Workplace Impact Report

Prepared for **MAYA RODRIGUEZ** Based on 100 questionnaire statements

AT A GLANCE

You make sound decisions and hold a high standard.

You weigh options carefully, and your choices reflect a clear sense of what good work looks like. Colleagues can trust your judgment. Your next step is making that judgment easy for others to use: explaining a process so someone else can follow it, and keeping a handoff on track when the work changes hands.

YOUR LEADING STRENGTHS

Decision Making & Judgment

You make reasoned choices and can explain why.

Values Alignment & Integrity

You hold yourself to a standard you can name.

YOUR GROWTH EDGES

Communication Clarity & Adaptation

Explaining a task so someone else can complete it without you.

Adaptability & Execution Stability

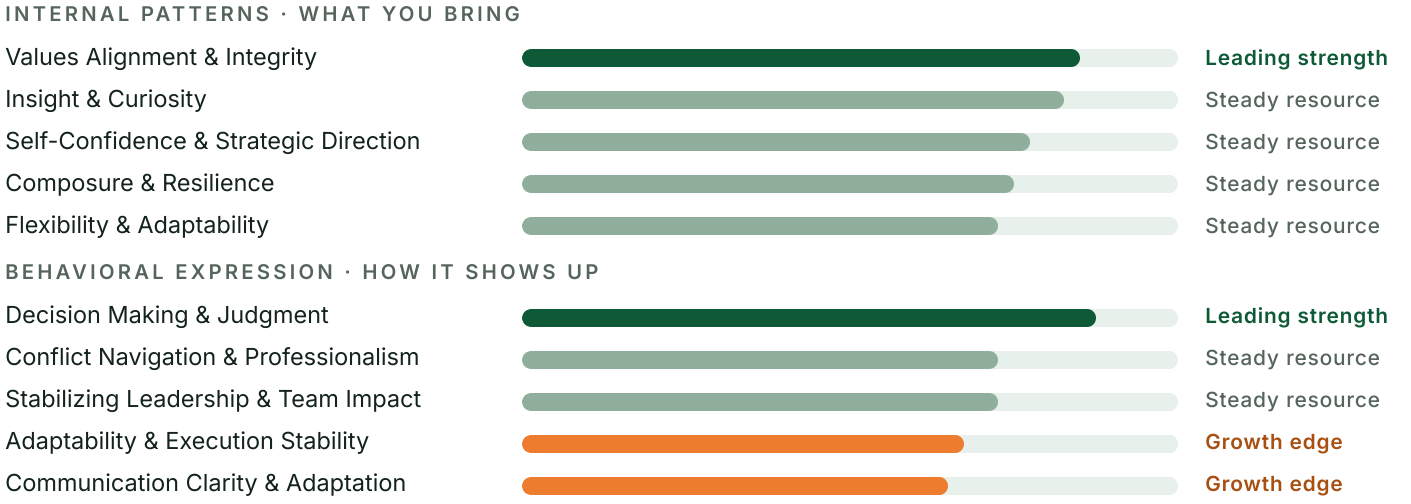
Keeping a handoff on track when priorities shift.

YOUR 90 DAY DEVELOPMENT FOCUS

Make one recurring work task or handoff easier to understand, complete, and review.

Your profile across the ten areas

Leading strength · Steady resource · 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 comparison with other people.

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 judgment is strong, but some of it stays in your head. Making it visible to others is where your 90 day plan focuses.

1

DECISION MAKING → COMMUNICATION

A good decision becomes a clear instruction.

Write down the choice you made, the reason, and the standard you expect. A short explanation lets others use your judgment when you are not in the room.

2

VALUES → EXECUTION STABILITY

A quality standard becomes a reliable handoff.

Turn what good work means to you into a simple checklist. A shared standard keeps quality steady when the work moves from one person to the next.

3

CURIOSITY → COMMUNICATION

Questions show you what others need to know.

Ask the person receiving the work what would make it easier to pick up. Their answer tells you which part of your explanation to strengthen.

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

Decision Making & Judgment

LEADING STRENGTH

WHAT THIS MEANS FOR YOU

How you weigh information, choose a course of action, and stand behind a reasoned decision.

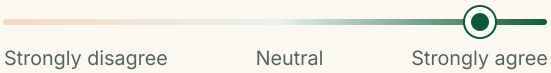
"I think through possible consequences before acting."

Your answer: Strongly agree

YOUR ANSWERS IN THIS AREA



WHERE THIS AREA SITS FOR YOU



PEOPLE WITH A SIMILAR PATTERN OFTEN

- Compare options before choosing one
- Want to know the reason behind a rule or process
- Make decisions others can rely on
- Keep their reasoning to themselves once a choice is made
- Prefer to fix a problem directly rather than explain how

HOW OTHERS MAY EXPERIENCE YOU

Others likely see you as careful and dependable when a decision matters. If they do not hear your reasoning, they may follow your decision without knowing how to apply it next time.

WHERE IT HELPS YOU

Your choices are thought through, so the work built on them tends to hold up.

WHERE IT CAN HOLD YOU BACK

You may solve a problem yourself instead of showing someone else how, so the same question keeps coming back.

TRY THIS WEEK

For one recurring task, write **the decision, the reason, and what done looks like** in three lines. Share it with the next person who handles it.

REFLECT

Which of your work decisions would be easiest for a colleague to repeat without you?

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 written process or handoff note
- Two check ins with the person receiving the work
- Regular progress reviews

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What changes

- Work others can complete without asking you
- Handoffs that stay on track
- Fewer repeated questions and fixes

→

How you will know

- Your milestone record
- Feedback from the person who uses the handoff
- 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.