

**Top
Three**

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Top Three

The Top Three is a focused, high-impact development guide that distills your assessment results into your three most actionable leadership opportunities. Each one-page summary translates cross-assessment insights into practical, observable behaviors you can start using immediately. No fluff. No theory. Just the clearest path to growth.

Designed for emerging and senior leaders alike, The Top Three helps you close the gap between how you see yourself and how others experience you. Each page includes targeted behaviors, development routines, and early success markers—making growth tangible, trackable, and real.

The top three is your shortest path between insight and visible improvement.

Your Top Three

1. **Visibility:** Becoming seen for the value he already creates
2. **Action Orientation:** Acting boldly in ambiguous or political environments
3. **Feedback Responsiveness:** Enhancing reflection and self-awareness for continued growth

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Visibility

If others can't see your value,
they can't promote it

Rational

David's profile consistently reflects humility, independence, and a low appetite for external recognition. He ranks low on MVPI Recognition, HDS Bold and Colorful, and HPI Ambition—suggesting he underplays his contributions. His moderate Sociability and EQ Relationship Management also suggest he may not naturally insert himself into conversations where political visibility is earned. These patterns converge to signal a critical leadership gap: impact without presence.

Behaviors

Speak up strategically about work contributions, progress, and perspectives—especially in settings where silence costs influence.

Strategies

- **Daily Routine:** End each day by writing down one contribution made—and how it was or wasn't made visible to others.
- **Weekly Experiment:** In one meeting per week, share a progress update or insight—verbally, not in writing.
- **3-Week Commitment Series:** Schedule three 15-minute “value debriefs” with trusted peers or stakeholders. Ask, “What's something I do that's valuable but invisible?”

Success Markers

- *Short-term:* A peer or manager references something you said or did that you hadn't explicitly shared before.
- *Long-term:* You're consistently tapped for opportunities without initiating them—your presence has become part of others' mental map.

Why This Works

Visibility isn't about ego—it's about alignment: ensuring that perception matches reality. Behavioral research shows that even modest self-promotion, when framed around contribution, enhances leadership credibility (Grant, 2013).

2

Action Orientation

Hesitation costs influence, decisiveness signals clarity, energy, and a readiness to lead.

Rational

David's assessment profile reveals a calm, deliberate thinker who values analysis over speed. His mid-to-low scores on HPI Ambition, HDS Bold, and Workplace Big Five "Taking Charge" suggest a tendency to defer action until certainty is high. He prefers thoughtful contribution over assertive initiation. Combined with low Power and Commerce values on the MVPI, this pattern can lead to missed leadership moments—especially in fast-moving or politically complex environments.

Behaviors

Proactively step into ambiguity, make timely decisions, and take visible ownership—even before full clarity exists.

Strategies

- **Daily Routine:** Ask yourself once per day: "What's one decision or step I can take today without being asked?"
- **Weekly Experiment:** Volunteer for one small but ambiguous task—something without a clear map. Focus on progress, not perfection.
- **3-Week Commitment Series:** Identify three upcoming meetings and prepare one assertive recommendation or proposal to present in each.

Success Markers

- *Short-term:* You receive feedback that you "took the lead" or "stepped up" in a situation.
- *Long-term:* You become the go-to person when clarity is needed—not just for analysis, but for movement.

Why This Works

Development accelerates when individuals act before comfort sets in. Research shows that early, visible decisions—when paired with post-hoc reflection—enhance both perceived leadership and actual confidence (Amabile & Kramer, 2011).

3

Feedback Responsiveness

Development grows at the speed of feedback, if you can't hear it, you can't adjust.

Rational

David's high HPI Adjustment and low HDS Excitable suggest that he maintains composure under stress and rarely overreacts. While this is a strength, it also signals a pattern: difficulty internalizing feedback. His EQ Self-Awareness score confirms a moderate blind spot—he may not fully recognize the impact of his behavior or when improvement is needed. Moderate Dutiful and moderate Cautious suggest that while he isn't overtly resistant, he may deprioritize others' input unless it aligns with his internal compass. Across assessments, this reflects a calm, principled individual who risks missing developmental insight because feedback doesn't *feel* urgent.

Behaviors

Actively seek, reflect on, and incorporate feedback—even when it's subtle, uncomfortable, or unsolicited.

Strategies

- **Daily Routine:** After any key interaction, ask: “What signals did I get today—spoken or unspoken—that suggest how I showed up?”
- **Weekly Experiment:** Ask one colleague or team member per week: “What's one thing I could have done better this week?” Only listen. No explaining.
- **3-Week Commitment Series:** Capture and act on three pieces of feedback—visible or inferred—and report back to the giver what you tried and what changed.

Success Markers:

- *Short-term:* You hear a version of, “Thanks for being open to that—you're easy to talk to.”
- *Long-term:* Colleagues offer feedback proactively, signaling psychological safety and trust in your growth mindset.

Why This Works

Leaders who actively seek feedback—not just tolerate it—are perceived as more adaptable, collaborative, and promotable.