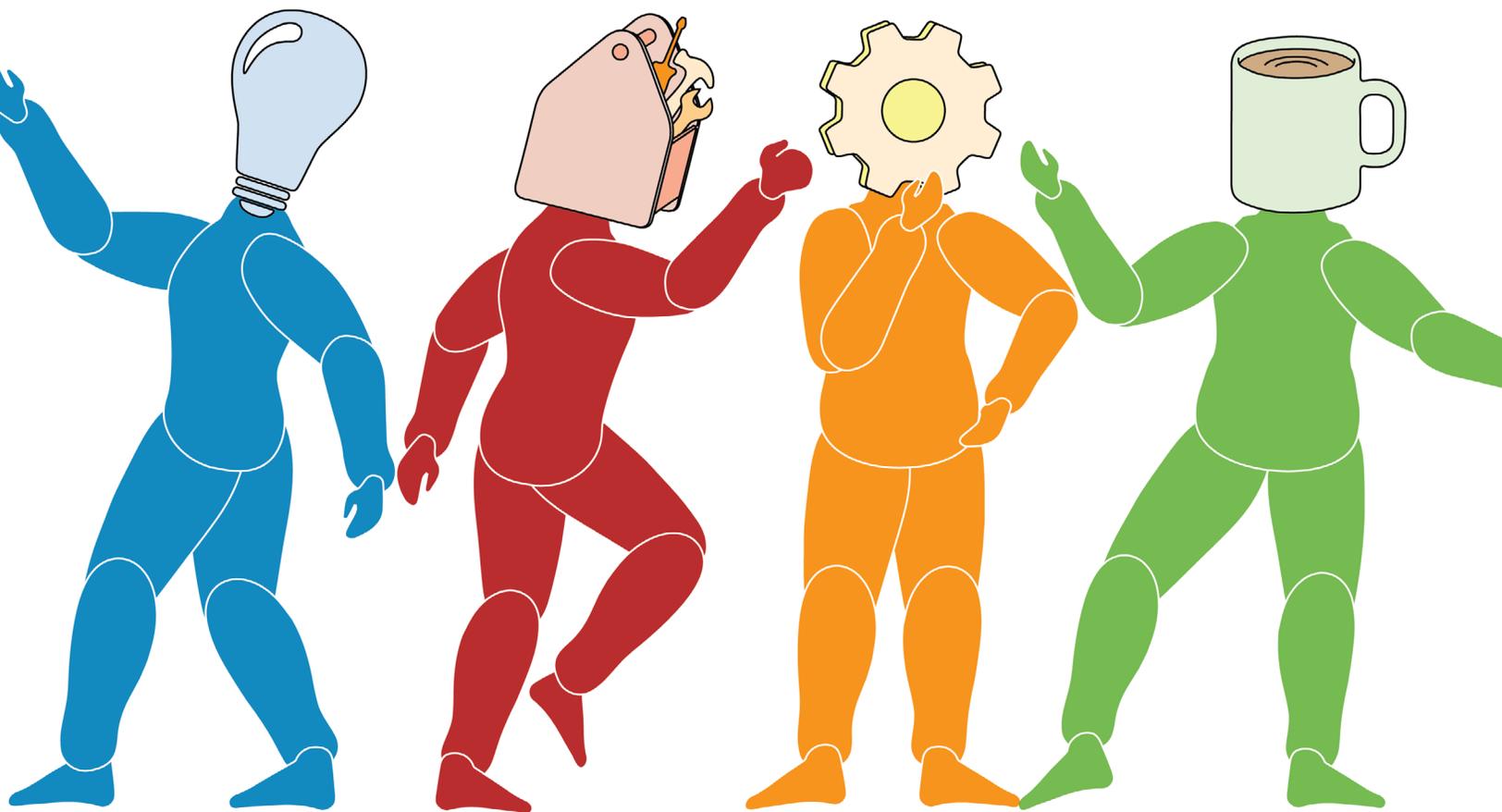


Workbook

How to Interpret Your Predictable Success Styles Profile



VISIONARY

OPERATOR

PROCESSOR

SYNERGIST

This is the workbook for the Predictable Success Course *How to Interpret Your Predictable Success Styles Profile*. Complete the following to develop a deeper understanding of your style preferences and their implications for your role.

Objectives

1. Identify your style pattern
2. Evaluate your role's personal demands and how your style aligns
3. Evaluate your role's customer demands and how your style aligns

My Scores

	 VISIONARY	 OPERATOR	 PROCESSOR	 SYNERGIST
SCORE <i>(e.g. 360)</i>				
LEVEL <i>(e.g. Primary)</i>				
DOMINANT <i>(e.g. Yes)</i>				

Activity I: Test Your Theory

1. Do you have a challenging style pattern?
 - a. Dominant Unary
 - b. Weak Quaternary
 - c. Low Synergist

If yes, list below what challenges you might face in your current role. Then, identify how you might overcome them.



Activity II: Exploring Your Role - Personal Demands

1. What role do you play in your current organization? _____
2. List your role's current personal demands in the left column, then list the key characteristics associated with your style preference in the right column.

Draw solid lines between complimentary demands and characteristics. Draw dotted lines between conflicting demands and characteristics.

PERSONAL DEMANDS	KEY CHARACTERISTICS OF <i>[insert style]</i>
<i>Example: Ensure team meets deliverables on-time</i>	<i>Example: Concerned with team harmony over outcomes</i>

3. Review your dotted lines in the above exercise. Identify the style preference that would best meet those demands.

4. Review your solid lines in the above exercise. Identify how you can leverage these more to increase your performance and satisfaction.



Activity III: Exploring Your Role - Customer Needs

1. Repeat the above exercise, but for customers internal and external needs using the table below.

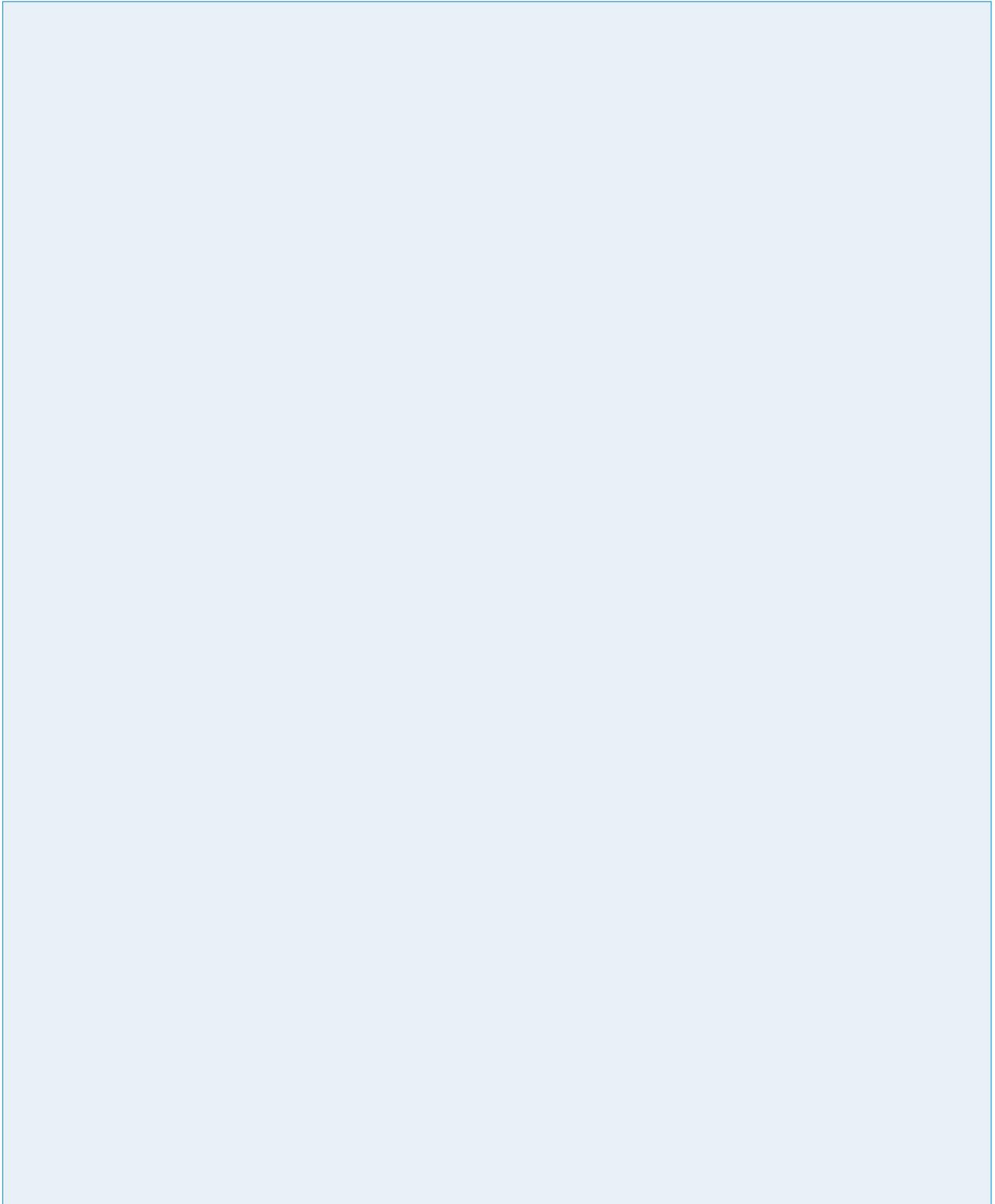
INTERNAL CUSTOMER NEEDS	EXTERNAL CUSTOMER NEEDS	KEY CHARACTERISTICS OF <i>[insert style]</i>
<i>Example: Maintain strong relationships.</i>	<i>Example: Adhere to industry regulations.</i>	<i>Example: Refine procedures for efficiency and rigour.</i>

2. Review your dotted lines in the above exercise. Identify the style preference that would best meet those demands.

3. Review your solid lines in the above exercise. Identify how you can leverage these more to increase your performance and satisfaction.



Notes:



Meet Your Course Leader, **Les McKeown**

Les McKeown is the Founder and CEO of Predictable Success.

Les first began to recognize recurring growth patterns early in his career as a serial entrepreneur. In addition to being involved in the launch of more than 40 companies before he was 35, he was at the same time a founding elder in a fast-growing church, while serving on the board of a number of charities and not-for-profits.

Les used the experience he gained during that time to co-found one of the first business incubators in the world, which he and his then business partner developed over a decade into a multi-national consulting company that advised on the creation and growth of hundreds of organizations worldwide.

Struck by the similarity of issues faced by all successful new ventures, Les began to codify his understanding of the repeating patterns of growth, publishing his Wall Street Journal and USA Today bestseller "*Predictable Success: Getting Your Organization On the Growth Track - and Keeping It There*" in 2010, followed in 2012 by "*The Synergist: How to Lead Your Team to Predictable Success*".

Les is a trusted advisor to fast-growth SMEs and thriving not-for-profits as well as Fortune 500 companies and a number of the largest government agencies in the world.



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