

Case Study Result

CORE assesses personality from multiple angles to provide insight unmatched by any other assessment. Most assessments measure one aspect of the personality and while they do a good job of providing that measure, there is no point of comparison to determine if self-perception or current functioning has been altered by early or prolonged conditioning or by current circumstances. Let's look at how this applies to a real profile.

Client is female, age 35 - we will call her Judy.

Judy's self-perception was Relater/Entertainer (R/E), a feeling type who's primary need is to attend to others and build relationships. Had we stopped measuring here, we would have missed all the clues that pointed to conditioning. When asked if she agreed with the assessment, she affirmed that she did...after all, she answered the profile true to her own self-perception. Most behavioral models would simply validate Judy's conditioned box and coaching efforts would be spent trying to help her maximize her conditioning.

Judy was currently functioning as a Relater/Commander (R/C). This is an opposition and always indicates conditioned behavior – unfortunately other profiles based on preferences recognize oppositions as natural styles and do not address the issue of conditioned behavior. Coaches using a preference model alone would not have the complete picture and development would be based on a style which, as an opposition, creates internal conflict.

Self-perception and current functioning are compared for congruence - both indicated Relater in the dominant position and without further exploration one might decide that Judy must be a Relater because two different profile types have confirmed this style and without a point of comparison she would agree with the assessment.

CORE MAP also measures overall development and coping patterns, which provide incredible insight into possible conditioning, current stressors, and emotional intelligence. It provides a clear road map for development and FREE progress reports allow coaches to check where development has occurred and where additional development is needed.

Let's explore the story behind Judy's profile.

Judy was from an abusive home. She had a negative Commander (C) father who was physically and emotionally abusive and a negative Entertainer (E) mother who seemed to coax negative behavior out of father for attention (negative attention was better than no attention). Judy felt she needed to "blend into the wall" to survive.

Judy was bound and determined NOT to be a victim like her mother and shut down E (as indicated by low scores on part 3). She softened her style to Relater (R) in order to survive. As a child she felt afraid most of the time. She was expected to behave and to cater to her mother (she was still catering to her mother). This also reinforced R behavior.

Despite her conditioning away from Commander as a child, she found herself moving in that direction as an adult. She enjoyed the empowering aspect of it (felt like less of a victim when in C mode), but was frightened by her temper under stress. Her R conditioning counterbalanced C at every level. She would feel empowered by positive C, but was immediately pulled to caregiver R. Under stress she would feel impatient and want to express frustration (mid-zone C) while at the same time feeling that she needed to submit (mid-zone R). This made her feel weak and she would quickly move to negative C (more aggressive; pushing harder) and would then feel immediate guilt and move to a more servile position (feeling very much like a victim).

This conflict between C and R made Judy feel like she was pulled in two directions all the time (very common for individuals functioning from an opposition). She was most happy in her job when she gave presentations or took the lead in a project. In Judy's case, she was freer to be herself outside the home environment.

Despite her self-perception of R, Judy's C was best developed and she was using this style most often. When shown all positive trait sets blind (not labeled by type), Judy was most energized by C and least energized by Organizer (which showed up as her dormant style across the board). She was drawn to the E traits as well, but felt guilty for needing that trait set. The R trait set was familiar – she had been living in that box most of her life – but she indicated that she felt weak and trapped when in that mode (natural Relaters do not feel this way about positive R behaviors).

Judy connected very strongly with the overview for C/E. She was relieved to discover that she could function from a positive place and not be a victim like her mother had been nor abusive like her father.

CORE revealed the clues necessary to uncover Judy's true nature. Through coaching she has developed her natural style and made peace with her conditioning. Judy has flourished rapidly both personally and professionally.