



CHECKLIST FOR SELF REFLECTION

Go through these points to reflect on your own behavior and motivation.

Below are a number of reflection questions linked to your own EASI profile. Therefore, use your report for this exercise. Remember that there are no right or wrong types of people, all are different. There are just different strengths and pitfalls. In order to develop, it is important to reflect on one's own behaviors and understand the impact they can have on others. What are you like and how do you do it? Of course, you are "more" than what is stated in the report, but behavior is often what others notice about you and something you may have the opportunity to adjust over time if needed. Recognition in the profile can depend on how strongly you exhibit the various personality types. The farther out on the graph your position is, the stronger the behaviors. If you have similar results across several types, you may identify with multiple personality types.

FOCUS ON PAGES 3-7 IN YOUR OWN EASI REPORT FOR THESE REFLECTION QUESTIONS

1. YOUR BEHAVIORAL STYLE

Pages 3 and 4: *How does your primary behavioral style align with your self-image?*

What aligns well and what aligns less well? Be honest with yourself and note down what you conclude.

Secondary Behavioral Style on Page 5: *How well do you recognize yourself in your secondary behavioral style? Write down the points.*

More About Your Primary Behavioral Style on Page 6 (Strengths): *Which strengths do you feel you recognize in yourself? Write down which ones.*

More About Your Primary Behavioral Style on Page 6 (Pitfalls): *Which pitfalls do you feel you have?*

(Note that pitfalls are strengths taken to an extreme. For example, if you are skilled at talking to others, you might come across as chatty or overbearing when you overdo it. Or, if you are a good listener, you might be perceived as too quiet and not part of the group because no one gets to know you properly.)



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FOCUS ON PAGES 8-13 IN YOUR OWN EASI REPORT FOR THESE REFLECTION QUESTIONS

2. YOUR MOTIVATION STYLE

Your Motivation Style on pages 8 and 9: How well do the points about what motivates you and your desired working conditions match? What aligns well and what aligns less well? Be honest with yourself and note down your conclusions.

Motivating Others on Page 10:

How well do you recognize yourself in the description of how you are motivated? Note down the most important points.

Motivation to Learn on Pages 11 and 12:

How well do you recognize yourself in the description of how you are motivated to learn? What is most important to you when it comes to learning? Note your reflections.

3. GAP ANALYSIS—BEHAVIOR/MOTIVATION

Gap Analysis between Behavior and Motivation on Page 13: How well do the graphs align with each other? Why do you think they look the way they do? Reflect and note down your thoughts.

4. DEVELOPMENT CATALOG AND DEVELOPMENT PLAN

Suggestions for Development Areas on Pages 14-15: *Read and reflect on the points. Write down the two most important ones.*

Development Plan on Page 17: *Optional: Coach yourself towards change or seek help from someone else.*



THE EASI TYPES

Overview of behaviors and communication styles that characterize each personality type

EASI BEHAVIOR

E
Exuberant
Emotional
Outgoing
Influential
Like to experiment
Spontaneous

S
Sensitive
Empathetic
Welcoming
Harmony-seeking
Patient
Seeking cohesion

I
Controlling
Result-oriented
Effective in decision-making
Pragmatic
Direct
Impatient

A
Deliberate
Systematic
Conscientious
Rational
Critical
Formal

EASI COMMUNICATION

how do we say things?

E
Open
Acknowledging
Lively
Animated
Curious
Informal

S
Pleasant
Welcoming
Attentive
Patient
Accepting
Calm and present

I
Involved
Focused
Shows self-confidence
Quick and exact
Direct
Persuasive

A
Low-key
Formal
Well-prepared
Interested
Calm

what are we talking about?

E
Possibilities
Exuberance
News value
Excitement
Prestige
Overall view

S
Feelings
Values
Personal experience
Cohesion
Recognition
Empathy

I
Results
Independence
Success
Efficiency
No-nonsense

A
Quality
Safety
Plan
Structure
Logic
Facts