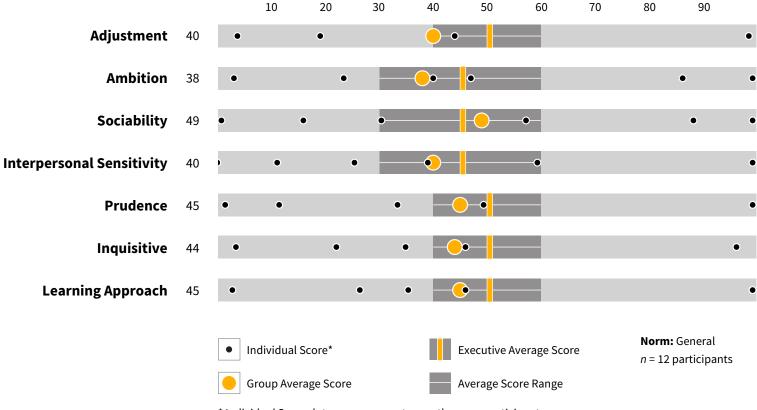
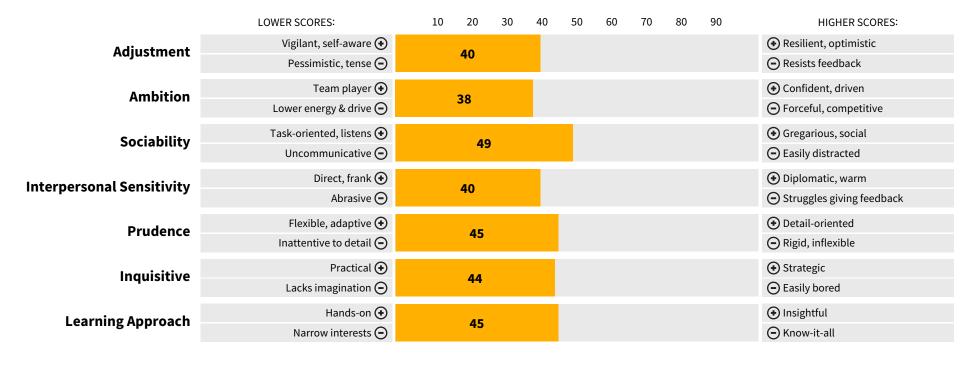
HPI Composite Profile

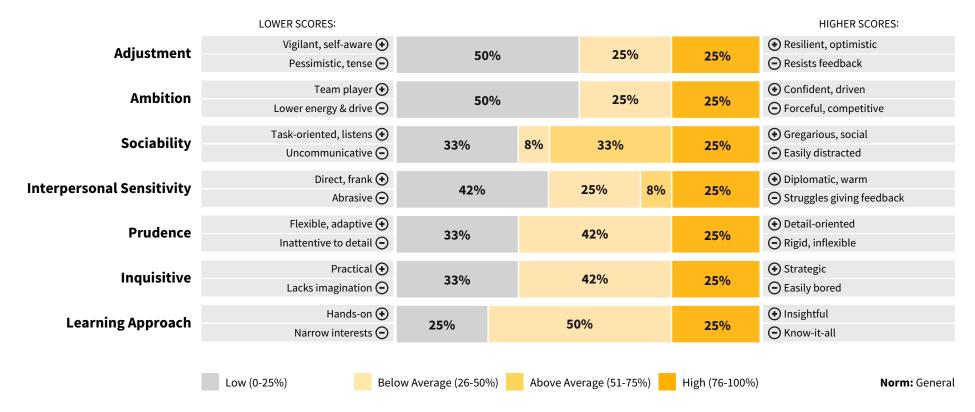


^{*} Individual Score dots may represent more than one participant

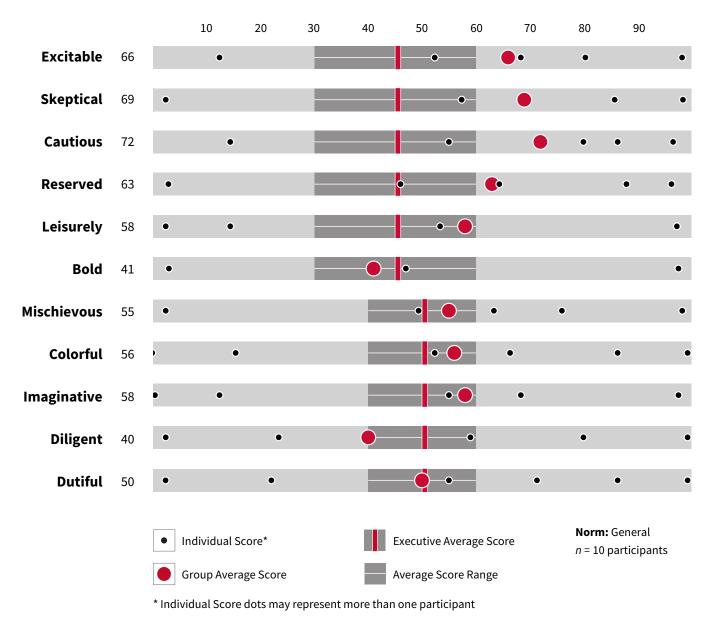
HPI Average Scores



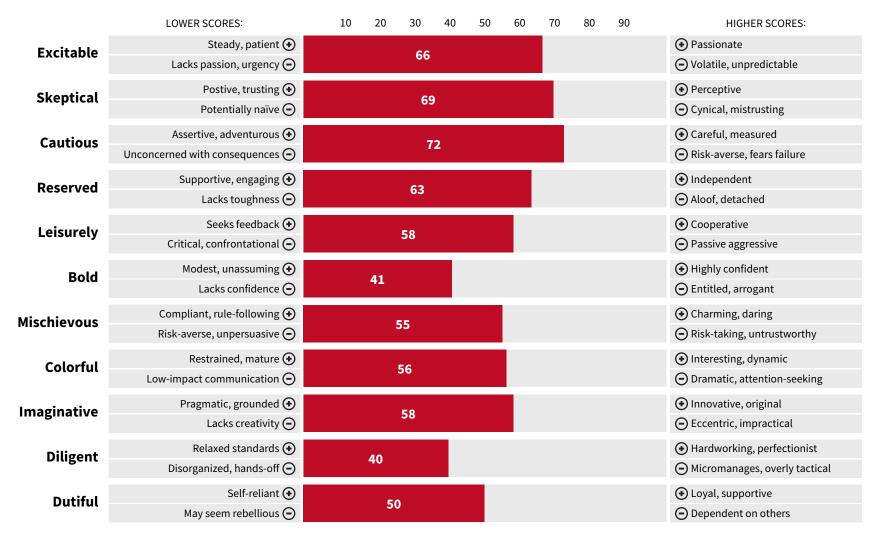
HPI Score Frequencies



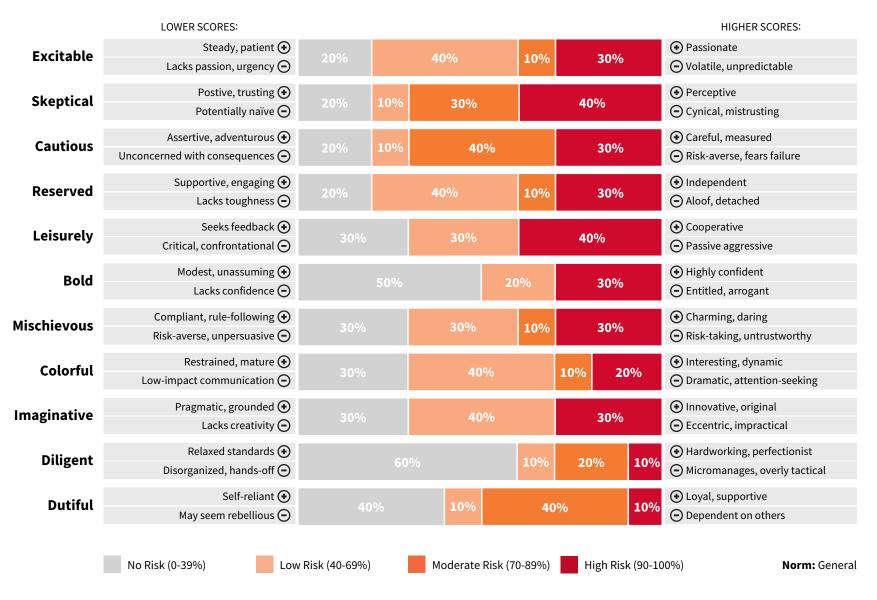
HDS Composite Profile



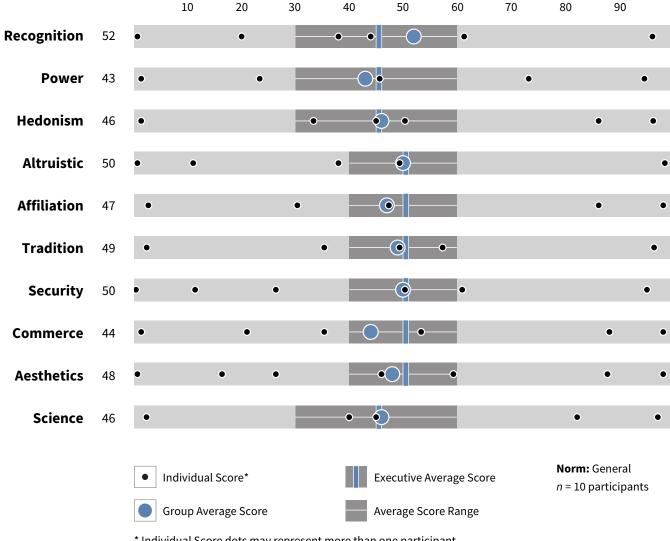
HDS Average Scores



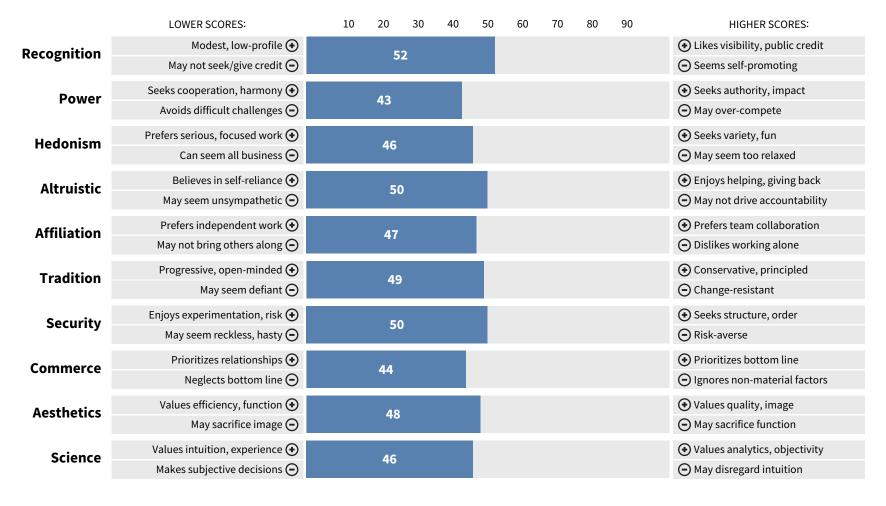
HDS Score Frequencies



MVPI Composite Profile



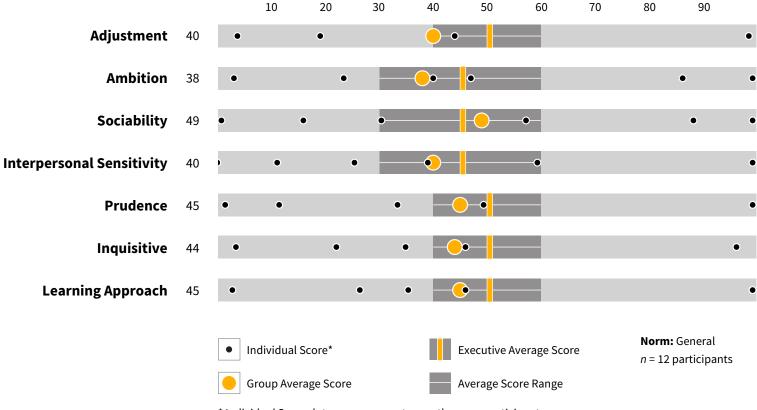
MVPI Average Scores



MVPI Score Frequencies

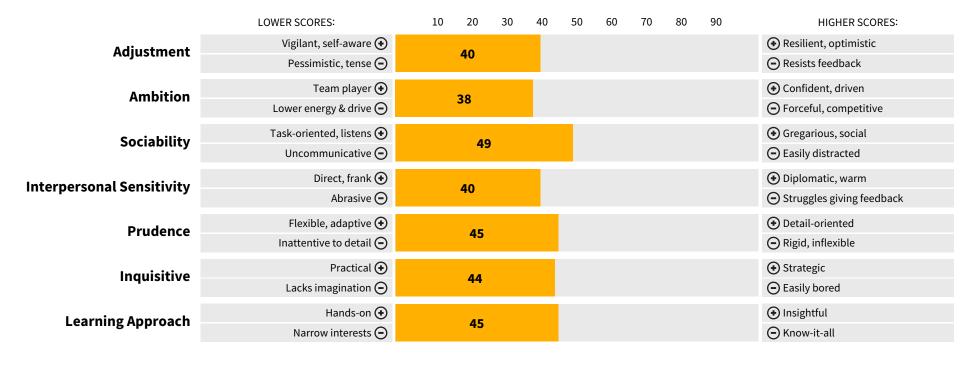
	LOWER SCORES:							HIGHER SCORES:		
Recognition	Modest, low-profile ⊕ May not seek/give credit ⊝	30%	20%	20% 20%		30%		Likes visibility, public creditSeems self-promoting		
Power	Seeks cooperation, harmony ① Avoids difficult challenges ②	40%	30%		10%	20%	Seeks authority, impactMay over-compete			
Hedonism	Prefers serious, focused work ① Can seem all business ②	30%	30%		10%		30%	Seeks variety, funMay seem too relaxed		
Altruistic	Believes in self-reliance ① May seem unsympathetic ②	30%	40%				30%	Enjoys helping, giving backMay not drive accountability		
Affiliation	Prefers independent work ① May not bring others along ②	30%	40%				30%	Prefers team collaborationDislikes working alone		
Tradition	Progressive, open-minded ① May seem defiant ②	30%	30% 10%		10%		30%	Conservative, principledChange-resistant		
Security	Enjoys experimentation, risk ① May seem reckless, hasty ②	30%	10% 30%			30%	Seeks structure, orderRisk-averse			
Commerce	Prioritizes relationships ⊕ Neglects bottom line ⊝	40%		20%	10%		30%	Prioritizes bottom lineIgnores non-material factors		
Aesthetics	Values efficiency, function ⊕ May sacrifice image ⊝	30%	30		10%		30%	Values quality, imageMay sacrifice function		
Science	Values intuition, experience ⊕ Makes subjective decisions ⊝	30%	40%				30%	 Values analytics, objectivity May disregard intuition		
	Low (0-25%) Belo	ow Average (26-50%)	Above	ع Average (51-75%)	Н	ligh (76-100%)	Norm: General		

HPI Composite Profile

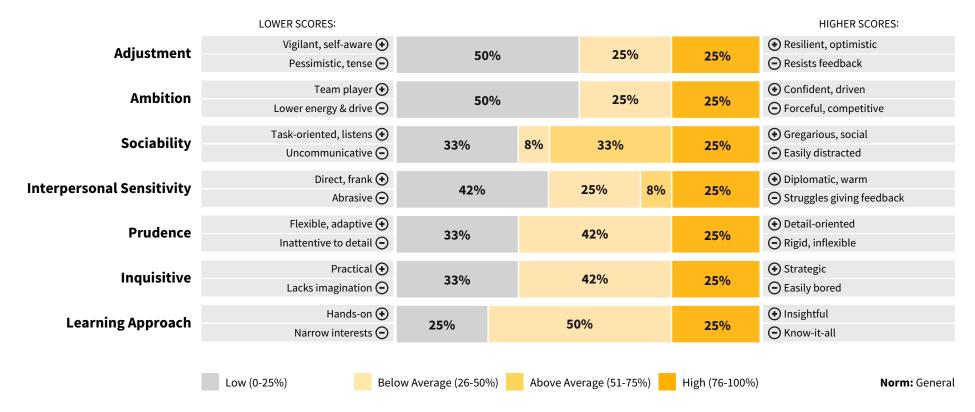


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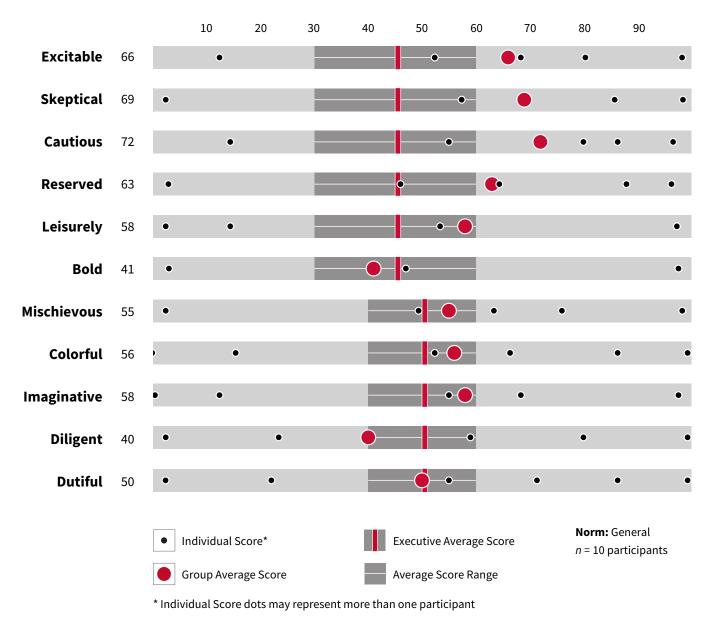
HPI Average Scores



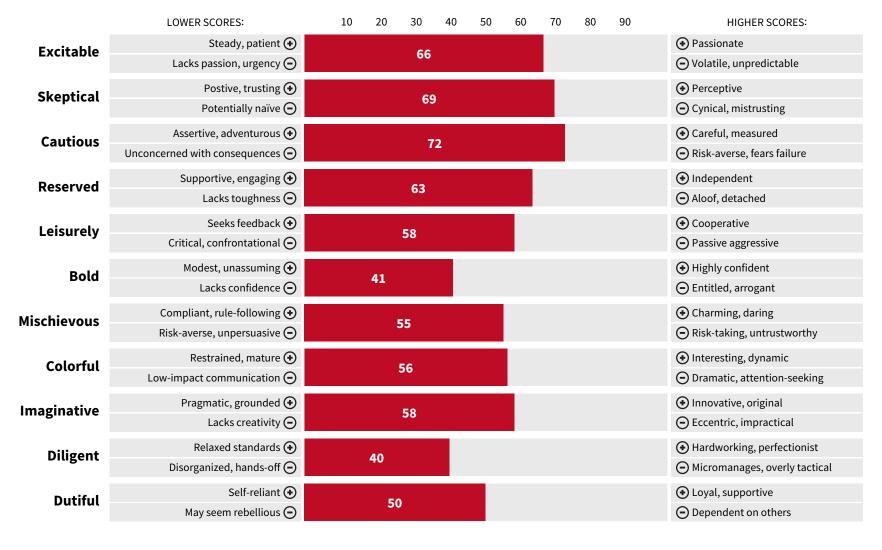
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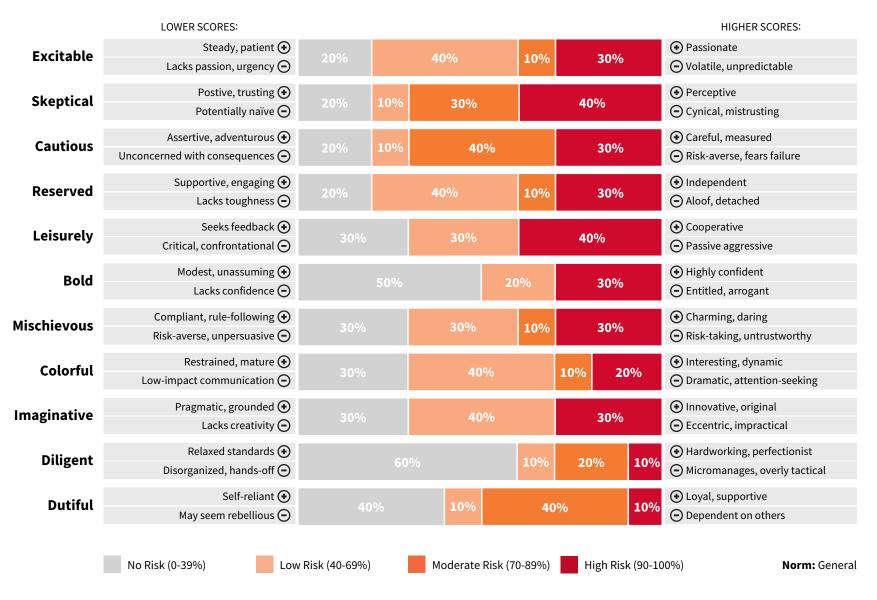
HDS Composite Profile



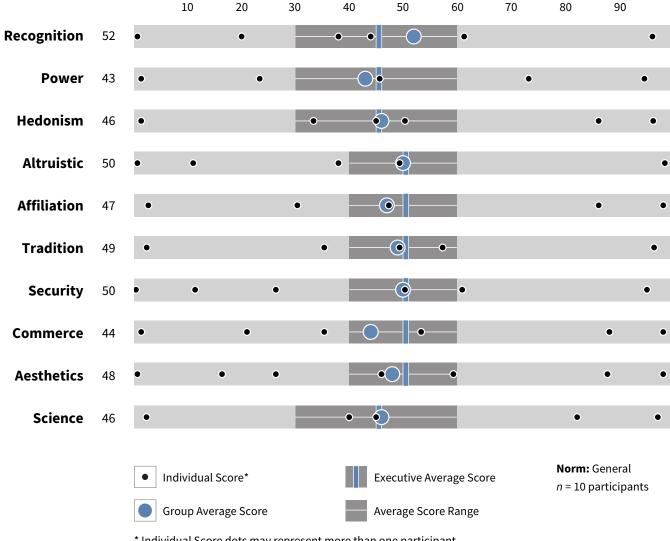
HDS Average Scores



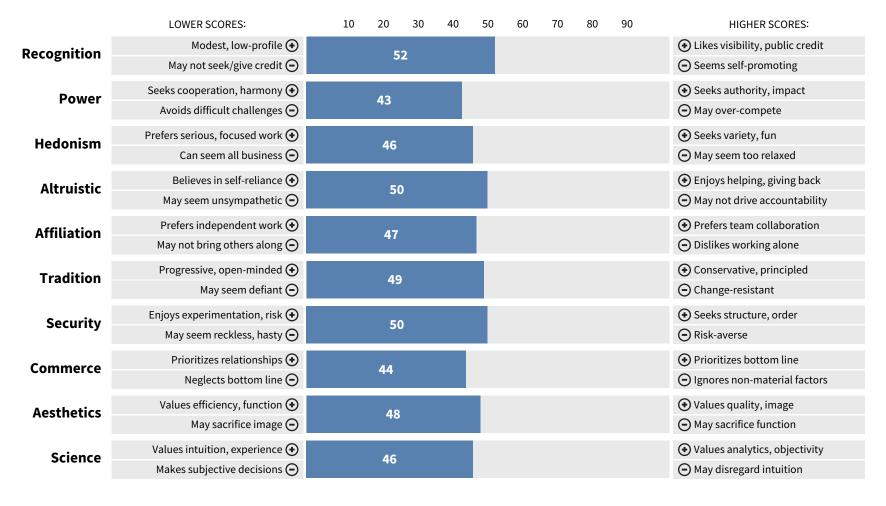
HDS Score Frequencies



MVPI Composite Profile



MVPI Average Scores



MVPI Score Frequencies

	LOWER SCORES:							HIGHER SCORES:		
Recognition	Modest, low-profile ⊕ May not seek/give credit ⊝	30%	20%	20% 20%		30%		Likes visibility, public creditSeems self-promoting		
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