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# Acumen Capacity Index™

**Samantha Sample**

VP of Samples

TTI

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# Introduction



Research shows that the most effective people understand themselves and develop strategies to meet the demands of their environment. The Acumen Capacity Index (ACI) report helps individuals accurately perceive the world around them as well as themselves.

Acumen can be seen through a person's ability to make value judgments. Another way to see acumen is by considering people's ability to organize their intellectual and emotional reasoning. In essence the stronger a person's acumen, the more aware that person is of how biases impact one's ability to address situations. Acumen sheds light on an individual's performance and conduct.

This report explores both how people interact with the world and, on a more personal level, how they view their value in the world.

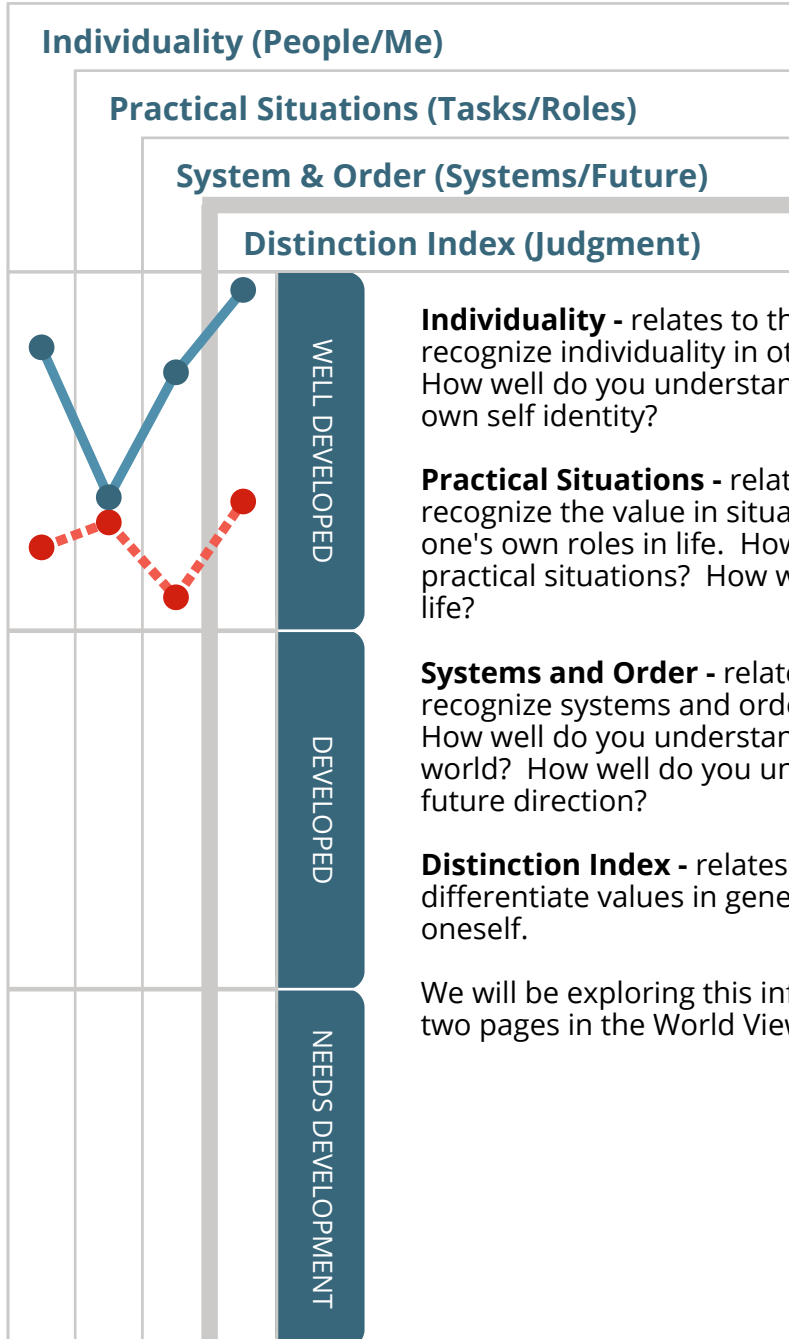
- Summary of Acumen Capacity
- World View
- Self View
- External Concentration Score
- Capacity for Problem Solving
- Reaction Index
- Business Performance Summary
- Dimensional Balance

Be sure to read the entire report with an open mind. Everyone has areas where they can improve. Use the content of this report while working with your mentor, professional coach or manager in order to make improvements, both personally and professionally.

# Summary of Acumen Capacity



The Dimensions section measures Samantha's ability to understand each of the dimensions individually as well as the ability to differentiate the value elements in situations.



**Individuality** - relates to the development of your ability to recognize individuality in others and individuality within yourself. How well do you understand others? How well developed is your own self identity?

**Practical Situations** - relates to the development of your ability to recognize the value in situations in the outside world and within one's own roles in life. How well do you understand all aspects of practical situations? How well do you understand your roles in life?

**Systems and Order** - relates to the development of your ability to recognize systems and order in the world and within yourself. How well do you understand structure and organization in the world? How well do you understand your self-organization and future direction?

**Distinction Index** - relates to your development of the ability to differentiate values in general in the world as well as within oneself.

We will be exploring this information in more detail over the next two pages in the World View and Self View sections.

Samantha's World View



Samantha's Self View

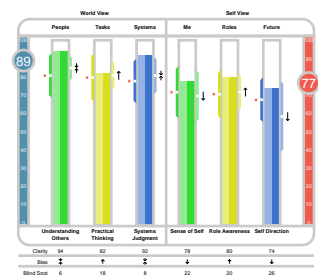


# World View



This is how Samantha sees the world around her. This view measures her clarity and understanding of people, tasks and systems. It could also be looked at in terms of feeling, doing and thinking from an external standpoint. The statements below are based primarily on the 3 dimensions found on the World View side of the dimensional balance page. The statements will be listed in scoring order from highest to lowest.

- Samantha values people as individuals, rather than just on their performance, even when she is in a management position.
- Samantha understands people well and enjoys a feeling of mutual respect for others.
- Samantha enjoys forming and maintaining close affiliations with others.
- Samantha sees order and structure as necessary requirements for getting things done.
- Samantha performs best in an atmosphere that has a clear structure and a well-defined chain of command.
- Samantha has good thinking and planning abilities.
- Samantha sees the practical perspective clearly and will ignore interruptions to stay focused.
- Samantha performs best in an atmosphere that is practical, with the end-point of each project or task clearly defined.
- Samantha focuses on solutions to problems to achieve goals.
- Samantha will try to find a way to accomplish objectives, even if the necessary resources are not available.

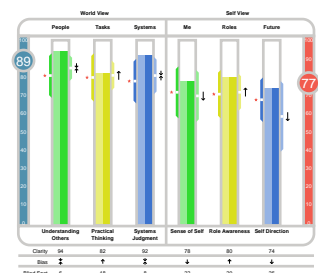


# Self View



This is how Samantha sees herself. This view measures her clarity and understanding of herself, her roles in life and her direction for the future. The internal dimensions are a reflection of her from both personal and professional viewpoints. The statements below are based on the 3 dimensions found on the Self View side of the dimensional balance page. The statements will be listed in scoring order from highest to lowest.

- Samantha will focus on the process of role changes when necessary to assure a smoother transition.
- Samantha is a person who emphasizes her personal and professional roles.
- Samantha has a good grasp of her life roles.
- Samantha tends to rely on herself in the face of adversity.
- Samantha may call upon her inner strength when needed to get through a situation.
- Samantha could benefit from developing a deeper understanding and appreciation of herself.
- Samantha tends to follow a set of organizing principles for her life.
- Samantha is open to future possibilities and opportunities, and her flexibility about her long-term future should help her to take advantage of opportunities.
- Samantha focuses on the directional aspects of life, where she is going and who she will become.



# External Clarity and Awareness



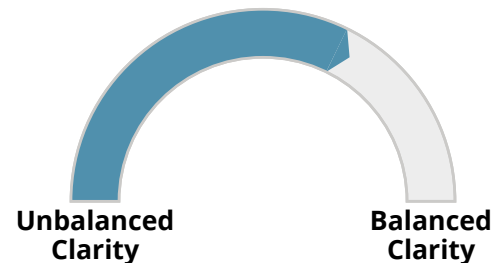
*Clarity of Performance measures a person's ability to recognize what's relevant in situations, their ability for focusing on, understanding and valuing all three dimensions evenly in the outside world. Situational Awareness is the measurement of Samantha's viewpoint of the reality in the outside world. Both the Clarity of Performance and Situational Awareness should be evaluated by taking the Emotional Bias Distortion Score into account. Does Samantha have a clear view of the outside world to go with her level of balance and reality?*

**External Clarity of Performance:** The level of balance based on Samantha's ability to evaluate people, practical and theoretical situations in the outside world.

- Samantha should do her best to remain objective in dealing with situations and issues of all kinds.
- To establish a more balanced view of the world, Samantha should seek to understand and appreciate tasks and practical matters.

*Based on your current level of balance, where is the greatest impact: people, tasks or systems?*

*Is your level of balance appropriate for your professional/personal life and path?*

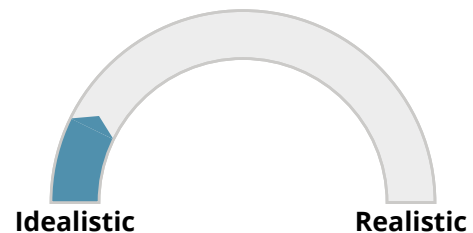


**External Situational Awareness:** Your level of reality based on your perception of the outside world.

- Samantha may be "closed" to certain things.
- Samantha may be unrealistic in matters personal, practical and theoretical.

*How realistic is your world perception or your expectations of the world in terms of people, tasks and systems?*

*How is this level (or lack) of expectations or perception impacting you?*



11

**Emotional Bias Distortion:** This could also be referred to as your external blind spots as shown on the Dimensional Balance page. The higher the score the less clear your world view is in terms of people, tasks and systems. Scores over 20 can moderately affect the impact of your External Clarity of Performance and Situational Awareness. Scores over 40 can greatly cloud these areas.

# Internal Clarity and Awareness



*Clarity of Performance measures a person's ability to recognize what's relevant in situations, their ability for focusing on, understanding and valuing all three dimensions evenly within one's self. Situational Awareness is the measurement of Samantha's viewpoint of the reality within her own world. Both the Clarity of Performance and Situational Awareness should be evaluated by taking the Emotional Bias Distortion description into account. Does Samantha have a clear view of herself to go with her level of balance and expectations?*

**Internal Clarity of Performance:** The level of balance based on Samantha's ability to evaluate who you are, your roles and your future.

- She may want to focus on clarifying her envisioned future of who and what she ought to become.
- Samantha has a balanced view of internal issues and situations.

*Based on your current level of balance, where is the greatest impact: you as a person, your roles or your future?*

*How does this level of balance impact you (positive/negative) in your current situation?*

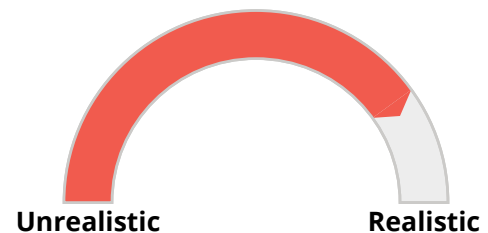


**Internal Situational Awareness:** Your level of expectations based on your perception of yourself, your roles and your future.

- Samantha is acutely aware of her own strengths and weaknesses.
- Samantha has good awareness in terms of herself, role and direction.

*How realistic is your self perception or your expectations in terms of you as a person, your roles and your future?*

*What insights have you discovered about yourself that could be further developed?*

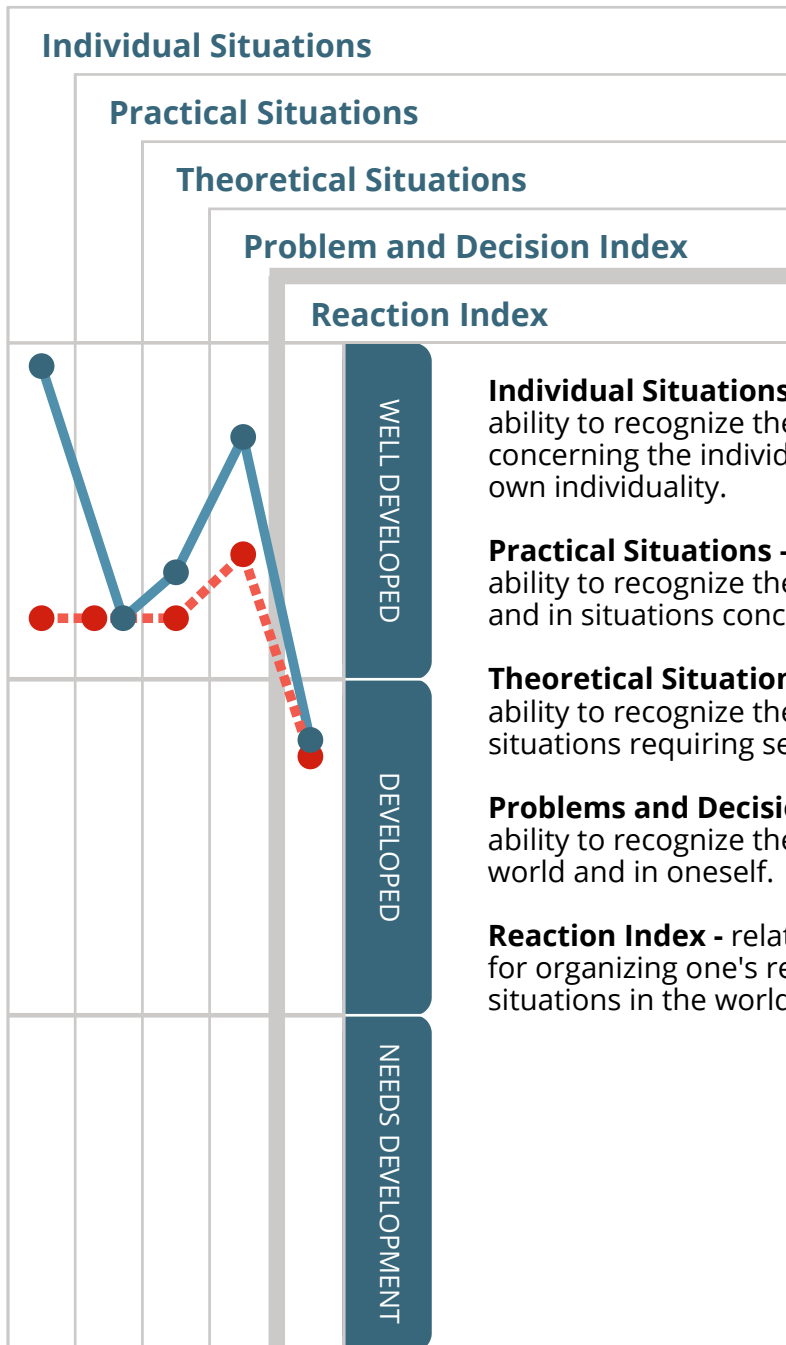


23

**Emotional Bias Distortion:** This could also be referred to as your internal blind spots as shown on the Dimensional Balance page. The higher the score the less clear your self-view is in terms of you as a person, your roles and your future. Scores over 20 can moderately affect the impact of your Internal Clarity of Performance and Situational Awareness. Scores over 40 can greatly cloud these areas.



# Summary of Capacity for Problem Solving



**Individual Situations** - relates to the development of your ability to recognize the importance within situations concerning the individuality of others and concerning one's own individuality.

**Practical Situations** - relates to the development of your ability to recognize the importance within practical situations and in situations concerning one's own roles in life.

**Theoretical Situations** - relates to the development of your ability to recognize the importance within systems and in situations requiring self-discipline.

**Problems and Decisions** - relates to the development of your ability to recognize the importance within situations in the world and in oneself.

**Reaction Index** - relates to the development of your ability for organizing one's reactions when confronted with situations in the world and within oneself.

Samantha's World View



Samantha's Self View



# External Problem Solving and Decision Making



The following scores will identify Samantha's ability to identify and solve specific types of problems as well as her ability to make balanced decisions in the outside world.

**Capacity for Solving Problems Involving People** - The ability to identify and solve problems related to the individuality of people.

0 10 20 30 40 50 60 70 80 90 100



100

**Capacity for Solving Practical Problems** - The ability to identify and solve problems related to tasks and practical situations.

0 10 20 30 40 50 60 70 80 90 100



80

**Capacity for Solving Theoretical Problems** - The ability to identify and solve systems, structural and theory-based problems.

0 10 20 30 40 50 60 70 80 90 100



84

**Capacity for Problem Solving and Decision Making in the Outside World** - The ability to perceive all relevant information regarding people, tasks and systems. The higher your score, the more balanced your problem and decision making will be.

0 10 20 30 40 50 60 70 80 90 100



92

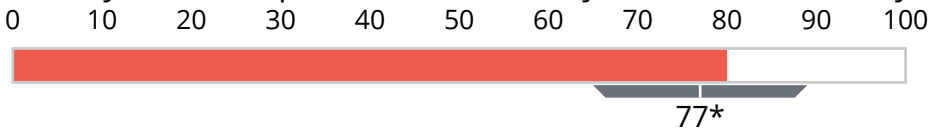
\* 68% of the population falls within the shaded area.

# Internal Problem Solving and Decision Making



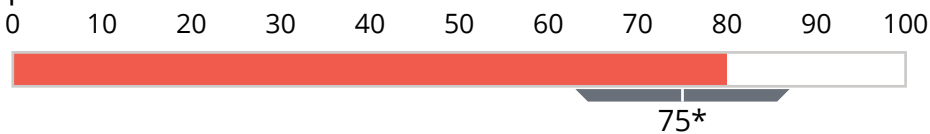
The following scores will identify Samantha's ability to identify and solve specific types of problems as well as her ability to make balanced decisions within one's self.

**Problem Solving Ability Within One's Self** - The ability to identify and solve problems related to your own individuality.



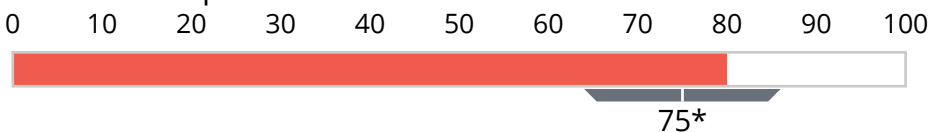
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**Problem Solving Ability Within One's Roles** - The ability to identify and solve problems related to your personal and/or professional roles in life.



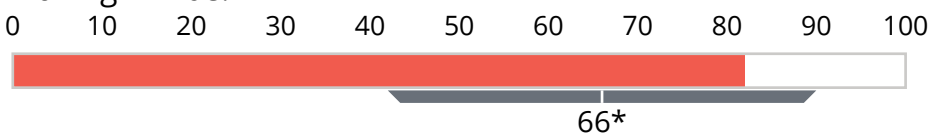
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**Problem Solving Ability Regarding One's Future** - The ability to identify and solve problems with regard to your future direction and self-discipline.



80

**Capacity for Problem Solving and Decision Making Within One's Self** - The ability to perceive important aspects regarding your individuality, your roles and your future. The higher your score, the more balanced your problem solving and decision making will be.



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\* 68% of the population falls within the shaded area.

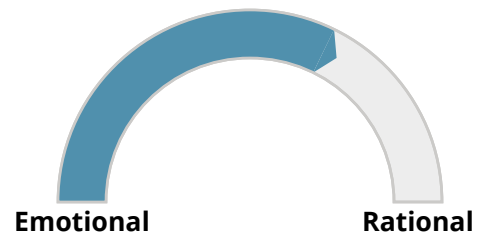
# Reaction Index



The Reaction Index is determined by looking at Samantha's External Control and Internal Control. The combination of this information will identify one's ability for appropriate responses in difficult situations.

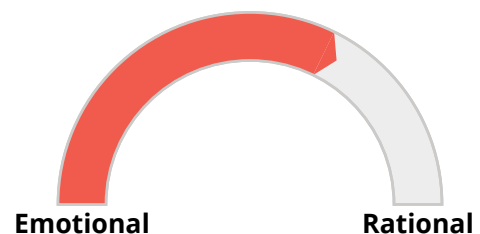
**External Control:** The ability to appear to be rational and in control when facing problems or crises.

- She shows some discipline and organization when reacting to conflict, primarily dealing with problems involving systems and theories.
- She shows some discipline and organization when reacting to conflict, primarily dealing with problems involving practical situations.
- She shows some discipline and organization when reacting to conflict, primarily dealing with problems involving other people.
- Her capacity to organize and discipline her reactions when confronted with outside problems is developed.



**Internal Control:** The ability to remain in conscious command of one's internal self when confronted with difficult circumstances and to respond rationally.

- She shows some discipline and organization when reacting to conflict, primarily dealing with problems involving self-discipline.
- She shows some discipline and organization when reacting to conflict, primarily dealing with problems involving her roles in life.
- She shows some discipline and organization when reacting to conflict, primarily dealing with problems involving her own individuality.
- Her capacity to organize and discipline her reactions when confronted with problems within herself is developed.

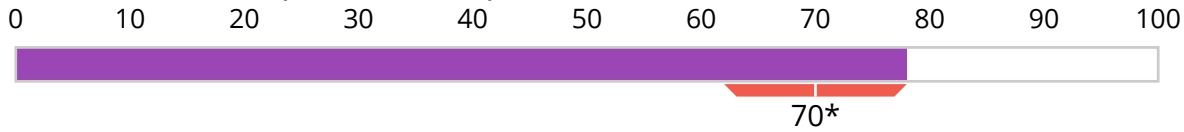


# Business Performance Summary



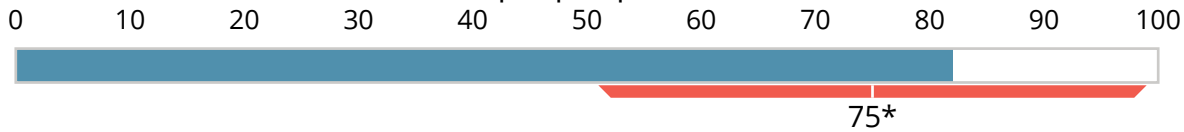
The Business Performance Summary will identify Samantha's ability to solve problems and concentrate during challenging times and ability to make balanced decisions.

**Balanced Decision Making** - The ability to make consistently sound and timely decisions in one's personal and professional life.



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**External Concentration Index** - The ability to remain focused and manage distractions on issues relative to people, practical and theoretical situations.

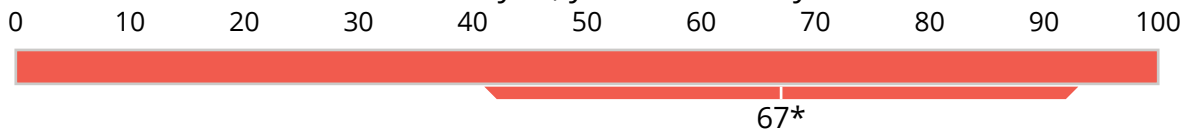


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**Emotional Bias Distortion:** This could also be referred to as your external blind spots as shown on the Dimensional Balance page. The higher the score the less clear your world view is in terms of people, tasks and systems. Scores over 20 can moderately affect the impact of your External Concentration score awareness. Scores over 40 can greatly cloud these areas.

**Internal Concentration Index** - The ability to remain focused and manage distractions on issues relative to you, your roles and your future.



100

23

**Emotional Bias Distortion:** This could also be referred to as your internal blind spots as shown on the Dimensional Balance page. The higher the score the less clear your self-view is in terms of you as a person, your roles and your future. Scores over 20 can moderately affect the impact of your Internal Concentration score awareness. Scores over 40 can greatly cloud these areas.

■ - External ■ - Internal ■ - Combined External and Internal

\* 68% of the population falls within the shaded area.

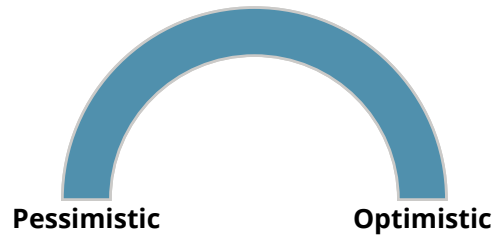
# Business Performance Summary



## Continued

**Attitude Index:** The Attitude Index measures your current outlook regarding your external or world view at the time when you completed the assessment. This is a very sensitive measurement and may pick up on something that has affected you within a few days or even several weeks of completing this assessment.

- Open-minded - accessible, flexible
- Appreciative - grateful, thankful
- Approving - favorable
- Positive - encouraging, upbeat
- Dynamic - lively, energetic, vibrant



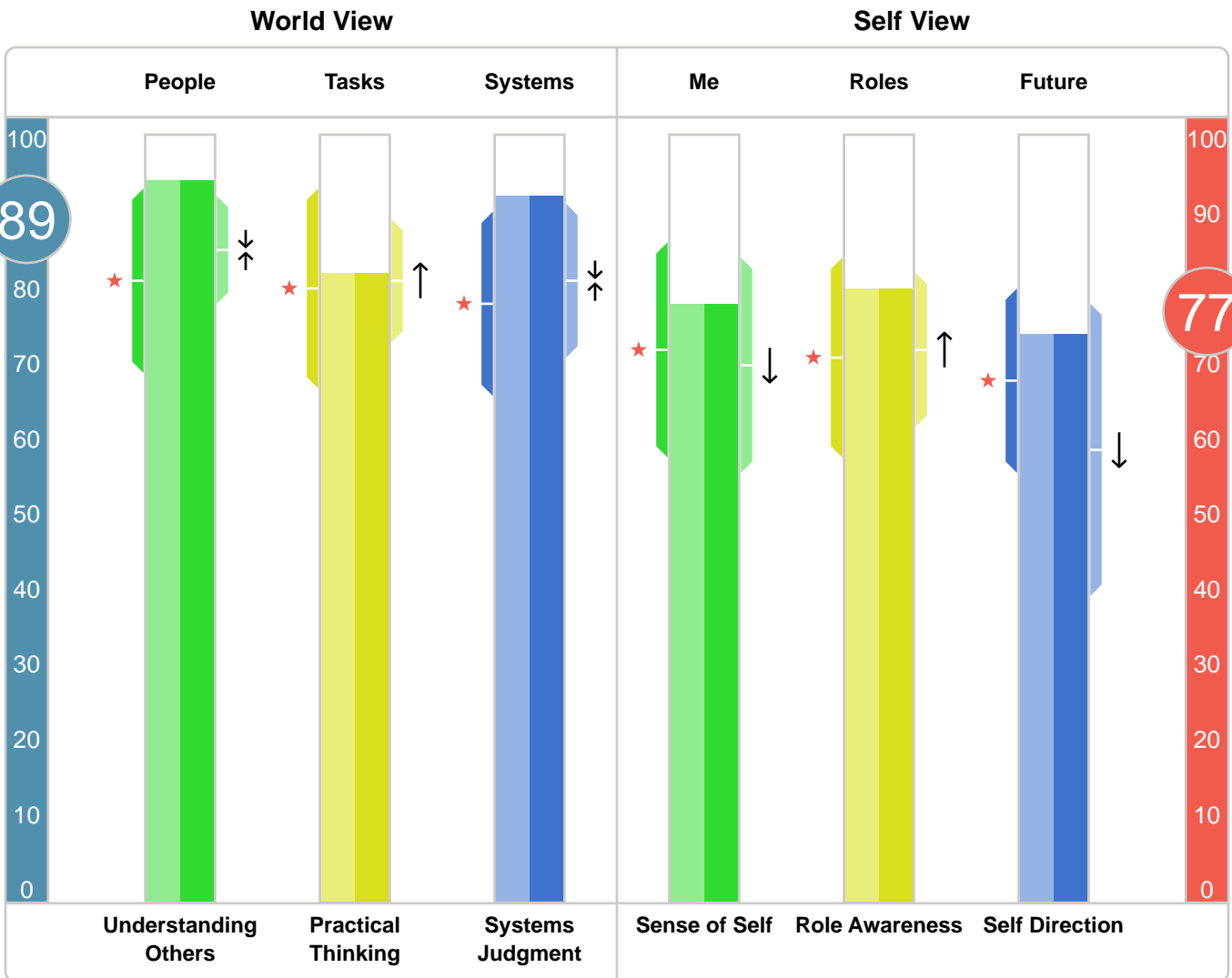
**How has your optimistic outlook benefited you in recent times?**

**How can you build on this in the future?**

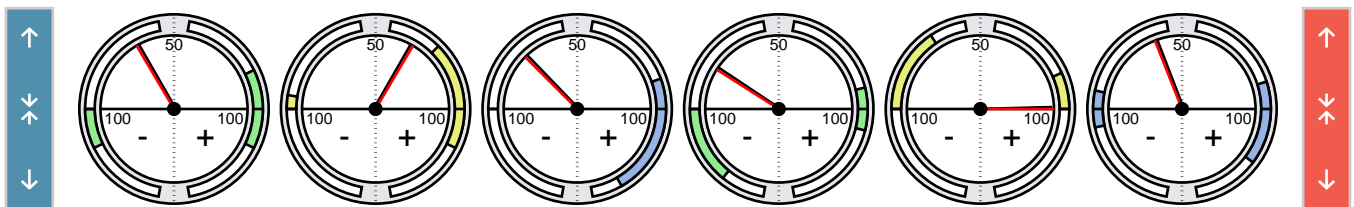
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# Dimensional Balance



	Understanding Others	Practical Thinking	Systems Judgment	Sense of Self	Role Awareness	Self Direction
Clarity	94	82	92	78	80	74
Bias	↕	↑	↕	↓	↑	↓
Blind Spot	6	18	8	22	20	26



Rev: 0.96-0.90

- ↑ Overvaluation
- ↕ Mixed valuation
- ↓ Undervaluation
- Intrinsic
- Extrinsic
- Systemic
- ★ Population mean
- 89 External Clarity Average
- 77 Internal Clarity Average

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