

## The Integration of the Digital Couch<sup>®</sup> material

The full **Management Evaluation Profile (MEP)** from the Digital Couch<sup>®</sup> is integrated with the data in the Engines so you can move from one to the other and see the connections. The data for the Engines is 30 Business Dimensions that are a more “overt cut” of the total set of data that most “coworkers witness over a period of time in normal social interaction.” This data is useful in making selections (TRY Virtual Psychologist), looking at group dynamics or developing people (IN Virtual Psychologist). The MEP has 40 variables but focuses on more “private/personal material” that is useful in upper management selection and executive coaching. The overlap between the two systems can be found in both sets of data, for example:

### SECTION I: PROBLEM SOLVING

- |                                |     |                                     |     |
|--------------------------------|-----|-------------------------------------|-----|
| 1. Task vs. Process (G-1) J/P* | AB% | 5. External Orientation             |     |
| 2. Imagination (G-3)           | MM% | 6. Factual vs. Conceptual (G-2) S/N | NN% |
| 3. Broad-minded                |     | 7. Thinking vs. Feeling (G-2) T/F   | TT% |
| 4. Creativity (G-3)            | CR% | 8A. Need for Closure - Duty         |     |
| Intelligence                   |     | 8B. Psychological closure need      |     |

This is the first group of variables in the **Management Evaluation Profile (MEP)** and you can see that the first variable is: Task vs. Process (G-1) J/P\*. The **G-1** behind the variable means it is the same score as the Business Dimension, **Task vs. Process on GRID 1** (see below). Likewise the **G-3** behind Creativity means that it is the same score as **Creativity on Grid 3**. The J/P behind the variable is the same as the J-P dimension (i.e., Judging versus Perceiving) on the Meyers Briggs<sup>®</sup>. From this information, you can see that 3 of the 4 Meyers Briggs<sup>®</sup> variables are really problem solving dimensions and not true personality dimensions.

| GRID            | Business Dimensions  | Score                    |
|-----------------|--|--------------------------|
| <b>GRID I</b>   | <b>Problem Solving Style</b><br><b>Task/Process Focus (PS-1)</b> | <b>AB%</b>               |
| <b>GRID II</b>  | <b>Data Gathering (PS-6)</b><br><b>Judgment (1-PS-7)</b>         | <b>NN%</b><br><b>TT%</b> |
| <b>GRID III</b> | <b>Imagination (PS-2)</b><br><b>Creativity (PS-4)</b>            | <b>MM%</b><br><b>CR%</b> |

This is the first group of 6 Business Dimensions that make up the first 3 GRIDS on the **PERSON Sheet** that is used in all Engines. You see that the Business Dimension, **Task/Process Focus (PS-1)** has a PS-1 behind it and that means that it is the same score as Task vs. Process (G-1) variable in the Management Evaluation Profile (MEP) and it is found in the Problem Solving Section (**PS**) and it is the first (**1**) variable. Likewise Data Gathering (PS-6) is the same as variable 6 in the Problem Solving section and it is called Factual versus Conceptual. The letters that stand in for the scores (e.g., AB%, NN%) also allow you to see the connections between the two sets of variables.