

# Leader Profile

2035

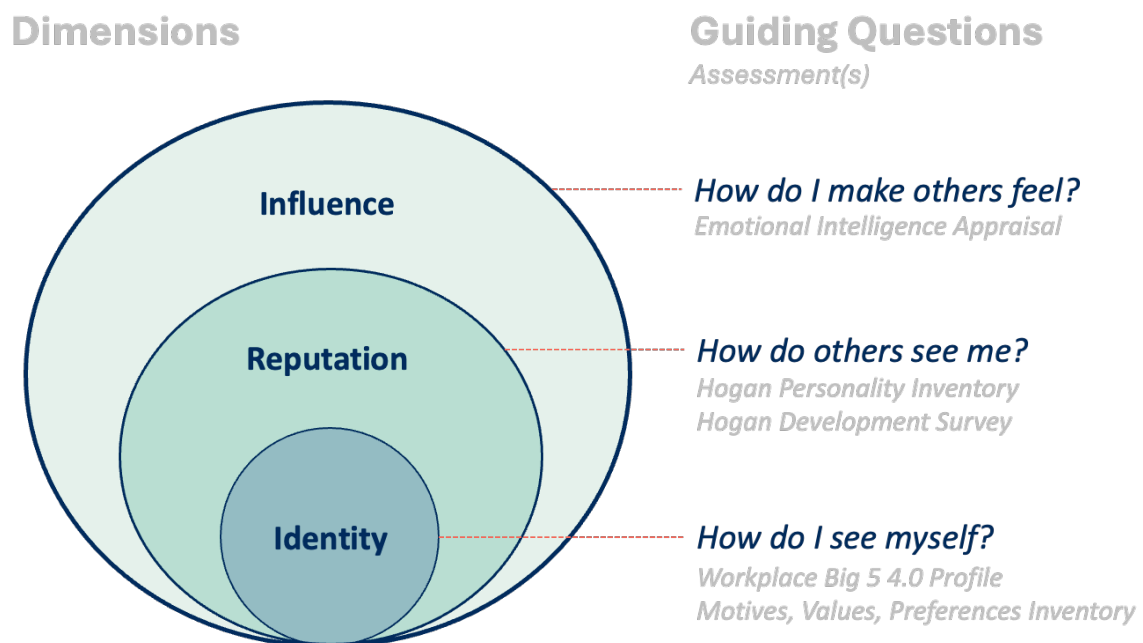
# Erin Riley

## Intro

Your thoughts, actions, and interactions have a ripple effect. This effect shapes your self-image, reputation, and relationships. The Leader Profile provides data-driven psychological insights to build strategic self-awareness, so you show up the way you intend and have the impact you desire.

## Model

The Leader Profile is built on the **Intentional Leader Model**, a proprietary development framework based on three integrated dimensions (Identity, Reputation, and Influence) that together represent your total impact. Each dimension is fueled by a guiding question and corresponding assessment(s):



## Start

Start by exploring your values and sense of self in identity. Then move to your reputation, how others are likely to see you. End with influence, the emotional mark you leave on those around you.

Remember, there are no *good* or *bad* scores in this report. Scores are simply data to help you grow with purpose. Pay close attention to your highs and lows; those are often where the biggest insights live. They reflect how your tendencies show up on good days, and how they may stretch under pressure.

Throughout the report, you'll see categories paired with numbers. These categories represent well-established psychological traits—validated through decades of research. The numbers are percentile scores, showing how your results compare to others. For example, a score of 72 means you scored higher than 72% of other people in that specific category.

This report is about awareness, not judgment. Use it to sharpen how you see yourself, how others see you, and how you influence.

# Leader Profile

## Who is Erin?

### Snapshot

Erin is a results-oriented leader. She is motivated by the ability to influence outcomes, make decisions that matter, and operate with logic and precision. Recognition, routine, and tradition do not drive her. She is focused on performance.

She views herself as measured, independent, and in control. She is confident in her ability to stay composed under pressure, follow through, and deliver high standards. Others likely see her similarly, as reliable, principled, and analytical. She maintains a calm, private demeanor and is not outwardly expressive. Colleagues tend to trust her competence, even if they are unsure of her emotional engagement.

This creates a leadership profile marked by strong self-regulation and clear thinking. However, others may not always sense her investment in them. While she sees systems and strategies clearly, emotional cues and interpersonal dynamics may require more attention. She challenges outdated methods, expects improvement to be purposeful, and brings discipline to complex problems. Her thinking is evidence-based, and her standards are high, but she is open to change if the rationale is sound.

Her leadership is grounded in competence and conviction. There is a development opportunity to increase her visibility and emotional clarity, ensuring others experience the intent behind her actions.

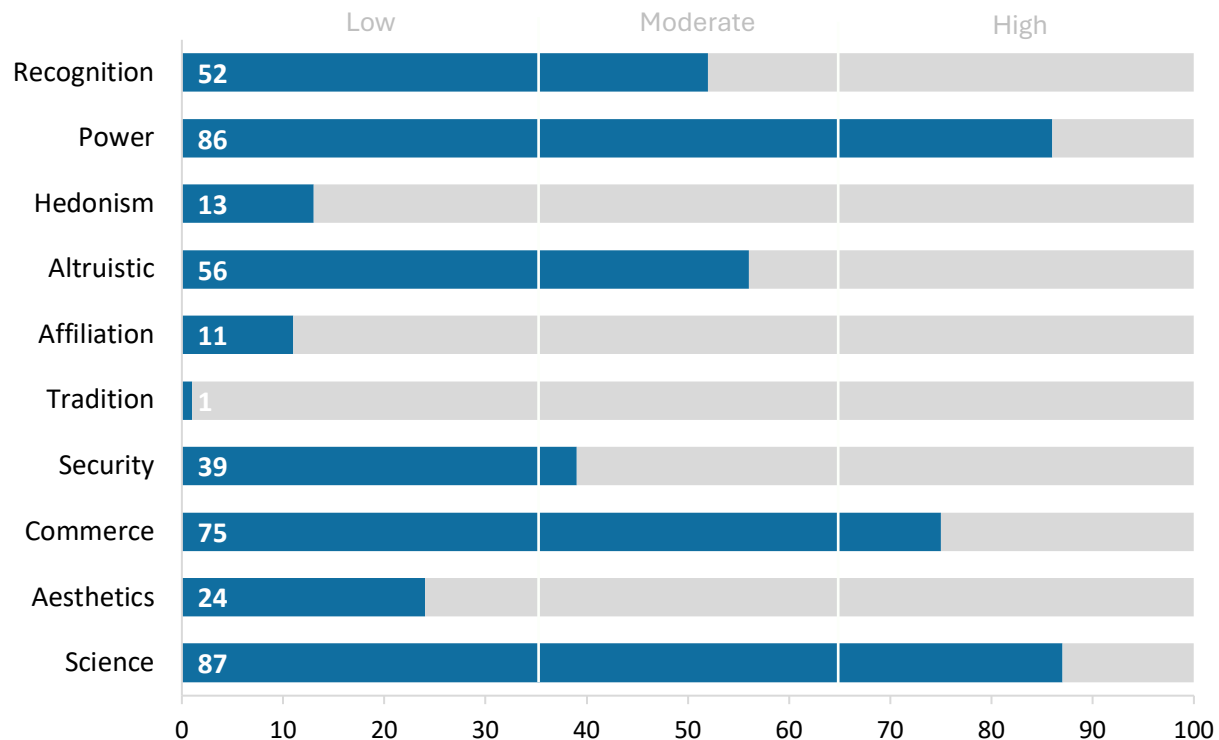
Using the Intentional Leader Model, the rest of this report outlines Erin's identity, reputation, and influence.

# Identity

How do I see myself?

## Motives, Values, and Preferences Inventory (MVPI)

**Bottomline:** Erin is driven by influence, outcomes, and logic. Not perks, popularity, or tradition. She does her best work when decisions matter and data drives action. Her values move her to seek innovation and efficiency—not socializing, showmanship, or status quo thinking.



**Details:** Erin is primarily motivated by Power. She values roles where she can lead, influence, and make consequential decisions. She prefers environments that reward outcomes. Her strong Commerce score reinforces this orientation—she is focused on efficiency, financial results, and return on investment. With a moderate Security score, she is reasonably comfortable with risk and ambiguity, which supports entrepreneurial or performance-driven work settings.

Her interpersonal preferences are more selective. A very low Affiliation score indicates minimal need for social connection at work. However, her moderate Altruism score suggests she is willing to support others when it aligns with her personal values, making her principled but not necessarily people driven. She scores very low on Hedonism, which means she does not seek fun in the workplace. She likely prefers a serious, professional culture and may find highly social environments unproductive.

Erin's low Tradition score signals a strong desire to challenge established norms. She is unlikely to follow precedent without question and instead prefers innovation and modernization. Science, her highest score indicates a preference for logic, objectivity, and evidence-based decision-making. She relies on data, values structured thinking, and expects clear reasoning from others.

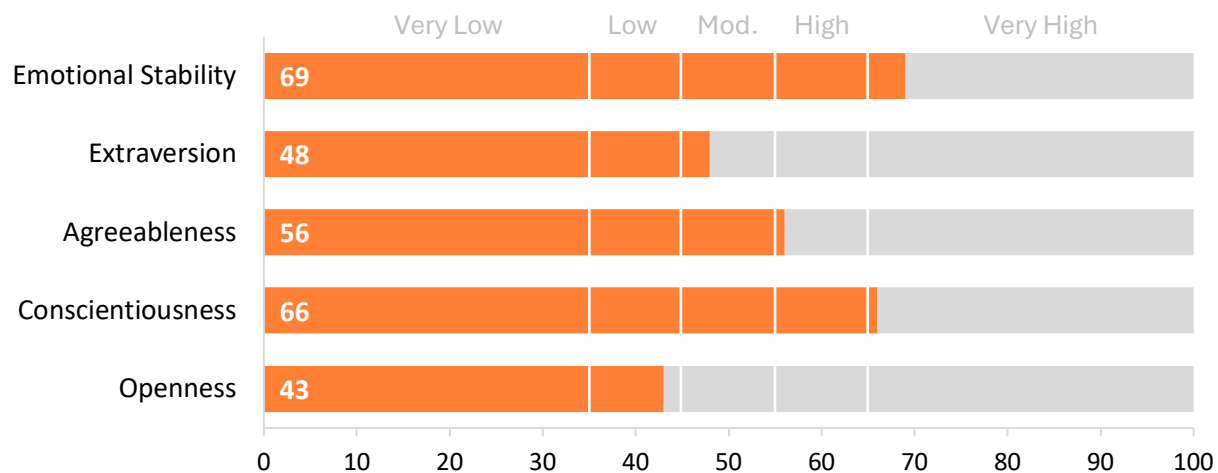
**Assessment:** The MVPI reveals core drivers. These are the values that shape what you prioritize, how you make decisions, and what environments you thrive in. It's not about what you can do, but what you want from work.

# Identity

How do I see myself?

## Workplace Big Five 4.0 Profile

**Bottomline:** Erin sees her personality as pragmatic, composed, and disciplined. To broaden her impact, she might dial up visibility, embrace imperfection when it serves speed, and speak more decisively when harmony competes with strategy.



**Details:** Erin’s emotional stability is a bedrock trait. She stays calm under pressure, quickly shifting from reaction to resolution. Others may underestimate how much she cares because she’s so good at staying composed—but beneath that calm is a leader deeply engaged in outcomes.

In her view, she’s moderately extraverted. Capable of leading conversations and connecting with others, but most at ease in environments that allow space for focus. She communicates thoughtfully and with purpose, but prolonged social demands can be draining. She likely excels in hybrid roles that alternate between interaction and independent execution.

Relationally, Erin values collegiality. She prefers to maintain harmony rather than provoke conflict, which supports team cohesion—but may lead her to defer too readily in contentious moments. There’s opportunity here: asserting her viewpoint more confidently can elevate both influence and clarity.

Conscientiousness is her signature strength. She’s disciplined, structured, and intensely reliable. She finishes what she starts and does it well. But the same strength can slow things down when perfection gets in the way of progress. Delegating earlier and accepting “good enough” when the stakes are low could be powerful levers for greater efficiency.

Her openness is lower, reflecting a preference for practical, proven solutions over blue-sky brainstorming. Erin isn’t one to chase novelty, she innovates only when it serves the mission. This makes her a strategic problem-solver, not a disruptor. She sees ideas as tools, not toys.

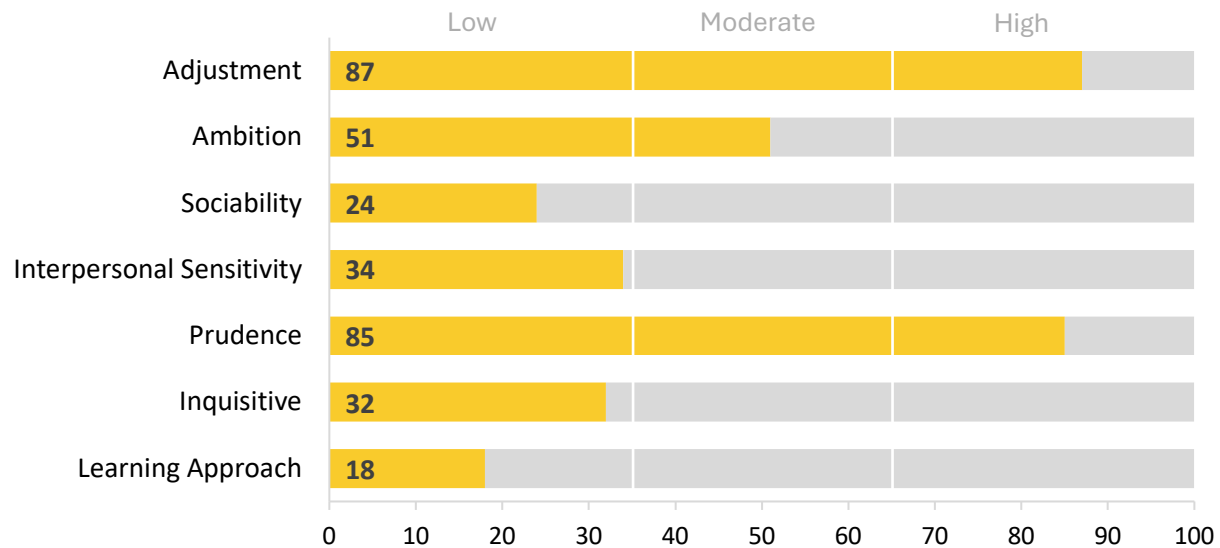
**Assessment:** The Workplace Big Five 4.0 Profile is an identity-based tool reveals how you see yourself; your natural preferences for thinking, relating, and working. It’s not about performance, but about patterns that shape how you show up under pressure, with people, and in your role.

# Reputation

How do others see me?

## Hogan Personality Inventory (HPI)

**Bottomline:** Others likely see her as emotionally reliable, results-focused, and quietly effective. Erin shows up as steady, driven, and pragmatic. She leads with clarity, not charisma.



**Details:** Others will see Erin as composed under pressure. She maintains perspective when things get tense and avoids spiraling into regret or overreaction. This even temperament helps her project confidence without the noise. She stays focused on solutions, not setbacks. She's motivated and assertive, but without a need to dominate. She takes initiative and drives toward results yet remains attuned to group success. There's a quiet ambition here purposeful and grounded, not performative.

Socially, she prefers substance over spotlight. More likely to be found in a thoughtful one-on-one than the center of a crowded room, Erin is selective with her energy. She builds depth in relationships but doesn't seek wide visibility. This contributes to a perception of seriousness and focus rather than sociability. Her communication style is direct and unembellished. She favors clear messaging and avoids small talk or emotional layering. While not especially warm, she isn't abrasive, just efficient. She keeps the signal high and the noise low.

In her work habits, Erin is structured and consistent. She relies on routines; values discipline and sets a high bar for personal standards. She favors preparation over spontaneity and is well-suited to environments that reward accountability. When it comes to curiosity, Erin is more practical than theoretical. She leans toward methods with proven utility, preferring stability over innovation. Her learning is grounded in real-world experience rather than formal instruction—a strength in hands-on roles, though it may limit interest in abstract strategy.

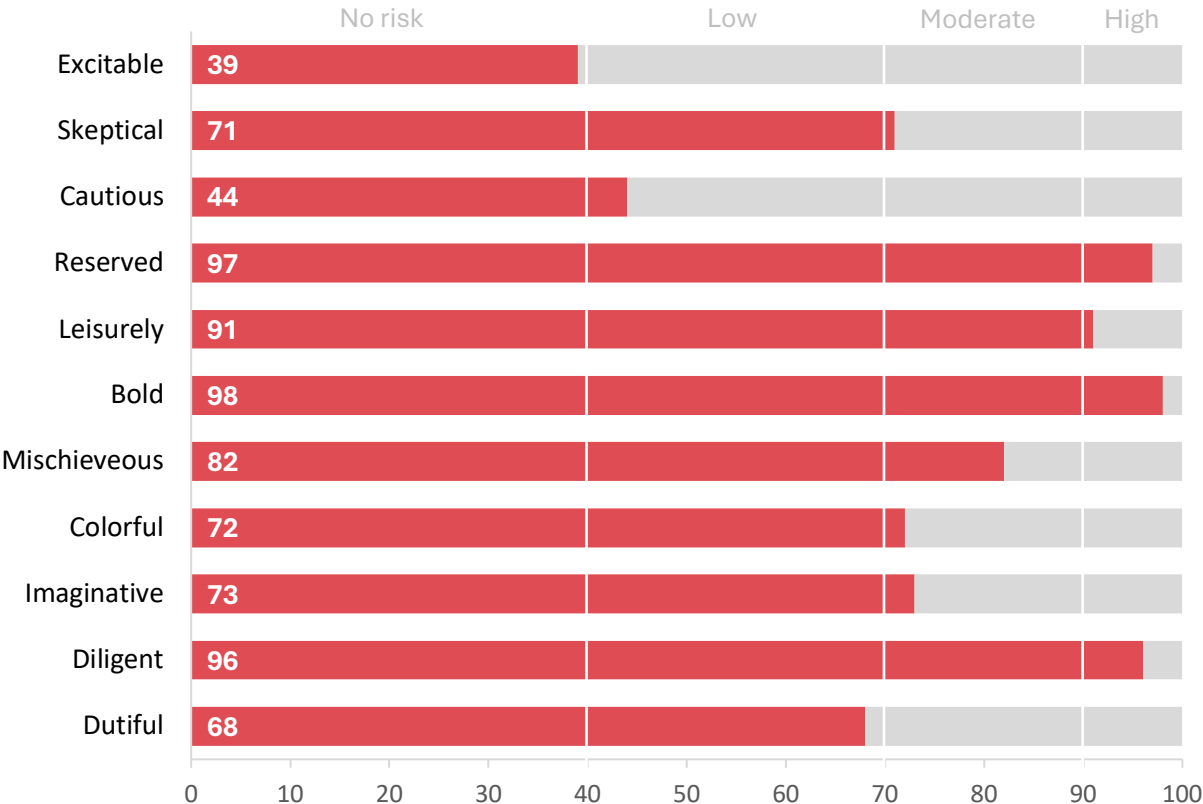
**Assessment:** The HPI measures the "bright side" of personality. These traits describe how *others* likely see Erin during everyday professional interactions.

# Reputation

How do others see me?

## Hogan Development Survey (HDS)

**Bottomline:** Erin is principled, disciplined, and confident. However, under stress she should remain mindful of how rigidity, interpersonal detachment, or overconfidence can become risks in her relationships and effectiveness.



**Details:** Erin’s diligence is unmistakable. She holds herself and others to a high bar, which builds trust in her competence. But that same attention to detail can veer into rigidity. In fast-moving or team-based contexts, she may struggle to delegate or accept good-enough solutions, potentially slowing momentum or breeding frustration.

Confidence is another double-edged trait. Erin projects boldness and purpose, and others likely see her as someone built for leadership. However, that same confidence can edge into overconfidence, especially if feedback is scarce or ignored. Her belief in her own ideas may eclipse the collaborative tone required in complex group settings.

Socially, Erin tends to keep her emotions close. She may come off as reserved or cool, not because she lacks care but because she prioritizes outcomes over emotional expression. When she feels undervalued, she may disengage quietly rather than confront directly, a pattern that could confuse or alienate others. She’s unlikely to react impulsively under stress.

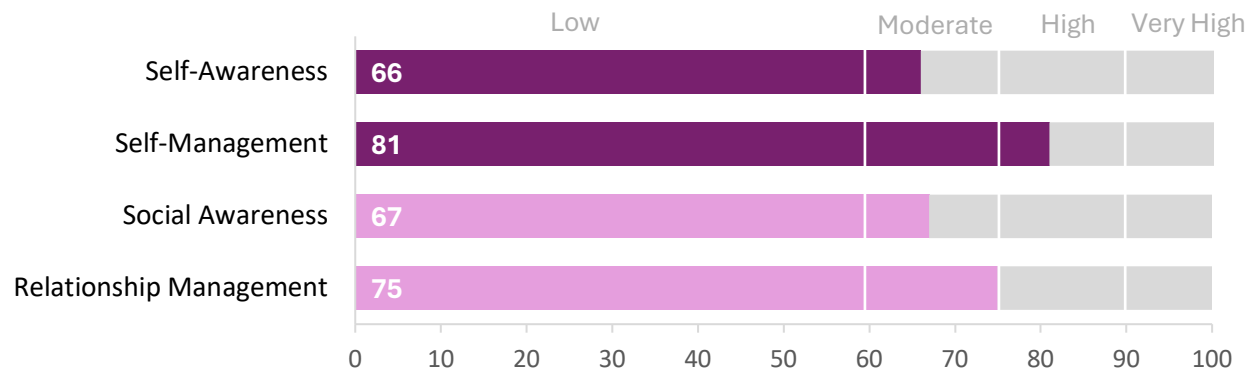
**Assessment:** The HDS flags strengths that can become liabilities under stress. It highlights reputation-based risk factors—traits others may notice when pressure rises or active self-monitoring drops.

# Influence

How do I make others feel?

## Emotional Intelligence Appraisal

**Bottomline:** Erin blends composure with competence. Her high self-management and relationship skills make her a steady, dependable leader. With a bit more self-reflection and sharper attention to emotional undercurrents, she can shift from reliable to truly resonant.



**Details:** Erin’s emotional intelligence profile is balanced, with standout strength in self-management. She stays cool when others might crack—regulated, consistent, and deliberate under pressure. This kind of emotional control builds trust fast, especially in tense or high-stakes settings.

Her relationship management is also strong. She’s constructive in how she leads conversations, manages expectations, and navigates tension. People likely see her as someone who handles interpersonal matters with maturity and clarity—even when emotions are involved.

Where there’s room to grow is in emotional perception. Erin’s self-awareness, while solid, lags just a touch behind her behavioral control. She may not always pause to process the why behind her emotions or reactions. Increasing that awareness could sharpen her agility in complex moments.

The same goes for social awareness. She reads the room well enough to be effective, but may occasionally miss subtle cues—unspoken tension, subtle disappointment, a disengaged team member. These are leadership micro-moments that could offer deeper connection if noticed.

**Assessment:** The Emotional Intelligence Appraisal measures how effectively you recognize and manage emotions in yourself and others. Focused on four core EQ skills, it links emotional insight to leadership impact and interpersonal effectiveness.