

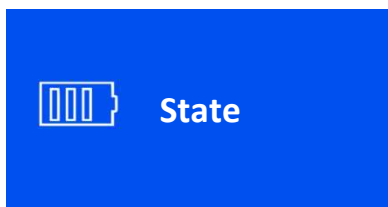
Collaborative Disposition Index Profile



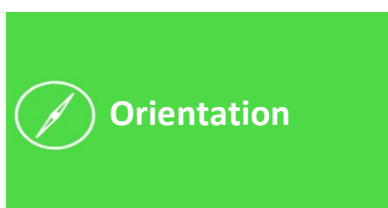
Name: Edward Example
Company: The Extraordinary Company Name Example
Dept/Project: The Extraordinary Company Project
Date: 15/03/2023

The Collaborative Disposition Index (CDI) helps you reflect on your inclination to collaborate with a group of people involved in a particular collaborative working exercise. CDI results can be used to indicate your anticipated collaborative disposition prior to engaging with the group for the first time and for each subsequent engagement thereafter.

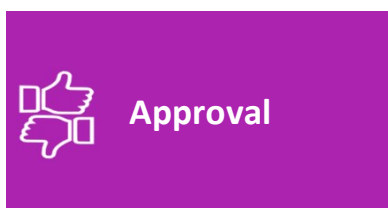
The CDI instrument is based on the SOAR (State, Orientation, Approval, Role) model. It provides information about these four important dimensions of collaborative working.



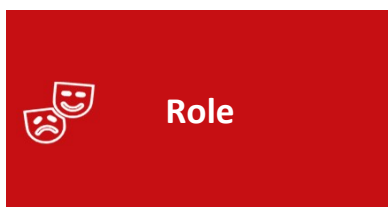
State represents our anticipation of how alert and energetic we will be when engaging with others or different situations.



Orientation represents our anticipation of how open we will be when dealing with different views, people or ideas.



Approval represents our anticipation of how accepted, welcomed and respected by others we will be when offering our views.



Role represents our anticipation of the part we will play to exert influence and achieve objectives in a group situation.

This profile reports your results on the four dimensions of the SOAR model. It includes the most basic interpretation of those results. Results should not be used to make a judgement about whether any outcome or person is good or bad. No major decisions should be based on these results. Results can be used to provide information for use during a personal development or coaching conversation with the individual concerned.

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Your CDI Results

Below are the individual scores and the range within which they fall.

State

Score
17

Range
Middle

With a Medium Range score Edward Example indicates they will be reasonably attentive and also reasonably optimistic about the collaborative working arrangement being considered.

They seem fairly sure they will remain reasonably focused on the task at hand. They indicate that they will be somewhat relaxed and also more positive than negative about the outcomes of the collaborative working exercise they are considering.

Orientation

Score
14

Range
Middle

With a Medium Range score Edward Example indicates they will be reasonably open to finding common ground with others involved in the collaborative working arrangement they are considering, and they also to the varying beliefs and ideas others might bring.

They also indicate they are prepared to engage in moderately robust discussions with people and will be prepared value the majority of ideas presented. Their score may also indicate a moderate degree of caution when presented with views different to their own.

Approval

Score
13

Range
Middle

With a Medium Range score Edward Example indicates they will be moderately self-assured when interacting with others in the collaborative working arrangement being considered.

They anticipate a little reservation in speaking up and may feel less than confident in the situation being envisaged. They anticipate sharing their views when needed but may be a little cautious about offering their opinion as they may have some doubts as to whether their opinions are respected.

Role

Score
19

Range
Middle

With a Medium Range score Edward Example anticipates being an equal partner during discussions and debates and in making decisions in the collaborative working arrangements being considered.

Their score indicates they are willing to make decisions for others but can also let others make decisions for them. Their score further indicates that they may take control of situations from time to time but can equally step back when required.

A more detailed interpretation of this profile can be obtained for coaching and personal development purposes. Contact enquiries@faceoffgroup.com for further details