



Comparative Study

Comparison of the thinking styles of:

J DOE

VICTORIA LINCOLN

HBDI²TM

IMPORTANT: This study is a professional tool. It is intended to be used by a Herrmann International certified practitioner.



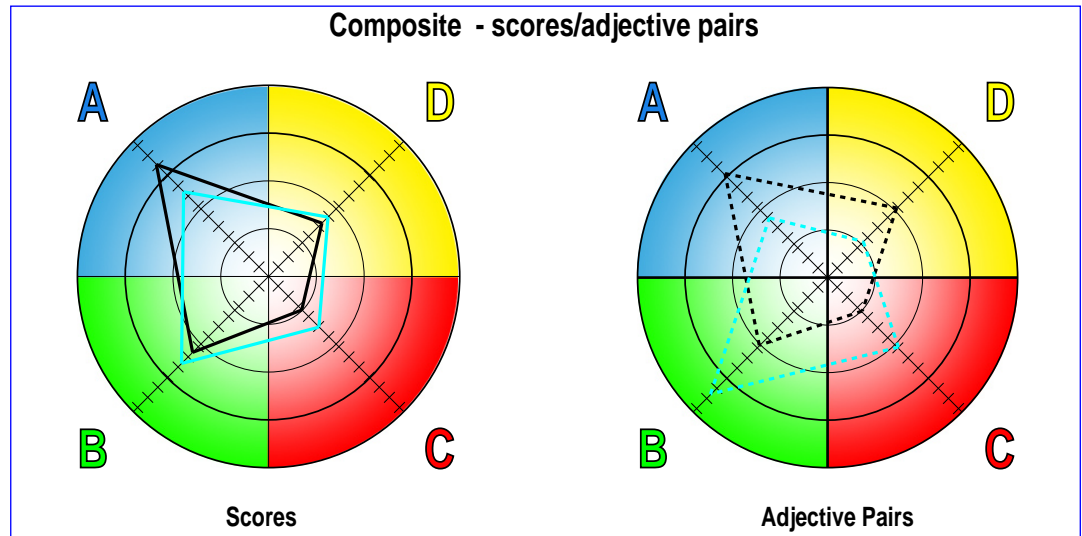


Comparison of general & adjective pairs scores

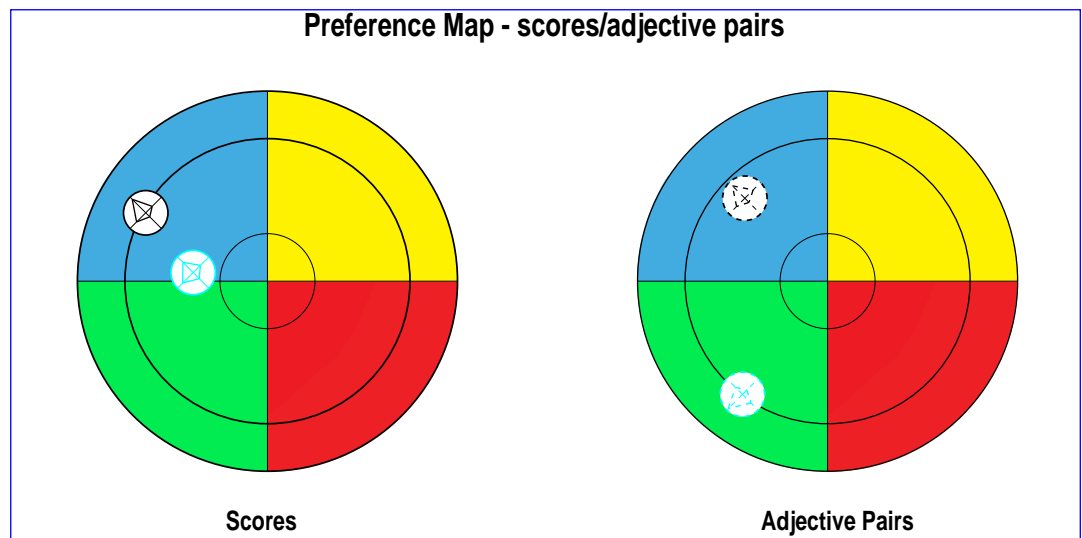
Elements of analysis

Black: J DOE

Cyan: VICTORIA LINCOLN



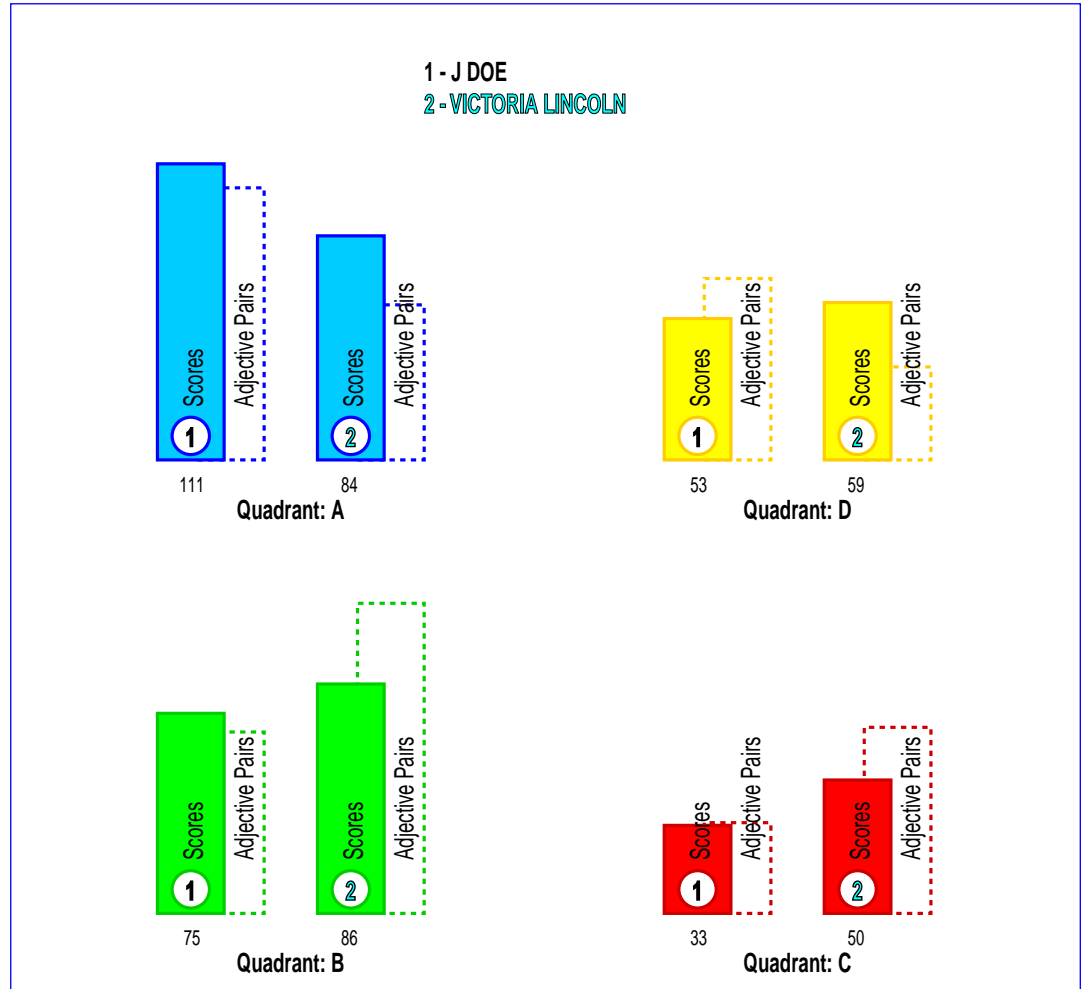
	Profile Scores				Preference Code				Adjective Pairs			
	A	B	C	D	A	B	C	D	A	B	C	D
J DOE	111	75	33	53	1	1	3	2	9	6	3	6
VICTORIA LINCOLN	84	86	50	59	1	1	2	2	5	10	6	3



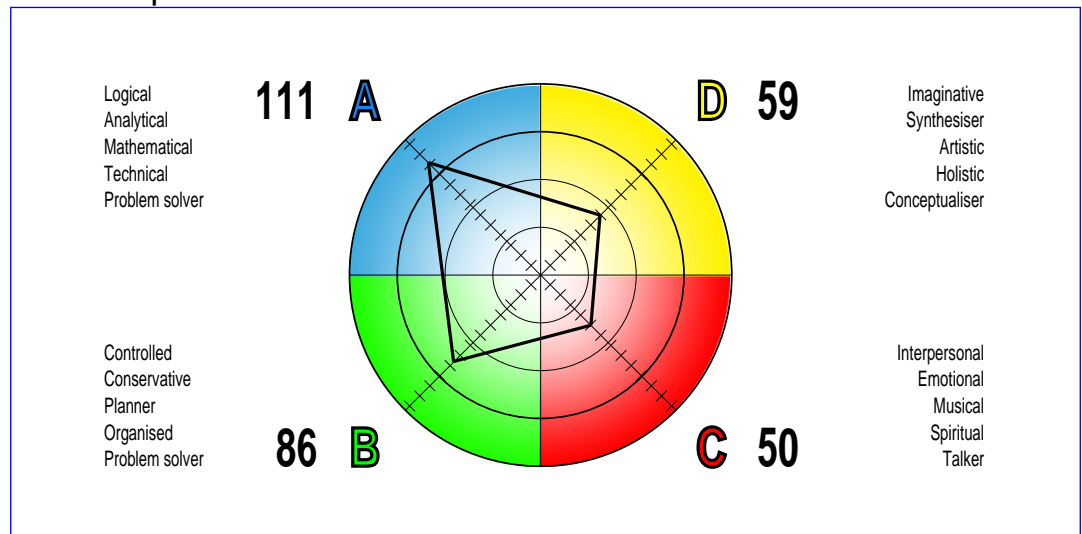


Comparison by quadrant

Elements of analysis



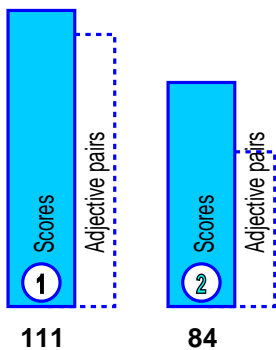
Cumulated pair resources





Comparison by quadrant, by descending order of synchronisation (1)

1: J DOE
2: VICTORIA LINCOLN

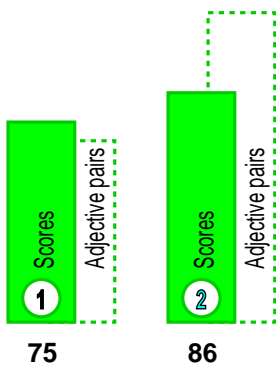


Quadrant: A. This Quadrant presents the most important synchronization for this 'pair'. According to these scores, both J DOE and VICTORIA LINCOLN have an important preference for this Quadrant. These two individuals appreciate both the factual and analytical modes, and both need logical coherence, rational explanation and time factors. Although they can align in other Quadrants, J DOE and VICTORIA LINCOLN frequently use the resources of the A Quadrant in their communication and their common work area. Thus, they have a distinct preference for the modes of this Quadrant: logic, analysis, problem solving and technical. For the 'pair' J DOE and VICTORIA LINCOLN the keywords from this Quadrant that have shared significance: facts, reason, technical, critical, performance and functionality.

The results of the 'Adjective pairs' section inform us about the way we react under pressure. The value obtained by J DOE for the 'Adjective Pairs' section is 9, which is equivalent to a score of 102. The general score for this quadrant is 111. The difference, which is 9, means that under pressure, J DOE uses less of the resources of this quadrant.

VICTORIA LINCOLN has the value of 5, in this section, which is equivalent to a score of 58, for a general score of 84. The difference of 26 points suggests that under pressure, VICTORIA LINCOLN uses less of this quadrant's resources.

Notes: _____



Quadrant: B. This is the second Quadrant which presents an important level of synchronization. Both VICTORIA LINCOLN and J DOE show strong preferences in this Quadrant also. The two individuals are comfortable utilizing the concrete and pragmatic modes, and both need material safety and order. They also have a strong preference for the modes/resources of the B Quadrant: organization, planning, administration and implementation. Both VICTORIA LINCOLN and J DOE readily access the key arenas of this Quadrant: cautiousness, organization, control, reliability and planning.

The value obtained by VICTORIA LINCOLN for the 'Adjective Pairs' section is 10, which is equivalent to a score of 116. The general score for this quadrant is 86. The difference, which is 30, means that under pressure, VICTORIA LINCOLN uses more of the resources of this quadrant.

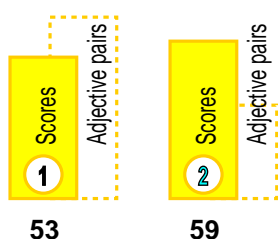
J DOE has the value of 6, in this section, which is equivalent to a score of 68, for a general score of 75. The difference of 7 points suggests that under pressure, J DOE uses less of this quadrant's resources.

Notes: _____



Comparison by quadrant, by descending order of synchronisation (2)

1: J DOE
2: VICTORIA LINCOLN

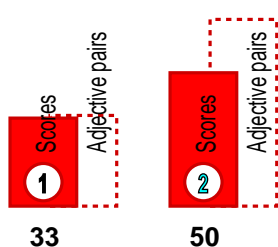


Quadrant: D. This is the third Quadrant with an important alignment of the scores. This important alignment is moderated by secondary preferences of VICTORIA LINCOLN and J DOE for this Quadrant. However, the two individuals can use the imaginative and conceptual modes, and both understand the need of novelty, space and innovation. Both VICTORIA LINCOLN and J DOE can use the modes/resources of the D Quadrant: conceptual, holistic, intuition, synthesis and imagination.

The value obtained by VICTORIA LINCOLN for the 'Adjective Pairs' section is 3, which is equivalent to a score of 35. The general score for this quadrant is 59. The difference, which is 24, means that under pressure, VICTORIA LINCOLN uses less of the resources of this quadrant.

J DOE has the value of 6, in this section, which is equivalent to a score of 68, for a general score of 53. The difference of 15 points suggests that under pressure, J DOE uses more of this quadrant's resources.

Notes: _____



Quadrant: C. There are few common points between VICTORIA LINCOLN and J DOE in this Quadrant. J DOE could have some difficulties following VICTORIA LINCOLN in the interpersonal and emotional mode. There is also a risk of misunderstanding by J DOE about VICTORIA LINCOLN's need for relational reciprocity, emotional safety, personal connection and communication. In the workplace, J DOE should however rely upon the resources of VICTORIA LINCOLN for the modes of the C Quadrant: emotional, relational, interpersonal and the expression of ideas. To communicate more effectively with VICTORIA LINCOLN, J DOE should refer to, in critical situations, the key words of the C Quadrant: human contact, emotion, sensitivity, sharing and personal engagement.

The value obtained by VICTORIA LINCOLN for the 'Adjective Pairs' section is 6, which is equivalent to a score of 70. The general score for this quadrant is 50. The difference, which is 20, means that under pressure, VICTORIA LINCOLN uses more of the resources of this quadrant.

J DOE has the value of 3, in this section, which is equivalent to a score of 34, for a general score of 33. There is no significant difference. Under pressure, J DOE remains stable in the registers of the quadrant C.

Notes: _____



Synthesis

To summarize, what follows are the four quadrants classified by descending order of synchronization:

This classification suggests the hierarchy that this 'pair' should use for better communication.

- 1 - A Quadrant: factual and analytical
- 2 - B Quadrant: concrete and pragmatic
- 3 - D Quadrant: imaginative and conceptual
- 4 - C Quadrant: interpersonal and emotional

This preferential hierarchy results from the analysis of the overlap in each quadrant, and may not always be consistent or occur spontaneously for this 'pair'. Both individuals will naturally tend to use their own hierarchy of preferences.

Comparative table of the preferential hierarchy of each of the two individuals

J DOE	VICTORIA LINCOLN
1 - A 111: factual and analytical	1 - B 86: concrete and pragmatic
2 - B 75: concrete and pragmatic	2 - A 84: factual and analytical
3 - D 53: imaginative and conceptual	3 - D 59: imaginative and conceptual
4 - C 33: interpersonal and emotional	4 - C 50: interpersonal and emotional

It appears that the strongest preferences coincide in the first two positions. Thus, in the workplace:

both J DOE and VICTORIA LINCOLN:

- understand technical elements,
- argue rationally,
- solve problems logically,
- analyze issues,
- gather facts,
- consider the financial aspects.

and also:

- find overlooked flaws,
- approach problems practically,
- maintain a standard of consistency,
- develop detailed plans/procedures,
- organize and keep track of data,
- keep financial records straight.

Notes: _____



Important remarks

The analysis of the Adjective pairs results reveals that under stress both J DOE and VICTORIA LINCOLN divert from their initial preferences. This comparative table shows the preferential hierarchy under pressure:

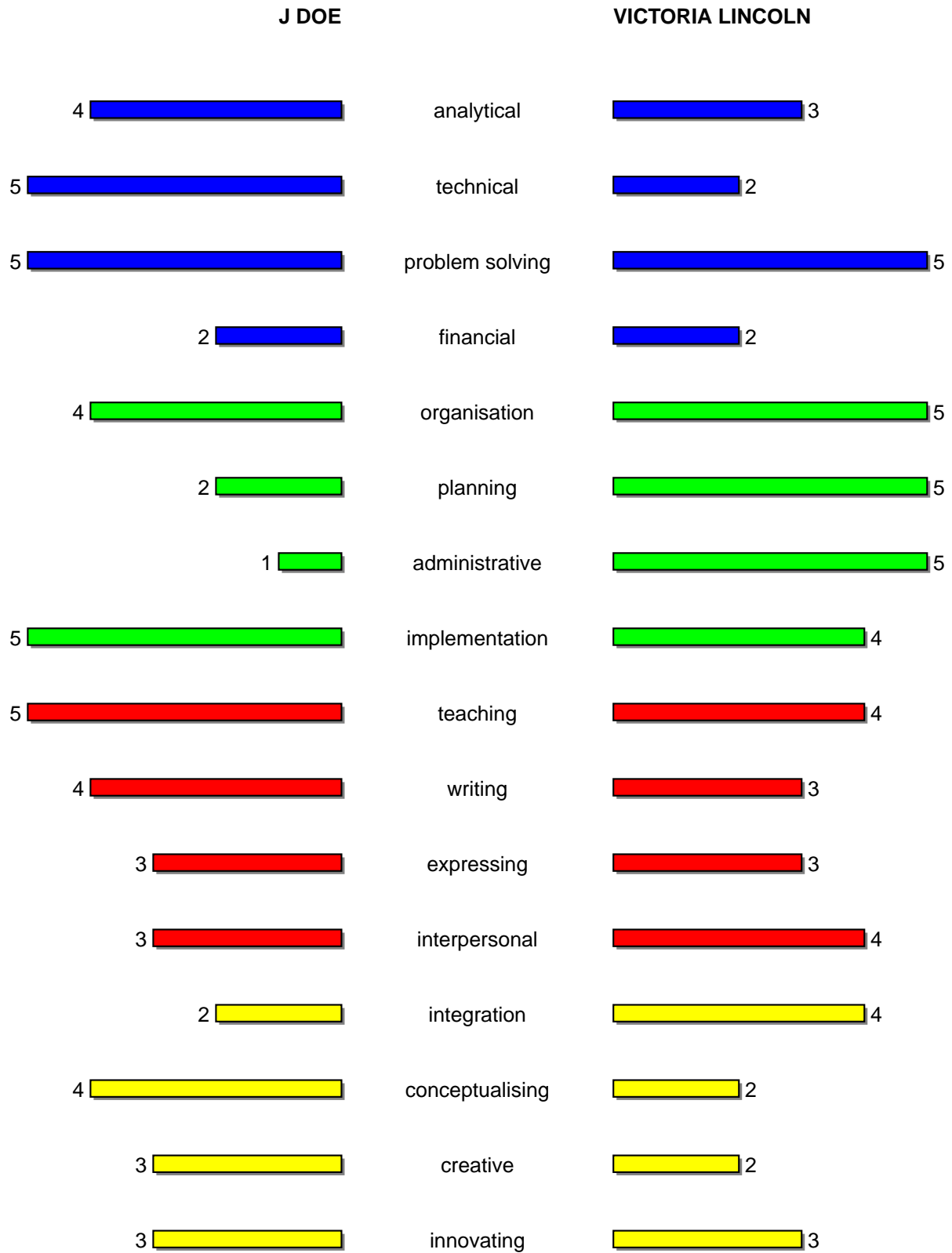
J DOE	VICTORIA LINCOLN
1 - A 38%: factual and analytical	1 - B 42%: concrete and pragmatic
2 - D 25%: imaginative and conceptual	2 - C 25%: interpersonal and emotional
3 - B 25%: concrete and pragmatic	3 - A 21%: factual and analytical
4 - C 13%: interpersonal and emotional	4 - D 13%: imaginative and conceptual

(Note: the percentages represent the distribution of the Adjective pairs results on the total of 24 points)

Notes:

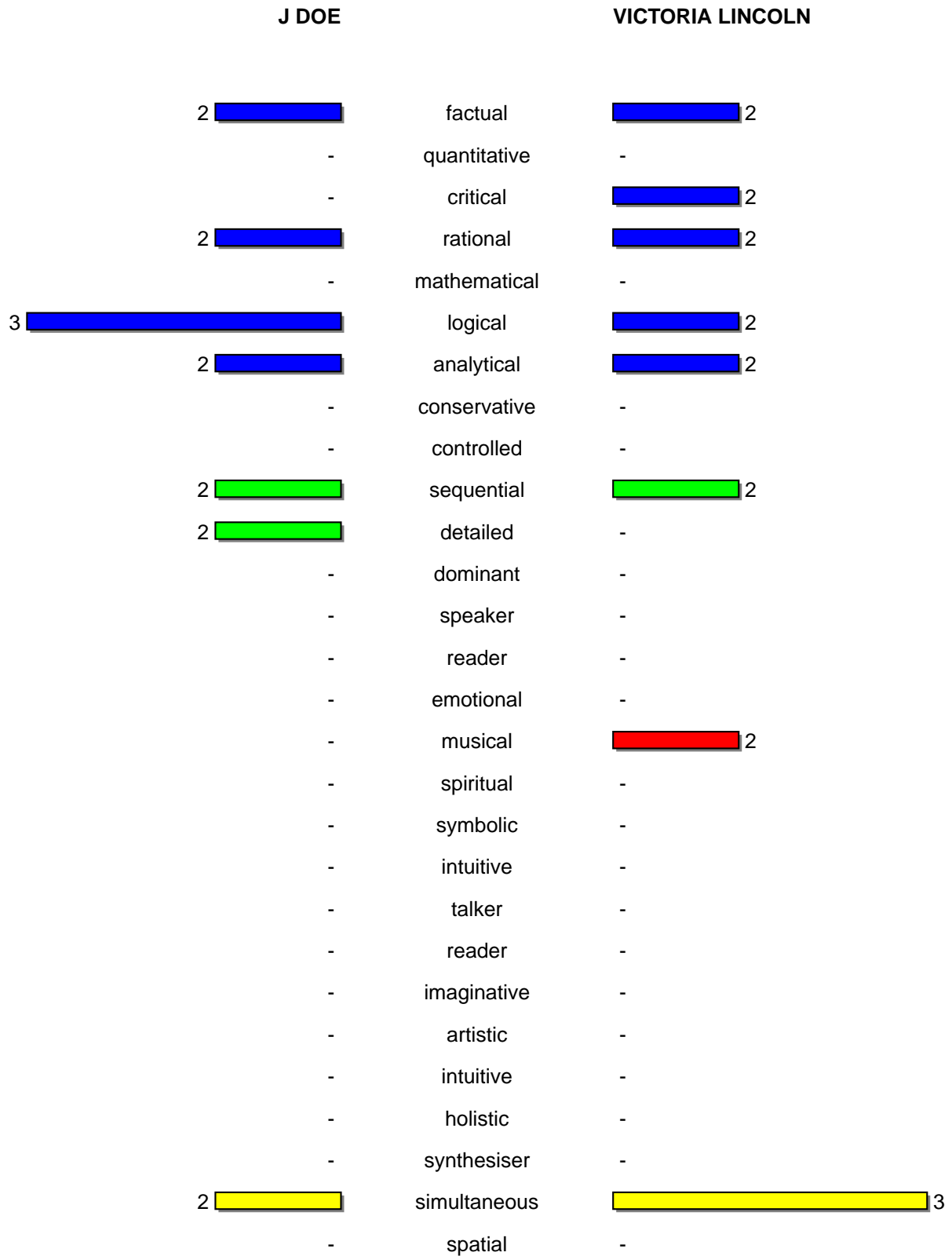


Work Elements Comparison





Key Descriptors Comparison





Adjective Pairs Comparison

J DOE

VICTORIA LINCOLN

technical / dominant	technical	dominant
like things planned / like things mathematical	like things planned	like things planned
rigorous thinking / metaphorical thinking	rigorous thinking	rigorous thinking
well-organised / logical	logical	well-organised
technical things / people-oriented	technical things	people-oriented
communicator / conceptualiser	conceptualiser	communicator
simultaneous / empathetic	simultaneous	simultaneous
musical / detailed	detailed	detailed
controlled / emotional	emotional	controlled
creative / logical	logical	logical
original / reliable	reliable	reliable
imaginative / sequential	sequential	sequential
warm, friendly / analytical	warm, friendly	warm, friendly
originate ideas / test and prove ideas	originate ideas	originate ideas
detailed / holistic	holistic	detailed
spiritual / creative	spiritual	creative
interpersonal / organiser	organiser	organiser
feeling / thinking	thinking	thinking
original / emotional	original	emotional
controlled / creative	creative	controlled
problem solver / planner	problem solver	problem solver
quantitative / musical	quantitative	musical
analyst / synthesiser	analyst	analyst
conservative / empathetic	conservative	empathetic



Twenty Questions Comparison

