

Meet the Pearman

The New Kid on the Block

- Hile Rutledge



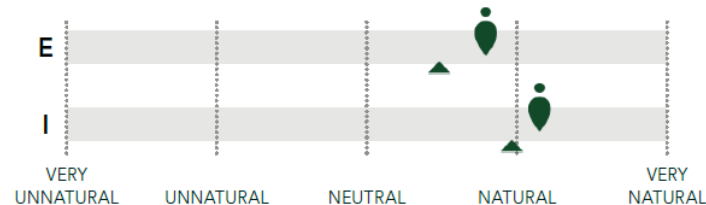
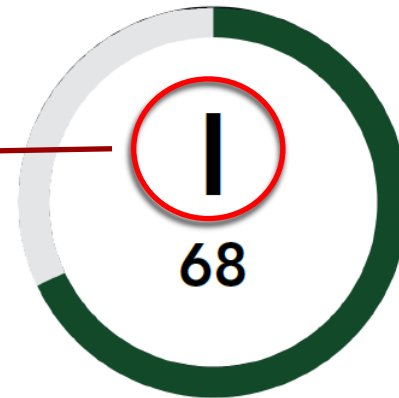
- The Pearman Type Model
- Understand the information presented in the Pearman Part I (Type overview and the Functions)
- Explore and experience the Pearman Part II—the FlexIndex (Resilience and Agility)

Pearman Sample Report Page 6

- Natural Attitude
E or I
- Circle Score
from 51-99
- Norm Group Average
The green triangle signifies
the mean score of those who
are Natural Attitude

NATURAL

E vs I

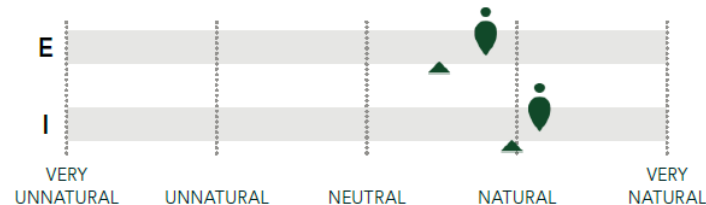
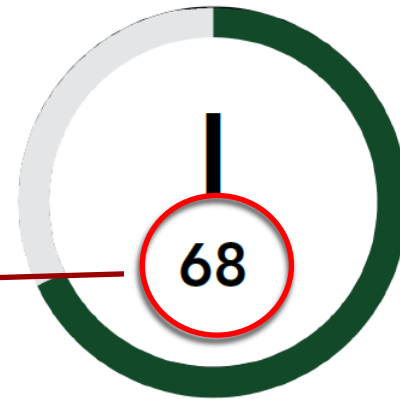


Pearman Sample Report Page 6

- Natural Attitude
E or I
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from 51-99
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The green triangle signifies
the mean score of those who
are in the same
Norm Group as you are
: Natural Attitude

NATURAL

E vs I



What is your Natural Attitude (E or I) and Circle Score (see Page 6 of sample Pearman Report)

- E – Strong Preference (85-99)
- E – Clear Preference (60-84)
- E – Slight Preference (51-59)
- I – Strong Preference (85-99)
- I – Clear Preference (60-84)
- I – Slight Preference (51-59)
- E/I – No Discernable Preference (50)

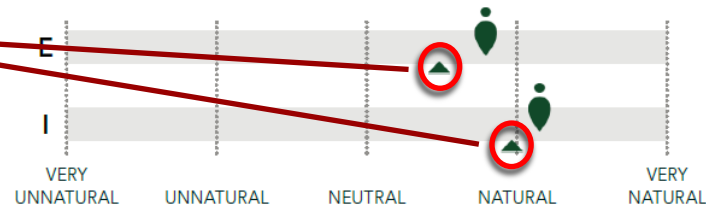
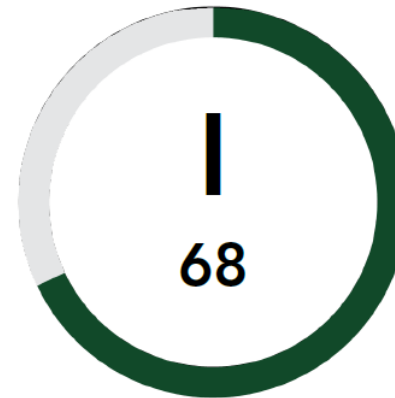


Pearman Report Page 6

- Natural Attitude
E or I
- Circle Score
from 51-99
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The green triangle signifies the mean score of those who share that Natural Attitude

NATURAL

E vs I

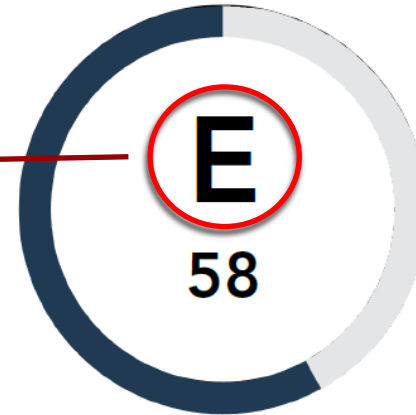


DEMONSTRATED

E vs I

Pearman Report Page 6

- Demonstrated Attitude
E or I
- Circle Score
from 51-99
- Norm Group Average
The blue triangle signifies the mean score of those who share that Demonstrated Attitude

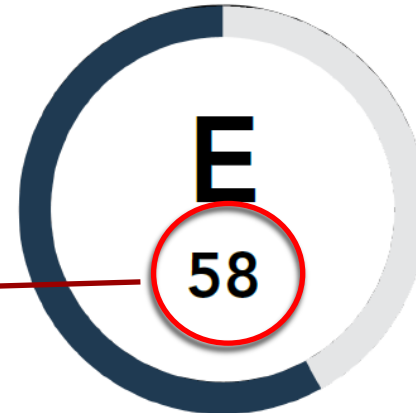


DEMONSTRATED

E vs I

Pearman Report Page 6

- Demonstrated Attitude
E or I
- Circle Score
from 51-99
- Norm Group Average
The blue triangle signifies
the mean score of those who
share that Demonstrated
Attitude

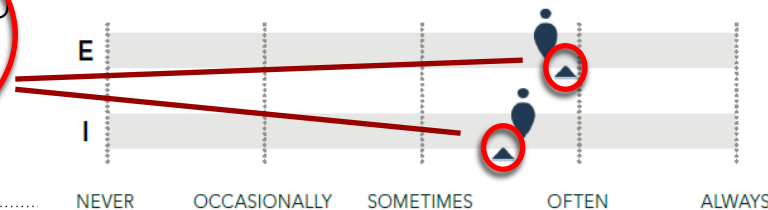


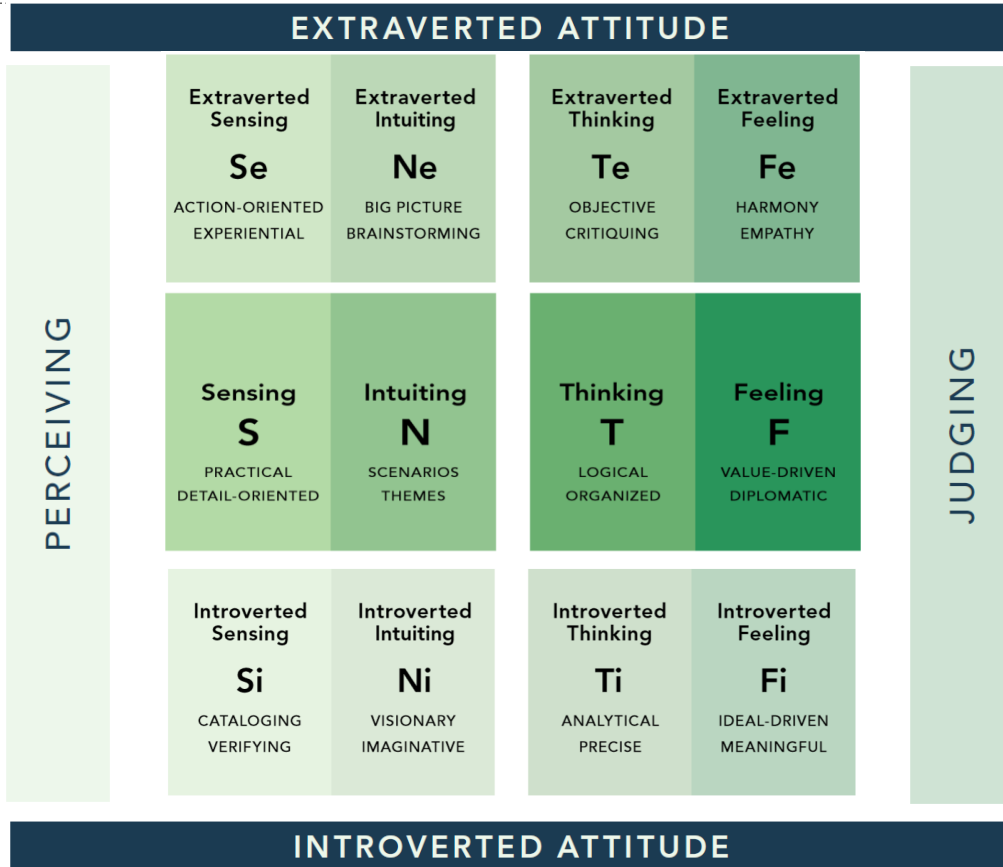
Pearman Report Page 6

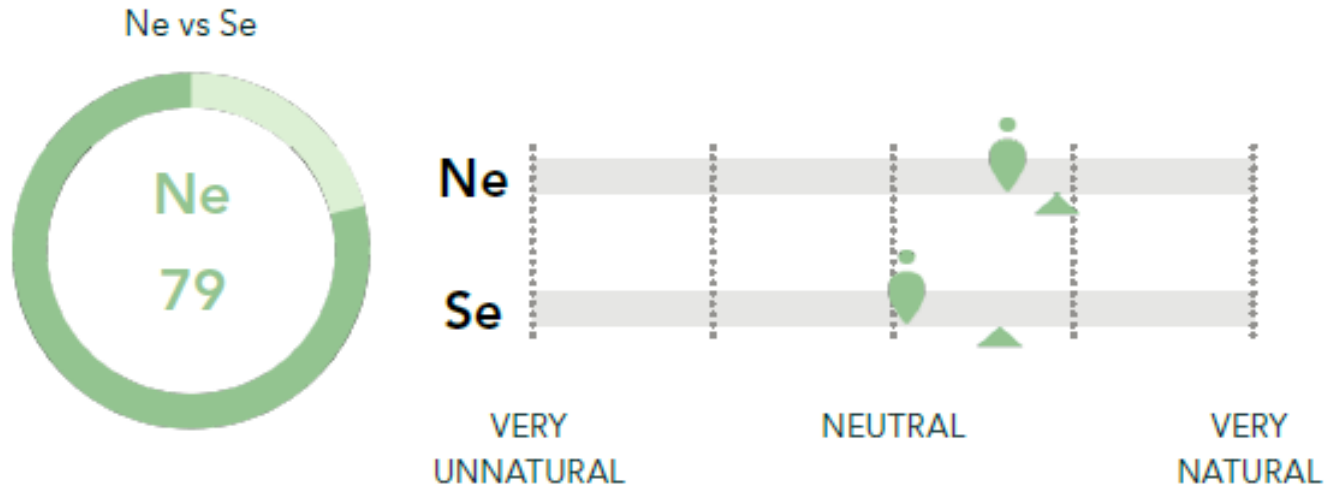
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DEMONSTRATED

E vs I







Questions to prompt introverted Sensing (Si)

- What is the chronology of events—the facts in sequence—that led to the current issue or problem?
- When has this issue been encountered before, and what was done at that time?
- Is there a rule, law, procedure or guideline that speaks to this issue or problem?

Actions to exercise introverted Sensing (Si)

- Describe in detail the unshakable facts of a given situation or issue--the realities that are beyond dispute
- Be specific about the data you have, such as sales or production figures, costs, market share, verbal reports, and your own observations
- Balance you checkbook and/or pull a detailed report together
- Reflect on and record (write down) the chronology of an event or project



Questions to prompt extraverted Thinking (Te)

- What argument would prove the current statement or proposed solution to be factually incorrect or logically unsound?
- What actions or direction will bring order to this situation?
- What criticism could bring clarity and precision to our effort?

Actions to exercise extraverted Thinking (Te)

- Logically argue or debate a point with someone
- Organize (bring order and control to) a messy room or a chaotic project
- Critique someone to make his/her effort more competent, clear, effective, and precise
- Discuss the costs and benefits of possible actions in a detached, objective manner

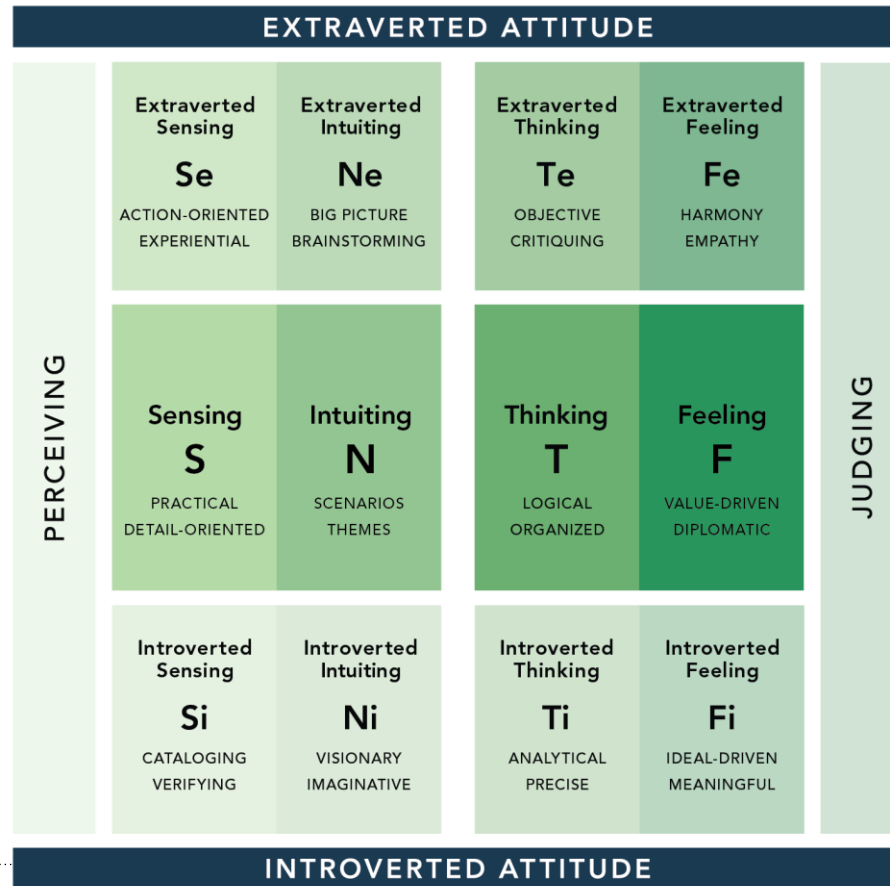


Questions to prompt introverted Feeling (Fi)

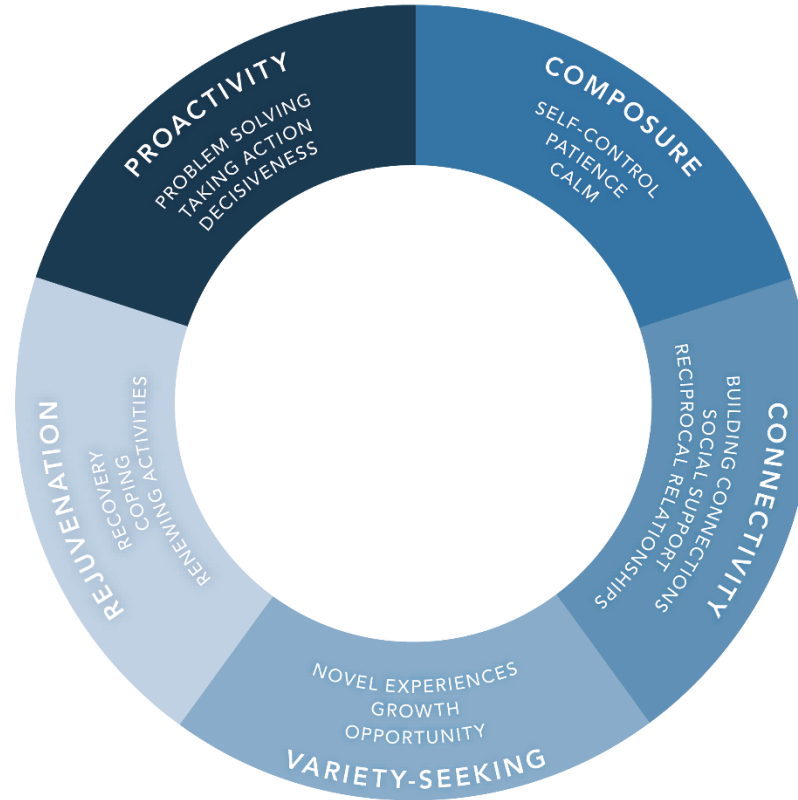
- Who and what ideas do I trust and care about?
- With whom do I agree (and disagree)?
- What is good and what is right?

Actions to exercise introverted Feeling (Fi)

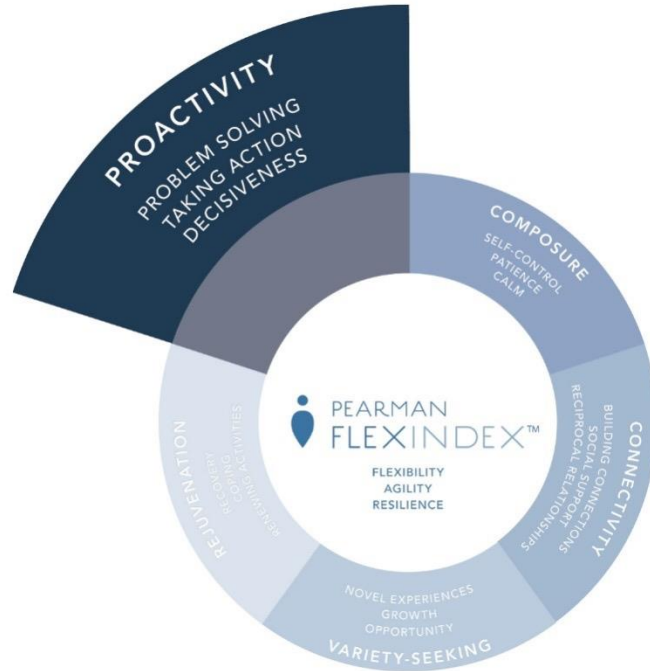
- Reflect on how much you personally care about a proposed action and the extent to which this action fits your values—is the action good or bad, and how will it impact you, your reputation, and those you care about
- Consider other people's feelings—both reasonable and unreasonable and remember when you felt a similar way and what your resulting needs or expectations were
- Reflect upon and journal non-negotiables in your life—statements like, "People should. . ." or "It is important that . . ." might help
- Rank order your opinion of different experiences, books or movies



Aspects of Flexibility

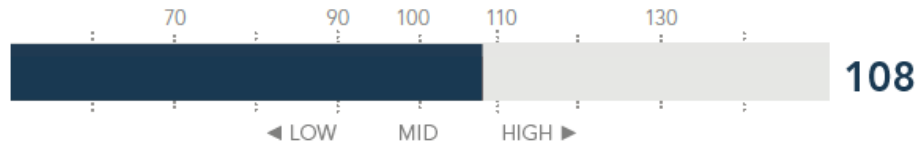


Aspects of Flexibility



Aspects of Flexibility

Proactivity



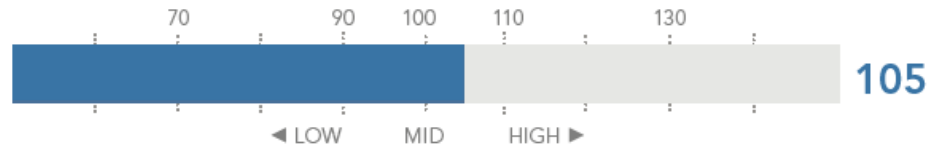
Proactivity refers to the skills necessary for active problem-solving and taking decisive action when you are faced with a challenge. Your score indicates that more often than not you are able to take initiative. Tips on fine tuning your proactive behaviors can be found throughout this report.

Aspects of Flexibility



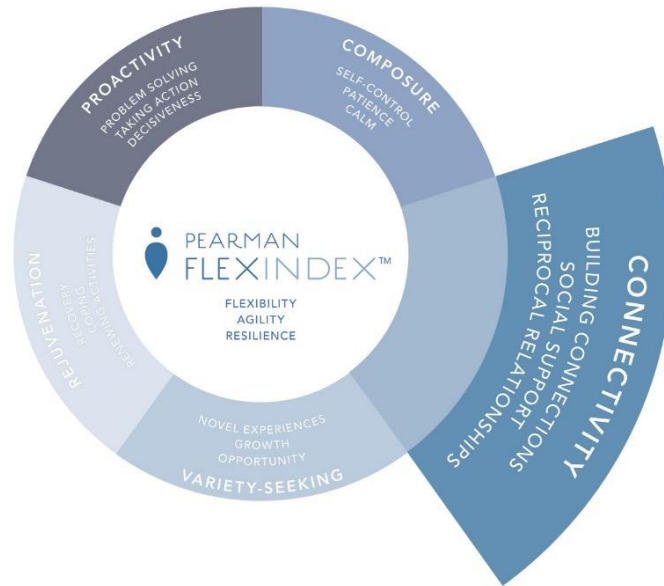
Aspects of Flexibility

Composure

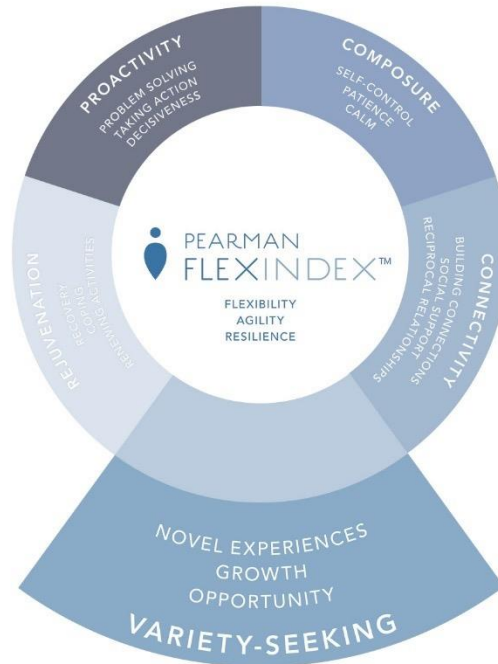


Composure involves being able to remain calm and controlled under times of stress or criticism. Your selected responses indicate that you are sometimes able to remain level-headed during high-pressure situations. Strategies to develop this skill can be found later in this report.

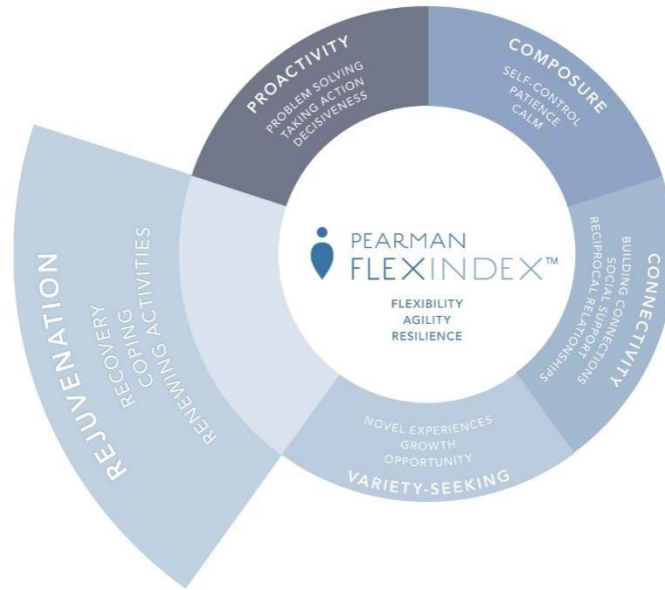
Aspects of Flexibility



Aspects of Flexibility



Aspects of Flexibility



- Available as “Workplace” or “Leadership” lens with optional EQ-i 2.0 ® integration. Workplace (\$60), Leadership (\$90), EQ (\$20)
- Includes Client and Coach reports
- 99 Questions; 20-30 min average completion time
- 2,400 person norm group; appropriate for 18 years+
- Level B – requires certification



- True to OKA's experiential, practical & fun design history
- Detailed 2 day class description [on-line](#) (including overview video)
- Introductory pricing: \$1,500
- Schedule: 27-28 OCT; 16-17 MAR; 27-28 JUL; 14-15 DEC
- Earn 10.42 Core and 4.83 Resource Development ICF CCEs

Interested in taking the Pearman Personality Integrator or becoming certified to use this in your own practice or organization?

Contact Aaron at:

asanders@oka-online.com

