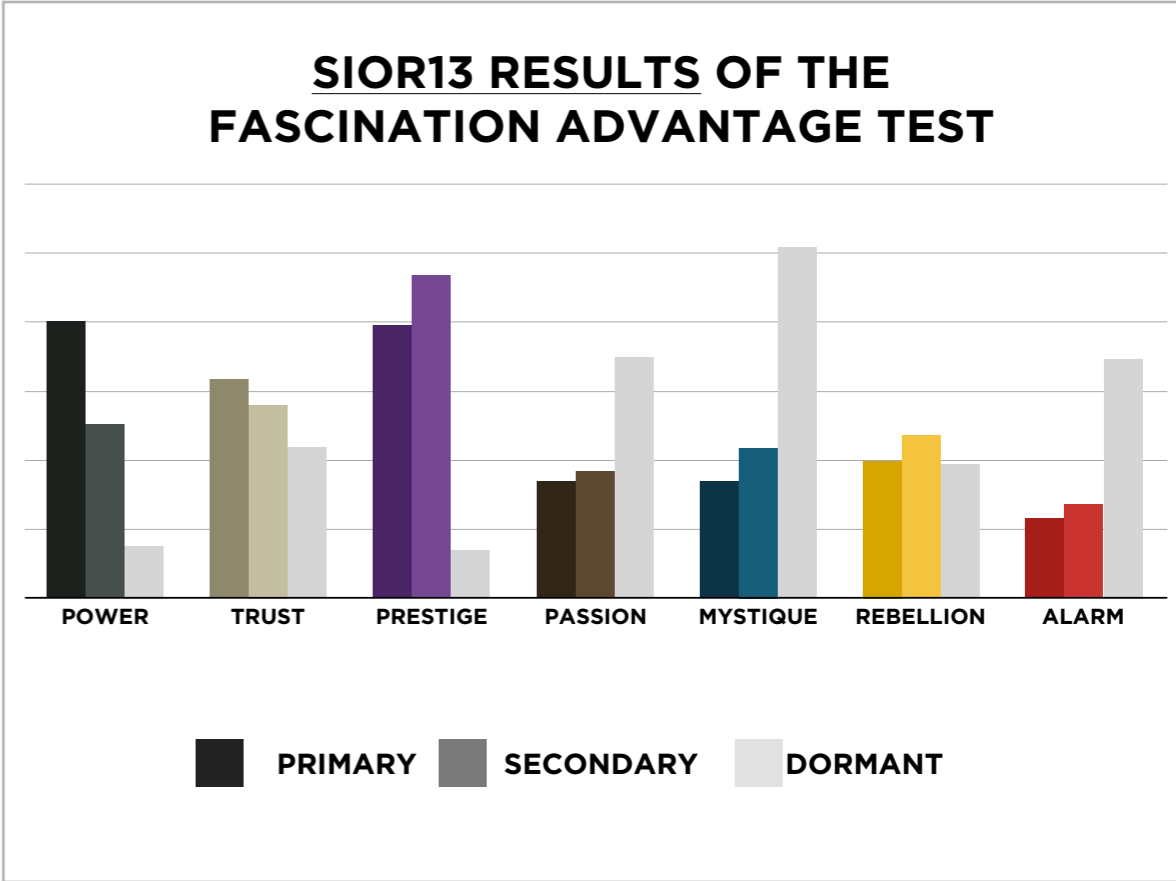
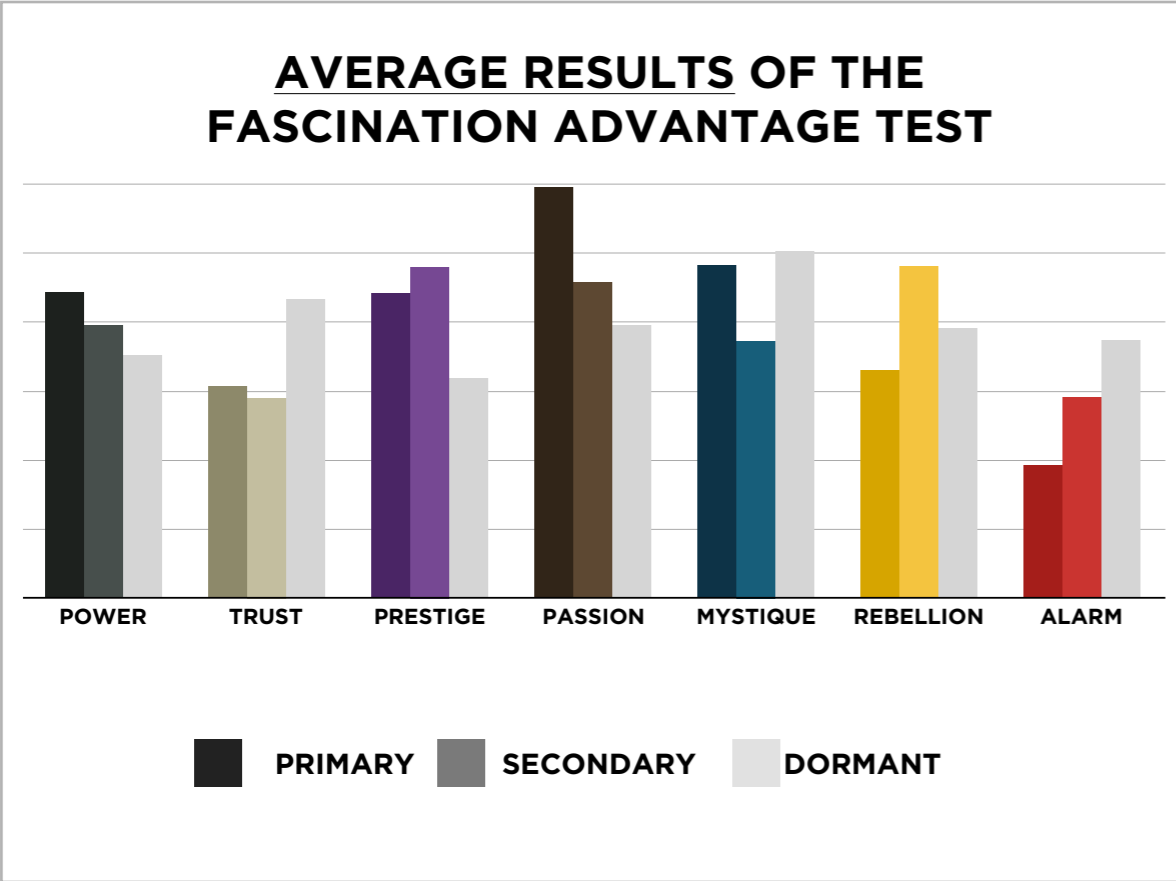


AN INSIDER'S *look* AT THE RESEARCH

FROM SALLY HOGSHEAD'S PRESENTATION TO
SIOR13 ON 10/25/2013



THIS IS WHAT THE RAW DATA ORIGINALLY LOOKED LIKE WHEN WE BEGAN TO COMPARE YOUR ORGANIZATION'S SCORES TO OUR OVERALL TEST POPULATION OF OVER 200,000 PEOPLE.

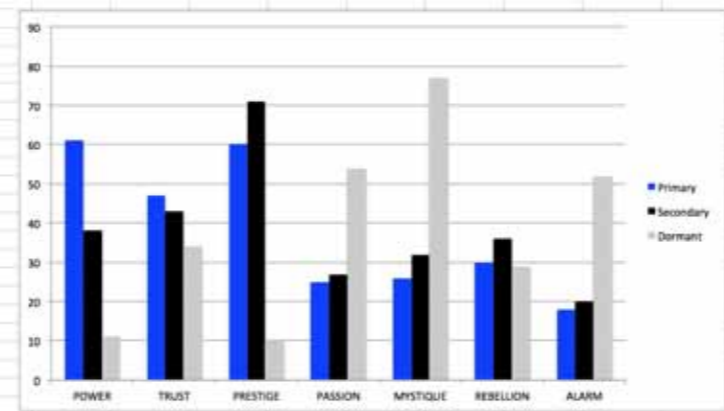
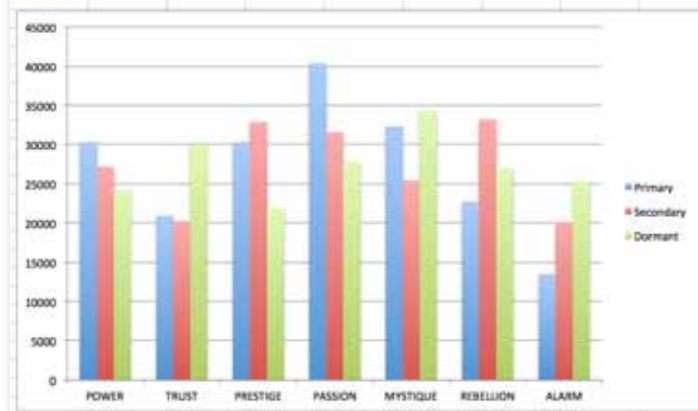


THIS IS WHAT THE RAW DATA ORIGINALLY LOOKED LIKE WHEN WE BEGAN TO COMPARE YOUR ORGANIZATION'S SCORES TO OUR OVERALL TEST POPULATION OF OVER 200,000 PEOPLE.

Primary	Secondary	Archetype	Sum	Percentage		PASSION	TRUST	MYSTIQUE	PRESTIGE	POWER	ALARM	REBELLION
Power	Prestige	The Maestro	32	11.99%	PASSION		3	5	7	3	2	5
Power	Trust	The Guardian	17	6.37%	TRUST	4		8	16	7	8	4
Trust	Prestige	The Diplomat	16	5.99%	MYSTIQUE	1	7		4	6	2	6
Prestige	Mystique	The Architect	14	5.24%	PRESTIGE	8	7	14		13	5	13
Prestige	Power	The Victor	13	4.87%	POWER	4	17	3	32			5
Prestige	Rebellion	The Avant-Garde	13	4.87%	ALARM	1	8		4	2		3
Rebellion	Passion	The Rockstar	9	3.37%	REBELLION	9	1	2	8	7	3	
Alarm	Trust	The Sustainer	8	3.00%								
Prestige	Passion	The Connoisseur	8	3.00%		PASSION	TRUST	MYSTIQUE	PRESTIGE	POWER	ALARM	REBELLION
Rebellion	Prestige	The Trendsetter	8	3.00%	PASSION		1.1%	1.9%	2.6%	1.1%	0.7%	1.9%
Trust	Alarm	The Good Citizen	8	3.00%	TRUST	1.5%		3.0%	6.0%	2.6%	3.0%	1.5%
Trust	Mystique	The Vault	8	3.00%	MYSTIQUE	0.4%	2.6%		1.5%	2.2%	0.7%	2.2%
Mystique	Trust	The Wise Owl	7	2.62%	PRESTIGE	3.0%	2.6%	5.2%		4.9%	1.9%	4.9%
Passion	Prestige	The Talent	7	2.62%	POWER	1.5%	6.4%	1.1%	12.0%			1.9%
Prestige	Trust	The Blue Chip	7	2.62%	ALARM	0.4%	3.0%		1.5%	0.7%		1.1%
Rebellion	Power	The Maverick Leader	7	2.62%	REBELLION	3.4%	0.4%	0.7%	3.0%	2.6%	1.1%	
Trust	Power	The Gravitas	7	2.62%								
Mystique	Power	The Veiled Strength	6	2.25%								
Mystique	Rebellion	The Secret Weapon	6	2.25%								
Passion	Mystique	The Intrigue	5	1.87%								
Passion	Rebellion	The Catalyst	5	1.87%								
Power	Rebellion	The Change Agent	5	1.87%								
Prestige	Alarm	The Perfectionist	5	1.87%								
Alarm	Prestige	The Editor-in-Chief	4	1.50%								
Mystique	Prestige	The Royal Guard	4	1.50%								
Power	Passion	The Ringleader	4	1.50%								
Trust	Passion	The Authentic	4	1.50%								
Trust	Rebellion	The Evolutionary	4	1.50%								
Alarm	Rebellion	The Craftsman	3	1.12%								
Passion	Power	The Advocate	3	1.12%								

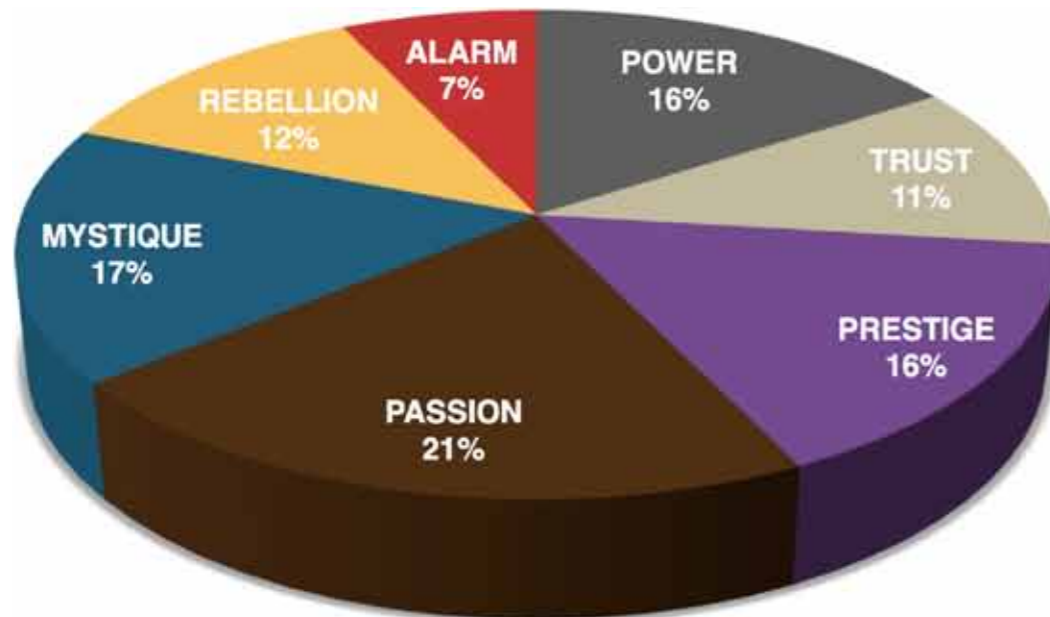
As we prepared for the event, here's our spreadsheet, organized by "Personality Archetype"

AVERAGE POPULATION									SIOR13								
	POWER	TRUST	PRESTIGE	PASSION	MYSTIQUE	REBELLION	ALARM	Total		POWER	TRUST	PRESTIGE	PASSION	MYSTIQUE	REBELLION	ALARM	Total
Primary	30357	20940	30326	40387	32271	22794	13542	190617	Primary	61	47	60	25	26	30	18	267
Secondary	27177	20231	32860	31609	25413	33177	20150	190617	Secondary	38	43	71	27	32	36	20	267
Dormant	24219	30019	21947	27787	34318	27007	25320	190617	Dormant	11	34	10	54	77	29	52	267
Primary	15.9%	11.0%	15.9%	21.2%	16.9%	12.0%	7.1%	100.0%	Primary	22.8%	17.6%	22.5%	9.4%	9.7%	11.2%	6.7%	100.0%
Secondary	14.3%	10.6%	17.2%	16.6%	13.3%	17.4%	10.6%	100.0%	Secondary	14.2%	16.1%	26.6%	10.1%	12.0%	13.5%	7.5%	100.0%
Dormant	12.7%	15.7%	11.5%	14.6%	18.0%	14.2%	13.3%	100.0%	Dormant	4.1%	12.7%	3.7%	20.2%	28.8%	10.9%	19.5%	100.0%

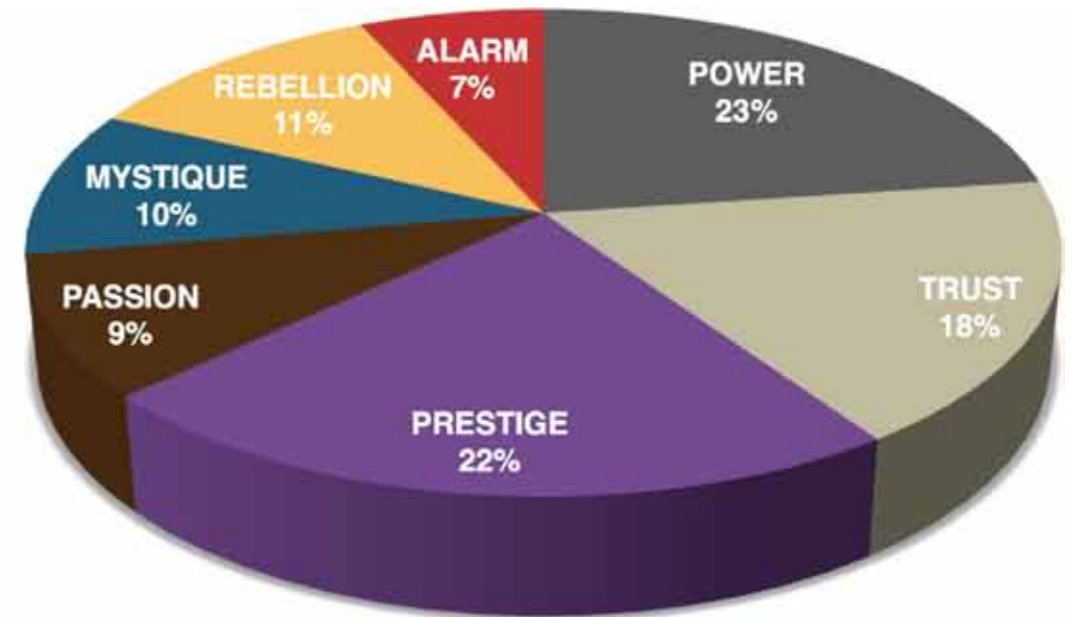


THIS IS WHAT THE RAW DATA ORIGINALLY LOOKED LIKE WHEN WE BEGAN TO COMPARE YOUR ORGANIZATION'S SCORES TO OUR OVERALL TEST POPULATION OF OVER 200,000 PEOPLE.

AVERAGE RESULTS FROM THE FASCINATION ADVANTAGE TEST



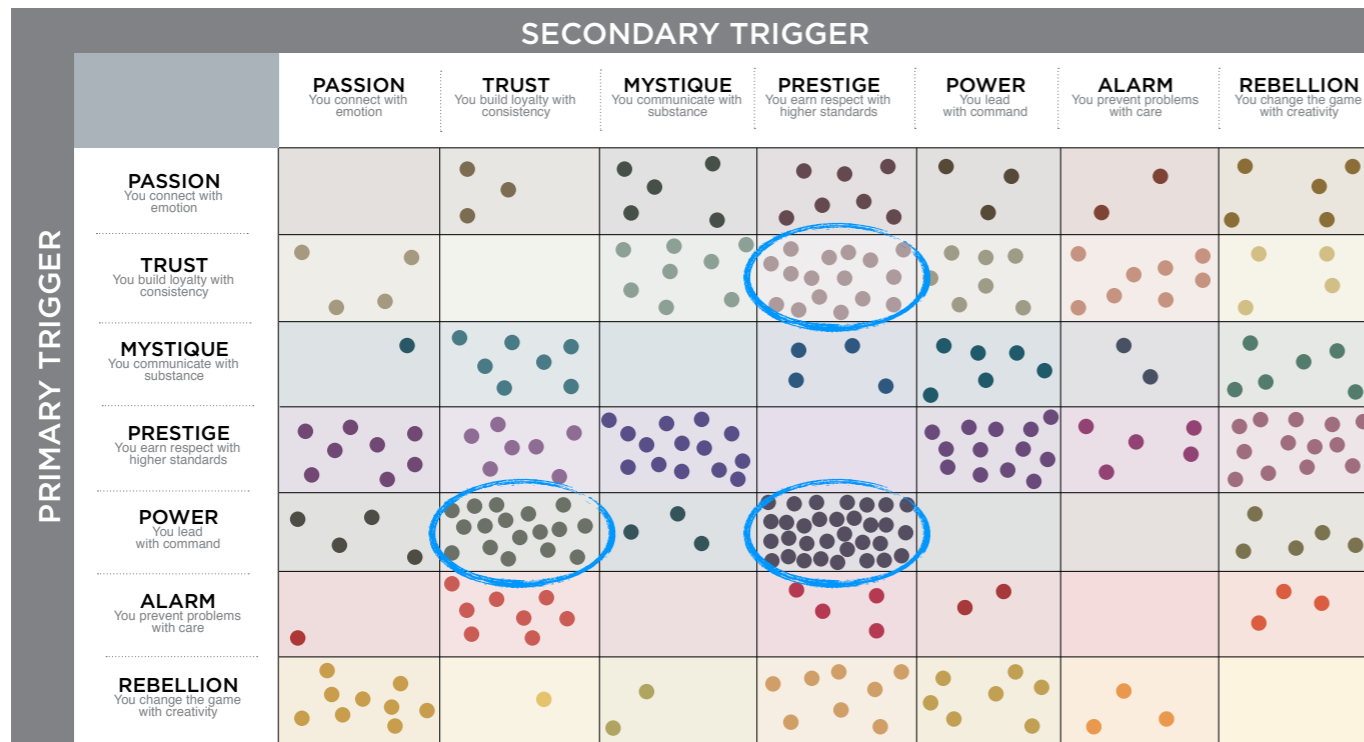
SIOR13 RESULTS FROM THE FASCINATION ADVANTAGE TEST



WE COMPARED YOUR FINDINGS TO OUR MATRIX OF 49 PERSONALITY ARCHETYPES.

		SECONDARY TRIGGER						
		PASSION You connect with emotion	TRUST You build loyalty with consistency	MYSTIQUE You communicate with substance	PRESTIGE You earn respect with higher standards	POWER You lead with command	ALARM You prevent problems with care	REBELLION You change the game with creativity
PRIMARY TRIGGER	PASSION You connect with emotion	THE DRAMA Theatrical • Emotive Sensitive	THE BELOVED Nurturing • Loyal Sincere	THE INTRIGUE Perceptive • Nuanced Selective	THE TALENT Expressive • Stylish Emotionally Intelligent	THE ADVOCATE Dynamic • Inclusive Engaging	THE ORCHESTRATOR Attentive • Dedicated Detail-Oriented	THE CATALYST Outgoing • Experimental Out-of-the-Box
	TRUST You build loyalty with consistency	THE AUTHENTIC Agreeable • Accessible Dependable	THE OLD GUARD Predictable • Safe Unmovable	THE VAULT Analytical • Discreet Understated	THE DIPLOMAT Impeccable • Subtle Capable	THE GRAVITAS Dignified • Stable Hardworking	THE GOOD CITIZEN Conscientious • Modest Preventative	THE EVOLUTIONARY Curious • Open-Minded Developing over Time
	MYSTIQUE You communicate with substance	THE SUBTLE TOUCH Profound • Discerning Self-Sufficient	THE WISE OWL Observant • Assured Unruffled	THE STOIC Unemotional • Introverted Concentrated	THE ROYAL GUARD Elegant • Astute Reserved	THE VEILED STRENGTH Rational • Intentional Substantive	THE BULLSEYE Precise • Sharp Under-the-Radar	THE SECRET WEAPON Clever • Unassuming Independent
	PRESTIGE You earn respect with higher standards	THE CONNOISSEUR Astute • Discriminating In-the-Know	THE BLUE CHIP Classic • Timeless "Best-in-Class"	THE ARCHITECT Sterling • Skillful Restrained	THE LAST WORD Deliberate • Crisp Uncompromising	THE VICTOR Respected • Competitive Results-Oriented	THE PERFECTIONIST Driven • Disciplined Standard-Bearer	THE AVANT-GARDE Original • Enterprising Forward-Thinking
	POWER You lead with command	THE RINGLEADER Motivating • Vigorous Compelling	THE GUARDIAN Established • Genuine Sure-Footed	THE MASTERMIND Methodical • Intense Self-Reliant	THE MAESTRO Ambitious • Admired Focused	THE AGGRESSOR Dominant • Forceful Emphatic	THE WATCHDOG Proactive • Alert Cautionary	THE CHANGE AGENT Inventive • Vivid Quick-Witted
	ALARM You prevent problems with care	THE COORDINATOR Organized • Practical Protective	THE SUSTAINER Steadfast • Composed By-the-Book	THE INSPECTOR Private • Efficient Meticulous	THE EDITOR-IN-CHIEF Productive • Detailed Skilled	THE SHERIFF Tireless • Decisive Goal-Oriented	THE HIGH ALERT Vigilant • Exacting Prepared	THE CRAFTSMAN Strategic • Fine-Tuned Judicious
	REBELLION You change the game with creativity	THE ROCKSTAR Bold • Artistic Unorthodox	THE ARTISAN Measured • Thoughtful Craftsman-Like	THE PROVOCATEUR Innovative • Witty Unconventional	THE TRENDSETTER Elite • Progressive Advanced	THE MAVERICK LEADER Pioneering • Irreverent Entrepreneurial	THE QUICK-START Thorough • Diligent Imaginative	THE ANARCHIST Startling • Unpredictable Intensely Creative

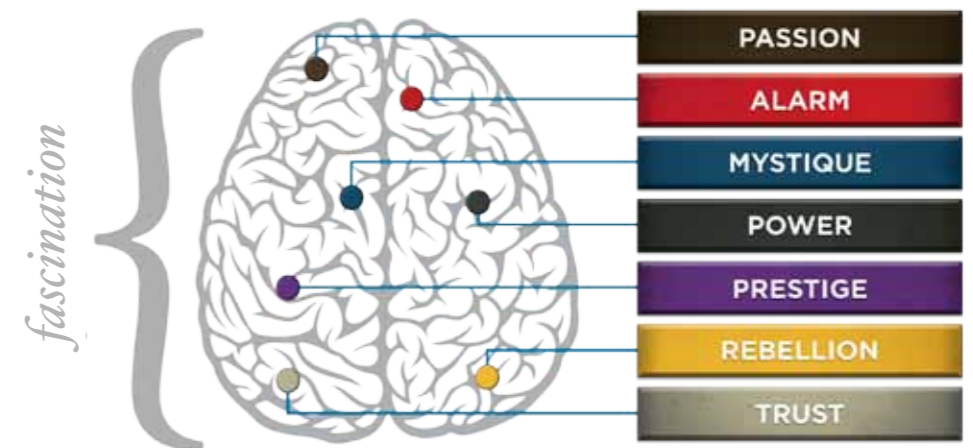
THIS IS YOUR CUSTOM “FASCINATION FINGERPRINT.”



This diagram shows the concentration of Personality Archetypes of the organization.

		SECONDARY TRIGGER						
		PASSION <small>You connect with emotion</small>	TRUST <small>You build loyalty with consistency</small>	MYSTIQUE <small>You communicate with substance</small>	PRESTIGE <small>You earn respect with higher standards</small>	POWER <small>You lead with command</small>	ALARM <small>You prevent problems with care</small>	REBELLION <small>You change the game with creativity</small>
PRIMARY TRIGGER	PASSION <small>You connect with emotion</small>		1.1%	1.9%	2.6%	1.1%	0.7%	1.9%
	TRUST <small>You build loyalty with consistency</small>	1.5%		3.0%	6.0%	2.6%	3.0%	1.5%
	MYSTIQUE <small>You communicate with substance</small>	0.4%	2.6%		1.5%	2.2%	0.7%	2.2%
	PRESTIGE <small>You earn respect with higher standards</small>	3.0%	2.6%	5.2%		4.9%	1.9%	4.9%
	POWER <small>You lead with command</small>	1.5%	6.4%	1.1%	12.0%			1.9%
	ALARM <small>You prevent problems with care</small>	0.4%	3.0%		1.5%	0.7%		1.1%
	REBELLION <small>You change the game with creativity</small>	3.4%	0.4%	0.7%	3.0%	2.6%	1.1%	

This is your custom measurement of Fascination Scores. The diagram to the right shows the actual percentages of each Personality Archetype within the organization.



BASED ON YOUR AUDIENCE'S SCORES FOR "THE FASCINATION ADVANTAGE TEST," WE IDENTIFIED THEIR UNIQUE PERSONALITY STRENGTHS.

WE THEN BUILT CUSTOMIZED INSIGHTS TO PINPOINT WHAT MAKES THIS ORGANIZATION UNIQUELY FASCINATING.

YOU ARE **53.5%** MORE LIKELY THAN THE AVERAGE POPULATION TO HAVE **POWER** AS A PRIMARY TRIGGER



POWER

Confident
Driven
Influential

YOU ARE **34.7%** MORE LIKELY THAN THE AVERAGE POPULATION TO HAVE **PRESTIGE** AS A PRIMARY TRIGGER



PRESTIGE

Ambitious
Discerning
Strong-Willed

YOU ARE **40.4%** LESS LIKELY THAN THE AVERAGE POPULATION TO HAVE **MYSTIQUE** AS A PRIMARY TRIGGER



MYSTIQUE

Understated
Complex
Deliberate

YOU ARE **51.3%** LESS LIKELY THAN THE AVERAGE POPULATION TO HAVE **PASSION** AS A PRIMARY TRIGGER



PASSION

Expressive
Intuitive
Impulsive

YOU ARE **24.7%** LESS LIKELY THAN THE AVERAGE POPULATION TO HAVE **ALARM** AS A PRIMARY TRIGGER



ALARM

Perfectionist
Reliable
Careful

YOU ARE **4.7%** LESS LIKELY THAN THE AVERAGE POPULATION TO HAVE **REBELLION** AS A PRIMARY TRIGGER



REBELLION

Innovative
Independent
Unpredictable

YOU ARE **45.1%** MORE LIKELY THAN THE AVERAGE POPULATION TO HAVE **TRUST** AS A PRIMARY TRIGGER



TRUST

Stable
Reliable
Comforting

HOW YOUR CO-WORKERS FASCINATE

POWER

A LEADER WHO MAKES DECISIONS

PASSION

RELATIONSHIP-BUILDER WITH
STRONG PEOPLE SKILLS

MYSTIQUE

SOLO INTELLECT BEHIND-THE-SCENES

PRESTIGE

OVERACHIEVER WITH HIGHER STANDARDS

ALARM

PRECISE DETAIL MANAGER

REBELLION

INNOVATIVE PROBLEM-SOLVER

TRUST

STABLE, RELIABLE PARTNER

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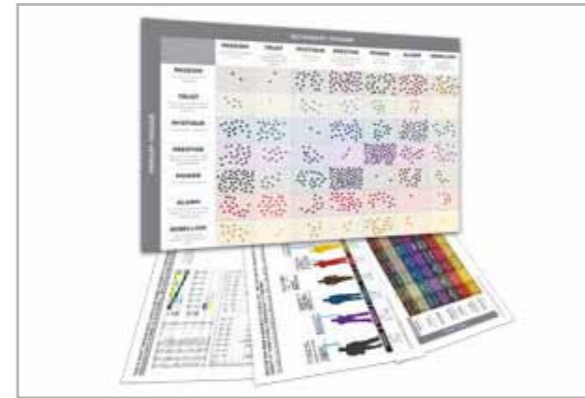
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