

Purposeful Leadership Assessments

Interaction Personality Report

Dear Frank,

You are equipped with a personality consistent of a mix of interaction modes that have developed during your lifestyle. Your current interaction personality is a net result of your experiences that have worked for you. Behaviours that work for us tend to get repeated, and such behaviours become habits and a part of our personality. Some of us are perfectly balanced, reasonably balanced or imbalanced in the five interaction personalities: challenger, problem-solver, evader, martyr and deal-maker.

Your current interaction personality is advantageous to you in some situations and disadvantages to you in some other situations. Knowing your interaction personality helps you recognize the way you interact in various situations, understand the reason why you interact in such manners and how best to interact in various situations. It will also become a guide for you to adjust your interaction personality by developing yourself in the five modes. It also helps you to understand others from a framework of how they interact, and learn how to respond and engage with others to resolve differences and build high quality relationships.

Your Interaction Personality can also be adjusted by developing the five interaction modes through understanding, perceiving, education, practice, feedback and reflection. Organizations which understand that the quality of relationships are determined by the quality of interaction and hire people with interaction personalities to suit job responsibilities and team dynamics, enjoy a high level of success due to the high quality of relationships, communication and cooperation.

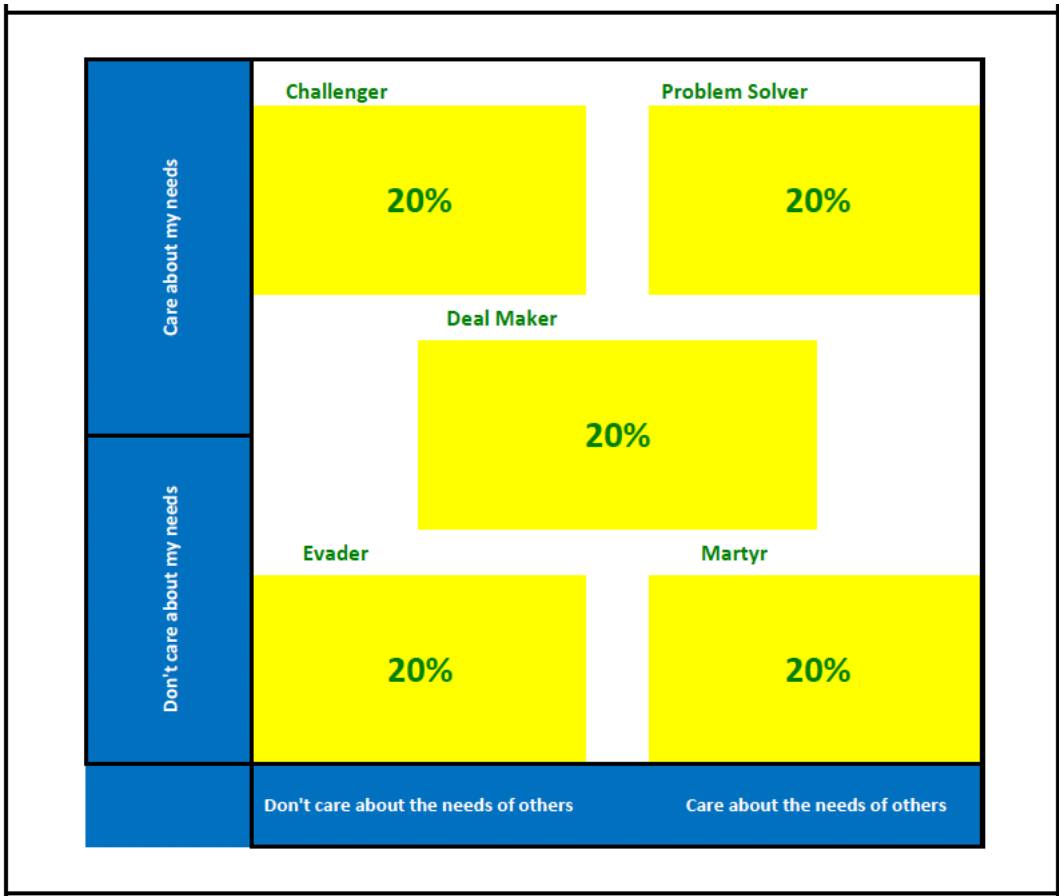
Interaction Personality can fall into three broad areas.

1. Perfectly Balanced Interaction Personality: This is when your result has a score of 20% for each of the interaction modes. Since different situations require different interaction modes, this personality makes it very easy you to step in to the appropriate mode for the appropriate situation.
2. Reasonably Balanced Interaction Personality: This is when your result has a score of between 17% to 23% for each of the interaction modes. Since different situations require different interaction modes, this personality is helpful for you to step in to the appropriate mode for the appropriate situation, although there is a slight tendency for you to operate from your stronger interaction modes.
3. Unbalanced Interaction Personality: This is when your result has a score of less than 17% or more than 23% for some of the interaction modes. Since different situations require different interaction modes, this personality makes it difficult for you to step into the appropriate mode for the appropriate situation, as you tend to operate from your stronger interaction modes.

This report will provide your score and suggestions for your development.

Sample Report. Do not use this information as it is not based on your actual assessment. Some information has been masked in black.

Your Interaction Personality score is shown in the graph below.



(The above report is a sample of the customized scores generated by the system)

You Interaction Personality is Perfectly Balanced.

Having a perfectly balanced Interaction Personality score is very useful as you know how to engage in interactions based on the situation as you do not have a preferred mode. You also tend to reflect on situations and decide on the best mode for each situation. It is important to maintain this level and be caution of about tendencies to deviate from this.

How to interpret your score

When you look at your interaction personality result, you probably want to know, “What is a good score?” In the case of interaction behaviour, there are no right or wrong scores. All five modes are useful in some situations: each represents a set of useful social skills. Our conventional wisdom recognizes, for example, that often “Two heads are better than one” (problem-solving), “Kill your enemies with kindness” (martyr), “Split the difference” (deal-maker), “Leave well enough alone” (evading), and “Might makes right” (challenger). The effectiveness of a given interaction personality depends on the requirements of the specific situation and the skill with which you use that mode.

You can use all five interaction modes; you cannot be characterized as having a single, rigid style of interacting. However, you may have found some modes more useful than others, may have developed skills in that mode and taken ownership of that mode and therefore

Sample Report. Do not use this information as it is not based on your actual assessment. Some information has been masked in black.

tend to rely on the preferred modes more heavily. Your interaction personality you use are the result of both your personal predispositions and the requirements of the situations in which you find yourself.

You fall in to a rare group of people who have developed all five modes equally and this is useful in responding to any situation in the most appropriate manner and consequently you would have a large circle of high quality relationships.

The rest of the report provide feedback on your interaction personality as indicated by your scores.

How to use this result:

Your frequent use of a mode may be partly responsible for the interaction personality you have developed. Personalities are rooted in personal beliefs, values, and motives that “push” one’s interaction behaviour in a consistent direction. To help you judge how appropriate your use of the five interaction modes for various situation, this section lists several uses for each mode.

In addition, although your predispositions towards each of the modes are perfectly balanced, this report also provides you information regarding reasonably balanced and imbalanced interaction personalities, so that you can be cautions of possible shifts in your behaviours, coach your team members to improve their interaction personalities and engage with behaviours of others effectively.

Problem-solver

The problem – solving mode is useful;

- When you need to find an integrative solution and the concerns of both parties are too important to be compromised
[REDACTED]
- When you want to merge insights from people with different perspectives on a problem
[REDACTED]
- When you need to work through hard feelings that have been interfering with a relationship

Using the problem-solving mode;

Perfectly balanced score: Since you have a balanced score it is easy for you to see the positives and negatives of the problem-solving mode in various situations and respond in this mode if appropriate.

- People with high Problem-solver scores spend time discussing issues in depth that don’t seem to warrant it. Problem solving takes time and energy. Trivial problems

don't require optimal solutions, and not all personal differences need to be hashed out.

- People with high Problem-solver score sometimes fail to elicit collaborative responses from others.

- People with low Problem-solver scores find it difficult to see differences as opportunities for joint gain, learning, or collaborating.

- People with low Problem-solver score find others uncommitted to their decisions or policies.

You need to continue to use these Problem-solver skills appropriately and strengthen such skills for the benefit of your team and your role in it.

Reasonably balanced or imbalanced score: In case you notice the tendency of your balance starting to change or if you must deal with others with a reasonably balanced or imbalanced interaction personality, the information in this section would provide you some guidance.

- Since people with high problem-solver scores spend time discussing issues in depth that don't seem to warrant it, engage with them and help them to focus on important issues with the view of rationalizing time, showing them the

Sample Report: Do not use this information as it is not based on your actual assessment. Some information has been masked in black.

- Since people with high problem-solver scores sometimes fail to elicit collaborative responses from others, show them that [REDACTED]

- Since people with low problem-solver scores find it difficult to see differences as opportunities for joint gain, learning, or collaborating, show them through your interaction that [REDACTED]

- Since people with a low problem-solver scores find others uncommitted to their decisions or policies, show them that this could be because [REDACTED]

Martyr

The Martyr mode is useful;

- When you realize that you are wrong; to allow a better solution to be considered, to learn from others, and to show that you are reasonable.

- When you want to help your team-members develop by allowing them to experiment and learn from their mistakes

Using the Martyr personality;

Perfectly balanced score: Since you have a balanced score it is easy for you to see the positives and negatives of the Martyr mode in various situations and respond in this mode if appropriate.

- People with high Martyr scores tend to see conflicts as social/emotional issues to be settled with support and sensitivity. They tend to [REDACTED]

Do unto others as you would have them do unto you

Your perfectly balanced Martyr score for this personality helps you to decide in which situations, to which intensity this approach needs to be used.

- People with high Martyr scores regard co-workers as friends—people to be supported and looked after—and value support, generosity, goodwill, and team cohesiveness. They often see compassion and helpfulness as

- People with high Martyr scores feel that their ideas and concerns sometimes don't get the attention they deserve? Deferring too much to the concerns of others can

- People with high Martyr scores imposes discipline too firmly. Although discipline for its own sake may be of little value, some rules, procedures, and assignments are crucial and need to be enforced with a

- People with low Martyr scores have trouble building goodwill as they are viewed as unreasonable because they avoid accommodating minor issues that are important to others, have

You need to continue to use these Martyr skills appropriately and strengthen such skills for the benefit of your team and your role in it.

Reasonably balanced or imbalanced score: In case you notice the tendency of your balance starting to change or if you must deal with others with a reasonably balanced or imbalanced interaction personality, the information in this section would provide you some guidance. While it will be still easy for People with a reasonably balanced interaction personality to see the positives and negatives of the Martyr mode in various situations, People with a very high or very low score may not see it easily. Therefore, your approach to engage with people with different intensities needs to be customized, using some of the tips in this section as guidelines.

- Since people with high Martyr scores tend to see most/all conflicts as social/emotional issues to be settled with sensitivity, psychological support, give a sympathetic hearing and help heal hurt feelings, it is important for you to

Sample Report. Do not use this information as it is not based on your actual assessment. Some information has been masked in black.

- Since people with high Martyr scores believes that generosity will eventually be rewarded in kind, it is important to remind them to be [REDACTED]
- Since people with high Martyr scores feel that their ideas and concerns sometimes don't get the attention they deserve, show them how [REDACTED]
- Since people with low Martyr scores takes discipline too seriously, show them the importance of [REDACTED]
- Since people with low Martyr scores have trouble building goodwill, as they are viewed as unreasonable because they avoid issues that are important to others, have trouble admitting when they are wrong, [REDACTED]

Challenger

The Challenger mode is useful;

- When quick, decisive action is vital in an emergency or working on a tight timeline on important issue.
- [REDACTED] When unpopular courses of action need implementing in aspects such as [REDACTED]
- [REDACTED]

Using the Challenger Personality;

Perfectly balanced score: Since you have a balanced score it is easy for you to see the positives and negatives of the Challenger mode in various situations and respond in this mode if appropriate.

- People with high Challenger scores may be surrounded by "yes" people? It is perhaps because they have learned that it's unwise to disagree or have given up trying to influence the Challenger and closes them off from information. Your perfectly balanced Challenger score helps you [REDACTED]

- People with high Challenger scores might find that their team members are afraid to admit ignorance and [REDACTED]
- In a competitive climate, people with high Challenger scores fight for influence and respect, acting more certain and [REDACTED]
- People with low Challenger scores feel powerless in situations. You may not feel [REDACTED]
- People with low Challenger scores may be unaware of the power they have, unskilled in its use, or uncomfortable with the idea of using it. This may hinder their [REDACTED]
- People with low Challenger scores may have trouble taking a firm stand, even when one sees the need. Concerns for others' feelings or anxieties about the use of [REDACTED]

You need to continue to use these Challenger skills appropriately and strengthen such skills for the benefit of your team and your role in it.

Reasonably balanced or imbalanced score: In case you notice the tendency of your balance starting to change or if you must deal with others with a reasonably balanced or imbalanced interaction personality, the information in this section would provide you some guidance. While it will be still easy for People with a reasonably balanced interaction personality to see the positives and negatives of the Challenger mode in various situations, People with a very high or very low score may not see it easily. Therefore, your approach to engage with people with different intensities needs to be customized, using some of the tips in this section as guidelines.

- Since people with high Challenger scores may be surrounded by “yes” people, show them that this may be because they have learned that it's [REDACTED]

- Since people with high Challenger scores might find that their team members are afraid to admit ignorance and uncertainties to them, show them the importance of [REDACTED]
- Since people with high Challenger scores tend to fight for influence & respect and act more confident than they feel, show them how [REDACTED]
- Since People with low Challenger scores feel powerless show them when and how to [REDACTED]
- Since People with low Challenger scores may be unaware of the power they have, unskilled in its use, or uncomfortable with the idea of using it, show them how this may [REDACTED]
- Since people with low Challenger scores may have trouble taking a firm stand, even when one sees the need for it, show them that it could be due to [REDACTED]

Evader

The Evader mode is useful;

- When an issue is unimportant or when other, more important issues are pressing.
- When you perceive no chance of satisfying your concerns—for example, when you have low power or you are frustrated by something that would be very difficult to change.

[REDACTED]

- When others can resolve the issue more effectively.
- When the issue seems peripheral or symptomatic of another, more basic issue.

Using the Evader personality;

Perfectly balanced score: Since you have a balanced score it is easy for you to see the positives and negatives of the Evader mode in various situations and respond in this mode if appropriate.

- People with high Evader scores tend to postpone or just ignore issues hoping that it will go away, resolve on its own or will be easier to deal with later, even if the [REDACTED]
- People with high Evader scores tend to avoid talking about issues and try to divert conversations to other subjects, even if the issue was [REDACTED]
- People with high Evader scores makes it difficult for others to get their inputs on issues, causing coordination to suffer, aggravating issues by [REDACTED]
- People with low Evader scores for may find themselves hurting people's feelings or stirring up hostilities by insisting on engaging in situations that needs to be avoided until the time is right. Your perfectly balanced Evader score helps you [REDACTED]
- People with low Evader scores sometimes feel harried or overwhelmed by too many issues to deal with at the same time, as they do not devote adequate time to decide which [REDACTED]

Sample Report. Do not use this information as it is not based on your actual assessment. Some information has been masked in black.

You need to continue to use these Evader skills appropriately and strengthen such skills for the benefit of your team and your role in it.

Reasonably balanced or imbalanced score: In case you notice the tendency of your balance starting to change or if you must deal with others with a reasonably balanced or imbalanced interaction personality, the information in this section will provide you some guidance. While it will be still easy for People with a reasonably balanced interaction personality to see the positives and negatives of the Evader mode in various situations, People with a very high or very low score may not see it easily. Therefore, your approach to engage with people with different intensities needs to be customized, using some of the tips in this section as guidelines.

Since people with high Evader scores tend to postpone or just ignore issues hoping that it will go away, resolve on its own or will be easier to deal with later, even if the issue was

important to themselves or others, it will help if you [REDACTED]

Since people with high Evader scores tend to avoid talking about issues and try to divert conversations to other subjects, even if the issue was important to themselves or others, it is important to [REDACTED]

- Since people with high Evader scores makes it difficult for others to get their inputs on issues, causing coordination to suffer and aggravating issues due to the neglect of important decisions, it will help to [REDACTED]
- Since people with low Evader scores may hurt people's feelings or stirring up hostilities by insisting on engaging in situations that needs to be avoided until the time is right, it is important to [REDACTED]
- Since people with low Evader scores sometimes feel harried or overwhelmed by too many issues to deal with at the same time, it is important to show them how to [REDACTED]

Deal-Maker

The Deal-Maker mode is useful;

- When goals are moderately important but not worth the effort or the potential disruption involved in using more assertive modes.
[REDACTED]
- [REDACTED]
- When you need to arrive at an expedient solution under time pressure.
- As a backup mode when problem-solver or challenger personalities do not produce a desired result.

Using the Deal-Maker personality;

Perfectly balanced score: Since you have a balanced score it is easy for you to see the positives and negatives of the Deal-Maker mode in various situations and respond in this mode if appropriate.

- People with strong Deal-maker scores concentrate heavily on the practicalities and tactics of compromise that they sometimes lose sight of larger issues? Doing so may lead to [REDACTED]

Sample Report. Do not use this information as it is not based on your actual assessment. Some information has been masked in black.

- People with strong Deal-maker scores emphasis on bargaining and trading, which create a cynical climate of gamesmanship? Such a climate may [REDACTED]
- People with low Deal-maker scores sometimes find it too sensitive or embarrassing to engage in bargaining? This restraint can keep them from getting [REDACTED]
- People with low Deal-maker scores sometimes find it difficult to make concession and this may result in them having trouble to gracefully get out of mutually destructive arguments, and power struggles. Your perfectly balanced Deal-maker score helps you decide when you [REDACTED]

You need to continue to use these Deal-maker skills appropriately and strengthen such skills for the benefit of your team and your role in it.

Reasonably balanced or imbalanced score: In case you notice the tendency of your balance starting to change or if you must deal with others with a reasonably balanced or imbalanced interaction personality, the information in this section would provide you some guidance. While it will be still easy for People with a reasonably balanced interaction personality to see the positives and negatives of the Deal-Maker mode in various situations, People with a very high or very low score may not see it easily. Therefore, your approach to engage with people with different intensities needs to be customized, using some of the tips in this section as guidelines.

- Since people with strong Deal-maker score concentrate heavily on the practicalities and tactics of compromise, it is important to [REDACTED]
- Since people with strong Deal-maker scores emphasis on bargaining and trading, it is important to [REDACTED]

- Since people with low Deal-maker scores sometimes find it too sensitive or embarrassing to engage in bargaining, [REDACTED]

- Since people with low Deal-maker score sometimes find it difficult to make concession, [REDACTED]

Use the credibility you have gained due to your balanced personality to help educate and improve people who are reasonably balanced or imbalanced to move towards a perfect balance, while ensuring you do not move away from your perfect balance due to the influence of others.

A word about using the recommendations in this report

The ease of developing interaction modes can depend on how engrained your current strong modes are, your beliefs and your life experiences. However, you can change if you desire to do so and take decisive action as suggested in this report. The speed of change will also vary from person to person. It takes discipline, courage, humility, and a willingness to change. Reflect on the remedies suggested, take small action steps, reflect on the impact, take new actions and continue an action-reflection process and notice behaviour changes resulting in the improvement of the Interaction Personality to your desired level. Regarding the recommendations in this report, it is important for you to reflect on the recommendations of the report and check with trusted advisors before making drastic changes. You need to take personal responsibility for your decisions and actions.

A word about the accuracy of this report

Whilst we take great care to ensure the accuracy of this report and its recommendations, 100% accuracy cannot be guaranteed, as there are no right answers or wrong answers regarding social and human issues. This is because your responses to the assessment may have been impacted by the state of mind you were in during the assessment and your intentions of doing the assessments. Furthermore, the relevance of research information from the past may not be relevant to the present and the future, as the world keeps changing every moment, people keep changing every moment and you keep changing every moment. You will sense the accuracy of this report as you read it. Feel free to repeat it free of charge, if you feel it does not accurately reflect your Interaction Personality.

Who Created the 'The INTERACTION PERSONALITY' Assessment?

Kenneth W. Thomas and Ralph H. Kilmann introduced the TKI (Thomas Kilmann Instrument) in 1974 to assess the conflict mode of individuals. Dr Ranjan De Silva, critically examined the concept during his leadership development work over the past 20 years and

customised it to suit the practical realities of his clients in the name and style of the 'Interaction Personalities' assessment. Many leaders wanted to find out their 'Interaction Personality', not just during conflict but during other forms of interactions, and in response Ranjan created the 'Interaction Personalities' assessment.

More value for you:

Here are some 'Ideas to Extract More Value from Purposeful Leadership.

You could receive executive coaching to develop your leadership skills

You could attend a workshop to further explore and develop

You could get more team members in your organization to take this assessment

You could get members of your family, and friends to take this assessment

You could receive our monthly Purposeful Leadership newsletter

You could follow the blog of the creator of this assessment, Dr Ranjan De Silva

You can follow us on: FB, LinkedIn, Twitter etc.

[Please click here to submit a form](#) so that we can connect with you and explore how we can be of service to you.

Thank you for using Purposeful Leadership Assessments. We wish you all success. Please stay connected.

Purposeful Leadership Team