

# Multidimensional Inventory for Personal Intelligence™ (MIPI)

# FEEDBACK REPORT

Report prepared especially for

*Albert*

on 07/07/2024

as requested by Geoff Crane



*adaptimist*

## How to use this report

You are about to read the results of a Personal Intelligence (PI) assessment that you recently completed online. Before you read further, there are some important points to remember.

1) *You completed a self-report assessment.* This means that the contents of this report reflect how you felt about yourself on the day and time of the test.



2) *Both age and gender affect Personal Intelligence.* To counter this, we compare your scores to thousands of others like you when we generate your report.



3) *There are no numbers on this report.* Everyone brings their own unique strengths to this assessment. We want you to appreciate those for what they are.



4) *You can change any of your scores!* You can learn how to make the most of your strengths and find new strategies to help support them.



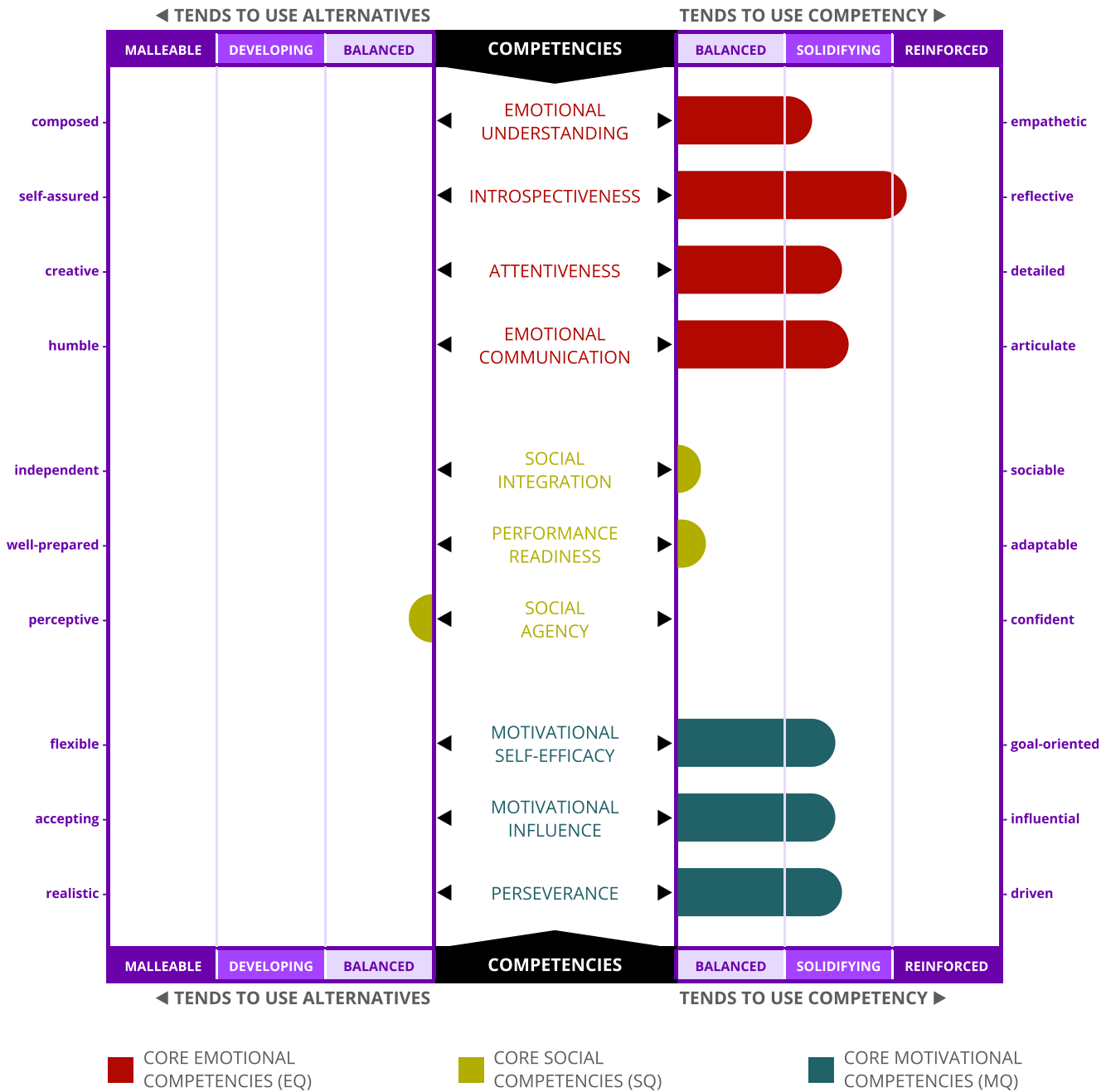
## Your adjectives

The following word cloud describes your personal style in most day-to-day situations. Smaller adjectives represent habits you have begun to practice (that will intensify with further attention). Larger adjectives represent your biggest strengths.



# About your Personal Intelligence

The following summary table represents the state of your ten Personal Intelligence competencies. Starting from the center, each bar tells you whether you tend to use a competency (bar moves to the right) or whether you tend to use alternatives to that competency (bar moves to the left). The adjectives on either side of the table describe the traits that result when the bar reaches the end.



# About your emotional competencies

Your emotional competencies represent a set of abilities that allow you to process your feelings, place them in context and make effective decisions. How much you use these competencies is defined by the **direction you move** (left or right arrow) and **the intensity of that movement** (colour of the box).



## EMOTIONAL UNDERSTANDING

The priority you give feelings as a valid source of information (as opposed to using reason).



You tend to use this competency →. Your band is **SOLIDIFYING**.

## INTROSPECTIVENESS

The effort you put into reflecting on experiences (as opposed to living moment to moment).



You tend to use this competency →. Your band is **REINFORCED**.

## ATTENTIVENESS

Your ability to maintain focus even under stress (as opposed to attending to emergent events).



You tend to use this competency →. Your band is **SOLIDIFYING**.

## EMOTIONAL COMMUNICATION

Your ability to put your feelings into words (as opposed to describing external experiences).



You tend to use this competency →. Your band is **SOLIDIFYING**.

### \*COMPETENCY BAND DESCRIPTIONS

*Malleable:* This is not a competency in your repertoire. You use alternatives almost exclusively.

*Developing:* You have begun to use this competency but resort to alternatives for most situations.

*Balanced (left):* You tend to use alternatives over this competency but have a good balance of both.

*Balanced (right):* You tend to use this competency over alternatives but have a good balance of both.

*Solidifying:* You have begun to use alternatives but resort to this competency for most situations.

*Reinforced:* Alternatives are not in your repertoire. You use this competency almost exclusively.

Scores that are far away from the centre suggest a strong preference for certain strategies that may not be appropriate for all situations. Scores closer to the middle suggest you have a more versatile approach to situations of an emotional nature.

## About your social competencies

Your social competencies represent a set of abilities that allow you to make friends, perform for others and make decisions under social pressure. How much you use these competencies is defined by the **direction you move** (left or right arrow) and **the intensity of that movement** (colour of the box).



### SOCIAL INTEGRATION

How easily you start and build relationships (as opposed to prioritizing your own autonomy).



You tend to use this competency →.  
Your band is **BALANCED**.

### PERFORMANCE READINESS

Your comfort being evaluated by others (as opposed to using anxiety to guide preparations).



You tend to use this competency →.  
Your band is **BALANCED**.

### SOCIAL AGENCY

Your ease making decisions in social situations (as opposed to watching others for threats).



You tend to use alternatives ←.  
Your band is **BALANCED**.

#### \*COMPETENCY BAND DESCRIPTIONS

*Malleable:* This is not a competency in your repertoire. You use alternatives almost exclusively.

*Balanced (right):* You tend to use this competency over alternatives but have a good balance of both.

*Developing:* You have begun to use this competency but resort to alternatives for most situations.

*Solidifying:* You have begun to use alternatives but resort to this competency for most situations.

*Balanced (left):* You tend to use alternatives over this competency but have a good balance of both.

*Reinforced:* Alternatives are not in your repertoire. You use this competency almost exclusively.

Scores that are far away from the centre suggest a strong preference for certain strategies that may not be appropriate for all situations. Scores closer to the middle suggest you have a more versatile approach to situations of a social nature.

## About your motivational competencies

Your motivational competencies represent a set of abilities that allow you to set goals for yourself, make them a reality, and influence others to help you along the way. How much you use these competencies is defined by the **direction you move** (left or right arrow) and **the intensity of that movement** (colour of the box).



### MOTIVATIONAL SELF-EFFICACY

Your comfort setting goals for yourself (as opposed to flexibly “going with the flow”).



You tend to use this competency →. Your band is **SOLIDIFYING**.

### MOTIVATIONAL INFLUENCE

Your ability to get others to help support your needs (as opposed to accepting others' whims).



You tend to use this competency →. Your band is **SOLIDIFYING**.

### PERSEVERANCE

The intensity with which you pursue your goals (as opposed to shifting priorities when tired).



You tend to use this competency →. Your band is **SOLIDIFYING**.

#### \*COMPETENCY BAND DESCRIPTIONS

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Scores that are far away from the centre suggest a strong preference for certain strategies that may not be appropriate for all situations. Scores closer to the middle suggest you have a more versatile approach to situations of a motivational nature.

## Suggested development activities

Based on the scores in your unique MIPI profile, we recommend the following three activities to help you make the most of your personal strengths. If you are working with an MIPI-certified coach or organization, they can offer you further support with a terrific range of Adaptivist curriculum. Your Personal Intelligence will continue to develop throughout your life!



Because of your *solidifying* Emotional Understanding score...

### Change your perspective about unpleasant situations.

We usually feel angry, anxious or upset, because of an interpretation we've made about something that happened, or that someone did. By practising "cognitive reframing", we can learn how to change these interpretations. Doing so will help us to feel better about the event enough that we can work with it.

Consider the following adjective pairs for someone marooned on a desert island:

**HELPLESS vs. UNTESTED**  
**ALONE vs. INDEPENDENT**  
**HUNGRY vs. MOTIVATED**

Sometimes just a simple adjective change can make the difference in a new mindset.



Because of your *balanced (right)* Performance Readiness score...

### Practice doing a retrospective after each performance.

As your presentation skills improve, you may find that there are still some things you can do to really polish your finished presentations. A presentation retrospective is a useful tool for post-performance reflection because it can highlight gaps, audience reactions and spots that aren't quite working yet.



**Start.** Make a list of ideas to *start* doing in your next performance.



**Stop.** Make a list of ideas to *stop* doing in your next performance..



**Continue.** Make a list of ideas to *keep* doing in your next performance..



Because of your *solidifying* Motivational Self-Efficacy score...

### Learn to separate reality from your expectations.

Sometimes, the way we expect things to turn out isn't quite what we get. This can be upsetting, especially if we put a lot of work into achieving a particular outcome. When this happens, it helps to take a good look at your new reality, and really explore what you expected it to be. Maybe your results have a silver lining!



**A** *Identify* the current situation.



**B** Explore the present *reality*. Note how it started, your reactions to it, how you're coping. Evaluate your disappointment.



**C** Explore your *expectations*. Note any "shoulds" and replace them with "I'd prefer". Look for unexpected positives.