



Multidimensional Inventory for Personal Intelligence™ (MIPI)

COACHING REPORT

Coaching report prepared especially for

Geoff

on 11/07/2025

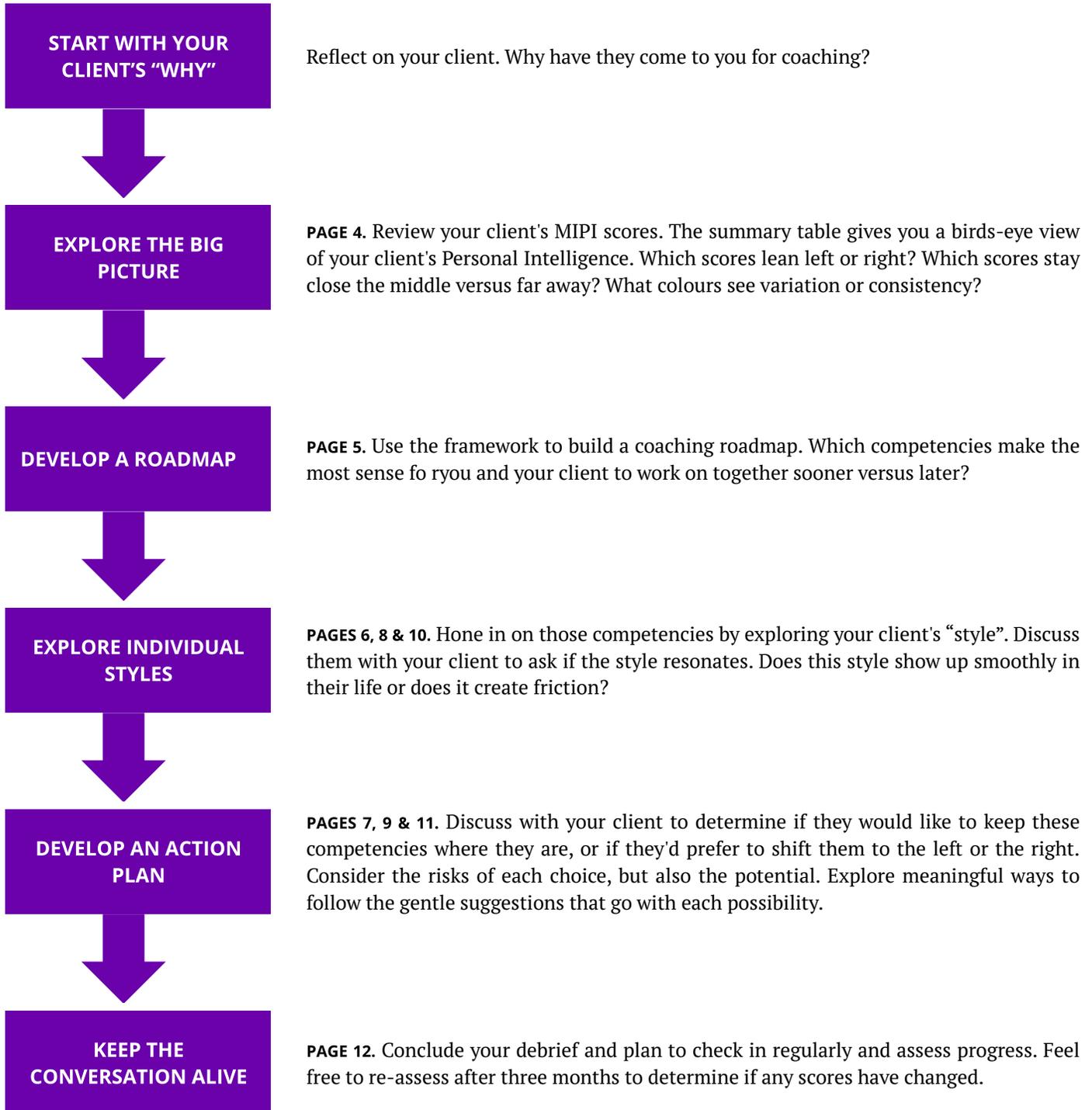
as requested by Geoff Crane



How to Use This Report

This coaching report was carefully designed to help you turn deep insights into clear coaching decisions. Rather than feed you the numbers that underlie all of our scoring, we'd rather give you a tool that will help you and your client reflect, grow and take meaningful action.

The following flow chart can help you plan your sessions together:



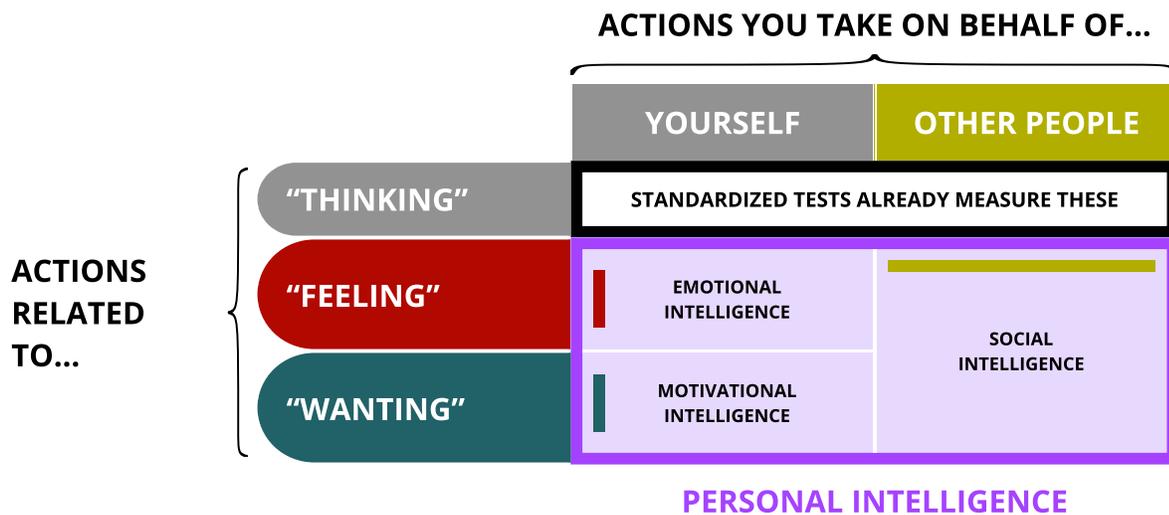
What is Personal Intelligence?

Personal Intelligence (PI) is a set of three competency families that help you navigate your inner world, relate to others and move forward with intention. PI shows up in every action you take, whether they're rooted in emotions, connections or motivations.

Three important areas make up your PI:

- Emotional intelligence:* How you notice, make sense of, and work with your feelings.
- Social intelligence:* How you connect, cooperate and grow with other people.
- Motivational intelligence:* How you choose goals and help yourself and others achieve them.

PI reveals itself in everyday behaviours - like deciding whether to laugh or stay quiet, push forward or rest. You can think of it like this:



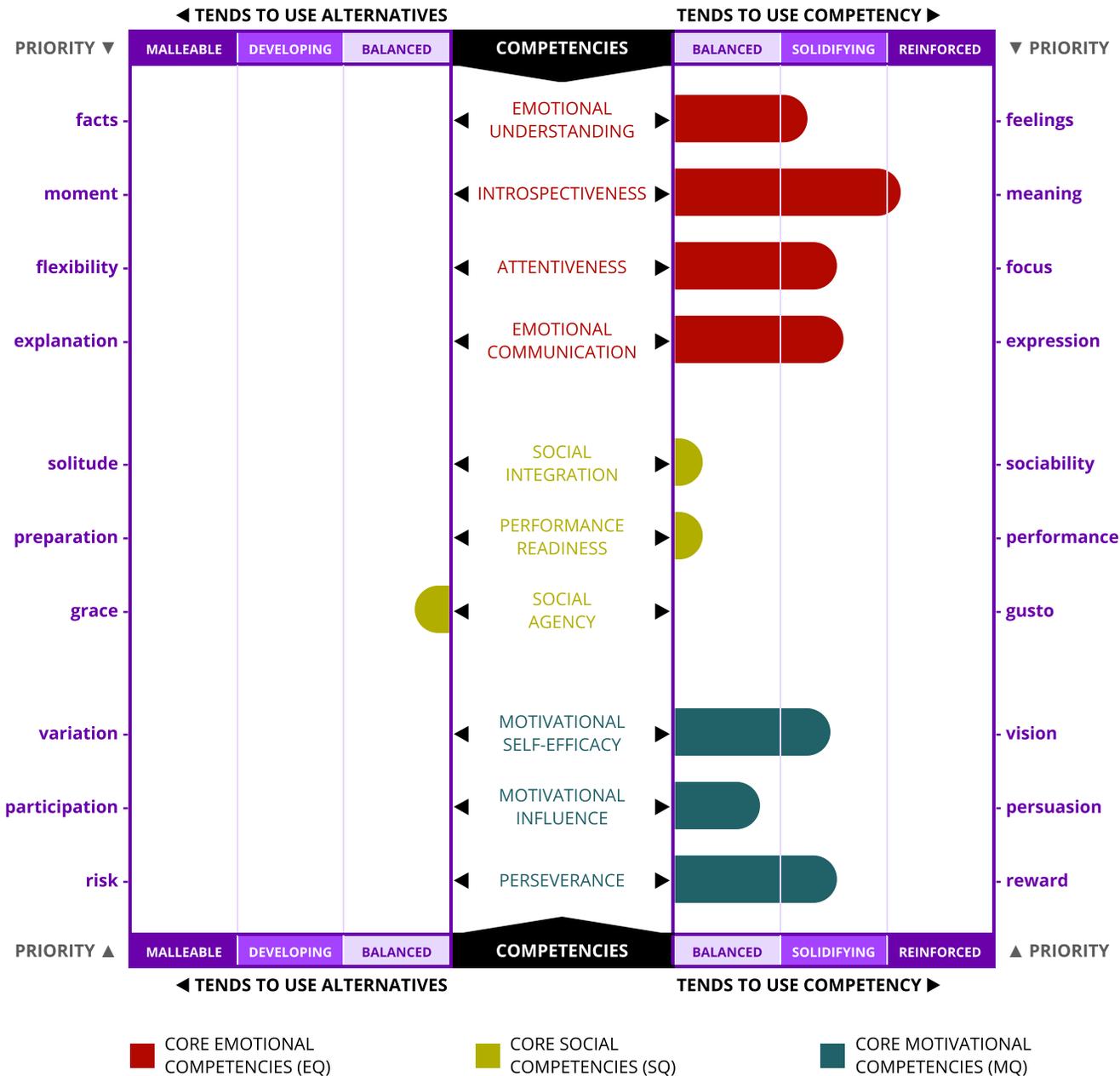
We already measure “thinking” skills through school-like performance tests. But emotional, social and motivational actions are harder to assess - so that's where the MIPI comes in.

PI generally improves over time as you learn and grow, but not always in a straight line. Sometimes the smartest thing you can do is deliberately regress your PI scores so that you can heal and gather strength before tackling new challenges.

This report helps you make informed choices about where your PI scores are now, and where you'd like them to go next.

Your client's Personal Intelligence

The following summary table represents the state of your client’s ten Personal Intelligence competencies. Starting from the center, each bar tells you whether they tend to use a competency (bar moves to the right) or whether they tend to use alternatives to that competency (bar moves to the left). The word pairs on either side of the table reflects what matters most to them at either end of a competency continuum.



Coaching conversations begin here.

STEP 1: IDENTIFY YOUR CLIENT'S COACHING PURPOSE

WORK WITH DIFFERENT COMPETENCY FAMILIES IS BEST SUITED TO DIFFERENT PURPOSES

SELF/IDENTITY



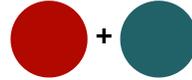
RELATIONSHIPS



WORK/GOALS/
RESILIENCE



TRANSITIONS/
CHANGE



WELL-BEING/
BALANCE



STEP 2: CONSIDER EACH COMPETENCY'S COACHING LEVERAGE

HIGH LEVERAGE COMPETENCIES GET QUICK WINS; LOW LEVERAGE COMPETENCIES GET LONGER-LASTING RESULTS



HIGH LEVERAGE

THESE ARE "QUICK WIN" AREAS - EASY TO ACCESS AND LIKELY TO SPARK EARLY PROGRESS.



MODERATE LEVERAGE

THESE ARE SOLID TARGETS THAT WILL YIELD RESULTS WITH SOME EFFORT.



LOW LEVERAGE

THESE ARE IMPORTANT BUT TAKE TIME AND PATIENCE TO DEVELOP.



STEP 3: CONSIDER YOUR CLIENT'S RESPONSIVENESS POTENTIAL

THE INTENSITY OF YOUR CLIENT'S SCORES SUGGEST WHERE COACHING WILL BE MOST EFFECTIVE



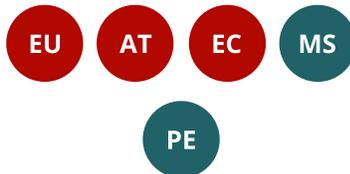
HIGHLY RESPONSIVE

THESE ARE LOW-HANGING FRUIT - QUICK TO CHANGE AND GREAT FOR FAST CONFIDENCE.



SEMI-RESPONSIVE

THESE ARE WELL-WORN HABITS. THEY CAN CHANGE WITH FOCUS AND SUPPORT.



RESISTANT TO CHANGE

THESE ARE TIED TO IDENTITY OR BELIEFS. CHANGE IS POSSIBLE BUT TAKES TIME.



- **EMOTIONAL COMPETENCIES**
- EU: EMOTIONAL UNDERSTANDING
- IN: INTROSPECTIVENESS
- AT: ATTENTIVENESS
- EC: EMOTIONAL COMMUNICATION

- **SOCIAL COMPETENCIES**
- SI: SOCIAL INTEGRATION
- PR: PERFORMANCE READINESS
- SA: SOCIAL AGENCY

- **MOTIVATIONAL COMPETENCIES**
- MS: MOTIVATIONAL SELF-EFFICACY
- MI: MOTIVATIONAL INFLUENCE
- PE: PERSEVERANCE

The MIPI measures four different emotional competencies that show how your client processes different aspects of emotional experiences. Their styles are below.

LEVERAGE:   

RESPONSIVENESS:   

EMOTIONAL UNDERSTANDING (EU)

Your client's ability to recognize what they feel and understand why that matters.



ALTERNATIVE: LOGICAL REASONING (LEANING ON LOGIC WHEN EMOTIONS FEEL UNCLEAR)



Your client's emotional style: "Fluent"

Your client tracks emotions with ease and clarity. They understand how emotions emerge, how they relate to different situations, and what those patterns reveal.

INTROSPECTIVENESS (IN)

Your client's ability to reflect on their feelings and connect them to past experiences.



ALTERNATIVE: PRESENT FOCUS (FOCUSING ON THE PRESENT WITHOUT LOOKING BACK)



Your client's emotional style: "Insightful"

Your client experiences profound self-understanding. They recognize their emotional and psychological landscape as fluid, integrated and ever-evolving.

ATTENTIVENESS (AT)

Your client's ability to stay focused on what matters, even amid distraction.



ALTERNATIVE: RESPONSIVE SHIFTING (LETTING YOUR ATTENTION SHIFT WITH THE MOMENT)



Your client's emotional style: "Strategic"

Your client adapts their focus with intention. They shift between tasks purposefully and manage priorities efficiently.

EMOTIONAL COMMUNICATION (EC)

Your client's ability to put their feelings into words without overthinking them.



ALTERNATIVE: FACTUAL REPORTING (STICKING TO THE FACTS AND IGNORING EMOTIONS)



Your client's emotional style: "Intuitive"

Your client adapts their emotional communication to different audiences with ease. They balance honesty and tact.

This page presents your client's emotional competencies based on their MIPI results. Every score has its strengths, but also its challenges.



EMOTIONAL INTELLIGENCE

This family reflects how your client experiences and works with their feelings.

*ALTERNATIVE: DETACHMENT
PULLING BACK FROM FEELINGS TO STAY
FOCUSED AND IN CONTROL.*



THEY TEND TO USE THIS COMPETENCY →
THEIR BAND IS **E-5: SOLIDIFYING**

You listen to your emotions and use them to guide decisions. Even intense feelings rarely throw you off course. You process them with skill and bring emotional clarity to the people around you.

WHAT IF THEY WANT TO WALK A DIFFERENT PATH?
Note: They don't have to change paths. If they're happy where they are, stay there!

<p>← NUDGE THEIR SCORE LEFT TOWARDS E-4: FORMING</p> <div style="text-align: center; margin: 10px 0;"> </div> <p>Try this if your emotional load has been feeling heavy or hard to carry. Easing back can offer breathing space.</p> <div style="text-align: center; margin: 10px 0;"> </div> <p>Distancing too far from feelings you trust may dull your empathy or cause you to start doubting yourself.</p> <div style="text-align: center; margin: 10px 0;"> </div> <p>Rebalance by shifting your attention outward. Music, nature, or movement can lighten the load.*</p>	<p>KEEP THEIR SCORE WHERE IT IS E-5: SOLIDIFYING</p> <div style="text-align: center; margin: 10px 0;"> </div> <p>Try this if you feel steady and fluent with emotions, able to lead or support others when needed.</p> <div style="text-align: center; margin: 10px 0;"> </div> <p>If you lean too far in, emotional processing might become exhausting or overly self-focused.</p> <div style="text-align: center; margin: 10px 0;"> </div> <p>Balance reflection with play, humour, or light conversation. This can help to keep things fresh.*</p>	<p>NUDGE THEIR SCORE RIGHT TOWARDS E-6: REINFORCED →</p> <div style="text-align: center; margin: 10px 0;"> </div> <p>Try this if you feel something deeper stirring and want to embrace it fully. This may be a time of emotional transformation.</p> <div style="text-align: center; margin: 10px 0;"> </div> <p>Crossing into greater depth without pause may blur the line between insight and overload.</p> <div style="text-align: center; margin: 10px 0;"> </div> <p>Pair feeling with meaning. Explore how each emotion connects to your values, not just your mood.*</p>
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*These descriptions are highly simplified. Further training is available to explore these techniques more fully.

The MIPI measures three different social competencies that show how your client processes different aspects of interpersonal experiences. Their styles are below.

LEVERAGE:   

RESPONSIVENESS:   

SOCIAL INTEGRATION (SI)

Your client's ability to form meaningful connections with other people.



ALTERNATIVE: SOLO ORIENTATION (KEEPING TO YOURSELF AND MAINTAINING DISTANCE)



Your client's social style: "Collaborative"

Your client contributes meaningfully in relationships and shared goals. They balance independence and togetherness well.

PERFORMANCE READINESS (PR)

Your client's ability to handle pressure when people are watching or judging them.



ALTERNATIVE: ANTICIPATION (TAKING STEPS TO BE IMPECCABLY PREPARED)



Your client's social style: "Poised"

Your client regulates their emotional state well. They appear calm and confident under pressure, even in complex or high-stakes settings.

SOCIAL AGENCY (SA)

Your client's ability to confidently take the lead in social situations.



ALTERNATIVE: SOCIAL SCANNING (WATCHING FROM THE SIDELINES IN UNCERTAIN SITUATIONS)



Your client's emotional style: "Approachable"

Your client can engage comfortably in dialogue, especially when the topic matters to them. They share and listen in balance.

This page presents your client's social competencies based on their MIPI results. Every score has its strengths, but also its challenges.



SOCIAL INTELLIGENCE

This family reflects how your client interacts with others and navigates relationships.

*ALTERNATIVE: SELF-RELIANCE
WITHDRAWING FROM OTHERS TO WORK
ALONE AND STAY SAFE.*



THEY TEND TO USE THIS COMPETENCY →
THEIR BAND IS **S-4: FORMING**

You can participate with ease and often find ways to support or collaborate with others. While some situations still feel a bit risky, your confidence in navigating relationships is growing.

WHAT IF THEY WANT TO WALK A DIFFERENT PATH?

Note: They don't have to change paths. If they're happy where they are, stay there!

<p>← NUDGE THEIR SCORE LEFT TOWARDS S-3: EMERGING</p> <div style="text-align: center; margin: 10px 0;"> </div> <p>Try this if your schedule feels socially crowded or you're losing time for yourself.</p> <div style="text-align: center; margin: 10px 0;"> </div> <p>Retreating too far may damage momentum and trust. People may misread your silence as disinterest.</p> <div style="text-align: center; margin: 10px 0;"> </div> <p>Reset with clear signals. Say "I'm recharging" instead of disappearing. This preserves connection.*</p>	<p>KEEP THEIR SCORE WHERE IT IS S-4: FORMING</p> <div style="text-align: center; margin: 10px 0;"> </div> <p>Try this if your presence feels welcome and not overextended. You're engaging with both joy and care.</p> <div style="text-align: center; margin: 10px 0;"> </div> <p>Without reflection, you may over-function—always "on" without checking if it still fits.</p> <div style="text-align: center; margin: 10px 0;"> </div> <p>Ask what energizes you. Lean into settings that give more than they take.*</p>	<p>NUDGE THEIR SCORE RIGHT TOWARDS S-5: SOLIDIFYING →</p> <div style="text-align: center; margin: 10px 0;"> </div> <p>Try this if you're ready to take a larger role in group settings or lead with your voice.</p> <div style="text-align: center; margin: 10px 0;"> </div> <p>Taking up more space too quickly may come off as dominating or forced.</p> <div style="text-align: center; margin: 10px 0;"> </div> <p>Look for natural entry points: offering help, asking questions, or naming shared goals.*</p>
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*These descriptions are highly simplified. Further training is available to explore these techniques more fully.

The MIPI measures three different motivational competencies that show how your client processes different aspects of goal-oriented experiences. Their styles are below.

LEVERAGE:   

RESPONSIVENESS:   

MOTIVATIONAL SELF-EFFICACY (MS)  
 Your client's ability to set goals and believe in their ability to achieve them.

ALTERNATIVE: PASSIVE
 MOMENTUM (WAITING FOR
 EXTERNAL CUES TO SPARK
 MOVEMENT)



Your client's motivational style: "Imaginative"
 Your client's vision is clear and resilient. They carry it with them everywhere - not rigid, but deeply internalized and self-affirming.

MOTIVATIONAL INFLUENCE (MI)  
 Your client's ability to inspire others and shape a shared direction.

ALTERNATIVE: ANTICIPATION
 (TAKING STEPS TO BE
 IMPECCABLY PREPARED)



Your client's motivational style: "Persuasive"
 Your client has presence and clarity. Their confidence makes others feel secure in following their lead.

PERSEVERANCE (PE)  
 Your client's ability to stick with a goal even when it gets tough.

ALTERNATIVE: TASK
 SWITCHING (WORKING TO THE
 PATH OF LEAST RESISTANCE)



Your client's motivational style: "Steadfast"
 Your client stays committed even when things get hard. They trust in the process and are motivated by purpose. They adapt, but they rarely quit.

This page presents your client's motivational competencies based on their MIPI results. Every score has its strengths, but also its challenges.



MOTIVATIONAL INTELLIGENCE

This family reflects how your client sets goals and pushes to achieve them.

*ALTERNATIVE: ADAPTABILITY
WAITING FOR THE RIGHT MOMENT INSTEAD
OF PUSHING FORWARD.*



THEY TEND TO USE THIS COMPETENCY →
THEIR BAND IS **M-5: SOLIDIFYING**

You're working toward meaningful goals and making steady progress. Others may see you as focused and dependable, even if you still work behind the scenes more than you take the spotlight.

WHAT IF THEY WANT TO WALK A DIFFERENT PATH?
Note: They don't have to change paths. If they're happy where they are, stay there!

←	NUDGE THEIR SCORE LEFT TOWARDS M-4: FORMING	KEEP THEIR SCORE WHERE IT IS M-5: SOLIDIFYING	NUDGE THEIR SCORE RIGHT TOWARDS M-6: REINFORCED →
Try this if your achievements are outpacing your joy. A step back may help you reset your pace and return to what matters.	Try this if your drive feels strong but manageable. You're accomplishing things without losing yourself in the chase.	Try this if you're producing results and want to level up. A challenge now could sharpen skills and deepen purpose.	
Pulling back too much may weaken consistency. Rebuilding trust in your abilities can take more effort than maintaining it.	If you run too long without breaks, burnout may sneak in. Rest matters, even when you're thriving.	Overreaching may strain your energy or lead you into burnout before your gains can stabilize.	
Take a break that honours your work so far. Let rest feel earned - not like quitting or giving up.*	Build rest into your routine. Let pauses become part of your rhythm, not just reactions to exhaustion.*	Set a stretch goal with built-in checkpoints. Reflect along the way, not just at the finish line.*	

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A message for your client

(Read aloud, or paraphrase)

“This report is a snapshot. It shows where you are today. More importantly, it opens up choices about where you’d like to go. There are no right answers. Our job now is to explore together: What strengths do you want to lean into? What skills feel like they need some rest? Just as every choice carries consequences, every choice also carries potential. What we do here can help to clarify both.”

A message for you

Imagine you’re walking with your client along a vast shoreline, scattered with hundreds, maybe thousands, of tiny shells. Each shell holds a story: a memory, a pattern, a decision, a belief. Some are weathered and familiar; others are sharp or barely noticed.

It could take forever to examine every shell, but you don’t have to.

This report can help you find those shells that deserve a second look. It doesn’t tell you what to do, but can help you both decide where to pause, where to wonder and what to leave undisturbed.

Growth doesn’t come from collecting shells. It comes from the conversation you have on your walk.

Thank you for being the kind of coach who walks with care.

