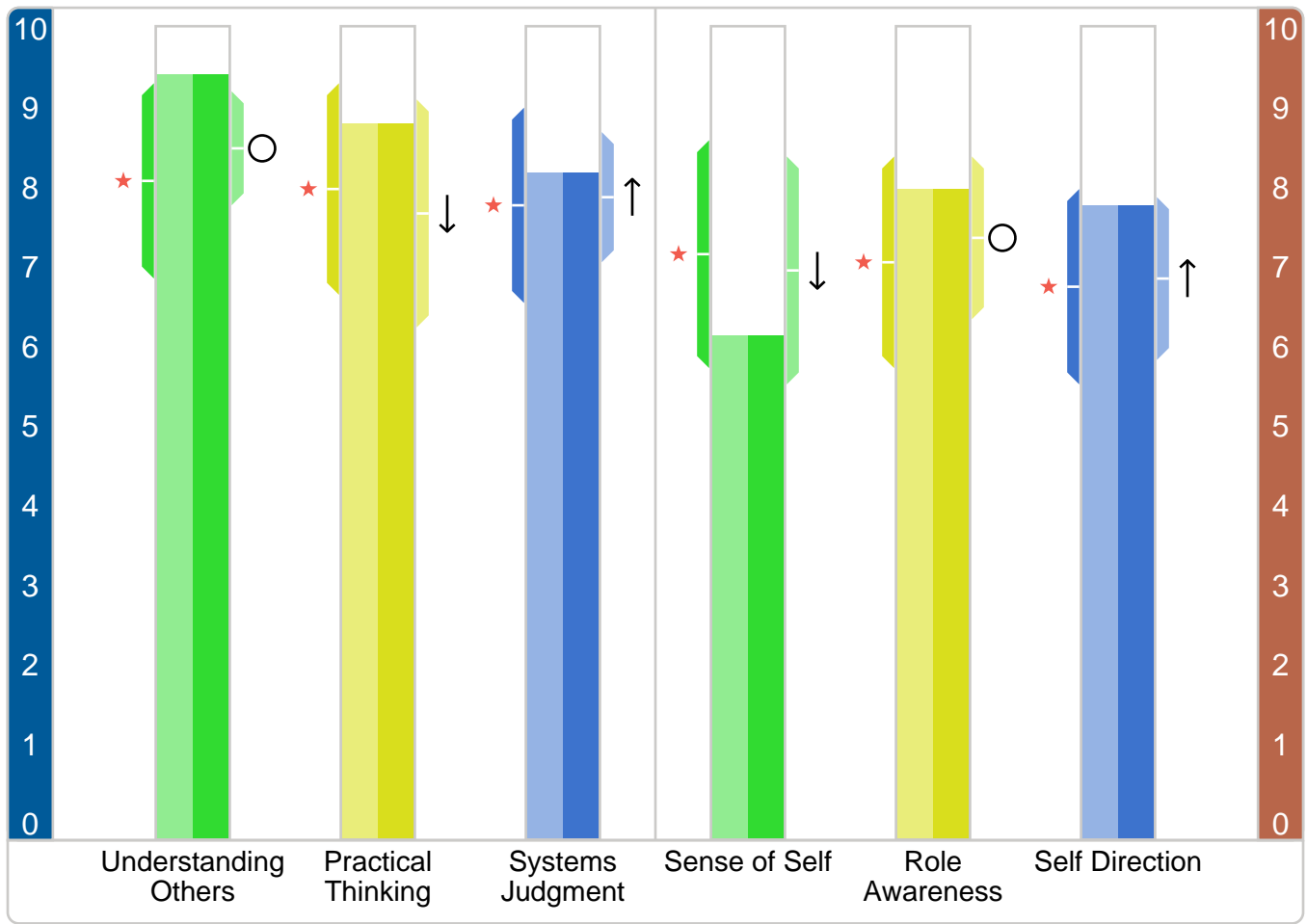


# Dimensional Balance For Consulting and Coaching

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

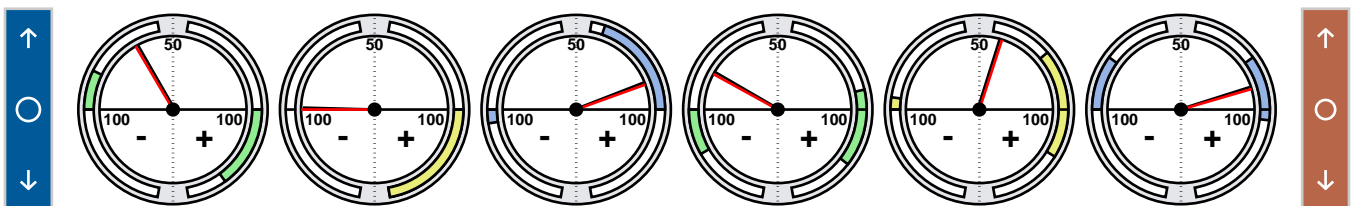
## EXTERNAL FACTORS (Part 1)

## INTERNAL FACTORS (Part 2)



Score 9.4 8.8 8.2 6.2 8.0 7.8

Bias ○ ↓ ↑ ↓ ○ ↑



Rev: 0.95-0.86