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Business DNA®

Natural Behavior Discovery

Summary Report for Corry Molter

Providing key behavioral insights
into your natural workplace talents
and business performance.

Business DNA Natural Behavior Summary Report for: Corry Molter
 Your DNA Natural Behavior Style: Reflective Thinker

Reflective Thinkers are serious, focused and analytical in their approach to everything they do. They enjoy thinking through problems and researching information. Their accuracy and precision is valuable in any group setting, and they bring objectivity to decision-making processes. Typically, they will prefer to follow guidelines in completing tasks and will expect cooperation to be given.

Summary of DNA Natural Behavior - The 10 Unique Styles

The graph below shows the 10 DNA Natural Behavior Styles in relation to one another. Your style is highlighted in the graph. This will help you to see your instinctive behavioral similarities and differences to other styles more clearly.



Based on your factor scores, your 2 strongest behavioral factors are:

- * **Planned** - Structured, task focused, analytical in approach
- * **Cautious** - Seeks stability, prefers following proven paths

The behavioral risks associated with these factors are:

- * **Planned** - Tendency to over analyze, be inflexible in planning and resist change when needed
- * **Cautious** - Tends to miss opportunities, avoids new challenges and can be too fearful of the unknown

Your Performance Strengths	Your Performance Struggles
<p><i>Knowing your strengths, you can increase your performance potential.</i></p> <ul style="list-style-type: none"> • Organized and orderly • Good at following processes and procedures • Analyzes before deciding • Plans initiatives carefully • Sees potential dangers 	<p><i>Knowing your struggles, you can reduce your performance impediments.</i></p> <ul style="list-style-type: none"> • Tends to be inflexible or too fixed • Can be perfectionistic to avoid mistakes • May miss opportunities

Your Performance Environment Keys

The Performance Environment Keys indicate the required setting for your maximum performance.

- Consider my need for accuracy and detail
- Honor my need for structure, schedules and rules
- Remember my need to be thorough and prepare
 - Look for ways to minimize the risks
 - Allow me time to survey the situation

Work Life Behavioral Attitudes

Your natural motivations, desires and approach to Work Life are often influenced by the strongest traits in your natural behavioral style. Based on the two strongest behavioral factors in your Natural Behavior, your primary Work Life Attitudes are summarized in the table below.

	Work Life Attitude 1 Planned Factor	Work Life Attitude 2 Cautious Factor
Work Life Philosophy:	Being persistent	Safety first
Workplace Approach:	Detailed	Conservative
Financial Attitude:	Save it	Security need
Goal Setting Approach:	Calculated	Keeping the status quo
Activity Passion:	Research	Compliance
Values:	Reliability	Being careful
Workplace Motivation:	Transparency	Steady environment
Strength:	Analytical	Sees potential dangers
Blind-spot:	Fear of mistakes	Misses opportunities
Communication:	Give information	Minimize the risks

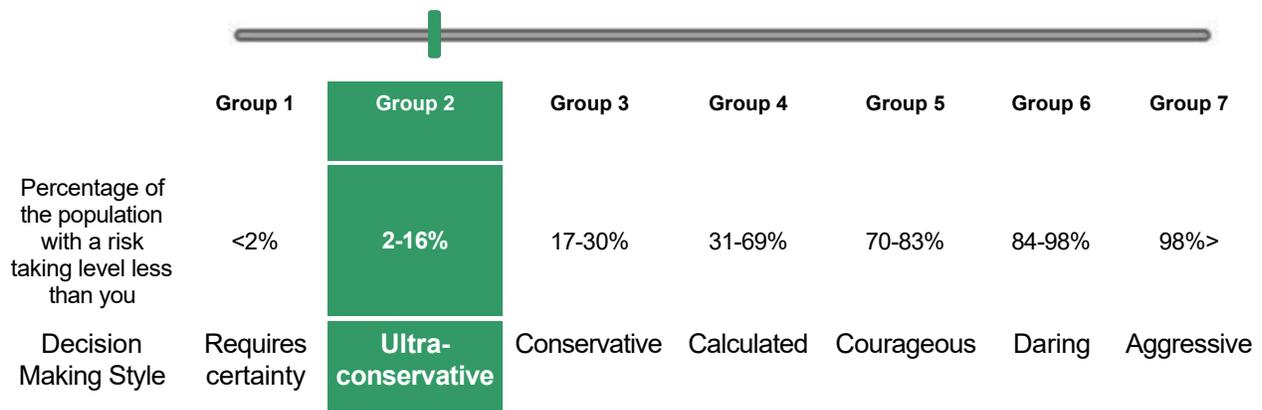
Workplace Insights

Based on combinations of your behavioral factors, your natural talents in the workplace are set out in the table below.

Insight	L/M/H	Population% (0-100%)
Desire to Make Decisions	LOW	12%
Patiently Builds Long Term Relationships	HIGH	73%
Focus on Bottom Line Results	MEDIUM	42%
Sets Goals for Ambitious Plans	LOW	5%
Pursues Goals to Stay Focused on the Plan	MEDIUM	46%
Prepared to Focus on and Support Innovation	LOW	7%
Need for Information, Research and Analysis	HIGH	88%
Ease to Communicate Directly and Candidly	LOW	8%
Confronts Directly and Candidly	LOW	7%
Ability to Empathetically Listen	HIGH	93%
Quickly Makes Decisions With Confidence	LOW	5%
Independently Makes Decisions	LOW	24%

Natural Behavior Business Decision-Making Parameters

Your standard Natural Behavior Business Decision Making group for determining the approach you will take to making key business decisions is indicated below. Your Business Decision Making Group has been determined based on the blend of your natural behavior Risk Propensity and Risk Tolerance which have been measured in your Business DNA Natural Behavior Discovery. However, your actual approach to making business decisions will be influenced by the current circumstances of the business and your personal financial preferences that have evolved from circumstances, experiences and education.

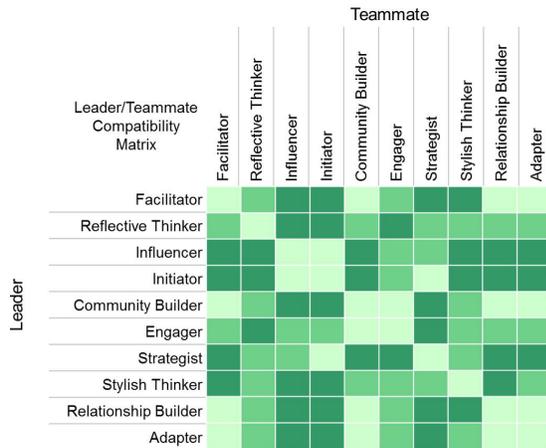


Leader/Teammate Compatibility

A strong long-term relationship with others can be built with commitment and mutual understanding. Successful relationships can be developed from any combination of behavioral style.

The graph below shows, for the Reflective Thinker style, those persons whom you will most easily work with in a team because you are generally closer in relationship style, and hence minimal behavioral modification required. Also, it shows those DNA Natural Behavior styles with whom you will have to more closely review how you each adapt because there are greater differences, and hence more behavioral modification required.

Adapting your behavior to work with another person requires concentrating more on your level of self-awareness when you are with that person. However, when a person in the team is different from you there are also many benefits because of their different perspectives. While recognizing that natural behavior is important, also sharing common values, beliefs and attitudes is important for building a successful working relationship.



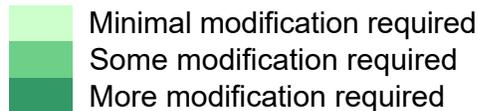
Reflective Thinker

Typically Works Easily With:

Reflective Thinker

Review How You Adapt:

Influencer, Initiator, Engager



Key Workplace Questions for You to Consider

1. Consider how you might gain a deeper understanding of how others view your behavioral style. Many will find your responses negative so it's important to explain your thought processes and that you are exploring words and meanings behind them rather than challenging ideas or suggestions.
2. List occasions where your reflective style of behavior might have been used more effectively? Would you have needed to moderate your behavior to the environment you were in? What would you have done differently? How was your contribution to the debate received?
3. Think about how you might react when surrounded by colleagues you consider to be 'shallow thinkers'. What steps would you take to ensure your contribution to the debate was listened to and valued? How might you feel if thoughts and ideas you presented were rejected?

Disclaimer

The purpose of this instrument is educational. It is designed to help people identify their natural behavioral strengths. This Business DNA Natural Behavior Report should not be used to identify, diagnose, or treat psychological, mental health, and/or medical problems. Additionally, if this report is used to evaluate personnel, the user should seek adequate legal counsel to ensure compliance with applicable local, state and federal employment laws. The user assumes sole responsibility for any actions or decisions that are made as a result of using this aid to self-discovery. By using the Business DNA Natural Behavior Report, you expressly waive and relinquish any and all claims of any nature against DNA Behavior International, any affiliated companies, and/or their employees arising out of or in connection with the use of this survey. In addition, the use of this report is subject to the Terms and Conditions at www.businessdna.com.

Additional Information

- For more information on your unique style, workplace, and communication insights, [click here](#).
- To access additional reports, please contact your DNA Behavior Consultant or Company Representative.