



The 4 Dimensions of High Performance Thinking



CREATIVITY



UNDERSTANDING



DECISION-MAKING



PERSONAL SPIRIT





*Think better.
Work smarter.*

The 4D-i[®] Portfolio Snapshot

The 4D-i® Portfolio: How to Interpret Your Results



The 4D-i is based on 4 dimensions of high performance thinking – creativity, understanding, decision-making and personal spirit. The colors and symbols are significant and may be used systematically to direct your thinking to adapt to the demands of the situations, tasks, people and groups you work with.

-  **Red:** the red octagon stop sign symbol is for decision-making. Shift into the red zone to Stop and make better decisions.
-  **Yellow:** the inverted yellow triangle symbol is for deepening understanding. Shift into the yellow zone to Slow down and take time to understand tasks and people's feelings.
-  **Green:** the green circle symbol is for generating creative ideas. Shift into the green zone to Go and create insights and options.
-  **White:** the white diamond symbol is for strengthening your personal spirit.

Each of the first three dimensions has a 'cool' head/left brain side, and a 'warm' heart/right brain side. These are referred to as mindsets. Each of these mindsets contain specific thinking and feeling 'strategies' which you can draw upon and use everyday.

How to Interpret Your Results

Your 4D-i results focus on your preferences, not your competencies. These results highlight the strategies you like to use the most as well as the strategies you don't like to use or tend to avoid. Your results are shown in percentiles. This allows you to compare your results with how others like to think.

For example, a percentile result of 75 means a relatively strong preference for a mindset or strategy, meaning you like to use it more than 75% of the population does. A result of 0 in a strategy means that you never selected it as your preference.

In the 4D-i profile, there are 5 levels of preference:

High – a statistically significant, strong preference, in the 84th to 100th percentile.

High Average – a somewhat higher preference than the norm, in the 66th to 83rd percentile.

Average – a result that is relatively the same as most other people.

Low Average – a somewhat lower than average preference, in the 17th to 33rd percentile.

Low – a statistically significant, low preference, in the 0-16th percentile.

Making The Most of Your Portfolio

Please remember three points:

- The 4D-i shows your preferences, not your competencies.
- Each strategy is a learnable skill, not a fixed personality trait.
- You can learn any of the strategies with practice.

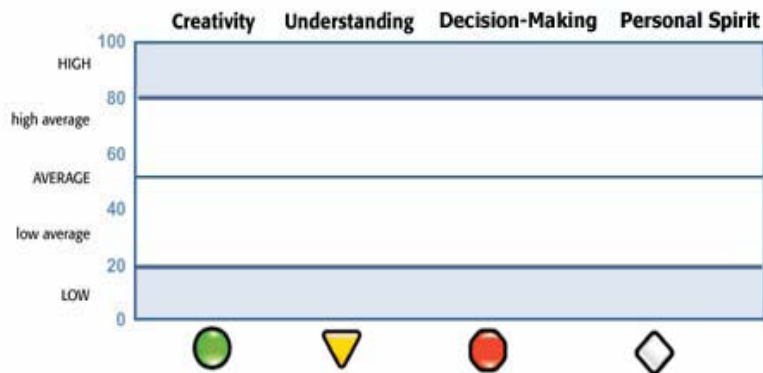
Know Yourself: Highlights of Your 4D-i® Results

Hello

Welcome to your 4D-i Portfolio. This report gives you the tools you need to generate more ideas, work better with others and make smarter decisions. The Portfolio will help you understand your strengths and expand your skills in all 4 dimensions of high performance thinking. It shows you the mindsets and strategies you like to use the most when you solve problems and work with others.

This first graph below is a summary of your results across all 4 dimensions.

Your PERSONAL OPERATING STYLE



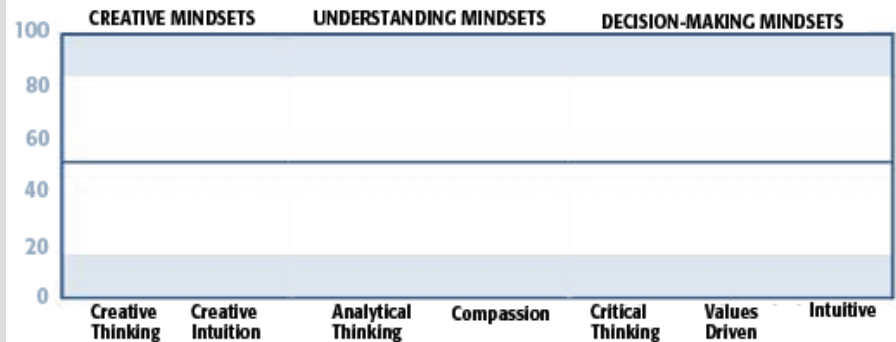
The rest of your 4D-i Portfolio and online toolkit gives you in-depth information on your results and many tips and techniques on how to expand your skills.

Results Highlights

Your Overall Style: The First 3 Dimensions

The color red, yellow or green is selected from the first 3 dimensions and indicates your highest overall preference. It does not include results from white. Cool shows a preference for using thinking strategies. Warm shows a preference for using emotional strategies. Balanced means an equal comfort for using both.

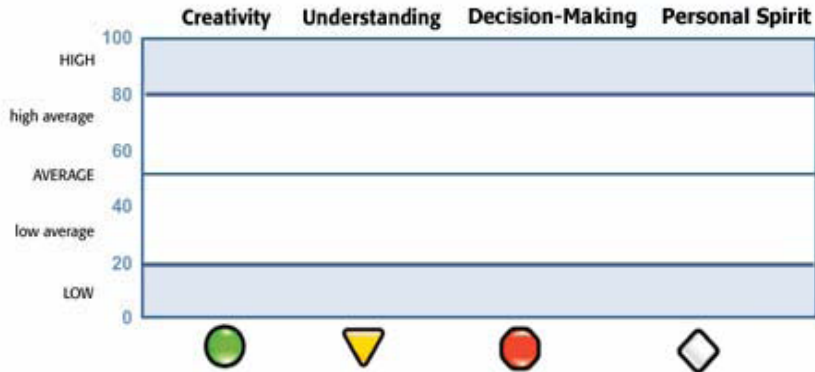
Your Preferred Mindsets Profile



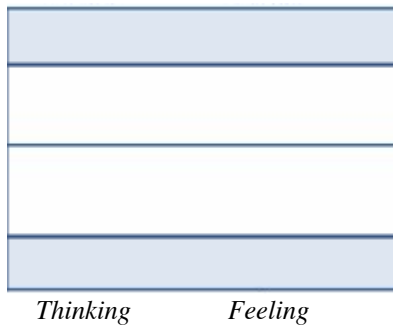
Your Strongest Personal Spirit Success Factor is:



Your PERSONAL OPERATING STYLE



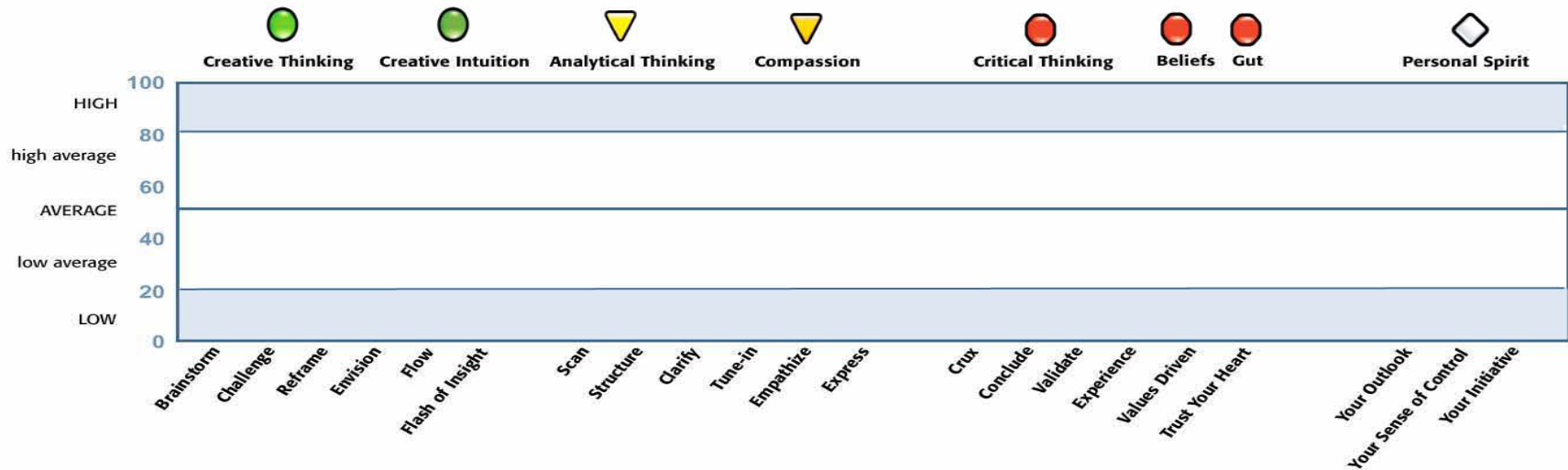
Your COOL AND WARM



INTUITION






Your 18 Success Strategies and 3 Success Factors







Your Portfolio of the 18 Success Strategies and 3 Success Factors






The 11 Thinking Strategies





-  **Critical Thinking**
 - Get to the Crux:** Determine the essence or most critical aspect of a problem, issue or situation in order to take action.
 - Conclude:** Reach a logical decision or resolution about what is the best way to proceed.
 - Validate the Conclusion:** Pose tough questions to eliminate inferior options and poor quality information in order to critically assess and ensure the best decision.
 - Rely on Experience:** Rely upon and use one's past experience to guide decision-making and problem solving.
-  **Analytical Thinking**
 - Scan the Situation:** Survey the environment, person or situation to gather as much information as possible.
 - Structure Information:** Organize information, data, people, resources and processes in meaningful and systematic ways.
 - Clarify Understanding:** Sharpen the understanding of a situation by gathering information and by asking questions.
-  **Creative Thinking**
 - Brainstorm Ideas:** Generate many ideas and a wide range of options prior to analysis or decision-making.
 - Challenge Assumptions:** Question assumptions, the status quo and accepted wisdom in order to create new ideas, options or fresh ways of dealing with the task at hand.
 - Reframe Problems into Opportunities:** Create new ways of looking at a problem or situation by shifting the approach, angle or way of thinking about it.
 - Envision Possibilities:** Create mental pictures or imagine 'what if..' scenarios about future possibilities or solutions.

The 7 Emotional Strategies

-  **Beliefs Based**
 - Values Driven:** Make decisions based on your personal core beliefs about what is good or bad, right or wrong.
-  **Gut Intuition**
 - Trust Your Heart:** Listening to your heart and your feelings as a guide for making decisions about what to do.
-  **Compassion**
 - Tune-In to Feelings:** Sense and connect with the emotional dimensions in a situation, other person or group.
 - Empathize With Others:** Show kindness, caring, compassion, tolerance and deep understanding for, and a connection with others.
 - Express Feelings:** Select and use the appropriate emotional and verbal language or communications method to get the true message across to the receiver/audience.
-  **Creative Intuition**
 - Get into the Flow:** Tolerate ambiguity, conflicting information and feelings, while refraining from decision-making, waiting for a better idea or option.
 - Flash of Insight:** Know intuitively without conscious reasoning and/or produce insights and hunches.

Personal Spirit: The 3 Key Success Factors

-  **Your Outlook** is a personal disposition and an active process of experiencing the world, founded on the belief that an optimistic, constructive approach to life and its' challenges enables one to find and harness the positive hidden potential and meaning in any situation, task or person.
-  **Your Sense of Control** is a personal disposition and an active process, founded on the belief that, despite difficult circumstances, one can exert personal control, through one's own efforts, to impact on an outcome or achieve an objective. It does not mean controlling others.
-  **Your Initiative** is a personal disposition and an active process based on the belief that one should attempt to go beyond conventional boundaries, if necessary, to do what it takes to complete important tasks, achieve goals and to assist others to solve their problems.

4 Dimensions of High Performance	Results	7 Mindsets	Results	Success Strategies and Factors	Results
Decision-Making 		Critical Thinking		Get to the Crux	
				Conclude	
				Validate Conclusions	
Understanding 		Analytical Thinking		Rely on Experience	
				Values Driven	
		Compassion		Trust Your Heart	
					Scan the Situation
Creativity 		Creative Thinking		Structure Information	
				Clarify Understanding	
				Tune-In to Feelings	
		Creative Intuition		Empathize with Others	
				Express Feelings	
Personal Spirit 				Brainstorm Ideas	
				Challenge Assumptions	
				Reframe Problems	
				Envision Possibilities	
				Flow	
				Flash of Insight	
				Your Outlook	
				Your Sense of Control	
				Your Initiative	

Key Personal Development Tips:

Capitalize on Your Strengths

Expand Your Capabilities

How To Think Better and Work Smarter in 4 Dimensions

Build Personal Spirit in Self and Others



- Choose a positive, constructive attitude
- Act empowered, empower others
- Take initiative, support initiative
- Act with courage and commitment

Practice Effective Decision-making

THINK CRITICALLY

- Get to the heart of issues
- Come to sensible conclusions
- Ask tough questions to validate
- Rely on past experience to guide action



USE EMOTIONS

- Use personal values, where appropriate
- Listen to gut feelings

Develop Deep Understanding

THINK ANALYTICALLY

- Scan broadly to understand the big picture
- Provide structure and organization
- Pursue clarity before acting



SHOW COMPASSION

- Tune-in and listen carefully to everyone
- Show empathy and caring for others
- Express feelings effectively

Foster Creativity

THINK CREATIVELY

- Brainstorm and encourage many new ideas
- Reframe problems into opportunities
- Challenge the current way of doing things
- Have a clear vision of future possibilities



TAP INTO INTUITION

- Go with the flow and see what emerges
- Seek innovative insights



Think better. Work smarter.