

# THE PHASE LINE ASSESSMENT



## PERSONALITY TRAITS

These 8 personality traits are based on years of scientific evidence that measure your own unique personality balance. Understanding these traits can help you to more effectively interact with the world around you.



### Extrovert

An extrovert is a person who is energized by being around other people. Usually

such individuals exhibit characteristics of being friendly and outgoing



### Introvert

An introvert is a person who is energized by being alone. Such individuals tend to be inward

turning, or focused more on internal thoughts, feelings and moods rather than seeking out external stimulation. Introverts usually are quiet, reserved, and introspective



### Liveliness

Liveliness is the quality of being outgoing, energetic, and enthusiastic. Lively individuals

tend to be animated and impulsive.



### Reflectiveness

Reflectiveness is the quality of contemplating through things for long time before deciding.

Such individuals tend to think through the situations.



### Sensitivity

Sensitivity is the state of experiencing acute physical, mental, or emotional responses

to stimuli. This can include external stimuli, like people or surroundings or internal stimuli, like one's own thoughts, emotions and realizations. Sensitive individuals tend to feel things far more strongly than others do



### Stoicism

The act of enduring pain or hardship without the display of feelings and without complaint.

Stoic individuals don't display their feelings and generally tend to accept whatever is happening



### Perfectionism

Perfectionism is a person's striving for flawlessness and setting high performance

standards where there is no room for mistakes. Such individuals refuse any standard that is short of perfection



### Flexibility

The willingness to set the standards as per demand of the situation and availability of

resources. Such individuals strive to achieve optimal output in a given scenario. Being flexible doesn't essentially mean accepting sloppy outcomes but flaws are accepted if they are within reasonable limits and unavoidable.



## LEADERSHIP SKILLS

These 7 skills are built around proprietary measure similar to how the US military evaluates its leaders. We use this data to identify your strengths and areas to work on. This helps our customized approach to leadership to be even more effective.



### Empathy

Empathy is the capacity to understand or feel what another person is experiencing from within their frame of reference, that is, the capacity to place oneself in another's position



### Confidence

Confidence is a feeling of self-assurance arising from an appreciation of one's own

abilities or qualities. It is characterized by trust and firm belief in oneself



### Resilience

Resilience is the capacity of an individual to recover quickly

from difficulties or hard time. It is characterized by toughness and determination.



### Sound judgment

Sound judgement is the capacity to assess situations or circumstances intelligently and to draw sound conclusions from those.



### Expertise

Expertise is presence of expert skill or knowledge in a particular

field. It could be acquired over the years with experience or with deep learning of essential things in the field



### Tact

A keen sense of what to do or say in order to maintain good

relations with others or avoid offense especially while dealing with difficult or delicate situations



### Innovation

The use of a new idea or a method to achieve

objectives more efficiently and / or effectively



## LEARNING STYLES

This is measured by the interaction of your sense of action with your strength of emotion. Understanding how you learn and then put what you learn into action is important to any educational endeavor you undertake. At Phase Line this helps our coaches to tailor the learning process specifically to you:



### The Integrator

An integrator normally prefers reflection over action. When making decisions, they often value facts over feelings. In teams, integrators will move the process forward by testing the suggested ideas against theory or logic to understand the connections, the 'big picture'. They have a valuable ability to bring a group together towards a common purpose



### The Problem Solver

Problem Solvers normally prefer action over reflection. In making decisions they value facts over feelings. Problem solvers live up to their name in groups and will move a team to action by proposing solutions and testing the practicality of decisions



### The Brainstormer

Brainstormers normally prefer reflection over action. In making decisions, they often value feelings over facts. When working in teams, brainstormers can be counted on to encourage, generate, and listen to new ideas. They bring a valuable sense of empathy and innovation to any organization



### The Doer

The Doer prefers action over reflection. When making decisions they often value feelings over facts. In teams, the doer's tendency is to move from decisions to action steps. They bring a valuable ability to keep things moving forward