

# Thinking Pattern Reports

Physician Services Assessment

Prepared for

SampleB SampleB



*Orchestrating Results*

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## **Physician Services Assessment OVERVIEW GRAPH**

<b>Capacity</b>	<b>Primary Strengths</b>	<b>Secondary Strengths</b>	<b>Secondary Development</b>	<b>Primary Development</b>
Relating With Patients			ü	
Communicating With Patients			ü	
Handling Patient Rejection			ü	
Job Related Attitudes			ü	
Problem Solving Capacity		ü		
Personal Work Attitudes			ü	

**Relating With Patients :**

The ability to see, understand, and relate with patients in an objective, unbiased manner.

**Handling Patient Rejection :**

The ability to maintain a strong sense of inner self worth regardless of circumstances.

**Problem Solving Capacity :**

The ability to identify potential patient problems and to generate effective solutions.

**Communicating With Patients :**

The ability to listen to patients, evaluate what is important, and respond effectively.

**Job Related Attitudes :**

The ability to work within the organizational guidelines, policies and procedures to get things done.

**Personal Work Attitudes :**

The ability to feel a sense of purpose and satisfaction in one's work.

**Physician Services Assessment**  
**RELATING WITH PATIENTS**

Capacity	Primary Strengths	Secondary Strengths	Secondary Development	Primary Development
Attitude Toward Patients			ü	
Prejudice/Bias Index			ü	
Reading Patient Needs			ü	
Valuing Future Business				ü
Patience With Patients			ü	

**RELATING WITH PATIENTS:**

This capacity measures the ability to see and appreciate patient needs and interests and the ability to deal with patients in a concerned and objective manner.

**Attitude Toward Patients :**

This component measures one's ability to be positive, objective and tolerant with patients.

**Prejudice/Bias Index :**

This component measures the degree of prejudice and bias in attitudes towards others.

**Reading Patient Needs :**

This component measures one's ability to see and understand the needs and interests of patients.

**Valuing Future Business :**

This component measures one's ability to develop and maintain a positive, realistic attitude about future business with patients.

**Patience With Patients :**

This capacity measures one's ability to see and accept patients as they are.

**Physician Services Assessment**  
**COMMUNICATING WITH PATIENTS**

Capacity	Primary Strengths	Secondary Strengths	Secondary Development	Primary Development
Listening To Patients			ü	
Evaluating What Is Said			ü	
Developing A Response		ü		
Talking At The Right Time			ü	
Understanding Attitudes			ü	

**COMMUNICATING WITH PATIENTS:**

This capacity measures a person's ability to listen to and respond to the patient in an objective, effective and efficient manner.

**Listening To Patients :**

This component measures how well an individual listens without imposing personal biases and expectations.

**Evaluating What Is Said :**

This component measures the ability to focus on crucial issues in an objective manner.

**Developing A Response :**

This component measures how well one can construct alternatives which address issues in a clear, understandable manner.

**Talking At The Right Time :**

This component measures how well one can decide what to say and when to say it.

**Understanding Attitudes :**

This component measures one's ability to be tolerant and understanding of other viewpoints.

**Physician Services Assessment**  
**HANDLING PATIENT REJECTION**

Capacity	Primary Strengths	Secondary Strengths	Secondary Development	Primary Development
Self Esteem			ü	
Self Assessment			ü	
Self Confidence				ü
Self Control			ü	
Sensitivity To Others				ü

**HANDLING PATIENT REJECTION:**

The ability to see and appreciate one's self worth, to develop ego strength such that one can maintain self identity and self worth apart from how well one meets internal self expectations or the expectations and standards of others.

**Self Esteem :**

The capacity to see and appreciate one's unique worth and individuality, to see and understand 'Who One Is' apart from one's social/role or ideal self image.

**Self Assessment :**

The ability to realistically see and understand one's strengths and limitations, to know one's potential for success as well as one's limitations.

**Self Confidence :**

The ability to develop and maintain inner strength based on the belief that one will succeed.

**Self Control :**

The ability to maintain self composure in difficult situations, to think and act objectively rather than impulsively and emotionally.

**Sensitivity To Others :**

This capacity indicates the degree to which one can be objective about others without allowing personal feelings, positive or negative, to get in the way of making decisions.

**Physician Services Assessment**  
**JOB RELATED ATTITUDES**

Capacity	Primary Strengths	Secondary Strengths	Secondary Development	Primary Development
Meeting Established Standards				ü
Doing Things Right			ü	
Attention to Policies and Procedures			ü	
Meeting Deadlines and Schedules			ü	
Attitude Toward Authority				ü

**JOB RELATED ATTITUDES:**

This capacity measures a person's general work ethic attitudes indicating willingness to get things done in an effective and efficient manner.

**Meeting Established Standards :**

This component measures one's respect for and conformity to established norms and principles.

**Doing Things Right :**

This component measures one's insistence on doing things right.

**Attention to Policies and Procedures :**

This component measures one's sense of respect for and commitment to organizational policies and procedures.

**Meeting Deadlines and Schedules :**

This component measures one's attention to and urgency to meet schedules and deadlines.

**Attitude Toward Authority :**

This component measures the degree of attention to and respect for organizational and social sources or authority.

**Physician Services Assessment**  
**PROBLEM SOLVING CAPACITIES**

Capacity	Primary Strengths	Secondary Strengths	Secondary Development	Primary Development
Evaluating What To Do		ü		
Attention To Concrete Detail		ü		
Using Common Sense		ü		
Intuitive Insight			ü	
Seeing Potential Problems		ü		

**PROBLEM SOLVING CAPACITIES:**

These capacities measure the ability to see and understand what the crucial issues are in problem situations and to identify workable solutions.

**Evaluating What To Do :**

This component measures one's ability to identify issues and allocate resources to the solve the problem.

**Attention To Concrete Detail :**

This component measures one's ability to see and pay attention to concrete detail, recognizing flaws in things and situations.

**Using Common Sense :**

This component measures one's ability to use practical, common sense in problem solving situations.

**Intuitive Insight :**

This component measures one's ability to rely on intuitive inner feelings for identifying problems and deciding on a fruitful direction.

**Seeing Potential Problems :**

This component measures one's ability to size up situations and identify causes and solutions for problems.

**Physician Services Assessment**  
**PERSONAL WORK ATTITUDES**

Capacity	Primary Strengths	Secondary Strengths	Secondary Development	Primary Development
Role Satisfaction			ü	
Flexibility/Adaptability				ü
Health-Tension Index			ü	
Persistence				ü
Consistency, Reliability			ü	

**PERSONAL WORK ATTITUDES:**

This capacity measures the ability of an individual to feel satisfied and competent in their job and to work in a persistent and consistent manner.

**Role Satisfaction :**

This component measures one's ability to feel confident and competent.

**Flexibility/Adaptability :**

This component measures the effect of dogmatic, rigid and black and white attitudes toward oneself and the world.

**Health-Tension Index :**

This component measures one's ability to balance tensions and anxieties.

**Persistence :**

This component measures one's ability to maintain direction in spite of obstacles and regardless of any circumstances.

**Consistency, Reliability :**

This component measures one's ability to maintain a sense of order, constancy and continuity in one's decisions, to reliably handle the transfer of decision to action.

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## **Physician Services Assessment**

### **SECONDARY STRENGTH COMMENTS**

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#### **Developing A Good Response: (Communicating With Patients)**

You have the ability to identify and understand the consequences of your responses on others and are likely to take this information into consideration when you are developing a response. Your responses are likely to be objective but cautious and critical, especially in situations when you are dealing with opposing points of view.

#### **Evaluating What To Do: (Problem Solving Capacity)**

You have an excellent ability for sizing up situations, for identifying problems, especially in difficult or confusing situations and for generating constructive alternatives for resolving problems. This ability is a combination of practical, common sense thinking and conceptual, analytical thinking ability.

#### **Attention To Concrete Detail: (Problem Solving Capacity)**

You have the ability to see and understand what is happening in a practical, pragmatic way. Moreover, you have the ability to focus on things in such a way that you are able to identify both the flaws in things as well as the positive, functional worth of things.

#### **Using Common Sense: (Problem Solving Capacity)**

You have the ability to see and pay attention to things in a practical, common sense way giving you the ability to see and understand what needs to be done and to understand how to get things done in a practical way. You tend to be 'now' oriented and to stay focused on the need for results and immediate action.

#### **Seeing Potential Problems: (Problem Solving Capacity)**

You have a good capacity for identifying what the crucial issues are in complex and confusing situations and how these issues are integrated into the overall perspective of the problem situation. You know what is important and needs attention, can see the heart of the problem and can identify alternatives for resolving the problem in an effective manner.

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## ***Physician Services Assessment*** **SECONDARY DEVELOPMENT COMMENTS**

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### **Attitude Toward Patients: (Relating With Patients)**

You tend to have an overly cautious, skeptical attitude toward others which can cause you to be too critical of others and impatient when they do not measure up. Attend a course on developing personal relationships which will provide techniques for helping you pay more attention to the needs and interests of others.

### **Prejudice/Bias Index: (Relating With Patients)**

You tend to develop very skeptical, critical biases about others which concentrate on criticizing what is wrong rather than identifying what is right with others. Attend a course on building personal relationships which will help you identify the negative effect of biases and provide techniques for being more open and accepting of others.

### **Reading Patient Needs: (Relating With Patients)**

You can be both dogmatic and skeptical leading you to impose preset solutions in an impatient manner. You are likely to be overly critical of others, especially when they do not agree or respond as expected. You may overlook needs signals and crucial issues in your presentation. Make an effort to develop techniques for patient assessment.

### **Patience With Patients: (Relating With Patients)**

You tend to constantly measure others against your practical or preset biases and expectations and to be very impatient when they do not measure up. Attend a course on building personal relationships which will help you identify the source of your impatience and develop techniques for seeing and accepting others as they are.

### **Listening To Patients: (Communicating With Patients)**

You tend to be overly skeptical and critical listening, measuring, and critiquing everything that is said against a preset standard. Attend a communication workshop which will teach you the value of listening to the other person's point of view and provide practical techniques for listening in a balanced and objective manner.

### **Evaluating What Is Said: (Communicating With Patients)**

Because of the focused nature of your thinking, you may have difficulty correctly interpreting what others are saying. You will tend to be either unrealistically optimistic or skeptical and biased. Seek advice from others or from an objective measuring standard to test the balance and objectivity in your thinking about others.

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## **Physician Services Assessment**

### **SECONDARY DEVELOPMENT COMMENTS**

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#### **Talking At The Right Time: (Communicating With Patients)**

Your thinking tends to be so results and `now' oriented that you lose a sense of balance and objectivity. As a result, your sense of timing can be too focused on the immediate needs of a situation. Seek advice from others to help you focus on a more balanced and objective view of the world.

#### **Understands Attitudes: (Communicating With Patients)**

Your skepticism and cautious attitudes can lead you to become overly critical about what is said such that you only see the negative potential even though what is said matches your own ideas and attitudes. Seek help from others to evaluate the source of your critical attitudes and to help you be more open and accepting to others.

#### **Self Esteem: (Handling Patient Rejection)**

You do not give yourself enough credit, depreciating your worth and contribution, measuring yourself against ideals and expectations and blowing up your imperfections. As a result, you are likely to be oversensitive to what others think or say about you.

#### **Self Assessment: (Handling Patient Rejection)**

You may have difficulty clearly and realistically assessing your strengths and limitations. As a result, you may bite off more than you can chew, overlook your own potential for mistakes and have difficulty maintaining consistent confidence in your ability to perform.

#### **Self Control: (Ability To Handle Rejection)**

You do not always maintain a sense of balance in your ability to identify and respond to problems, potentially leading you to react impulsively in stressful situations. You may spend too much time and energy on unnecessary problems.

#### **Doing Things Right: (Job Related Attitudes)**

Your strong sense of individualism can lead you to covertly or overtly challenge existing ways of doing things and can lead you to disregard even the need for order, structure and doing things according to a standard. Examine the consequences of your resistance to order, authority and structure.

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## ***Physician Services Assessment*** **SECONDARY DEVELOPMENT COMMENTS**

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### **Attention To Policies And Procedures: (Job Related Attitudes)**

Your individualistic need to challenge existing rules, standards and expectations will likely lead you to disregard policies and procedures which do not meet your needs. Make certain that your natural need for challenging and rebelling does not interfere with what common sense and the rule of good service dictate.

### **Meeting Schedules And Deadlines: (Job Related Attitudes)**

You are currently in transition about which direction is best for you and tend to see the world in a sense of disorder and confusion. During this transition period, you are likely to have difficulty meeting schedules and deadlines. Take time to decide what you really want and what you are willing to do to obtain what you want.

### **Intuitive Insight: (Problem Solving Capacity)**

You may have difficulty immediately identifying crucial issues by relying on intuitive hunches and 'gut' feelings or you may tend to rely too heavily on intuitive feelings which are vague. Use your common sense or your conceptual thinking to help evaluate the effectiveness of your intuitive insights.

### **Role Satisfaction: (Personal Work Attitudes)**

You are currently in social/role transition uncertain about what you want to do and feeling frustrated and dissatisfied about your current circumstances. Seek feedback either individually or in a course on self development to evaluate what you want to do, what you feel you should do, and what opportunities for action exist around you.

### **Health Tension Index: (Personal Work Attitudes)**

You currently do not see or value your self as well as the world around you and as a result are subject to anxiety and stress effects. Seek assistance to identify development steps to reduce this stress and spend time and energy doing things you like to do, which can help to relieve the anxiety and stress symptoms.

### **Consistency: (Personal Work Attitudes)**

A combination of a compulsive need to push ahead and a feeling of frustration and dissatisfaction about your current circumstances can lead to inconsistencies in your decisions and actions. Take the time to examine your priorities and expectations to make certain that you can realistically accomplish what you set out to do.

## ***Physician Services Assessment***

### **PRIMARY DEVELOPMENT COMMENTS**

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#### **Valuing Future Business: (Relating With Patients)**

You tend to be an individualist who will covertly or overtly challenge existing ways of thinking. Your individualism can lead you to become overly cautious about planning for the future and to overlook the consequences of actions. Make a check list to keep you in touch with the direction of patient actions.

#### **Self Confidence: (Ability To handle Rejection)**

You are currently in an overall self transition uncertain about your inner self worth, your current social\role image and your future direction. You are likely to feel a sense of inadequacy that you have difficulty marshalling your energies to get things done or to stay on track.

#### **Sensitivity To Others (Handling Patient Rejection)**

You are cautious and sometimes skeptical in your attitudes toward others. As a result, you may project an indifference or lack of attention to patient needs and concerns and may become too critical and competitive when people disagree with your ideas and proposals.

#### **Meeting Established Standards: (Job Related Attitudes)**

Your strong sense of individualistic thinking combined with a cautious, skeptical attitude toward authority, structure and conformity can lead you to covertly or overtly challenge existing standards. Ask yourself whether you are rejecting standards simply for the sake of being different and seek advice to make certain you are being realistic.

#### **Attitude Toward Authority: (Job Related Attitudes)**

Your strong individualism will lead you to covertly or overtly disregard existing authority. You feel the need to challenge authority simply for the sake of doing so. Seek help from others to evaluate your biases against authority and to help you evaluate whether your rejection of authority is based on logic or emotion.

#### **Flexibility, Adaptability: (Personal Work Attitudes)**

You are currently in transition about which direction is best for you and as a result can feel uncertainty about changing directions. As a result, you are likely to feel anxiety, frustration and despair when you must deal with major changes in your life. Seek help to identify the source of your uncertainty about the future.

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***Physician Services Assessment***  
**PRIMARY DEVELOPMENT COMMENTS**

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**Persistence: (Personal Work Attitudes)**

You are feeling indecisive and uncertain about which course of action is best for you and as a result will not likely feel an urgency to push ahead. Seek help from others privately or in a course on self development to identify what you want to do and what you are willing to commit your time and energy to accomplish.

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***Physician Services Assessment***  
**IDENTIFYING VALUE TALENT**  
**BUILDING VALUES**  
**(Sources of Flow)**

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### **Intuitive Insight**

Intuitive insight and intuitive feelings provide a powerful and reliable source for problem solving. Our research has shown that entrepreneurs, artists, salespeople and crisis problem solvers have strong intuitive ability as a common strength. Intuitive insight is a legitimate source of thinking. In many circles, this talent is treated as a source of emotion rather than thinking and logic. We measure intuitive insight as the ability to readily identify a problem, a potential solution or a direction which is fruitful, and as the ability to see a person, thing, situation or idea in its total meaning.

You have very good intuitive insight. Your intuitive ability gives you knowledge that is accurate and reliable which can immediately identify when something is wrong, when someone can be trusted, when a decision is the right decision and when the direction in which you are heading is your best and most fruitful path.

### **Practical Problem Solving Ability**

Practical problem solving ability (common sense thinking) measures the ability (1) to rely on practical, common sense thinking for identifying and solving problems, (2) to readily see crucial issues in complex, difficult and confusing situations, and (3) to see how to respond with good 'street sense' to attain practical results.

You have excellent practical, common sense ability. This key strength helps you see what is important and needs immediate attention, to identify problems and practical common sense ways for solving them and to see flaws in things and situations. Our research indicates that many individuals have this talent but either do not recognize it or do not rely on it. As a result, this strength may be a surprise to you and may not be recognized by you or by others who know you. The talent is yours, however, and is available for you to recognize and develop.

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***Physician Services Assessment***  
**IDENTIFYING VALUE TALENT**  
**BUILDING VALUES**  
**(Sources of Flow)**

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**Very Good Insight Into Others**

The ability to understand and appreciate the unique worth of others is a talent which is critical to all of our decisions. You are very fortunate to have this talent. You have a very good ability to identify the needs and interests of others. You have a strong sense of respect for the rights and individuality of others. You have the ability to evaluate and understand what is being said, to identify constructive alternatives, and to organize and plan an effective response. Your keen intuitive insight can guide you toward solutions to personal problems.

You have a strong sense of respect for and concern for the worth and individuality of each person; however, this concern will likely be shown discretely and may be couched in critical advice, impatience, and suspicion of the intentions of others. You may be too quick to judge others when they do not measure up to your standards and expectations.

**Very Good Practical, Common Sense Thinking**

We live our daily lives in a concrete world full of things, events, circumstances, problems, details. We mark time by the passage of events, the growth and deterioration of things, the importance of events and situations. We measure each other by our physical and material successes. Although we know that there is more to us than the physical, we are constantly aware of the need to live and survive in our concrete world.

You have a very good ability to be in touch with things and circumstances. You have the ability to see, understand and appreciate the functional, practical value of things, people, ideas and situations. You have the ability to function well in such activities as evaluating and analyzing, and for operational activities which involve doing, acting, and executing. You pay attention to your immediate circumstances and are sensitive to what needs to be done. Moreover, you are results, oriented focusing your time and energy on getting things done in a practical, common sense way.

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***Physician Services Assessment***  
**IDENTIFYING VALUE TALENT**  
**BUILDING VALUES**  
**(Sources of Flow)**

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**Individualistic, Unconventional Thinking**

Each morning when we get up, we believe that the sun will be in the sky and that the air we breathe will be available to us. This faith or belief factor gives meaning to our experiences. Meaning brings order to our experiences, gives us names and labels which we can use on a common basis, helps us anticipate where we will go, reinforces our beliefs and helps us form habits such that we do not have to experience each experience as totally new.

You have a very good ability for seeing and appreciating the need for order, structure and conceptual meaning. You understand the importance of rules, norms and authority for helping us feel secure. You are an individualist, however, who feels a sense of caution and doubt about authority, structured situations, and 'black and white' thinking. You are likely to covertly or overtly challenge existing ways of thinking, norms and rules for conduct. Moreover, you may put off planning and thinking activities if you feel they interfere with what needs to be immediately done.

**Dynamic, Positive Attitude Toward The World**

Our research proves that all individuals have special talent and gifts which form the basis of their uniqueness and which can be developed and applied. Our experience also shows that most performance difficulties occur not because of lack of talent but from a lack of access to the talent. Many times individuals who succeed do not have the greatest talent. What these successful persons do have is the ability to utilize what talent they have. They believe that things can and will work out for them.

You are extremely fortunate to be one of those individuals who has a dynamic, positive overall attitude toward the world around you. Regardless of the difficulties that come your way, you believe that things can and will work out. Your trust and optimism gives you a sense of comfort in difficult situations and provides you the ability to bounce back and deal with stress, mistakes and failures.

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***Physician Services Assessment***  
**IDENTIFYING VALUE TALENT**  
**BUILDING VALUES**  
**(Sources of Flow)**

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**Balanced View Of The World**

One of the advantages of measuring your talent through your ability to make value judgments is that there are many ways to identify and utilize talent. Some individuals have talent because of their tremendous focus on one particular thing such as attention to concrete detail and to flaws in things. Other individuals have very clear insight which gives them the ability to know what the options are. Other individuals have the ability to see all perspectives in balance. These individuals have the ability to see and understand what needs to be done, to understand the effect of decisions on people and to see the need for organizing things well and for paying attention to doing things right.

One of your key talents in thinking and valuing is your sense of balance. You have the ability to see and understand the importance of all perspectives. Your balanced approach to thinking can create a sense of comfort with your environment, a realistic appraisal of what the key issues are and what needs to be done and a sense of faith that what you see in the world is real.

**Attention To Results and Practical Thinking**

You are attentive to what is practical and workable and you have a strong need to create results and to focus on getting things done. Your strength lies in readily identifying crucial issues, seeing what is immediately important, and in comparing and evaluating practical, common sense alternatives. Moreover, you feel an urgency to act, to take care of problems, to find solutions, to create a result. When you run into problems, you will likely not stop until you find a practical, common sense way of solving the problem.

You have a keen sense about what is immediately important and needs to be done. In crisis situations, your 'street sense' can focus attention on workable solutions; however, your attention and focus on results can lead you to become too concerned with what is happening in 'now' time and to either overlook the consequences of your decisions or discount the importance of everything except what has practical, material or functional value.

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***Physician Services Assessment***  
**IDENTIFYING VALUE TALENT**  
**BLOCKING VALUES**  
**(Sources of Interference)**

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**A Need For Self Affirmation**

One of the most consistent factors we have seen in over seventy percent of all individuals is a tendency to not give themselves enough credit. We have seen this factor in individuals who are top achievers as well as individuals who are not achieving any success in their careers. We call this factor a need for self affirmation, that is, a need to do something such that other people will affirm that you are worthy and have value.

You are currently experiencing this common need for self affirmation. As a result, you will tend to measure yourself against what you think you ought to be or against what others think you ought to be. You may feel frustrated and disappointed in yourself even when you are achieving success. Moreover, you tend to be too sensitive to what others think or say about you. Because you do have a good understanding of your inner self worth, the need for self affirmation will likely function as a motivating factor building a strong need to achieve recognition and attention to your worth.

**Indecisiveness and Uncertainty About The Future**

You have the ability to see and understand which goals, plans and personal ideals should give you a sense of direction, commitment and urgency to push ahead. You are, however, currently in a transition period with respect to your future. You are feeling doubts and questions about which direction is best for you. As a result of this indecisiveness about the future, you are likely to hold back your energy and commitment until you are more certain about what is best for you. You will tend to feel anxiety and frustration about where you should direct your energy and talent leading you be hesitant and cautious about consistently pushing yourself to attain your goals and plans.

The transition you are experiencing about the future can change as you discover those ideals which you believe are worth your time and commitment, as you clearly identify the goals which you feel give you a strong sense of meaning and purpose, and as you redirect your energy into a direction which you are convinced is worth your focus, time, and energy.

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***Physician Services Assessment***  
**IDENTIFYING VALUE TALENT**  
**BLOCKING VALUES**  
**(Sources of Interference)**

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**Social and Role Transition**

We tend to spend so much of our time focusing on what we believe we have to do that we do not stop to ask ourselves whether what we are doing is best for us. As a result, there never seems to be enough time or the right opportunity for us to redefine our goals and ideals and to probe what we really want to do with our lives. You are currently experiencing a feeling of frustration and dissatisfaction about where you are and what you are doing which will lead you to ask questions about what is best for you, what you really want to do with your life, and what are you willing to consistently commit your time and energy to accomplish.

The uncertainty about what is best in your current situation can generate a sense of caution or hesitancy about pushing ahead until you are certain which steps are best, a sense of doubt about whether your current situation will allow you to perform to your potential or whether you can measure up to what you believe is your best, and a restless, dissatisfied feeling which can lead you to overlook opportunities for development in your current environment.

**Cautious, Selective Attitudes Toward Others**

You have respect and concern for the worth and individuality of each person; however, this concern will likely be shown discretely and may be couched in critical advice, impatience, and suspicion of the intentions of others. You may be too quick to judge others when they do not measure up to your standards and expectations. You may have doubts and questions about the intentions of others and may spend too much time and energy on why things cannot or will not work out. You may overlook or discount the needs, interests, and concerns of others, especially if they are different from your own.

Your strong sense of individualism can cause you to stubbornly insist that your way is right, potentially leading you to overlook the value of other perspectives, ideas and opinions. You may become hesitant or cautious in close, personal relationships until you are certain of the risk. Your tendency to be too quick to give advice may lead you to be frustrated when others do not readily see, accept and value your thinking.

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***Physician Services Assessment***  
**IDENTIFYING VALUE TALENT**  
**BLOCKING VALUES**  
**(Sources of Interference)**

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**Individualistic, Potentially Reactive Thinking**

The individualism and potentially inventive thinking which can function as a strength for you may interfere with your decision making. You can become so involved with immediate, crisis events and situations and with finding a way, covertly or overtly, to do things your own way that you develop a reactive, crisis way of thinking which leads to impatience, to frustration and potentially to a 'chip on the shoulder' attitude things do not happen as you expect

You can become so caught up with challenging existing ways of thinking and doing things that you may not take the time think through all of the consequences of your decisions and actions. You tend to overtly or covertly question the authority of rules, norms and institutions, especially if you see them as ineffective or in the way. You will likely feel uncomfortable in rigidly controlled or structured environments and situations. Moreover, you tend to underestimate the need for taking the time to think and plan prior to making your decisions.

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***Physician Services Assessment***  
**VALUE STRUCTURE OVERVIEW**  
**WORLD**

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**EMPATHY**  
**(CLEAR)**

You are a perceptive individual who has the capacity to make sound judgments about others. You tend to be pragmatic and cautiously discrete in your relationships with others opening up more readily to those who meet your pragmatic and critical standards. Moreover, you can become overly critical of and impatient with others especially when they do not measure up.

**PRACTICAL THINKING**  
**(CLEAR)**

You are a very pragmatic, results oriented person who has a very good capacity to see and appreciate practical, functional results. You have the ability to be a very good practical, results oriented thinker but can become too pragmatic and 'now' oriented in your thinking, paying too much attention to practical, functional results.

**SYSTEM JUDGMENT**  
**(CLEAR)**

You are an individualist who will tend to overtly or covertly get things done in your own unique, creative and original way. Your individualism can generate an overly skeptical and cautious attitude which can lead to a 'chip on the shoulder' attitude when things do not work out as you expect. You may also become a reactive or retroactive thinker focusing on crises as they occur.

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***Physician Services Assessment***  
**VALUE STRUCTURE OVERVIEW**  
**SELF**

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**SELF ESTEEM**  
**(CLEAR)**

You have the ability to understand your inner self worth but you are currently depreciating your own inner worth. You do not give yourself as much credit as you should measuring yourself either against your own idealistic and perfectionistic expectations or against the expectations of others. In either case, You are likely to blow up your own imperfections and to become overly sensitive to what others think or say about you.

**ROLE AWARENESS**  
**(CLEAR)**

You have the ability to understand your social/role image but are currently in social/role transition feeling doubts and questions about your social/role image or role performance. You are uncertain about what type of image or role can or will meet your expectations and, as a consequence, can feel frustration and dissatisfaction. Your actions may shift from confidence to a lack of confidence in your current situation.

**SELF DIRECTION**  
**(VISIBLE)**

You have the ability to understand your self direction but are currently uncertain about what your goals ought to be, indecisive about what principles ought to guide your conduct, and in a holding pattern concerning self development. You are likely to delay decisions and actions until your direction becomes more certain; and, since you are uncertain about what direction is best, you may not always demand the best out of yourself.

## **COMPOSITE ATTITUDE SURVEY**

<b>WORLD CLARITY</b>	<b>INATTENTIVE TO THE CAPACITY</b>	<b>CAUTIOUS ABOUT THE CAPACITY</b>	<b>ATTENTIVE TO THE CAPACITY</b>	<b>OVERATTENTIVE TO THE CAPACITY</b>
EMPATHY (CLEAR)		PERCEPTIVE CAUTIOUSLY PRAGMATIC DISCRETE SKEPTICAL		
PRACTICAL JUDGMENT (CLEAR)				PERCEPTIVE RESULTS ORIENTED CONCRETE ORGANIZER
SYSTEM JUDGMENT (CLEAR)		PERCEPTIVE INDIVIDUALISTIC CAUTIOUS SKEPTICAL REACTIVE		

- **EMPATHY:** The ability to see and accept others as they are.
- **PRACTICAL JUDGMENT:** The ability to see and appreciate practical, functional, and material values.
- **SYSTEM JUDGMENT:** The ability to see and appreciate system, order, conceptual and analytical thinking and planning.

<b>SELF CLARITY</b>	<b>INATTENTIVE TO THE CAPACITY</b>	<b>CAUTIOUS ABOUT THE CAPACITY</b>	<b>ATTENTIVE TO THE CAPACITY</b>	<b>OVERATTENTIVE TO THE CAPACITY</b>
SELF ESTEEM (CLEAR)		INATTENTIVE TO INNER SELF TOO DEMANDING ON AND CRITICAL OF THEMSELVES		
ROLE AWARENESS (CLEAR)	SOCIAL/ROLE TRANSITION QUESTIONING INDECISIVE UNCERTAIN			
SELF DIRECTION (VISIBLE)		TRANSITION HOLDING PATTERN INDECISIVE UNCERTAIN		

- **SELF ESTEEM:** The ability to see and accept oneself as a unique and individual person.
- **ROLE AWARENESS:** The ability to see and appreciate one's role and/or social contribution.
- **SELF DIRECTION:** The ability to see where one ought to go and to feel a strong sense of persistence.

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## **COMPOSITE ATTITUDE SURVEY**

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**WORLD**

<b>DIMENSION</b>	<b>CLARITY</b>	<b>LEVEL OF ATTENTION</b>	<b>DESCRIPTION</b>
EMPATHY	CLEAR	CAUTIOUS ABOUT THE CAPACITY	PERCEPTIVE CAUTIOUSLY PRAGMATIC DISCRETE SKEPTICAL
PRACTICAL JUDGMENT	CLEAR	OVERATTENTIVE TO THE CAPACITY	PERCEPTIVE RESULTS ORIENTED CONCRETE ORGANIZER
SYSTEM JUDGMENT	CLEAR	CAUTIOUS ABOUT THE CAPACITY	PERCEPTIVE INDIVIDUALISTIC CAUTIOUS SKEPTICAL REACTIVE

- **EMPATHY:** The ability to see and accept others as they are.
- **PRACTICAL JUDGMENT:** The ability to see and appreciate practical, functional, and material values.
- **SYSTEM JUDGMENT:** The ability to see and appreciate system, order, conceptual and analytical thinking and planning.

**SELF**

<b>DIMENSION</b>	<b>CLARITY</b>	<b>LEVEL OF ATTENTION</b>	<b>DESCRIPTION</b>
SELF ESTEEM	CLEAR	CAUTIOUS ABOUT THE CAPACITY	INATTENTIVE TO INNER SELF TOO DEMANDING ON AND CRITICAL OF THEMSELVES
ROLE AWARENESS	CLEAR	INATTENTIVE TO THE CAPACITY	SOCIAL/ROLE TRANSITION QUESTIONING INDECISIVE UNCERTAIN
SELF DIRECTION	VISIBLE	CAUTIOUS ABOUT THE CAPACITY	TRANSITION HOLDING PATTERN INDECISIVE UNCERTAIN

- **SELF ESTEEM:** The ability to see and accept oneself as a unique and individual person.
- **ROLE AWARENESS:** The ability to see and appreciate one's role and/or social contribution.
- **SELF DIRECTION:** The ability to see where one ought to go and to feel a strong sense of persistence.