



Your Instinctive Drives™

Mary Fitzgerald > I.D.™ 7346



INSTINCTIVEDRIVES.COM

Dear Mary,

We are pleased to send you this interim I.D.TM Report as the next step towards uncovering your Instinctive Drives. It has been prepared for you following your recent conversation with one of our I.D. consultants. It is designed to prompt your thinking and give you further insight into what you may need to be at your best across all areas of your life.

This interim report may reflect some or all of your true I.D. result. However, the *only way* to confirm this, and to ensure you gain the full benefits of insights and strategies that are tailored to your specific I.D., is to ultimately re-do the I.D. Questionnaire.

Your I.D. result reveals your natural and best way of doing things, identifying what you need to achieve great results in everything you do, and to feel fulfilled in any relationship, role or activity. It will provide you with a personal success code that will enable you to experience higher and more consistent levels of success and satisfaction, abundant energy and enthusiasm for life, and greater physical and emotional health!

As you read through this interim report and visit our Interactive I.D. ExperienceTM, please consider the following:

- What resonates with you? With which needs, talents or vulnerabilities do you immediately identify? Is there anything in the report to which you have difficulty relating?
- Which strategies make the most sense for you? Can you see yourself using these to address current challenges or to achieve better results?

You may wish to revisit the I.D. Questionnaire after reviewing this interim report and trying out one or more of the strategies it contains. Some people chose to do this after experiencing a resolution or shift in perspective around an issue currently challenging their ability to operate at their best. As soon as a true result is achieved, you will receive your personalized *I.D.* Report.

When you are ready to re-take the questionnaire to confirm your true I.D., please log onto your I.D. Community account at <https://app.instinctivedrives.com/questionnaire/>

I wish you every success with this next step in the exciting journey of uncovering your personal formula for success and fulfilment.

Warm Regards



Paul Burgess: Founder of the I.D. SystemTM

WELCOME TO YOUR INSTINCTIVE DRIVES® I.D.™ 7346

Mary, you are strongly driven by two of the four Instinctive Drives®:

- To Use the **Instinct to Verify™ (↑Verify)**
- To Avoid the **Instinct to Authenticate™ (↓Authenticate)**

You are also driven:

- To Avoid the **Instinct to Complete™ (↓Complete)**
- To Use the **Instinct to Improve™ (↑Improve)**

You analyze, evaluate and consider the rationale behind everything (**↑Verify**). You also philosophize and conceptualize, looking for the deeper meaning behind people, events...life. You are drawn to the challenge of *getting on others' wavelength* (**↓Authenticate**), especially where people and situations are emotionally charged and progress seems 'impossible' (**↑Improve**). Once you have planned your overall strategy (**↑Verify**), you need to move quickly from start to finish, invariably taking a different path from any initial path you had in mind (**↓Complete**).

You thrive when you can work with those whose expertise and professionalism you respect (**↑Verify**). You also need those around you to take the time to connect with you at a deeper level to fully understand your values, beliefs and vision. This way, they will always appreciate the motivations and intentions underlying your words and actions (**↓Authenticate**).

All the parts of your I.D.™ work together and you will perform at your best and be most fulfilled - across all areas of your life - when you:

- Have a clear purpose and can think things through to determine the best way forward to meet many and varied needs and achieve multiple benefits;
- Are challenged with a variety of 'impossible' people, problems and projects with short-term goals or milestones where you can make a stunning first impression;
- Can move quickly with the freedom to be flexible in your approach and are not required to slow down and account for your often unorthodox methods;
- Are sharing your expertise in a positive, stimulating team environment where others will assist with the finer details of follow-through and keeping things in order;
- Are inspiring others to change their thinking and get into action, especially where you take them beyond their comfort zones to achieve 'the impossible';
- Are recognized for your 'mental' contributions (often subtle or *behind-the-scenes*) and they are fully acknowledged and rewarded.

When your needs are met, you have a natural flair for managing the process of mediation and arbitration, especially within team environments where a variety of needs and opinions need to be harnessed and channeled into a common direction, so that people can move forward together.

WHAT YOU NEED TO BE AT YOUR BEST: YOUR I.D.™ NEEDS

The I.D. System® uncovers what you need to be at your best: not what you would prefer, but what you need. Your specific *I.D.* needs operate as a *personal success code* for achieving the results that you want across all your relationships, roles, projects and activities. Others may not know your *I.D.* or automatically think about the things essential to your success, so it is vital that you take responsibility for getting your own needs met; the first step is to know what your *I.D.* needs are!

We have listed your key *I.D.* needs below. If familiar with these, at times of stress and frustration, or when lacking motivation, you will quickly be able to pinpoint your specific missing needs. Once you have identified what is taking you *off track* you can take targeted action to get *back on track*.

FEEDBACK

You constantly need feedback and evidence to confirm that your actions or perspectives are correct (**↑Verify**). Feedback develops your expertise and builds your confidence. This explains why you will often ask similar questions about the same thing, even when nothing has changed since you were last required to do a similar task or activity; you just need to make sure you are on the *right track*. You need the feedback to be specific. For example, rather than hearing you did a *good job*, you need to hear why it was a good job and also how it could have been even better.

A PROBLEM TO SOLVE

You need to think things through so that they make sense *to you* (**↑Verify**). Even when others tell you that they have already solved a problem you still need to work it out for yourself or you won't be able to commit to, or act upon, their solutions. You thrive on unraveling even the most complex of problems, especially when a great deal of perseverance is required. When lacking the challenge and satisfaction that tackling and solving problems brings you, you may even go looking for problems in need of solutions to get the mental stimulation you need to thrive!

TO BE GIVEN THE BENEFIT OF THE DOUBT

There is always more thought and emotion *behind* what you say and do than others will see from the *outside* (**↓Authenticate**). This is a challenge when you expect people to *read between-the-lines* to understand your underlying intentions. Often, others are unable to do this and so the message they *receive* is not always the one which you *intended* to convey. This can lead to hurtful judgments about your motives. For this reason, you need to be among perceptive people with whom you feel able to share your deeper thoughts and feelings. Then, even when there *appears* to be a gap between what others see and experience of you, and what they have come to understand about your beliefs and values, they will always give you *the benefit of the doubt*.

DIPLOMACY AND TIMING

You are very conscious of - and motivated by - other people's thoughts, feelings and perceptions, including whatever it is that they think about you (**↓Authenticate**). As a result, you always consider factors such as the *best approach* and *the right moment* in relation to your decisions, communications and actions. You seek to *get on others' wavelength* to work these things out. You also need others to take these concepts of diplomacy and timing into consideration when dealing with you, those connected and important to you, and those you seek to positively influence.

TO WORK OUT THE *RIGHTWAY YOURSELF*

You need to work out things *for yourself*, even when there are other people, instructions or precedents to guide you (**↑Verify** and **↓Complete**). The only time you follow someone else's plan or other guidance is when your own quick evaluation determines that this provides the *best* and *quickest* way to proceed. As such, the approach would amount to the one you would ultimately have developed for yourself anyway! However, there is a strong possibility that you will still make changes, refining things in the light of feedback and finding an even better way *as you go*.

VARIETY

Your energy and performance are highest at the beginning of something new (**↓Complete**). Your talent is to get things started and moving forward, rather than staying with them through to the final sign-off or to when routine operation and maintenance are required. As soon as the end of the start-up phase approaches, your mind races towards the next thing. Your need for variety also explains why interruptions and having to juggle between tasks - which can frustrate and distract others - actually *helps* your energy and best performance. This is why tackling projects with a short-term focus or with frequent interim milestones, serves to maintain your enthusiasm and motivation.

'IMPOSSIBLE' CHALLENGES

You constantly make commitments *before* you are certain you can deliver (**↑Improvise**). Signing up to achieve challenging outcomes and to meet very tight deadlines drives your motivation and best performance. You will even add challenges (more, faster, with your eyes closed!) to simple tasks so you can do them *in stride*. You need to feel a sense of urgency and when rushed and under pressure you will generate your *best* thoughts, ideas and results, *especially* when others tell you that something is *impossible* and just *can't be done!* *Can't* is not a word in your vocabulary!

YOUR I.D.™ TALENTS

Your *I.D.* reveals why many of the things you do, come so easily and naturally *to you and* not necessarily *to others*. You will often fail to recognize these things as talents and underestimate how special they are, because they usually require such little effort on your part. They will, however, frequently be the very abilities for which others seek you out and also admire or even envy you!

When your roles, activities or environment fail to provide opportunities for you to use your natural talents, you will feel unfulfilled. Instead of doing things that come naturally to you, you will spend time on tasks and activities requiring a lot of *unnatural effort* and experience frustration and stress as a result. You may also struggle to explain to others (and even to yourself!) what you uniquely contribute to roles, tasks, teams or projects, and so to express effectively how these things would benefit from your involvement. Even when using *some* of your natural talents - consciously or unconsciously - others may be *unused* or be *underused*, indicating as yet untapped potential!

We have listed some of your *I.D.* talents below. If aware of these natural abilities, you can actively seek opportunities to use them to greater effect. You will also be better able to explain to others, the unique contribution you can make as a result of your natural and best way of doing things.

PERSEVERANCE UNTIL THE PROBLEM IS SOLVED

You persevere to work through problems, however complex, until their resolution. Your talent stems from knowing how to get started in the first place, whereas others can even struggle with where to begin. After defining the problem, you sift through information and data to evaluate options and solutions. It is this problem-solving talent which helps you to identify common ground amongst differences of opinion, making you a natural mediator. For you, the more challenge and stimulation involved in reaching a resolution; the more rewarding the process and final outcome.

A NATURAL PEOPLE MANAGER

You have a natural flair for achieving results *through* others: delegating to them, supervising them, and coaching and inspiring them to get the job done. Your need to be *on top and in control* of things, while also being driven to respond positively to changes and new opportunities, gives you a talent for managing the activities of others. In particular, you are compelled to monitor the quality of work for which you are responsible, even when not *hands-on* involved in its delivery. As a result, you won't assign work to those you think will compromise a quality outcome and you will make regular check-ins to ensure any issues can be resolved quickly, before too much exposure occurs.

TO MEDIATE

Your ability to sift and evaluate evidence and data gives you a talent to mediate and arbitrate between others. When you have no pre-determined solution of your own, you have a talent for hearing both sides of a story then seeing, and drawing others' attention to, areas of consensus. You then persuade the various parties to move forward towards a mutually acceptable resolution. You are especially adept when you have been able to prepare your strategy beforehand, enabling you to present your thinking and approach at your most articulate and impacting.

MAINTAINING *POSTURE* UNDER PRESSURE

When challenged about your decisions, actions and methods, you can explain your rationale *in the moment* and *with posture*. For this reason, you usually perform well in debates and when 'interrogated' around presentations. While you will do some research and preparation, it often goes unused; it's knowing it's there *if you need it* that enables you *to be yourself* and so to respond to others with confidence. You explain your thinking in a practical and convincing way that blends fact and substance with interaction, humor and personality. As a result, people believe *you know what you're talking about*, enabling you to drive change, even in conservative environments.

A NATURAL CHANGE AGENT

While other people can also be *good on their feet*, they often overload others with detail or context and hesitate, deviate and lose *posture* once questioned or challenged. You, however, will speak with confidence and substance when *put on the spot*. Not only do you back up your position, you do so in a convincing and considered way that gives reassurance to others. As a result of this ability, you are able to drive change in even the most conservative of environments.

JUSTIFICATION OF 'INTUITION'

You have an ability to *read between-the-lines* and pick up on the subtleties of a situation to determine what is *not* being said, what is *really* going on and what people *actually* need. Whereas some people with similarly valuable insights are challenged to explain this 'intuition', you always seek to validate your thinking by looking to find - and share - the specific pieces of evidence or information that have led to your conclusions. There will be many times when, because of your natural skepticism, you quickly dismiss anything that comes to you 'intuitively', but if you start to collect evidence around the insight that comes to you this way, you will soon begin to trust it more!

YOUR I.D.™ VULNERABILITIES

All natural forces such as wind, water and fire can be exciting and constructive *and* also bring danger and destruction! Similarly, the very same Instinctive Drives® that create your talents can also manifest as vulnerabilities. These things are not *wrong* and nor are they *weaknesses*; they will always be there and they are a part of *who you are*. As such, there is no point in trying to remove them or even attempting to *fix* them. However, it *is* possible to be more conscious of them; to actively manage them; and to reduce the significance of their impact. In this way, you can ensure that they don't get in the way of your relationships and the achievement of your true potential.

We have listed some of your *I.D.* vulnerabilities below, along with strategies to help you manage and reduce their impact. You may already be aware of - and have had feedback around - some of these things. You may also have a few ways in which you already seek to manage their impact. Other vulnerabilities may be total *blind-spots* for you. In this case, gaining an awareness of them and their impact, and using some of the strategies outlined below, will *significantly* enhance the quality of your relationships, results and the fulfillment you experience across all areas of your life.

BIAS! A VULNERABILITY COMMON TO EVERYONE

Your *I.D.* is a natural and sub-conscious part of *who you are*. It can seem *logical* that others, if they too set out to be effective, would approach things in just the same way as you, or at least see the sense and merit of your way of doing things. However, life experience reveals that this is not the case; people do things in different ways which are just as sensible *to them* as your ways are *to you*!

Given the natural bias of our *I.D.* - whatever that *I.D.* may be - it takes a conscious realization to see: *that other people can be just as effective as me, even though they go about doing things differently than me.* If we *don't* recognize this, the result can be that we judge or exclude others; fail to recognize their needs; and lose the value of their insights and talents. Similarly, we can miss out on the opportunity of experiencing meaningful, supportive, productive and fun relationships.

STRATEGIES TO HELP YOU MANAGE YOUR *I.D.* BIAS:

- **AWARENESS:** Actively look for the differences in the way others operate. You will then begin to understand their specific needs and why they do the things they do. To help you discover what others need to be at their best, take a look at our on-line *I.D.* resources.
- **ACCEPTANCE:** Accept that these innate differences exist; that they are a part of everyone's *success code*; and that each person's drives are of the same importance *to him or her* as yours are *to you*. This will lead to greater understanding and less judgment of others' motivations and intentions, enabling you to connect with others in ways that honor their needs *and yours*.
- **AWE:** Make a conscious decision to be *in awe* of the different approaches others take and of the special talents that they then contribute. This will accelerate a shift in your perspective from one of acceptance or tolerance to one of *truly valuing* the differences between you and others. You will then see that the tasks, activities and situations that drain your energy, and make you feel as if you are struggling, are the very things that excite and energize others and showcase their natural abilities. You will then be able to identify where others' talents complement your own and actively seek opportunities to work and connect with those driven differently, to achieve better and more fulfilling outcomes than you could ever achieve alone.

CREATING BUYER'S REMORSE

You think quickly *on your feet* and can be very convincing *in the moment* and during a debate. The challenge comes when the other parties end up feeling that, for you to have *won*, they had to *lose*. They don't necessarily think this at the time but later, when reflecting and digesting things, this is often where they will end up. As a result, they can change their mind about moving forward but will often be reluctant to tell you this for fear of the same process repeating itself. This can slow down progress and waste time. People may also think twice about getting involved with you again and so both sides lose an opportunity to create an on-going and productive partnership.

STRATEGIES TO HELP YOU MANAGE THIS:

- **Aim to develop a joint final outcome that involves input from all parties.** This way others don't feel like they have been persuaded solely to your position. This isn't about seeking a mediocre consensus that pleases no one, but about achieving a collaborative outcome that helps all parties move forward to realize something better.
- **When you sense that others have moved more ground than you, continue the discussion at a later stage.** This will give people time to reflect on their *actual* position which can often lead to their coming back with their *real* issues and concerns. Once these are out in the open, however challenging, the achievement of a positive, creative and sustainable outcome that works for all parties becomes a real possibility.

GETTING BORED QUICKLY

Although you have a great deal of energy and enthusiasm for new things, this wanes at lightning speed as soon as the novelty wears off. Although not your intention, your loss of interest can be frustrating, hurtful and embarrassing to others (and to you when you realize its impact) and in turn, can seriously affect your credibility and so your ability to engage others in future tasks and projects.

STRATEGIES TO HELP YOU MANAGE THIS:

- **Break down your longer-term activities and projects into smaller parts.** If, for example, you think of the parts as acts and scenes in a play, instead of only being half-way through a long project, you might be starting *Act 2 Scene 3*. This will give you the frequent sense of starting something new which you need to maintain your enthusiasm and to keep going to the end.
- **Juggle between several routine and less exciting tasks and also mix them up with more challenging and interactive activities.** You will then increase the overall level of variety and stimulation in your day, ensuring you get these things done but at less cost to your motivation.

INCONSISTENT COMMUNICATION

Although you have a talent for tailor-making your approach and *thinking on your feet*, the downside of this is that you rarely say anything the same way twice. Even if *most* of your message is consistent, others who are being skeptical or negative will look for those parts which are *not consistent* and use them to second-guess a *hidden message*. While this can simply be a case of others hearing what they want to hear, unfortunately, their perceptions can significantly impact your credibility and so limit your ability to influence others and make progress with your goals.

STRATEGIES TO HELP YOU MANAGE THIS:

- **Identify the key or critical points you *do* want to message consistently.** Where possible, confirm these in writing to others and use them as your own reference point for future communications.
- **Tell others *upfront* that, at times, there may well appear to be inconsistencies in your messaging.** Highlight the things that you *intend* to be consistent about and invite them to ask questions where they need clarification of your thinking and intentions.

NOW OR MAYBE NEVER!

You perform at your best when you are able to take immediate action on things and start and finish them *in one go*. When you promise to do things *later* or tell yourself, or others, that you will *get back to something*, you will frequently set yourself up for failure and a loss of credibility as your attention moves quickly to the next thing. This will especially apply to more mundane or routine tasks and activities that fail to stimulate you and which, to complete, offer you little opportunity to explore, experiment and work out your own best and quickest way.

STRATEGIES TO HELP YOU MANAGE THIS:

- **Wherever possible, do things as soon as they become one of your *to-do* items and start and finish them in one sitting.** Also, firstly consider if something actually needs to be done *at all* or, if it does need to be done, if it can be appropriately delegated.
- **If you really can't do it *right then* (or bin it or delegate it) at least allocate it time in your diary *right then*.** Also tell others that you are fine with them chasing you for things. If there's any *getting back to someone* to be done, attempt to set things up so that it's others needing to get back to you and not the other way around.
- **Give yourself tight deadlines and ask others to impose them on you.** Particularly with less exciting tasks, you will frequently be more motivated by the challenge and pressure of completing a task *in time* rather than simply by the need to complete the task *in itself*.

FURTHER RECOMMENDATIONS FOR YOUR SUCCESS AND FULFILLMENT

We have worked with - and coached - people who have a similar I.D.™ to you and would like to share the insights and tips that have helped them to find greater and more consistent levels of success and fulfillment.

- **Review your goals and outcomes frequently and at least weekly.** You get so easily distracted that you need to refocus to avoid wasting your energy on unnecessary tangents. People may see your lack of focus as a lack of discipline and so regularly realigning with your goals will also build your credibility in the eyes of others.
- **Always mix with positive people to brainstorm ideas, strategies and solutions.** Avoid negativity as if it were a disease: negative thoughts, negative people and negative environments crush you and your energy. Although most people would not *enjoy* negativity, it is just not as *debilitating* for them as it is for you.
- **Look for ways to measure *everything*, enabling you to look at overall progress rather than to focus on gaps and short-falls.** Measure the 'soft' as well as 'hard' indicators of success, as these will help you see what else is needed, other than a quality result, to engage others.
- **Give people the chance to communicate with you *twice* on the same issue.** Recognize that many people communicate much more completely and thoroughly than you. Your relationships and efforts will be greatly enhanced if you provide such people with the opportunity to talk to you twice about the same thing, so they are able to come back to you with the further questions and concerns they identify when they have thought things through.

YOUR FUTURE DIRECTION

One of your greatest talents is your ability to solve complex *people problems*; the more complex the issues and the more extensive your experience, the better your results. You not only inspire others to feel good about heading off in a new direction, you persevere until they get started and are on their way. This talent to help others take these vital first steps is so natural to you, that you will often not even be aware you are using it or realize quite how much others will appreciate it.

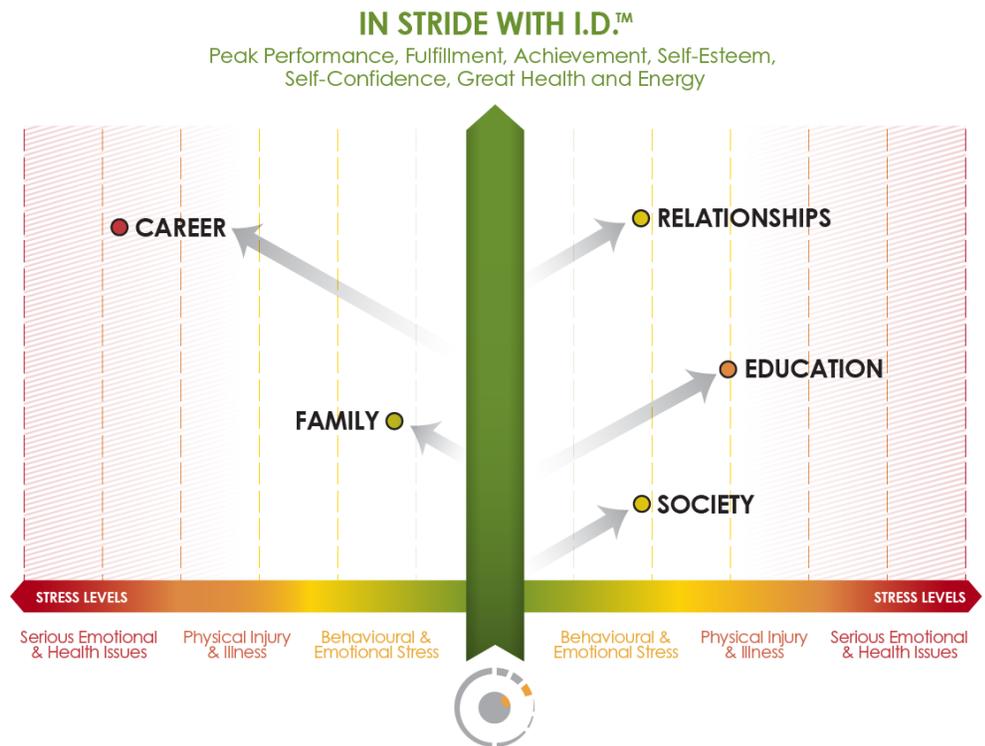
Aim to make your roles, relationships and vocation congruent with your particular needs and talents and you will be sure to gain the handsome rewards and recognition you require for a happy, successful and meaningful life.

USING YOUR I.D. TO EXPERIENCE PEAK PERFORMANCE

When you are operating in a way that is *true* to you, you can expect to experience ALL the good things that come with feeling successful and fulfilled - we call this *peak performance*. It is as if the world is working with you, and when challenges do come along, you feel confident and ready to meet them head on.

At other times of your life, external influences will pull you *off track* or require you to do things in a way that just doesn't work for you. Even after a short time, this will lead to emotional and behavioural symptoms such as frustration and stress.

If you *continue* to operate this way, other physical symptoms appear such as skin irritations, loss of energy or a weakening of your immune system. Longer-term, more serious emotional and physical health issues will emerge.



THREE STEPS TO PEAK PERFORMANCE

1

KNOW WHAT YOU NEED TO BE AT YOUR BEST

Review your I.D. needs and identify the ones to which you most relate. This way, you will be clear on what you need to feel successful within any role or relationship: your personal success code!



2

RECOGNISE WHAT PULLS YOU OFF TRACK

Identify situations, people or events which pull you *out of stride* and learn to quickly catch your Early Warning Signals - the clues that you're heading *off track*.



3

TAKE ACTION TO GET BACK ON TRACK

You'll find insights, strategies and tips on how to live a life at peak performance within this I.D. Report. You can also access further I.D. resources at: InstinctiveDrives.com

THE POWER OF THE I.D. SYSTEM

The I.D. System has helped thousands of people to more fully understand themselves and, as a result, experience greater levels of success and fulfilment. In addition, it has helped couples, families, work and community-based teams and whole organisations to connect, collaborate and change - effectively and sustainably - and with incredible results!

SHARE YOUR I.D. WITH FRIENDS, FAMILY AND COLLEAGUES

Just use the share button on your I.D. home page. Then, when those close to you take their I.D. and join the I.D. Community, you can simply click on their profile to get instant tips on what they need to be at their best, and strategies to build great relationships with them!



FOLLOW INSTINCTIVE DRIVES!

Like us on Facebook and follow us on Twitter and LinkedIn to build your I.D. network, get tips and strategies for using your I.D. and find out about our latest free resources and new products.



I.D. AND YOUR BUSINESS SUCCESS

I.D. helps teams and organizations to enhance collaboration and drive personal, team and business performance. To find out more about how I.D. can help your business visit:

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