

## Purposeful Leadership Assessments

### Customised report Information.

#### Natural Abilities – Sustainability Seeker

Dear Sarah,

You have terrific talent! Your natural abilities make you capable of being a highly productive and creative person. Results of your 'Natural - Ability' test validate the specific qualities of your personal, instinctive strengths. This assessment confirms your natural success and how you make your best efforts. It helps you excel.

With your Natural - Abilities results you can liberate yourself from the stress of working against the grain. They highlight how you need to get things done -- and how you need to avoid trying to act because it just won't work well for you. They have nothing to do with learned behaviours, stemming from the knowledge-based cognitive part of the mind. We all know people with the skills and intelligence to do something, yet they just don't do it well. Natural - Ability results also have nothing to do with your personality or social style. People can prefer to act one way, yet perform entirely differently when challenged.

The Natural - Abilities assessment is one of the few ways of validating instinct-based actions. It is unique from any other mental measurement you may have taken because there truly are no right or wrong, good or bad answers/results, and no biases by gender, age, or race. It will not -- nor could it -- tell you how you need to change. As the great philosopher, Johann Wolfgang von Goethe said, "I am what I am, so take me as I am!" It is not necessary to be anything other than who you are to achieve your highest goals. Your personal set of striving instincts give you the power to do what must be done. To be successful, you don't need to be more, or less of anything, on the Natural - Abilities scale.

Your Natural - Abilities result, your MO (Mode of Operation), is perfect for you.

Success comes with the freedom to be yourself. You need opportunities to use the instinctive talent you have. You need to strive, to contribute, to be productive, because through your efforts you convert this innate ability into success. That's how you find a sense of purpose. You can do what you set out to do, so long as you engage the striving instincts the 'Natural - Abilities' assessment identifies that you have available in your personal tool box.

The 'Natural - Abilities' assessment gives you words to describe your natural strengths. It also highlights your responsibility to put your talents to work for the shared purposes of those with whom you make a commitment of this tremendous energy.

Your natural ability make you capable of being a highly productive and creative person. The natural abilities are specific qualities of your personal, instinctive strengths.

#### The four 'Levels of Abilities' and the four 'Natural Abilities'

Sample Report. Do not use this information as it is not based on your actual assessment. Some information has been masked in black.

The four levels of abilities are; Inability- areas, learnt-ability areas, excellence-areas and natural-ability areas. We are able to convert 'inability-areas' into 'learnt-ability areas' and 'excellence-areas' through education, training and experiences. However, we are born with natural-abilities, they are already present in us and could be liberated through relevant guidance and practice.

Unlike learned behaviour and social styles, Natural-abilities are instinctive. The 'Natural - Ability' concept stems from the discovery of four creative instincts through which we initiate all action. Each produces a distinctive cluster of behaviours or preferred mode of working. Our action is initiated through one of these Modes. Everyone has equal conative energy, yet individual intensity in any one Mode may vary. These variances give you your distinctive talent. The four natural-abilities we have encountered during our people and organization transformation practice are:

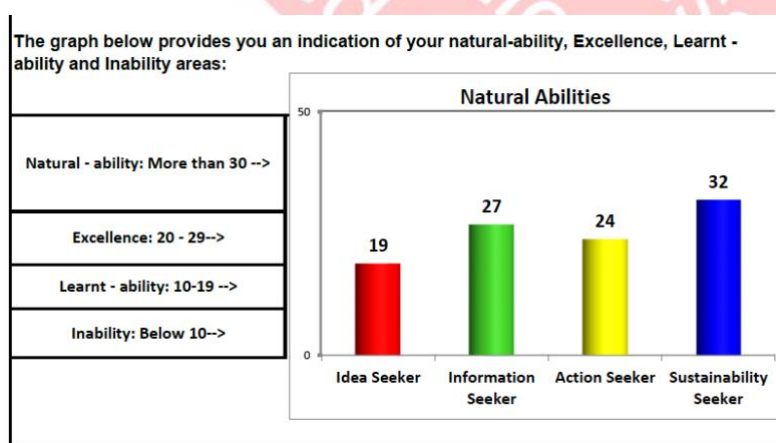
**IDEA SEEKERS:** Through which we are a catalyst, generalist, innovator, entrepreneur, promoter, or impressionist.

**INFORMATION SEEKERS:** Through which we are a pragmatist, prober, arbitrator, practitioner, researcher, judge, or realist.

**ACTION SEEKERS:** Through which we are a manufacturer, moulder, builder, handcrafter, weaver, agriculturist, or handler.

**SUSTAINABILITY SEEKERS:** Through which we are a planner, designer, programmer, theorist, systemiser, or pattern maker.

**Your Natural-Abilities assessment score is shown in the graph below;**



**'You are a 'SUSTAINABILITY SEEKER' according to your NATURAL ABILITIES' assessment. This section provides you with more information about your mode as well as some ideas about using your natural ability to achieve spectacular success and real happiness in your personal and work life.**

Your 'Natural Ability' is SUSTAINABILITY SEEKER



*SUSTAINABILITY seekers are planners, designers, programmers, theorists, systemisers, or pattern makers.*

Now that you know your 'Natural Ability', getting into an arena where you can be yourself enables spectacular success as you enjoy such work, are naturally talented in it, deeply interested to learn more about such work and care enough to improve the way you do such work. If you are already in an organizational role that does not match your natural-ability, use this report to have a conversation with your leader to explore how you can re-design your role or move to a new role that is more compatible with your natural-ability. This will also help your organization to enjoy a higher level of success due to the higher level of engagement this can create in you.

Once you are in your Natural – Ability area, you can liberate yourselves from the stress of working against the grain.

#### Knowing your natural abilities helps you to trust your instincts

Knowing your natural ability will help you to trust your instinctive talent. It will not only help you to get more done, but the result will be more effective, because your natural ability creates a driving force that makes you operate passionately when doing work related to your in-born instincts and talents.

*As a SUSTAINABILITY SEEKER, you like to act consistently, dependably,*

[REDACTED]

You need to avoid trying to act in a manner opposite to this, because it won't work well for you. This has nothing to do with learned behaviours, stemming from the knowledge-based cognitive part of the mind. We all know people with the skills and intelligence to do something, yet they just don't do it well. Natural - Ability results also have nothing to do with your personality or social style. People can prefer to act one way, yet perform entirely differently when challenged.

#### Knowing your natural abilities helps you to use your time and energy productively



When you are in your natural-ability arena of work, you are engaged, you enjoy it and are immersed in your work. This creates psychic energy which keeps building up as you work, rather than diminishing. It reduces or eliminates your mind wandering into other thoughts or the need to take too many breaks to refresh your mind as the work itself refreshes your mind.

As a SUSTAINABILITY SEEKER, you need to arrange, [REDACTED] so that you can generate psychic energy, enjoy what you do, be engaged and focused, thereby using your time and energy more productively.

To maximize your efforts, you need to:

- keep yourself energized by providing inputs to ensure standards are met in projects and activities important to your organization.

[REDACTED]

- [REDACTED]
- produce on a tenure based compensation arrangement rather than a commission based one.

Knowing your natural abilities helps you to improve your communication effectiveness

Your natural abilities make you communicate or receive communication in a unique manner.

As a SUSTAINABILITY SEEKER, you like to use [REDACTED] when you communicate with others. You use what has worked and what you think would be useful in sustaining standards.

It is also important for you to develop a level of excellence in the methods of communication preferred by the other three modes so that you can customize your communication to suit the preference of the receiver/s. IDEA SEEKERS like to

[REDACTED] . INFORMATION SEEKERS like to [REDACTED] . ACTION SEEKERS like to get the [REDACTED] communication. Therefore, knowing your own and the receivers' natural-abilities helps in customizing communication to make it more effective.

Knowing your natural abilities helps with effective problem solving

As a SUSTAINABILITY SEEKER, you envision, [REDACTED] restore, and protect, to solve [REDACTED] problems. While using this approach predominantly, it will serve you well to develop problem solving methods used by those with the other three natural abilities;

- **IDEA SEEKERS** *simplify, explain and strategize to solve problems* while using methods relevant to other natural ability based on the areas of excellence.
- **INFORMATION SEEKERS** *adapt, maintain, systemize to solve problems* while also using methods relevant to other natural ability based on the areas of excellence.
- **ACTION SEEKERS** *stabilize, modify, innovate, to solve problems* while also using methods relevant to other natural ability based on the areas of excellence.

#### Knowing your natural abilities helps to avoid/reduce stress

Conative stress gets created when there is; **CONFLICT** that arises from interactions between two people who have significantly differing intensities within a common natural ability, **STRAIN** that results from unrealistic expectations from others that make you act differently to your natural-ability, **TENSION** that stems from another person requiring you to function out of your natural ability.

It is possible to respect someone else's methodology without adopting it ourselves. Conflicts can be turned into synergistic effort by not trying to change each other, by having a sense of humour about differing approaches, and by staying true to ourselves whilst understanding and respecting the other person's natural-ability. Success for an individual is defined as the freedom to act within his/her natural-ability. Success in a team situation or personal relationship stems from understanding each other's natural-abilities, accepting them and finding synergy rather than trying to change the other person.

You can avoid/reduce stress by:

- *alerting others that you are likely to ask for information and examine processes to help them be successful in their responsibilities.*

[REDACTED]

- [REDACTED]
- *seeking opportunities to create without restrictions or predetermined boundaries.*

Knowing your natural abilities helps you know what you will do and what you won't do

The conative part of your mind is your striving mechanism, your will or the effort you make to reach goals. When you act on your thoughts or feelings, your conative will is engaged. It's not enough to want something or know it needs to be done. You must act by enlisting and channelling your conative will and the allocation of your creativity. How you will succeed is instinctive. Knowing your natural-ability helps you to determine why, when, where, what and with whom you will use this talent.

*As a SUSTAINABILITY SEEKER, you thrive in jobs that require ensuring SUSTAINABILITY through;* [REDACTED]

*As a SUSTAINABILITY SEEKER, you work CONSISTENTLY,* [REDACTED]

Given below are the types of work you can excel in and how your natural-abilities help to excel in each role;

*If your SUSTAINABILITY SEEKER score is very strong you are born to be a **Designer**. You are methodical & systematic, as this mode is focused and structured to bring order and efficiency.* [REDACTED]

[REDACTED] *can get out of hand causing conflict and you need to learn to tone this aspect down.*

*As a SUSTAINABILITY SEEKER, if you are followed by a strong IDEA SEEKER score you are born to be a **Strategist**. You have the mind-set:* [REDACTED]

*As a SUSTAINABILITY SEEKER, if you are followed by a strong INFORMATION SEEKER score you are born to be a **Systems Analyst**. You have the mind-set:* [REDACTED]

As a *SUSTAINABILITY SEEKER*, if followed by a strong *ACTION SEEKER* score you are born to be a **Manufacturer**. You have the mind-set,

[REDACTED]

You can become more effective by developing skills to the level of excellence in the other modes too as given below;

*Learn the skills of an IDEA SEEKER to be able to INVENT, BRAINSTORM,*

[REDACTED]

*Learn the skills of an INFORMATION SEEKER to be able to work; STUDIOUSLY,*

[REDACTED]

*Learn the skills of an ACTION SEEKER to be able to work; PHYSICALLY,*

[REDACTED]

### **A word about the accuracy of this report**

Whilst we take great care to ensure the accuracy of this report and its recommendations, 100% accuracy cannot be guaranteed, as there are no rigid right answers or wrong answers regarding social and human issues. This is because your responses to the assessment may have been impacted by the state of mind you were in during the assessment and your intentions of doing the assessments. Furthermore, the relevance of research information from the past may not be relevant to the present and the future, as the world keeps changing every moment, people keep changing every moment and you keep changing every moment. You will sense the accuracy of this report as you read it. Feel free to repeat it free of charge, if you feel it does not reflect your natural-abilities and your conative strengths. Regarding the recommendations, we make regarding the type of work, the way of working etc. that are most suitable for you, it is important for you to reflect on the recommendations of the report and check with trusted advisors before making drastic changes. You need to take responsibility for your decisions and actions.

Sample Report. Do not use this information as it is not based on your actual assessment. Some information has been masked in black.



**Who Created 'The NATURAL ABILITIES' assessment?** Kolbe Corp introduced the Kolbe Index, which was probably the first assessment tool which measured the conative aspects. Dr Ranjan De Silva critically examined the concept during his leadership development work over the past 20 years and customised it to suit the practical realities of his clients in the name and style of 'Natural Abilities'. The Natural Abilities assessment has been developed by Ranjan as a part of his leadership development practice to help clients understand their natural abilities and assist them in developing themselves and their teams.

### **More value for you:**

Here are some 'Ideas to Extract More Value from Purposeful Leadership'

You could receive executive coaching to develop your leadership skills

You could attend a workshop to explore and develop yourself

You could get more team members in your organisation to take this assessment

You could get members of your family and friends to take this assessment

You could receive our monthly Purposeful Leadership newsletter free

You could follow the blog of the creator of this assessment, Dr. Ranjan De Silva

You can follow us on: FB, Linked, Twitter etc.

[Please click here to submit a form](#) so that we can connect with you and explore how we can be of service to you.

**Thank you for using Purposeful Leadership Assessments. We wish you all success. Please stay connected.**

Sample Report. Do not use this information as it is not based on your actual assessment. Some information has been masked in black.