

M A N A G E M E N T by D E S I G N

Using the “ IN” Virtual Psychologist

This super program allows YOU, the USER to pick your complexity level based on what YOU want to know. In a simple test like the Myers-Briggs[®], once you know your 4 letters (e.g., INTJ) you are finished and every additional fact is still based on ONLY 4 letters. Therefore, two **INTJ's** must be EXACTLY the same which is fine for simple things like team building but is that good enough for your more important uses? I think not. On the other hand, having a full time psychologist when you have a question is unrealistic. The Virtual Psychologist is the solution. Pick your area and information depth! There are 5 major ACTIVE sheets to help you see whatever you want with tons of embedded help.

PERSON: Select the person you want (e.g., yourself, peer) and immediately you see their Personality Profile which scores them on 30 Business Dimensions (BD), tells you what they mean, signals highs/lows, discusses biases which influences their approach to others and yes, if you want the four letters of the Myers-Briggs[®], you can see them.

COMPARE: Select 2 people and you can compare them. Select one and compare them to the TEAM average, a Vanilla Personality or any one of 35 embedded jobs. Here is the sweet part. It Ranks the differences (you pick how many – top 5, 8) and figures their importance. Then you just put the cursor on the BD that it has pointed out and it tells you what you need to know to fix the situation. Want more? Go to **HELP**. Now, your own **Executive Coach!**

GraFix: Okay some people like pictures and not words. Pick any two people and you can SEE their overlap on the 4 major BD's in 5 areas (e.g., problem solving, social style).

GRIDS: Super powerful. You select the TEAM (up to 13 people) and then you are ready to SEE the group dynamics. The BD's are paired in their respective areas and by clicking on a simple drop-down list; the scores are plotted on any one of 15+ GRIDS. At a glance you see who is similar and different. Team dynamics, group concerns and issues are uncovered!

HELP: The point is, you are “ IN” the company and on the Team so helping you develop your style is important. You can see how any BD impacts others or career positions. The **COMPARE** sheet gave you plenty of insight into what's important once you pick a standard. This gives you all the detail on each BD from what it means, to how it looks to others to what positions usually exhibit that trait. Start your personalized DEVELOPMENT plan right away.

If you are not “ IN” maybe someone is **trying** to get on your Team. If that is the case, before a company selects a person they should view their scores in the “ TRY” Virtual Psychologist. Rather than focus on teams and working together it gets all the details and does much of the heavy lifting. It is like having a psychologist doing the interview.

You would be hard pressed to find a human psychologist who could do this without using big words and work for so little money. The “ IN” Virtual Psychologist can effectively manage your career and relationships in a sophisticated fashion. Of course if I had only the Myers-Briggs[®], I would use it. But since your career and relationships are based on much more (otherwise psychologists wouldn't have work), I'd want the Virtual Psychologist and all the data that is uncovered by the Digital Couch.