Interpersonal Expression Report

Prepared for **JORDAN ELLIS** Based on 50 questionnaire statements

AT A GLANCE

You connect through clear words and genuine interest.

You want to understand the people around you, and you can say what matters to you in a way others can follow. Conversations with you tend to feel considered and respectful. Your next step is carrying that clarity all the way through: raising a difference of view while it is still small, and making sure an agreed next step actually happens.

YOUR LEADING STRENGTHS

Communication Clarity & Adaptation
You express a need or expectation in words others can follow.

Insight & Curiosity
You ask questions to understand another person's view.

Values Alignment & Integrity
You speak and act in line with what you believe matters.

YOUR GROWTH EDGES

Conflict Navigation & Professionalism
Naming a difference of view early, calmly, and directly.

Adaptability & Execution Stability
Following through on an agreed next step when plans shift.

YOUR 90 DAY DEVELOPMENT FOCUS

Express one need or expectation clearly, check mutual understanding, and follow through on an agreed next step.

Your profile across the ten areas

Leading strength · Steady resource · Growth edge

INTERNAL PATTERNS · WHAT YOU BRING

Insight & Curiosity	Leading strength
Values Alignment & Integrity	Leading strength
Composure & Resilience	Steady resource
Flexibility & Adaptability	Steady resource
Self-Confidence & Strategic Direction	Steady resource

BEHAVIORAL EXPRESSION · HOW IT SHOWS UP

Communication Clarity & Adaptation	Leading strength
Decision Making & Judgment	Steady resource
Stabilizing Leadership & Team Impact	Steady resource
Conflict Navigation & Professionalism	Growth edge
Adaptability & Execution Stability	Growth edge

✓ **Answer check passed.** Your answers vary enough across the statements to give a meaningful picture.

Bars show how strongly you endorsed each area, compared with your own other answers. They are not a test score, a rating, or a

HOW YOUR AREAS WORK TOGETHER

Your strengths are the way into your growth edges.

Your report looks at five Internal Patterns, what you bring, and five Behavioral Expressions, how it shows up. Growth usually comes from connecting a strength you already have with an action others can see.

WHAT YOU BRING · INTERNAL PATTERNS



Stronger agreement overall

HOW IT SHOWS UP · BEHAVIORAL EXPRESSION



More mixed answers

Your pattern: your clearest strength already shows up in how you speak. The gap is in what happens after the conversation, which is where your 90 day plan focuses.

1

COMMUNICATION → EXECUTION STABILITY

A clear request becomes a shared next step.

You already say what you need. The next step is to finish each important conversation by confirming who will do what, and by when, then checking back as agreed.

2

CURIOSITY → CONFLICT NAVIGATION

Questions open the door to a different view.

When you disagree, lead with a genuine question about the other person's view. Curiosity makes a direct point easier to hear and easier to answer.

3

VALUES → COMMUNICATION

What matters to you becomes a respectful expectation.

Name the principle behind a request, then describe the behavior you are asking for. People respond better to a clear reason than to a strong tone.

HOW TO READ THE LABELS IN THIS REPORT

Leading strength
The areas you endorsed most strongly. Build on these first.

Steady resource
Reliable parts of how you work that support your plan.

Growth edge
Where your answers were most mixed. The best place to practice.

Labels compare your own answers with each other. They describe where to focus, not how you compare with anyone else.

BEHAVIORAL EXPRESSION · HOW IT SHOWS UP

Communication Clarity & Adaptation

LEADING STRENGTH

WHAT THIS MEANS FOR YOU

How clearly you express what you think and need, and how well you adjust your words to the person in front of you.

> *"I say what I mean directly instead of hinting or going quiet."*
>
> Your answer: Strongly agree

YOUR ANSWERS IN THIS AREA

3 | 2

Agree 3 · Strongly agree 2

WHERE THIS AREA SITS FOR YOU



PEOPLE WITH A SIMILAR PATTERN OFTEN

- Prepare what they want to say before an important conversation
- Choose words carefully when a topic is sensitive
- Adjust their tone to the person and the setting
- Assume a clear conversation means the matter is settled
- Find it harder to return to a topic once it has been discussed

HOW OTHERS MAY EXPERIENCE YOU

Others likely find you easy to talk to and clear about what you want. If you do not confirm the next step, they may leave a good conversation with a different idea of what was agreed.

WHERE IT HELPS YOU

You turn a vague concern into a clear request, which makes it easier for others to respond.

WHERE IT CAN HOLD YOU BACK

A conversation can feel finished to you before the other person has agreed to anything specific.

TRY THIS WEEK

At the end of one important conversation, ask: **what are we each doing next, and when should we check in?** Write the answer down.

REFLECT

When did a clear conversation lead to a clear result, and when did it not?

Does this sound like you? ☐ Sounds like me ☐ Partly ☐ Not quite Mark one and bring it to your debrief.

YOUR DIVIDEND · THE NEXT 90 DAYS

Your dividend: the return on your insight

Insight pays off when it changes what you do. Here is what you put in, what you can expect to change, and how you will see the return.

YOUR GAP TO CLOSE



Your goal for the next 90 days: bring **how it shows up** closer to **what you bring**.

What you invest

- 15 minutes a week
- One prepared request
- A short practice record
- Regular progress reviews

→

What changes

- Needs stated clearly and calmly
- Differences raised while they are still small
- Agreed next steps that actually happen

→

How you will know

- Your practice record of real conversations
- Feedback from one person you trust
- Your own day 90 reflection on what changed

★ **Clarity Over Judgment. Insight That Drives Growth. Understanding That Inspires Action.** This report is designed to do more than describe you. It gives you a practical way to turn what you already have into results others can see.