
FEEDBACK EXPRESS

Personal Feedback for:
Sample User

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KBA
The Human Resource
Technology Company

BASIC FEEDBACK and ANALYSIS



TABLE OF CONTENTS:

Comparative Graph of Adolescent and Adult Profiles	3
Your Adult Profile	4
• Your Strengths Today	
• Your Weaknesses Today	
Your Extraversion/Introversion Level	6
An Analysis of Your Adult Profile	8
• Work/Leisure Comparison	
• Self-Perception Comparison	
• Emotional State	
Your Adolescent Profile	11
Conclusions and Next Steps	12



COMPARATIVE GRAPH OF ADOLESCENT AND ADULT PROFILES

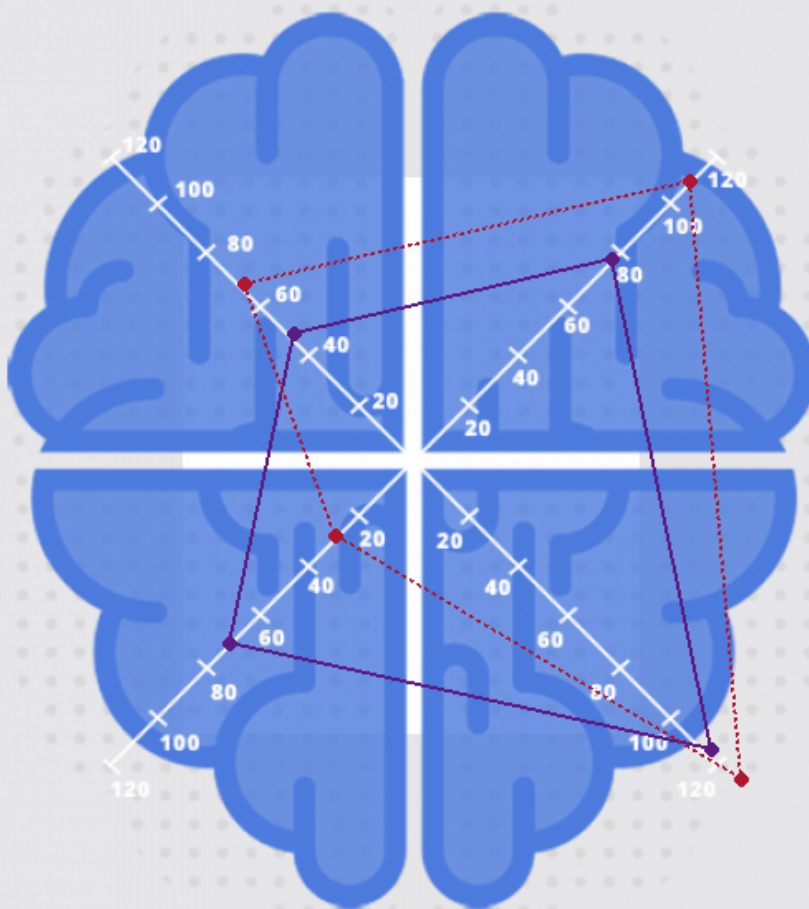


FRONTAL LEFT

Financial, Structural & Mathematical Analysis
 Evaluate all variables
 Logical Decision Making
 Negotiation & Debate
 Prioritizing

FRONTAL RIGHT

Imagination & Creativity
 Trouble-shooting
 Risk-taking
 Innovation
 Humor



E : I -
 Youth: 2 : 4
 Adult: 1 : 5
 Total: 4 : 8

Adolescent profile:
 - - - - -
 Adult profile:

Monitoring
 Attention to Detail
 Routine Procedures
 Maintain Planning
 Procedural & Administrative Support

Nurturing
 Celebrating
 Encouraging
 Soothing & Harmonizing
 Establish belongings

LEFT POSTERIOR CONVEXITY

RIGHT POSTERIOR CONVEXITY

YOUR ADULT PROFILE



Your ADULT PROFILE identifies how you are currently using your brain. To better understand your scores, we first note their relative strength: which is the highest and which is the lowest?

MODE	ADJECTIVE	SCORE	LOW/HIGH
Frontal Left	analytic	48	Lowest
Left Posterior Convexity	routine	74	
Right Posterior Convexity	harmonizing	116	Highest
Frontal Right	creative	77	



Highest



Lowest

Scale	Very High :101+	High : 81 - 100	Moderate : 41 - 80	Low : 0 - 40
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CURRENT ADULT PROFILE

Thus, you have

0 - 40	0 areas of AVOIDANCE
41 - 80	3 areas of MODERATE competency
81 - 100	0 areas of HIGH competency
101 +	1 areas of VERY HIGH/COMMITTED competency

Because your ADULT PROFILE, or how you presently think, is determined by both your strengths and your weaknesses, you will need to know more about both. For this reason, a detailed description of both follows.



YOUR STRENGTHS TODAY

Consequently, as **your** ADULT PROFILE indicates strength in the Right Posterior Convexity, we say you are or you are thinking like aRIGHT POSTERIOR CONVEXITY EXPERT.

As a **RIGHT POSTERIOR CONVEXITY EXPERT** you are sensitive, soothing, spiritual, and accommodating. Your focus is on harmony and connection. Your underlying assumptions are that: feeling a sense of harmony is fundamental to our well-being; emotions are a valid signal of the presence or absence of harmony; and that connecting with our environment, and most especially with others to welcome, orient, listen or otherwise encourage them, is part of accomplishing true harmony.



YOUR WEAKNESSES TODAY

Accordingly, because your weakest area is FRONTAL LEFT, you will have difficulty whenever, and to the extent that, this mode is needed to relate to someone or to perform a job successfully. More specifically, your thinking is **not** first and foremost logical, mathematical or quantitative, analytical, diagnostic, structural and functional. Moreover, your focus is not on solving problems and making decisions or on identifying causes behind 'problems'; obtaining accurate data; and performing correct analysis on that data. Indeed, you may actually believe that everything true or important cannot be measured.

UNDERSTANDING YOUR LEVEL OF EXTRAVERSION / INTROVERSION



! ALERT LEVEL

Defines the context in which you are most effective. Each of us has a stable and natural level of Alertness. These levels vary from person to person.

Proper work in the wrong context could amount to failure. -Dr. Hans Eysenck



Extraverted
Need encouragement

Just awake



Stimulus
Moderate

Awake



Introverts perceive
More than others

Very awake

🔔 EXTRAVERSION

Neurologically speaking, EXTRAVERSION is the behavioral response to having a naturally low level of internal alertness, wakefulness or arousal. Subsequently, in order to achieve an optimum level of internal alertness, EXTRAVERTS generally choose or create environments in which a lot is going on. This internally driven need 'to be stimulated' often appears as a need to engage, influence, or control their environment - whether it is as a 'party animal,' inveterate debater or competitor. Indeed, the more extraverted a person is, the more competitive they tend to be.

✕ INTROVERSION

By contrast, INTROVERSION is the behavioral response to having a naturally high level of internal alertness, wakefulness or arousal which takes in, second per second, many times the amount of information, and which, as a result, periodically overloads. When overloaded, INTROVERTS will tend to shut out additional input while they process what they have already taken in. This 'going within' may manifest as sitting or standing alone, reading a book, going for a walk, or communing with nature.



EXTRAVERSION / INTROVERSION SCALE

The scale for measuring EXTRAVERSION in relation to INTROVERSION ranges from:

Score		Score	
E : I		E : I	
12 : 0	a	10 : 2	for the highly extraverted person
9 : 3	a	8 : 4	for the extraverted person
7 : 5	a	5 : 7	for a person with balanced needs
4 : 8	a	3 : 9	for the introverted person
2 : 10	a	0 : 12	for the highly introverted person



EXPLANATION OF YOUR EXTRAVERSION / INTROVERSION LEVEL

With an EXTRAVERSION : INTROVERSION RATIO of 4 : 8 , you have a GREATER NEED OF INTROVERTED ACTIVITIES than many people. Indeed, your level of internal alertness is so high already; you clearly prefer calmer, more serene, or controlled situations. And yet, because you are not an extreme introvert, you are not a true loner. Now and again, possibly even a few hours a day, you actually enjoy a little intensity -- a competitive game of tennis, a good conversation with a friend or colleague. Subsequently, if your job is heavily introverted, you may well find that you satisfy your regular need for small doses of greater intensity after work by doing things with your spouse and friends. On the other hand, if your job is 'too demanding' in that it requires you to compete, negotiate, regularly be with new and different people, you'll probably find that you use all of your extraverted energy on the job and subsequently pull in or pull away when you do get home. Although this is necessary, it makes enjoying and relating to your family difficult. From a career perspective, many service and some sales jobs are best done by someone with your moderately high level of introversion. Jobs in which you offer support and assistance to others are both interesting and satisfying for you. As long as you are not also required to regularly prove your point, sell hard, close deals, or compete against other providers through an impersonal, low-bid proposal process. Significantly, the jobs at which you naturally thrive are those which allow you to do a large portion of your work behind the scenes, alone, or with a small hand-picked team that you know and trust.

Additionally, an analysis of your data suggests that you were MORE EXTRAVERTED AS AN ADOLESCENT than presently. This experience is not uncommon. It simply suggests that for some time (usually 2 years or longer) you have been experiencing chronic anxiety. This may be due to any of a number of causes: extended health or financial problems; trying to develop or use a non-preferred mode; living or working in a place that denigrates your sex, race or mode; living in a dysfunctional marriage or relationship. As long as the source of your anxiety remains unaddressed or unresolved, you will experience life from a more EXTRAVERTED perspective. You will be less interested in competition, closing sales or deals, winning, and being where the action is. You may even find yourself reading self-help books and/or going to therapy. These are all natural and healthy responses to living under chronic anxiety. They help you to slow down, to go within (something more EXTRAVERTED people rarely do), to evaluate your life, to gain insight and understanding, and to make the necessary changes to resolve the source of the conflict. When and as you make the decisions and/or take the actions that effectively handle the source of your anxiety, your anxiety will dissolve. Shortly thereafter, your own natural, normal, more EXTRAVERTED nature will return.



WORK/LEISURE COMPARISON

The first way in which we look for consistency is to compare how you use your brain at work to how you use your brain at leisure.

MODE	WORK SCORE	WORK RANK	LEISURE RANK	LEISURE SCORE	MODE
Frontal Left	28	4	4	9	Frontal Left
Left Posterior Convexity	37	2	3	20	Left Posterior Convexity
Right Posterior Convexity	49	1	1	29	Right Posterior Convexity
Frontal Right	30	3	2	23	Frontal Right

Reviewing your data and comparing those modes which are strongest / weakest at work to those which are strongest / weakest away from work (at leisure), you can see that there is a high degree of consistency, with respect to your **strongest and weakest modes only** indicating that you are comfortable with how you are using your brain at work and prefer to continue using these modes in the same manner when engaging in leisure-time activities.

SELF-PERCEPTION COMPARISON

The second way in which we check for consistency is to compare how you see yourself, that is, your self-perception, to how you currently use your brain. How a person sees himself may indicate how accurately they understand themselves as well as whether or not they have abandoned a NATURAL PREFERENCE and developed COMPETENCIES in a NON-PREFERRED mode in order to succeed or fit in.

KEY SELF-DESCRIPTOR

Accordingly, your selection of the adjective Posterior Right "Trusting" as most like you is GENERALLY CONSISTENT with your strength in this area, but for some reason you do not value or recognize your greater strength in helping others to get along or otherwise add harmony to your environment.

Symbolic Self-Image - Most

Another way in which we check your self-perception uses four symbolic images: a set of stairs; three parallel, horizontal wavy lines (a wave); an upwardly, outwardly moving spiral; and a pointed arrow. Although there is no right or wrong in this section, each of these images tends to hold a highly stable meaning for the majority of people. Hence, the stairs indicate or reflect the step-by-step manner of the Left Posterior Convexity; the harmonized waves indicate the soothing quality of the Right Posterior Convexity; the spiral indicates the expanding synthesizing progress of the FRONTAL RIGHT; and the arrow indicates the FRONTAL LEFT's one pointed, goal directedness.

Accordingly, your selection of the adjective Spiral , which is most generally descriptive of the Frontal Right as most like you, is GENERALLY CONSISTENT with your strength in this mode, but ignores your stronger capabilities.

SYMBOLIC SELF-IMAGE - LEAST

Additionally, your selection of the Stairs , which is most generally descriptive of Posterior Left as least like you, is GENERALLY CONSISTENT with your weakness in this mode, although it ignores your even greater weakness.



EMOTIONAL STATE

The third area we explore to find evidence of adaption or falsification of type is your emotional state or emotional well being.

Emotionality

EMOTIONALITY is an emotionally charged and expressed reactiveness to life. Some people are highly emotional. Others are only rarely aware of being emotional. All other things being equal, a high level of EMOTIONALITY indicates a situation in which the individual is not succeeding or being rewarded for using his or her NATURAL PREFERENCE. Often, in fact, they may be experiencing a tremendous amount of pressure to adapt and even falsify type, by developing and regularly using COMPETENCIES in a NON-PREFERRED mode.

Subsequently, your indicating that you ARE aware of being highly emotional now, indicates that you may be being pressured at study or at home to adapt heavily into NON-PREFERRED modes in order to succeed.

Emotional Tone

Your EMOTIONAL TONE identifies the level and type of emotion that you experience as dominant in your life. All people have an emotional tone. Words that suggest a positive tone include: content, satisfied, happy, calm, eager, peaceful, proud, delighted, passionate, excited. By contrast, a negative emotional tone is suggested by anxious, depressed, frightened, fatigued, sad, insecure, tense, nervous, defensive, angry.

Your selection of both POSITIVE AND NEGATIVE adjectives I as most descriptive of how you have been feeling more recently suggests that you are living a situation that involves a wide range of demands. You are likely to have positive feelings when you have been using your natural preference or, if you are an extraverted person, when your competitive nature wins. Alternatively, you may have negative feelings when you need to use one of your non-preferred modes or, if you are an extraverted person, when you lose. It may be helpful for you to notice how your work or home life has shifted.

YOUR ADOLESCENT PROFILE



The primary purpose of establishing your ADOLESCENT PROFILE is to gain deeper insight into the nature of your adult pattern. By comparing your ADOLESCENT PROFILE to your ADULT PROFILE, we can often identify indicators that you were or are ADAPTING or Falsifying Type - using and depending heavily on non-preferred COMPETENCIES.

If in comparing your ADOLESCENT PROFILE to your ADULT PROFILE significant differences or INCONSISTENCIES are noted, you have at some time adapted how you think in order to survive, fit in, or thrive. Subsequently, one of three scenarios will be true for you.

Adapted Adult

Adapted Or Falsified Adolescent

Adapted Adolescent And Adapted Adult

Now let's look at your adolescent data to see what we can learn.

YOUR ADOLESCENT PROFILE

MODE	Frontal Left	Left Posterior Convexity	Right Posterior Convexity	Frontal Right
SCORE	17	8	32	27

Scale	Low (Avoided) : 0 - 10	Moderate : 11 - 20	High : 21 - 24	Very High : + 25
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Mode	Adolescent Score	Adolescent Rank	Adult Rank	Adult Score	Mode
Frontal Left	17	3	4	48	Frontal Left
Left Posterior Convexity	8	4	3	74	Left Posterior Convexity
Right Posterior Convexity	32	1	1	116	Right Posterior Convexity
Frontal Right	27	2	2	77	Frontal Right

Reviewing the above data in comparison to your ADULT PROFILE, it is immediately evident that the two are: somewhat similar.

Conclusions



After reviewing all your data and analyzing the specific consistencies and inconsistencies between your ADULT PROFILE, its components, your Self-Perception, your emotional tone, your ADOLESCENT PROFILE and characteristics, it seems highly likely that:

Nine POSSIBLE SCENARIOS

1. both your ADOLESCENT and ADULT PROFILES are natural. Either you have managed to stay in touch with your "true type" over the years; or, alternatively if you did falsify type following high school, you have already re-embraced your original PREFERENCE. Subsequently, you can count on finding satisfaction and success by continuing to develop and use skills that depend on your current strengths.

2. both your ADOLESCENT and ADULT PROFILES are natural. Either you have managed to stay in touch with your "true type" over the years; or, alternatively if you did falsify type following high school, you have already re-embraced your original PREFERENCE. Subsequently, you can count on finding satisfaction and success by continuing to develop and use skills that depend on your current strengths.

Nonetheless, and despite the fact that your overall ADULT PROFILE is natural, you appear to be falsifying type at work. More specifically, you appear to be using your _____ more than is natural or comfortable for you given your natural profile.

3. although your ADOLESCENT PROFILE appears to have been falsified, your ADULT PROFILE is probably your NATURAL PROFILE. Hence, you can count on finding satisfaction and success by continuing to develop and use skills that depend on your current lead, which appears to be your true PREFERENCE.

4. although your ADOLESCENT PROFILE appears to have been falsified, your ADULT PROFILE is probably your NATURAL PROFILE. Hence, you can count on finding satisfaction and success by continuing to develop and use skills that depend on your current lead, which appears to be your true PREFERENCE.

Nonetheless, and despite the apparent fact that your overall ADULT PROFILE is natural, you appear to be falsifying type at work. More specifically, you appear to be using your _____ more than is natural or comfortable for you given your natural profile.

5. your ADOLESCENT PROFILE was probably your NATURAL PROFILE, but your present ADULT PROFILE is falsified, and depends too heavily on NON-PREFERRED COMPETENCIES. As such, you are probably experiencing yourself as highly emotional and defensive. For people in this situation the surest way to regain a sense of personal well being and self-worth is to re-embrace and use your original PREFERENCE as much and as often as possible. Based on the data, it is probable that your PREFERENCE is _____ while your weakest or LEAST PREFERRED mode is the _____.

6. your ADOLESCENT PROFILE was probably your NATURAL PROFILE, but your present ADULT PROFILE is falsified, and depends too heavily on NON-PREFERRED COMPETENCIES. As such, you are probably experiencing yourself as highly emotional and defensive. For people in this situation the surest way to regain a sense of personal well being and self-worth is to re-embrace and use your original PREFERENCE as much and as often as possible. Based on the data, it is probable that your PREFERENCE is _____ while your weakest or LEAST PREFERRED mode is the _____.

Additionally, as part of your overall falsification as an ADULT, you appear to be falsifying type at work where you are using your _____ more than is natural and/or comfortable, given your natural profile.

7. both your ADOLESCENT and your ADULT PROFILES appear to be the result of falsification of type. In both you have developed substantial NON-PREFERRED COMPETENCIES. Based on the data, it is probable that your PREFERENCE is the _____ while your weakest or LEAST PREFERRED mode is the _____. Intriguingly, despite the fact that both your ADOLESCENT and ADULT PROFILES are falsified, you appear to be using your natural profile at work. As such, it is likely that you find your work interesting and energizing.

8. both your ADOLESCENT and your ADULT PROFILES appear to be the result of falsification of type. In both you have developed substantial NON-PREFERRED COMPETENCIES. Based on the data, it is probable that your PREFERENCE is the _____ while your weakest or LEAST PREFERRED mode is the _____. Additionally, as part of your overall falsification as an ADULT, you appear to be falsifying type at work where you are using your _____ more than is natural and/or comfortable, given your natural profile.

9. you have falsified type frequently throughout your life to survive, fit in, or win. Indeed, given the particular nature of the inconsistencies in your data, we cannot be certain what your NATURAL PREFERENCE is.



LEARNING ABOUT FALSIFICATION OF TYPE

Falsification of type is something you will want to learn more about, because falsification is the norm rather than the exception in technological societies. Whether or not you have falsified type, it is highly likely that you interact with a spouse, loved one, or co-worker who is experiencing stress because they have been falsifying type for years and/or are feeling pressured to falsify type now.

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