



TRUE TILT PROFILE

Introduction to the Tilt Framework & Concepts

How Knowing Your True Tilt Could Change Your Life

Are you more than just your personality?

What if you understood the underlying purpose of "personality" and learned how to evolve counterproductive aspects of your behavior so you could become a better version of yourself?

What if you also felt happier because of the physiological changes that occur in your brain chemistry as a result?

Numerous sources from science and ancient wisdom embody a single unifying principle: That seeking self-knowledge is the key to unlocking one's full potential. By becoming a mindful observer of your behavioral patterns and exploring your inner motives, you can move beyond your habitual patterns and become a more conscious leader and contributor. In this new evolved state you are able to "tilt" toward different kinds of behaviors more intentionally, with greater awareness of who you are being and for what purpose...so your outcomes reflect what you actually intend. This is the promise of Tilt.

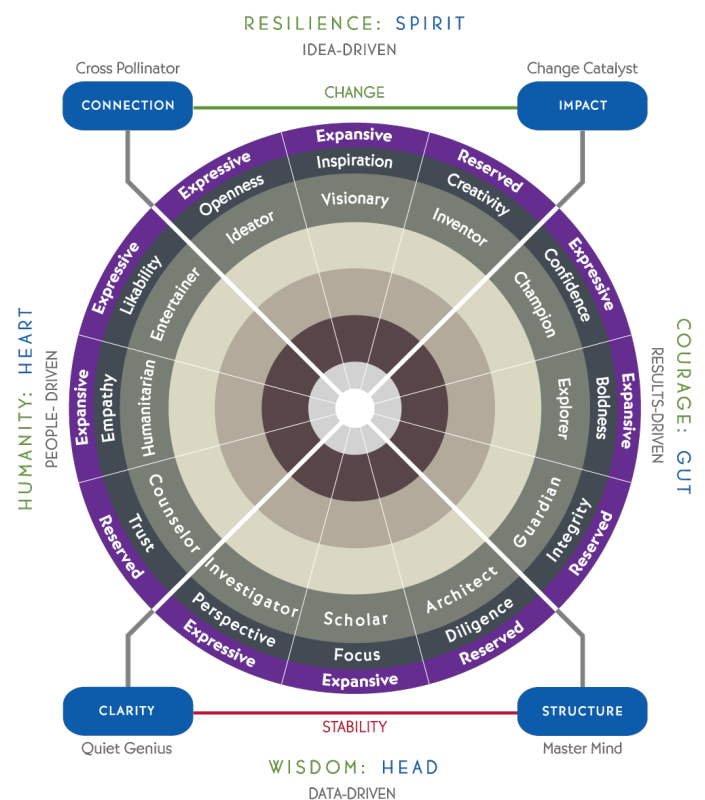
"Does your personality have you, or do you have it?"

At the core of the Tilt Framework are 12 Character Strengths, which are distributed on the outer gray ring in the model. Learning and mastering all twelve of these strengths is necessary for achieving whole-person balance. In practice, we may overuse (tilt toward) some strengths at the expense of others often because of an imagined, but often unconscious inner fear.

For example, if we overuse Boldness because of an unconscious fear of being vulnerable, we might not exhibit much Empathy. This imbalance results in distortions that pull us into energy-draining interactions with others like drama, conflict, chaos, and ego-politics.

On the other hand, if we are balanced in the 12 character strengths, we learn to intentionally "tilt" to what is needed at a given time in a given context.

The Tilt Framework is designed to serve as a guide to self-awareness that enables more intentional self-leadership and mastery.



Snapshot of Impact

The Change Catalyst



Introduction

Your responses indicate that you have a natural proclivity for applied creativity - inventing new solutions that link disparate pieces of information into holistic applications that produce results (putting Ideas into Action). A catalyst for innovation, you are comfortable with risk, uncertainty and ambiguity and like driving new ideas into action quickly. You may frequently experience an urge to follow your hunches. You are strong-willed, directive and take charge everywhere you go. You have natural confidence in your ability to adapt and are resourceful enough to pivot quickly if things don't go as you'd hoped. You almost never consider your outcomes a failure, but rather an adventure in experimentation. You are certain that you can impact the future in ways that will make the world better.

The Way You Show Up

Your **Influencing Style** is charismatic & directive. Often a visionary powerhouse with contagious vitality, you enjoy fixing your confident, forceful energy on driving ideas that are fresh, provocative, and novel. Your **Top Character Strengths** are Inspiration, Creativity, Confidence and Boldness, which combine to make you a compelling source of hope for a better future. Your **Unconscious Motivators** are to seek Individuality and Autonomy. You want the freedom to pursue the original things you see in your edgy imagination. Your **De-Motivators** are anything or anyone who resists or is skeptical of your vision, or who thwart your strong inner need to drive forward decisively. Your **Preferred Pace** is rocket speed, so you see the value of giving others autonomy too, but will hold them fully accountable for results and dismiss them if they don't succeed. You have a strong sense of justice and will fight for what you believe is right.

What Others Need to Know

Your **Decision-Making Style** is to be swift and decisive, then empower others to execute the work, and expect them to make rapid progress. Your **Conflict Style** is to rebel against injustice and dominate others with your alpha vitality, so they will cooperate quickly. You believe driving a big vision is more important than cautious analysis. You **Want Others** to be upbeat, positive and cooperative so you can build momentum and avoid excessive debate, analysis or spinning. What You **Offer to Others** is calm confidence and comfort with risk-taking that is infectious and makes people believe in high-risk ventures that might change the world.

The Enlightened Change Catalyst

If you have a well-developed set of **Character Strengths** and live a well-rounded fulfilled life where your contributions come from a **Generative** world mindset that extend beyond yourself, then you have learned the **Life Lesson** of this Tilt pattern and are probably making important contributions to the world around you. This mindset has less to do with age, but more with how self-aware and healthy your internal compass has grown from a combination of healthy parenting, successful growth to adult independence and continued growth of your creative intellect through life and work experiences. As an enlightened **Change Catalyst**, your zest for life, your sense of justice, and your big energy can bring about **Expansive Innovations** that can truly change the world in important ways. If you are happy with where you are, the positive aspects of this profile will resonate most with you. However, even you will benefit from the insightful help in this report that extends beyond your surface patterns to underlying motivations that may surprise you. When the normal stresses of life unfold or you end up stuck and wonder what is holding you back from your full potential, you will have the knowledge to proceed with self-awareness.

The Change Catalyst Under Stress

Under Stress you can be **impulsive** and take chances by following your gut instinct without checking the facts, doing enough analysis or being patient for the right timing. This stress reaction can **Trigger Others** if you are dominant, controlling, dismissive or inattentive. The two underlying **Stress Emotions** that drive this fast-paced nature in you are **Excitement** and **Anger**. You are especially frustrated by people who lack a sense of urgency. Your **Secret Fear** is loss of time or luck because that could mean you will never accomplish being as respected or successful as you want to be. Deep down what you truly might fear is feeling ordinary or vulnerable. This can cause you to be unnecessarily impatient with yourself and others. Your **Defense Mechanism** to this fear is to invest your energy in being overly persuasive, competitive, dominant and driven.

The **Faulty Story** this creates is that “the world is unjust and I am the hero to save it.” In this story, you stay in the past - by blaming others for the bad situation, or in the future - by trying to convince others your vision is the right answer. The **Self-Fulfilling Prophecy** that results when you believe this story is that the more you push them, the more they will withdraw what you truly need, which is their trust and support.

What You May Need to Learn during times of stress is that the cooperation you have may be an illusion and might really just be short-term compliance. You won't win in the end if others don't operate on their own volition. When you let go of the need to push others, you will find they may come along in their own time if you can calmly present your great vision. You come to understand that realizing your goals is your responsibility, not something you can push others to do. You begin to do more of the heavy lifting yourself and let others come along if their goals align with yours.

Your Path to Accelerate Potential

Your **Healthy Story** is to realize that when your ego is striving to be the hero for others, your real self is missing the present moment. As you let go of an imagined past or future that you can't influence you learn to enjoy the present clarity that comes from pausing to reflect and listen to important people in your life - then watch the quality of your relationships blossom with exponential richness.

The **Two Big Moves** that bring you into balance for greater **Impact** are:

#1: Be Kind as you consider how your actions impact others in meaningful ways.

#2: Be Wise by taking the time to listen patiently and be more discerning.

You will know you have arrived in your full creative potential when these two mantras are simple and easy for you.

Understanding Your Impact Tilt Pattern - Full Report

Your Tilt Stack

The Tilt Framework is comprised of four Quadrants: Resilience, Courage, Wisdom, and Humanity. Each of the strengths contained within these Quadrants are present in all individuals, but not all may be equally developed. Your Tilt Stack outlines which Quadrants you lead from in order, the highest ranked at the top and the lowest at the bottom. You may overuse your top quadrant, but development in the bottom can provide balance. Your order of preference follows:

- 1 - Resilience (Spirit)
- 2 - Courage (Gut)
- 3 - Humanity (Heart)
- 4 - Wisdom (Head)

Thinking and Feeling Preferences

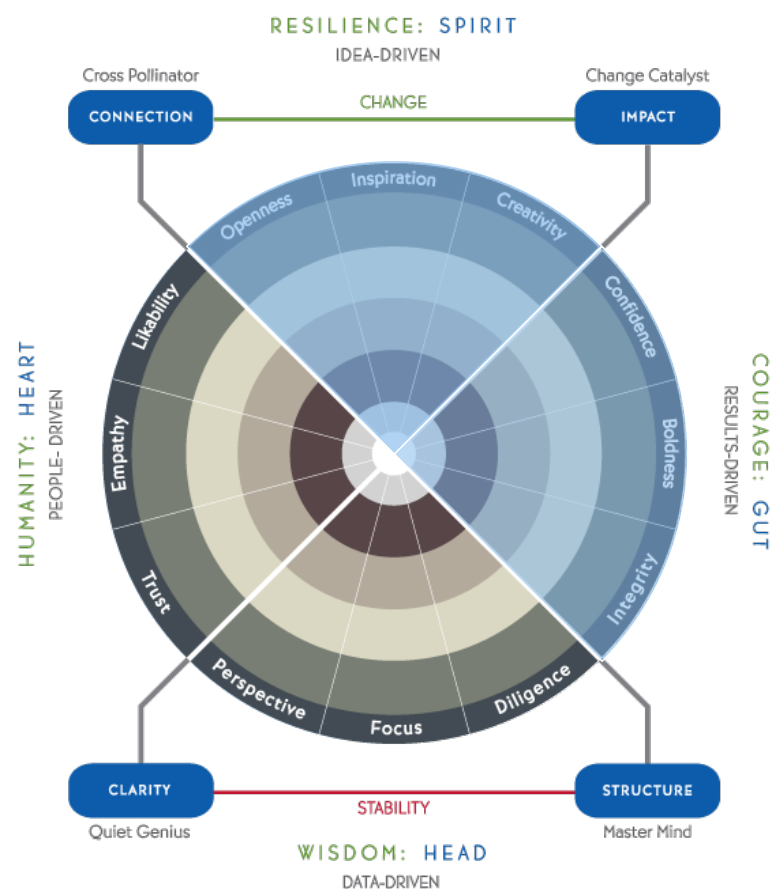
Your two "favorite" quadrants show which way you lean in the two broad preferences: thinking and feeling. The thinking preference is along the vertical axis of the model, and most people tend to favor either the top (Resilience) or bottom (Wisdom). The horizontal axis is the feeling preference. The combination of these two preferences (also known as dominant quadrants) come together at one of the corners of the Tilt Framework and is your **True Tilt**. Who you are cannot be completely defined by these patterns alone, but they can be helpful in understanding your most natural tendencies.

The Resilience Quadrant - Idea-Driven with a Positive Outlook

Your mind is wired to think in a positive light, and you tend to actively notice the best in people and things. You are optimistic and idealistic; you'd prefer to look for what is right rather than focus on what is wrong. You express ideas related to possibilities, change, inspiration and a positive future. Preferring to avoid the dark side of things, your spirit is uplifting and enthusiastic, if only on the surface. Your Character Strengths in the Resilience Quadrant are: **Openness**: Shows Curiosity for Learning. **Inspiration**: Casts a Compelling Vision. **Creativity**: Designs Inventive Solutions.

The Courage Quadrant - Results-Driven with a Bold Style

Your emotional disposition is focused on pioneering bold ways of doing things that promote taking the right actions in service of the mission. Rather than being the person who will comply or go along with the crowd, you'd rather fight for accountability and responsibility to ensure that the objectives are achieved. Your Character Strengths in the Courage Quadrant are: **Integrity**: Serves as a Good Example. **Boldness**: Willing to Face Risk. **Confidence**: Exudes a Commanding Presence.



Top Behavioral Drivers

You are a creative thinker who is inclined to enjoy disrupting old ways of thinking, so you are likely to revel in driving edge, novel ideas that come from insights spurred by your imagination. You enjoy doing what others only dream of doing and thrive when testing yourself against tough challenges. You think like an entrepreneur and enjoy actualizing high-risk ventures that others have said cannot possibly be done. You are not typically inclined to listen to input from others, mostly because you consider your ideas distinctively original paradigm-shifts that others might not be able to comprehend. You are tenaciously focused and passionate about futuristic notions that can bring hope to the world through innovative solutions. Because you have strong convictions and charismatic energy, people may follow you even when they have doubts of their own, assuming you must know what you are doing or you wouldn't be so sure of yourself. You rarely fail at what you attempt, and consider yourself lucky to have natural confidence in your own competence.

Focus of Attention

Action: The highest value is placed on **action** and **justice** more than **people** and **harmony**.

Ideas: The highest value is placed on **ideas** and **novelty** more than **data** and **knowledge**.

Your strong focus on **action** and **ideas** makes you particularly independent and creatively expressive. You enjoy driving hard and making big things happen to demonstrate your prowess in accomplishing what others may consider impossible. The more challenging the situation, the better you may like it. You want to overcome the odds and prove that what you have imagined can actually be accomplished. When you are free to experiment with your ideas and have the autonomy to get things done quickly, you feel balanced and personally fulfilled.

Inner Motivations

Autonomy: Your underlying desire is to feel your own power and control your own destiny, so you enjoy challenges that make you feel alive and full of vitality.

Individuality: Your underlying desire is to be special or different, so you seek to express yourself in ways that are differentiated, novel, unique, and that attract attention by being surprising

Your inner motivations increase the probability that you are someone whom others count on to push for big objectives and plans. You enjoy taking on a great deal of responsibility and are comfortable with delegation, so you will create a climate that gets things done through empowerment and accountability. You will need to work through others to accomplish progress and, as a result, may also demand a great deal of autonomy in return for assuming such broad responsibility. You see the right way forward without much effort because futuristic thinking is instinctual for you. You delight in problem solving and easily tap into constructive insights that can be helpful for a group that is struggling. Because you are independent, confident and inspiring, you enjoy strategically-focused work that catalyzes change and produces exponential results.

Your Unique Tilt Amplifier & Sub Personas

Another way we can understand ourselves better is through symbolic representations called Personas (sub-parts of personality) or what some might call "roles" or "characters" we play. The "inner team" of your sub-personas also contain subtleties that make you different from others who share your True Tilt pattern. Your sub-personas help you understand the kind of interactions that energize you most while others may deplete your energy. Your four sub-personas combine as your own personal "amplifier effect".

Expansive Sub-persona (One-to-Many):

If your preference in a quadrant is the middle of the quadrant, the Expansive sub-persona, then it is likely that you express this part of yourself most often in a one-to-many social setting in large communities

Expressive Sub-Persona (One-to-Some):

If your preference in a quadrant is the Expressive sub-persona, it is likely that you express this part of yourself most often in small groups, teams or community settings where you share interests and values

Reserved Sub-persona (One-to-One):

If your preference in a quadrant is the Reserved sub-persona, it is likely that you express this part of yourself most often in a one-to-one, intimate interaction with fewer people.

Two Primary Sub-Personas

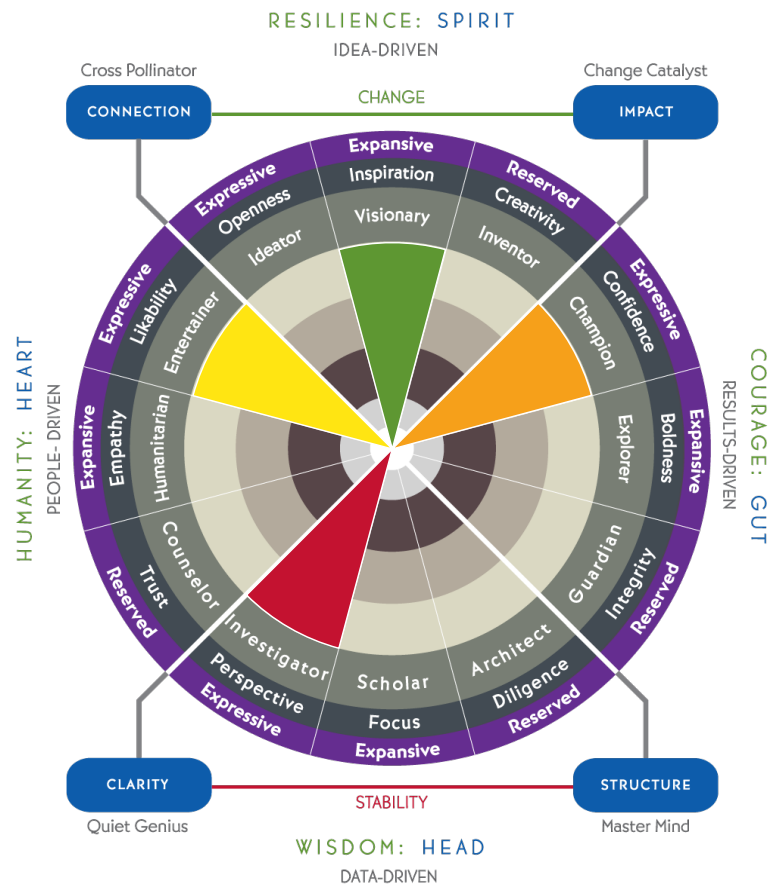
Your two primary sub-personas are visually represented in a smaller wedge that represents the way you express yourself in your top two quadrants of your True Tilt pattern.

Persona: Visionary - Character Strength: Inspiration - Social Preference: Expansive (One-to-Many)

The Visionary is the most expansive version of the Resilience personas. An expert at applied creativity, you are likely to be a captivating and inspirational communicator who can convey your grand vision with ease and flare. A natural enthusiast, you enjoy sharing your vision for a more positive, productive world. You may feel it's your sole responsibility to rally people and empower them to drive change in order to achieve progress and will work hard to succeed. You make it known that you plan to change the world in positive ways that provides hope for the masses.

Persona: Champion - Character Strength: Confidence - Social Preference: Expressive (One-to-Some)

The Champion is the most expressive of the Courage personas. You prefer to push for action with great confidence and certainty, even in high-risk situations that others may shy away from. You may prefer to associate yourself with like-minded others because it's a more effective way to drive change and push the boundaries beyond status quo. Because you can easily sum up most situations with your quick, strategic mind, you are usually confident that your assessment is correct, which is why you take control and push initiatives forward.



Two Secondary Sub-Personas

Your two secondary sub-personas are the way you express your two secondary quadrants. You may depend less on these, but will revert to them in certain contexts, like personal life vs. work.

Persona: Entertainer - Character Strength: Likability - Social Preference: Expressive (One-to-Some)

The Entertainer is the most expressive version of the Humanity personas. You may belong to a variety of groups with interests similar to yours and enjoy being the center of attention in each of them. You excel at connecting with people, and you use your network to spread the word about your interests and ideas. You may enjoy creating a personal brand or image that conveys your individuality, and you will use humor, playfulness or irony in your style to accomplish that end. As a social messenger, you attract broad support of your agendas because you are likable.

Persona: Investigator - Character Strength: Perspective - Social Preference: Expressive (One-to-Some)

The Investigator is the most expressive of the Wisdom personas. Your interest in learning, both in your personal and professional life, may extend beyond mastering information that you need to know immediately. You value being informed and accurate, and gathering information is core to this endeavor. You read consistently in your areas of interest and retain historical references, facts and details that others might miss. You enjoy expressing what you know, especially in written form, and can be quite prolific in your views on a variety of subjects.

Primary Team Contribution - Innovation

Your greatest contribution to the enterprise is innovation. You excel at creating strategic solutions that require a blend of novel thinking and emotional confidence in the face of uncertainty and unknowns. Your brain is wired to connect the dots quickly and creates a holistic plan to transform fresh new ideas into practical results. Because you are more interested in action than how people feel, you are tough enough to get the vision accomplished quicker than most people. In this way you are a catalyst for change that reaches beyond immediate or individual concerns. Those who appreciate your appetite for risk will follow along with your edgy notions.

People with the same general preferences can express them in different ways. Which of the following patterns seem most easy and common for you?

- | | |
|---|---|
| <input type="checkbox"/> Fast Action | <input type="checkbox"/> Fortright Communicator |
| <input type="checkbox"/> Creativity in Motion | <input type="checkbox"/> Persuasive |
| <input type="checkbox"/> Catalyze Change | <input type="checkbox"/> Creates Energy |
| <input type="checkbox"/> Hard Driver | <input type="checkbox"/> Challenge the Status Quo |
| <input type="checkbox"/> Strong Performer | <input type="checkbox"/> Generates Teamwork |
| | <input type="checkbox"/> Resourceful |

How You Define Work

Ideas (more than Facts) + Results (more than People)

You prioritize WHY (before WHAT, HOW and WHO) because it will lead to IMPACT, which comes first for you.

You are interested in orchestrating the strategy rather than structuring the details of implementation. You may use your strong will to challenge others in order to get everyone moving in the same direction. Preferring not to get mired in facts, history, details and processes, you'd rather trust your ideas and use the force of your own power, influence and confidence to convince others that the mission is going to happen with or without them. You are focused on the big picture, so you don't let yourself get bogged down in unproductive processes. You charge ahead and can actualize the vision through your own force of will, unrelenting grit and unfaltering belief in what is possible.

Leadership Style

You are a generalist (versus a specialist) and glean just enough information to move the vision forward rapidly. You pick up insights from various places, integrate them into your central idea and charge forward. Your penchant for quick action and autonomy can cause you to enjoy making decisions based on little information (rather than applying factual objectivity in a measured way). You are interested in actioning ideas that become disruptors for your chosen domain. If you are not able to shake things up, then you may lose interest. Your preferred styles include:

Directive Leadership (Courage Quadrant)

Using your strong will to challenge the status quo, you like to pioneer new frontiers. The positive aspect of your typical command and control style is that you can drive results quickly and won't fear making the hard decisions that are required to hold others accountable. The downside of this style is that you can become impatient with those who can't keep up with your pace. Your strong desire for speed and action can send the unspoken message that you are frustrated with those who may take longer to evaluate the best way forward. You may also take risks that have not been well researched and end up destroying the trust and credibility required to ensure voluntary followership.

Charismatic Leadership (Resilience Quadrant)

Using your individualistic charisma to inspire change, you fix your confident, forceful drive on the vision you have for the future and move rapidly forward without looking back. The positive aspect of this style is that you can be motivating and uplifting for others who lack the drive or confidence to pull off such big ideas themselves. Your compelling enthusiasm can be contagious and you are often able to gather a strong following for the things you imagine are possible. The downside of this style is that you may base your vision on imaginative ideas that require a big appetite for risk and become frustrated with those who are risk averse or can't grasp your futuristic notions.

Learning Style

What you want: Interactive + Speedy

As the **Change Catalyst**, you prefer to learn experientially and are usually not afraid to jump into uncertain situations that present a personal challenge. You tend to want to play, be involved and come to your own conclusions rapidly. You may especially like competing with others and will playfully strategize to win at all costs - your favorite past time. You might be fine with minimal verbal instruction beforehand because you don't pay attention to directions and rules anyway. You prefer a fast pace and tend to enjoy exercises that are lively and exciting. You will focus on the meaning of the exercise (the why) and look for ways to apply it quickly for real results or you may dismiss it as a waste of time.

The Drawbacks

Your impatience with processes and details may cause you to miss the underlying evidence that will give you credibility later. You may dismiss the need to study or follow instructions to support the new learning and base your conclusions on inferential leaps that cannot stand the test of time. You can be impatient if too much detail is required. You may apply ideas immediately after learning them, sometimes creating false starts as a result. This can become frustrating to others who cannot embrace change as quickly as you.

For Better Learning

When you grow and evolve beyond your natural inclinations you begin to learn that patience and doing thorough research can prevent inefficient rework and save time in the long run. Stopping to do research enables informed decisions, adding value to the end results that you are driven to accomplish. When you learn to value listening to others, you begin to see how much they can teach you. You will no longer give in to the temptation to judge others too quickly and come across more respectful of differences. Then you become the true visionary of great change for the future.

Conflict Style

Where you might go under stress: Rebellious + Dominant

Positive Aspects

The rebellious competitor in you is able to engage the force, passion and persistence it takes to transform creative ideas into true innovations. Because most people won't try what is not already proven, it takes this kind of gravitas and charisma to be tenacious in the face of repeated rejection. Pragmatic people who can't fathom your eccentric but creative ideas will say it can't be done. Yet you will rise to the challenge and prove them all wrong. As a result, people with less imagination may one day be the benefactors of the fruits of your labor. Just take care not to overdo it and cause real harm to others.

Rebellious Reaction

Because you tend to be highly independent and resistant to authority in general, you may find that you are often looking for a fight with other authority figures. Your greatest joy might be to find clever ways to escape restrictions and boundaries designed by others who conspire to confine you. You may enjoy testing your mettle against any challenge that presents a potential conflict. In fact, competing against others thrills you and makes you feel most alive, so you may even pick battles where there are none. You won't trust authority figures who limit your autonomy, so you are known to fight for control over your own destiny and that of your team or enterprise.

Dominant Reaction

You believe you are well within your rights to communicate in a straightforward and direct way that can come across as a bit edgy to others - yet, to you, conflict is not only necessary, it's essential. Conflict is an important precursor to excellent results and you don't mind taking assertive action in support of doing things well. You expect others to justify their own positions with conviction and logical support. To you, taking action is more important than worrying about feelings. This can become problematic in maintaining personal relationships if it is repeated too frequently.

Constructive Conflict

The best path to constructive conflict for you is to choose the response that maintains your own self-respect while balancing consideration and respect toward others. Then you will build allies and move the vision forward in a more palatable way. Others will need to know that you are still open to learning instead of always defending your position. Your vision may be great, but it might benefit from some tweaking along the way if you stay open to continuous learning from others' perspectives.

Decision-Making Style

Decisive, then empower.

You have no problem making decisions quickly. You enjoy being in charge and you will persuade others to get on board. You often make decisions based on hunches and may not concern yourself with too much process or laborious planning. You trust yourself to navigate futuristic paths that have never been traveled before and don't worry about the risks involved in trying new things. Rather than plan or talk, you tend to spend your time trying out various paths of action on your own to see if they will work because you enjoy learning by trial and error, then pivoting if needed.

Downside

The downside to this approach is that you could lose followership along the way if you show impatience. Once you have your mind made up, you're ready to get into action, so "just do it" may be a favorite mantra for you. Yet most people won't respond well to such directives. You have little tolerance for "naysayers" and may consider them a nuisance or obstacle to results. Therefore, if others don't get on board and throw their energy behind you, you may experience a strong urge to dominate them with your alpha-like, command presence. This does not bode well for building widespread support for your vision.

Healthy Ideal

As you evolve and grow, you learn to be still and patient, knowing that the inner urge to act quickly is often an avoidance of what you need most - strong relationships built on trust. As you learn to take a deep breath before you take action, you find an inner wisdom that you didn't know was there. You realize that trust does not happen quickly, nor does good judgment, and you find that those who are different from you can make you better.

Which of the preferences below sound most like you?

- | | |
|---|---|
| <input type="checkbox"/> Briefly study the big picture situation | <input type="checkbox"/> Delegate the tasks and analysis to others |
| <input type="checkbox"/> You are a generalist, but will consult specialists | <input type="checkbox"/> Keep your eye on trends that affect your vision |
| <input type="checkbox"/> Go with your gut instinct and hunches | <input type="checkbox"/> Imagine what is possible, then go after it full force |
| <input type="checkbox"/> Consults the bottom line facts, then move ahead | <input type="checkbox"/> Focus on the future and don't worry about the past |
| <input type="checkbox"/> Avoid doing a lot of homework or process-work | <input type="checkbox"/> Make decisions with speed and if it fails, pivot quickly |

Work Climate Drivers

Results Driven

You are forceful and tenacious, driving bold action to get results fast. You may be relentless and passionate about getting impact, right now. You provide clear direction so that the mission can be fulfilled with speed. You don't focus on the coddling people who don't care about results; you will not let those who are indecisive hold you back. If results are not forthcoming then you will not hesitate to turn up the tension to get people moving faster.

Idea Driven

You enjoy communicating the grand plan or the big idea, then empowering others so they can carry it out. You care most about inspiring others by expressing a compelling vision that has meaning, purpose and brings hope to the future. Highly creative at shaping strategic plans, you are an inventor of groundbreaking ideas, backed by your infectious zeal and enthusiasm. You are also highly practical though, and if an idea is too complicated to apply quickly, you will move on to the next one and make sure it's simple to execute in a timely fashion.

Which of the preferences below make your favorite list for work climate?

- | | |
|--|---|
| <input type="checkbox"/> A work climate that offers complete autonomy. | <input type="checkbox"/> Place where loyalty and mutuality are a given. |
| <input type="checkbox"/> Place where you can trust your instincts about what's possible. | <input type="checkbox"/> Opportunity to express your strong passion. |
| <input type="checkbox"/> The power to lead the way and let others follow. | <input type="checkbox"/> Freedom to create and change the vision as needed. |
| <input type="checkbox"/> Freedom to drive change quickly, despite uncertainty. | <input type="checkbox"/> Place to express your creative and original ideas |
| <input type="checkbox"/> Opportunity to present original, edgy ideas. | <input type="checkbox"/> A team that is positive, energetic and "can do". |
| <input type="checkbox"/> Autonomy to manage yourself without interference. | <input type="checkbox"/> Place where tenacity and passion are appreciated. |
| <input type="checkbox"/> Chance to build relationships that advance the vision | |

Value to the Team

We all have significant contributions to make to the team, enterprise, and the world around us. This section outlines some potential personal strengths that you could offer to the group.

Which of the following patterns seem most like you?

- | | |
|--|---|
| <input type="checkbox"/> You will take charge of the vision | <input type="checkbox"/> You can grasp the risks quickly and move forward despite them |
| <input type="checkbox"/> You adapt easily to stress, chaos and change | <input type="checkbox"/> You are gregarious and big-minded in terms of what is possible |
| <input type="checkbox"/> You tend to face risk and uncertainty with ease | <input type="checkbox"/> You enjoy solving strategic and complex problems |
| <input type="checkbox"/> You can quickly assess ideas for their use in the vision | <input type="checkbox"/> You easily move beyond setbacks and challenges |
| <input type="checkbox"/> You can assimilate a lot of ideas into one holistic model | <input type="checkbox"/> You're a highly energetic and enthusiastic pacesetter |

Challenges for the Team

Under stress you may avoid doing your homework and get frustrated waiting for others to understand the plan and get moving. You have a strong inner urgency to act now and don't have the patience to wait for the right time to move forward.

Which of the following patterns do you recognize and would like to address?

- | | |
|--|---|
| <input type="checkbox"/> Your dominating style can make people feel undervalued | <input type="checkbox"/> You leave others behind with your quick thinking, so they are lost |
| <input type="checkbox"/> Your urge for action can become impulsive and reckless | <input type="checkbox"/> Your anger shows through to others so you could lose their trust |
| <input type="checkbox"/> Your big energy and presence can be intimidating for others | <input type="checkbox"/> You think people "get it" but they don't because you haven't fully explained |
| <input type="checkbox"/> You can't sit still so others may not feel heard | <input type="checkbox"/> You exaggerate to persuade, so people don't trust you to be realistic |
| <input type="checkbox"/> You dismiss important input to your plans that could be crucial | <input type="checkbox"/> Your pushy persuasion is really just you trying to convince yourself |

Social Style with Others

Gives to Others

Because you are so comfortable with uncertainty and risk, you offer comfort to those who worry or are uneasy about ambiguity. Your easy confidence and certainty about success is infectious and spreads positive energy about the mission throughout the ranks. Where others are thinking about what may go wrong, you are thinking about what has gone well. Your energy is sometimes larger than life and can carry the momentum for others who may be lagging behind or anxious about the future. You do care about people deep down and will offer them protection and loyalty if you get their support in return. Those who are engaged with your vision emotionally are on the team, and those who show signs of disloyalty will quickly find themselves left out of your plan. You tend to create an environment where talented people will be able to test their ideas, but the price for autonomy is the full responsibility for producing results.

Seeks From Others

You seek quick, impactful interactions that focus on getting the job done so that everyone stays productive and in forward motion. You expect people to be prepared and efficient when they use your time, so you'd like them to get right to the point. However, if they have a problem they can't solve, you do enjoy tackling problems so you may stay engaged longer if you are interested in the challenge. You want others to take care of the tactics and details without involving you, but if something goes wrong that could impact results, then you will drill down into the details and expect everyone to know the facts. You want others to be as confident as you are and respect those who consider themselves your equal. You do not want people to comply if they don't agree with you and will expect them to argue their points with conviction.

Does Not Want

You do not want others to be naysayers and skeptics about the big vision. You don't want to be told all of the reasons why your vision is impossible or unrealistic. You don't care about what's happened in the past or revisiting history. After all, you're planning to make history yourself. You're usually not interested in anything that will slow progress down too much. A little factual support is all you need to move forward. You are uncomfortable with too much display of emotion because it makes you think they are weak. You are not comfortable with being vulnerable, so you want people to act confident, even when they may not feel that way. You want people to take chances and learn from their own mistakes as long as the impact to results are not too devastating. However, you will not tolerate mistakes that are repeated.

Influencing Style

We all influence each other -- every day, in every interaction. It is important to become aware of your particular influencing patterns in order to become aware of how you are having a positive or negative impact on others.

Which influencing patterns in the Impact Tilt, seem most like you?

Positive Approach

- Articulating a compelling vision
- Use forceful command presence
- Express strong driving energy
- Speak loudly and firmly
- Stay confident in face of risk
- Strong instinct for ideas that work
- Provide enthusiastic energy
- Spread the vision with gusto
- Public speaking that is inspiring
- Positive, undaunted optimism

Negative Approach

- Doing work yourself instead of delegating
- Dominate those who don't agree
- Running ahead of others
- Punish people for missing the results
- Dismiss other points of view
- Dream too big and miss
- Impulsive, urgent actions
- Just doing what you want
- Rebelling from authority
- Belittling or dismissing others
- Intimidating to get your way

Interaction with Other Tilt Patterns

Positive and Flip-Side Mirrors

People with the same True Tilt as you will reflect your best aspects and are therefore called Positive Mirrors.

People with a True Tilt that is the opposite yours on the Tilt Framework are your toughest match. They will show you aspects of yourself that are missing (alienated) and are therefore called Flip-Side Mirrors.

Your Positive Mirror: The Change Catalyst (Impact Tilt)

You are both focused on Results & Facts.

Interaction Dynamic

You are both visionary, creative, resourceful and future-focused and will focus on strategic plans to create change together. However, you won't invest a lot of time in research or analysis so you will move forward quickly.



Value Alignment

You are aligned on everything, both believing work is about effecting change through actioning ideas for results. As long as you are both self-aware, you will be able to craft an imaginative future where the world will be the benefactor.

Potential Challenges

You could think too big and move too quickly to be realistic, so your vision may not be feasible or based on inaccurate hunches. Unless you are highly experienced and knowledgeable, your judgment could be impaired by lack of research and analysis, which neither of you may be willing to consider because it could stall your preference for speed.

What to Do

Seek out others who are strong in the Clarity Tilt pattern, opposite to your own, to ensure that your perspective is clear or understood and that others trust you have their best interest in mind. Ask questions, listen carefully, seek out the details you may miss and ensure you truly have alignment with those who will be involved in supporting your vision and strategy.

Your Flip-Side Mirror: The Quiet Genius (Clarity Tilt)

They are focused on People & Facts.

Interaction Dynamic

Your focus and definition of work is diametrically opposite from one another. You think that work is about ideas and action and they think it's about averting risk (people and facts). Together, you have the potential to be a strong pair with a "holistic" view of the situation.



Value Alignment

Because you are opposites, you will represent different beliefs about what is important in your approach to work. Your flip-side mirror, the Quiet Genius, can show you what you are missing in your approach - specifically the clarity needed to make a more educated plan for impact. If you are both self-aware you will appreciate one another and incorporate both views into the plan for execution.

Potential Challenges

If one or both of you dig in to an extreme position about how to proceed, there will be conflict. You will want to dismiss them as weak skeptics and they will criticize you as aggressive and uninformed.

What to Do

Focus on being patient with the thought processes of your flip-side mirror and resist the temptation to move forward too rapidly without forethought. This can help you prevent the false starts that cause rework and wastes precious time and resources. **Be Kind** (Humanity) by appreciating the perspective of others and **Be Wise** (Wisdom) by exercising some patience to do thoughtful analysis before acting.

Your Two Allies

People with whom you share one quadrant with on the Tilt Framework are called your Allies. Your shared quadrant will allow you to resonate with each other and set the foundation for you to help each other bolster the strengths of the quadrant on which you differ.

Ally #1: The Cross Pollinator (Connection Tilt)

Shares the Resilience Quadrant with you.

Interaction Dynamic

You will both be fast-paced and strategically focused, so you will likely compliment one another and work together to affect change. You may both miss doing a thorough analysis of the facts. Thus, you may never get beyond your many ideas and could lose sight of the need to focus.



Value Alignment

You are both interested in ideas and how they can change the future. Interested in purpose, meaning and freedom of expression, you will resonate in optimistic thinking about the many ideas you bring to bear. You will both be quick-minded and able to discuss numerous topics.

Potential Challenges

Where you will differ is in the way you express your emotions. While you are forceful and commanding, the Cross Pollinator will be worried about how everyone will react and will want to socialize the idea before being willing to make a commitment, which can create conflict. You will want to charge forward and the Cross Pollinator will want to ensure that others were consulted. They may see you as a fun, but dangerous ally unless you are balanced and have developed some compassion for the impact you create.

Ally #2: The Master Mind (Structure Tilt)

Shares the Courage Quadrant with you.

Interaction Dynamic

You will both be focused on action and efficiency so you can get right down to the business of implementing your plan. You share a value of being results-driven in order to accomplish a lot of forward momentum and will work quickly to form a plan for how to execute the mission.



Value Alignment

You are both interested in action more than people, so you will work to advance the tasks and actions in service of the mission and not care too much about getting input from others. You will speak frankly about what needs to get done and will create an aggressive plan of action.

Potential Challenges

Where you are a positive and optimistic thinker, your Master Mind Ally will be more down to earth about the practical aspects of the plan and will not trust intuition or lofty visions of the future. Grounded and measured, they will also want to get into the details of how work will be done, which can be tedious for you. Your Master Mind ally may see you as unfocused and unrealistic about what can actually be accomplished. You also share a blind spot about socializing your plan, preferring to ignore that step. This could create serious problems around buy-in, causing the whole plan to get stalled indefinitely.

Your Potential Breakthroughs

Because our basic patterns are formed to help us manage the environment we encountered early in life, they may not work as well when we move into the world at large and encounter new contexts and dynamics. For this reason, increasing self-knowledge can help you adapt by breaking old habitual patterns and developing new ones that can advance your ability to interact in increasingly complex and diverse environments. Reflect on them without defense and you may learn fascinating things about unconscious ego-drivers that may be driving your behaviors more than you think.

Secret Fear

"I'm just lucky and it might run out."

This is why, when under stress, you have a strong rebellious streak and keep pushing your luck as far as you can. You need to prove you are successful and can win against your competitors or authority figures, and you want to win sooner rather than later. When in stress, you might experience a secret inner fear that you will run out of time or the luck needed to win, which may or may not be true. In truth, you do have an over-pronounced ability to overcome the odds and be a hero for others who are vulnerable in some way. This tendency sometimes comes from an early experience of witnessing someone be taken advantage of by someone more dominant. Then your story is that you want to avert that ever happening to anyone else again. Underneath, you are adamant that it not happen to you either, so you adopt a rebelliousness to authority figures in general. The resulting bravery and willingness to embrace risk truly may increase your odds of success in certain ways. If you do your homework, then you truly may have the credibility to support your alpha-like behavior patterns. If you tend to be overconfident without the means to back it up, then you may be correct in attributing your success to luck. The loss is that you can't relax or be still because there isn't enough time. This is a false fear and can keep you from enjoying ordinary pleasures and a balanced life where you don't have to save everyone.

Self-Imposed Glass Ceiling

Until you let go of being the hero for everyone else, you may remain fixated on saving the world from injustice, which can keep you from slowing down and enjoy your own life and relationships. Your big vision can consume so much of your life that you lose touch with those closest to you. You may even wish you didn't have such big dreams and could relax like others do. If your need to succeed is insatiable then there will never be enough to satisfy your appetite for winning. This can create a **self-fulfilling prophecy** where you never get to enjoy the fruits of your labor. To the extent that you prioritize work over your most important relationships, you could miss the opportunity for deep personal fulfillment and never realize your highest potential.

Typical Stress Reaction

Impulsivity

When you overuse your Impact Tilt you may feel omnipotent. This may lead you to respond to difficulty by "powering through" and "going for it". When you overuse this pattern you will appear to dismiss the risks and demand that everyone trust you on your word. It can also leave the impression with others that you wish to be the hero that can overcome virtually any adversity that may arise, causing others to fall into dependency on you. Your impulsive decisions can also cause rework when you didn't listen carefully or dig into the details and then have to change gears too often.

Stress Flip to Overuse of Clarity

When others question your judgment you may experience a Stress Flip and become overly analytical or withdrawn in order to search for facts to support your idea or vision. At such times you might get in touch with your own vulnerability and feel alone at the top, even if it's just something you experience briefly. Others could end up wondering if you have the credibility to back up your opinions and may not trust your judgment again. Without building inner balance, this can be a pattern that could cost you the trust and loyalty of your followers and end up left on your own to drive your ideas.

Potential Faulty Story

The potential faulty story is the narrative that keeps the stress reaction in place. Your story might be something like: "It's a tough world out there, but you'll be safe with me." Because of this narrative, you must make big plans to provide a better world for those who are loyal to your vision. You believe you can make a difference by being the hero that protects them from authority figures who are unjust. You strive to be anything but an average, ordinary, and vulnerable human being. Indeed, you are not all that comfortable sitting still because it might make you face feelings you'd rather suppress. Therefore you must be active, bold, alive, exciting and unique.

Unconscious Avoidance Strategy

You might be tempted to view others as less capable than you and may see them as obstacles to your goals and objectives. If this is true, you may find yourself tempted to view others as weak and blame them for anything that goes wrong. Beware of the delusion of this ego motive and be careful that you are not really just trying to make yourself feel powerful so you can avoid taking responsibility for your own actions and then feeling vulnerable as a result.

Unconscious Identity Fears

The two unconscious patterns of fear that could get you into trouble are:

Frustrated Autonomy: When you feel vulnerable, you may overdo your Courage traits and seek dominance over others instead of finding your own sense of power inside yourself. This can come across as dominant, dismissive, insensitive, and impulsive at your own expense.

Frustrated Freedom: When you feel trapped or constrained, you may overdo your Resilience traits in order to attract attention because you feel bored with yourself. This can come across as flashy, attention-seeking, self-indulgent behavior intended to get others to notice you are special and unique.

Warning Signs for Stress

Everyone experiences significant stress at times. As long as you don't let these periods extend for too long, you can usually bounce back easily. However, chronic stress over long periods can cause counterproductive outcomes that could be detrimental to your career success or personal health and well-being. The important thing is to be aware of the triggers and symptoms of your specific type of stress so that you can self-correct before it's too late.

Review the following list and check the ones that are trouble spots for you:

- | | |
|---|--|
| <input type="checkbox"/> You are exhausted from working long hours without rest | <input type="checkbox"/> You notice people are less engaged and simply complying |
| <input type="checkbox"/> You feel like you are carrying the weight of the world on your shoulders | <input type="checkbox"/> Even you have stopped believing you are lucky |
| <input type="checkbox"/> You have lost your old physical stamina and can't keep the pace | <input type="checkbox"/> You're tired of calling all of the shots by yourself |
| <input type="checkbox"/> You have a long trail of damaged relationships | <input type="checkbox"/> You're angry and taking it out on others |
| <input type="checkbox"/> You notice that others have stopped offering feedback | <input type="checkbox"/> You can't sleep at night or sit still for five minutes |

Managing Your Stress Pattern

If you have experienced four or more of the above warning signs, it may be an early warning sign for "impulsiveness" which is your specific stress pattern. The lesson is that people will only trust your vision if you have the interests of all of your stakeholders in mind. They will find you easier to trust if you have included the perspectives of others in your plan. It's impossible for you to do everything yourself and in order for others to follow, they must be able to believe you are trustworthy. Learning to listen to others as a regular practice can improve patience, trust and respect inside yourself.

Barriers to Excellence

If you focus too much on being the hero that saves everyone, you may unwittingly ignore the excellent value others can bring to the mission and rob them of their own desire to learn and grow through their own adversities. Those who were attracted to your vision in the beginning, may eventually lose hope that they are a valued part of your team, which alienates the very people who can help you succeed. They will want you to let them make mistakes and learn from them

without fear of being dismissed. In a complex and dynamic economic climate, it's nearly impossible for one leader to know everything that is required for success. You need others with diverse skills and perspectives to help you manage the risks more thoughtfully. If not, you may unwittingly lose the one thing you desire - to change the world for the better. Lean in to include others, let them be powerful in their own right, and you will make the impact you desire.

Potential Cost of Ignoring Development

Heart (Humanity): You may not tune in to your heart and then miss cues that tell you when to slow down and listen. This can lead to communication barriers and lack of support for your future projects and interests.

Head (Wisdom): You may not check all relevant facts to make an accurate assessment of the amount of work required to execute your plan, so you will feel overburdened by the effort required to stay the course.

Your Development Strategy

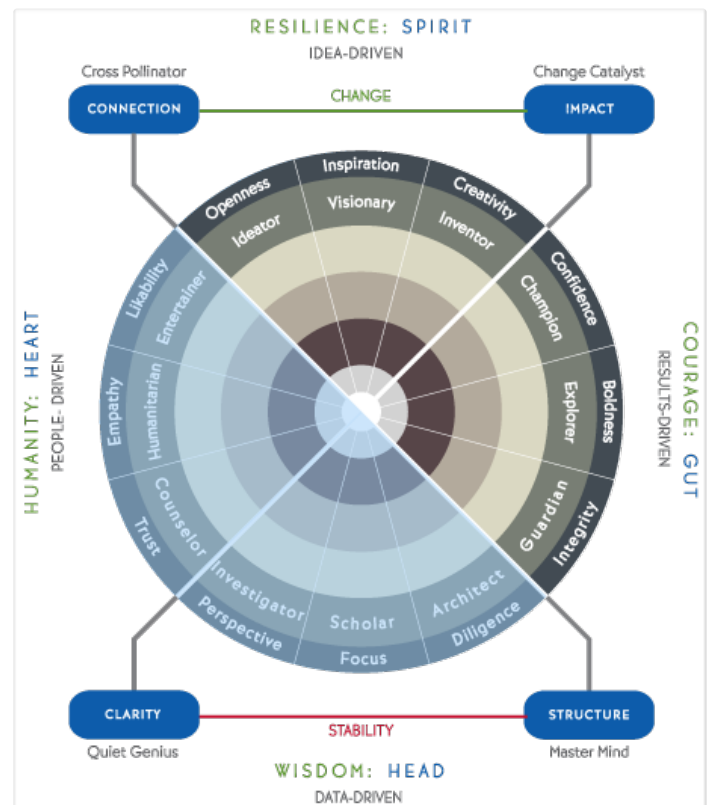
Our research shows that natural human development moves us toward the development of our opposite two quadrants over the course of time. This explains why we are often attracted to "opposites" in both personal and work relationships. Using the Tilt Framework to learn more about human patterns can rapidly accelerate natural development. What follows is a description of the patterns that balance your own preferences, as well as suggestions for your personal growth.

Path to Realize Your Potential

Review the Tilt Framework and notice that the quadrants that are least preferred in the Impact Tilt profile are **Humanity** and **Wisdom**. Development of the three character strengths in each of these two quadrants is the natural path of growth and balance for you. **Humanity** traits can help you develop mutually supportive relationships and balance out your sense of urgency by reducing underlying vulnerabilities. **Wisdom** traits can heighten your observation skills to help you live more in reality and balance your need for attention.

Bold Move Toward Clarity

The thing you may resist most is being still and patient because it distracts you from your goal, which is to realize your vision before your competitors. You might say you have an allergy to spending time doing thorough homework to gain Clarity (the Tilt opposite your preference) because you rely on your gut instinct and don't have the patience to slow down and do the deeper analysis. If, however, you have learned to slow down enough to be present to others and feel a sense of inner calm, you have embraced the opposite of your preferred traits (Clarity) and become more patient, present and grounded in reality. Slowing down to build trust and perspective gives you crystal clarity foundational to accomplishing your goals.



Choose One Thing To Change

We recommend that you choose one developmental goal at a time and focus on it until you see improvement. Then, move on to the next. Automatic habits are deeply rooted from years of repetition, but with focus, can be re-wired relatively quickly. Explore the suggestions below and select one to commit to in writing over the next 30-90 days.

Impact Tilt Affirmations: Be Wise + Be Kind

Be Wise

Wisdom Character Strength Practices

Tune in to your mindful awareness about the facts. Then select a Persona associated with the character strength you want to build and use your imagination to be that Persona in your mind every day for a month.

Perspective: Show Curiosity for Learning. (Persona: Ideator)

Get some perspective by listening more and speaking less. Cultivate quiet and mindfulness. Investigate in order to expand your perspective in meaningful ways. These actions will help you be more grounded in the facts so you become more discerning about the true value of your ideas.

Focus: Attends to Priorities. (Persona: Scholar)

Narrow the focus of your interests to no more than 2-3 imperatives at a time. Say NO to everything else, even if it sounds good to you. Because you're so good at taking charge, others may want you on their pet projects, but you must learn to say no to the "shoulds" of others so you can focus on the big vision you want to realize.

Diligence: Effective at Execution. (Persona: Architect)

Practice consistency and moderation in the temptations and indulgences that get you into trouble and result in outcomes you don't intend. Resist impulsive actions that you will later regret. Choose small improvements and commit to consistency. These actions will help you further your goals through execution.

Be Kind

Humanity Practices

Tune in to your heart for important answers deep within you. Then select a Persona associated with the character strength you want to build and use your imagination to be that Persona in your mind every day for a month.

Trust: Builds Strong Relationships (Persona: Counselor)

Notice your impact on others and realize how much they care about pleasing you. Your big vision and expectations can be challenging to live up to, so being patient can go a long way. Remember that relationships take time and trust doesn't happen quickly, so you have to be proven trustworthy over time with others before they will share their perspectives with you.

Empathy: Show Emotional Awareness. (Persona: Humanitarian)

Commit to quality time in your communications with others. When invited to listen, be aware that others look up to you and want your input. At the same time, realize they may be giving you too much power in their minds, so don't betray their trust. Slow down and listen 5% more intently, so others will feel heard and valued.

Likability: Expand Social Influence. (Persona: Entertainer)

Lighten up the mood with more relationship time so that you build followership for your vision. You are not solely responsible for making it all happen and will get a lot of leverage from creating group alignment. Let them learn that you can be fun to be around, you are a good person at heart and that you have their best interests in mind.

Ways to Maximize Your Energy

Energizers

The best way to encourage positive change is to know what drives your inner motivations and recharges your batteries. Use this list of suggestions to increase focus in areas that energize you. These come naturally to you, so they can be rewards that you choose to do in between difficult tasks:

- | | |
|---|--|
| <input type="checkbox"/> Follow your vision and trust your gut, but check your facts | <input type="checkbox"/> Being engaged by rolling up your sleeves to do the work |
| <input type="checkbox"/> Use your imagination to solve complex problems | <input type="checkbox"/> Do walk-arounds to visit your team and ask about their concerns |
| <input type="checkbox"/> Inspire others with a powerful vision of the future | <input type="checkbox"/> Tenaciously push forward to realize your dream |
| <input type="checkbox"/> Delegate to those who are subject matter experts | <input type="checkbox"/> Pioneer new territory and forge new paths of change |
| <input type="checkbox"/> Let others learn through their own adversity, the way you do | <input type="checkbox"/> Craft a compelling message to share about the future |

Balancers

In order to prevent overuse of your natural tendencies, it's important to develop counterbalancing practices that keep you balanced and agile. The following list of ideas can help you stay balanced. Choose one to focus on for the next 90 days, and create a reminder to do this practice every day until it becomes a consistent routine:

- | | |
|--|---|
| <input type="checkbox"/> Plan quiet time in every day for what matters most to you | <input type="checkbox"/> Schedule a planning hour in your week |
| <input type="checkbox"/> Be open to meaningful social connection with important others | <input type="checkbox"/> Slow down to care for your physical well-being with self-care |
| <input type="checkbox"/> Make a shift to being responsive instead of impulsive | <input type="checkbox"/> Develop a daily meditation practice to tune in to your highest values |
| <input type="checkbox"/> Dive deep and study something that informs your work | <input type="checkbox"/> Be fully present for an hour with someone that is important in your life |
| <input type="checkbox"/> Be kinder to yourself and let that extend to others in compassion | <input type="checkbox"/> Narrow your focus on a few things and say NO to rescuing others |

Your Lifelong Quest & Outcomes

If the patterns of the Impact Tilt seem true for you and you got to the end of this profile, well done! You have learned a measure of patience that can serve you well and are already integrating whole-brain balance in your inner self. Now that you are more relaxed and less impulsive, tune in to your highest values and notice that when you are calm and centered, you know what to do next and don't feel that familiar old urgency that is founded in fear of being vulnerable. You know you are strong and will accomplish even more now because you also have a strong support system in the people who believe in you and will be there when you most need them.

Healthy Belief Statement

"I have a vision that changes the world in positive ways and together we can make it happen, while I am also able to be still and present with those who matter most to me."

Healthy Self-Perception

We are all our best selves when we focus our attention, time and effort on what we are uniquely meant to do in the world. It is our utmost moral obligation to find out what our unique gifts and purpose are and then to rigorously attend to living out that purpose. Whatever we think about ourselves on the inside is conveyed in ways that go beyond words, so being an example to others starts with self respect on the inside, then creates positive influence on the outside.

Benefit of Self-Knowledge

The good news is that if you make the effort to do the personal work, you may eventually be able to redirect energy from relationship problems and put all of it into actualizing your big creative vision. Wasted effort is unnecessary and can be rectified if you simply do some inner work and improve the character strengths in your shadow. If you slow down and focus on being still and patient, it powers up your two balancing strengths of **trust** and **perspective** and amping up greater **Clarity**. As you develop more wholistically, your unconscious fears subside and you are able to capitalize on all of your strengths.

What's Next?

If you get stuck, need some help or simply want to learn more, upgrade to the [Tilt365 Positive Influence Predictor](#) to learn about the value of researching your unconscious patterns through the eyes of others you value and respect. With this web application you will become your own researcher and learn to improve and reshape old habits one by one over time with the help of reliable observational data and a coach to support your growth. Some say that [hiring a coach](#) is the single most important step we can take to accelerate change and positive results.

Tip!

You're not just one type, you can Tilt into a variety of patterns that fit the situation and context. This report is about your most natural tendencies in the beginning of life, which is important to know because it's where you will revert back to when under stress. Keep this document so that you can refer to it over time - such as when you have a big decision to make or when under stress.

Pam Boney Founder, Tilt365