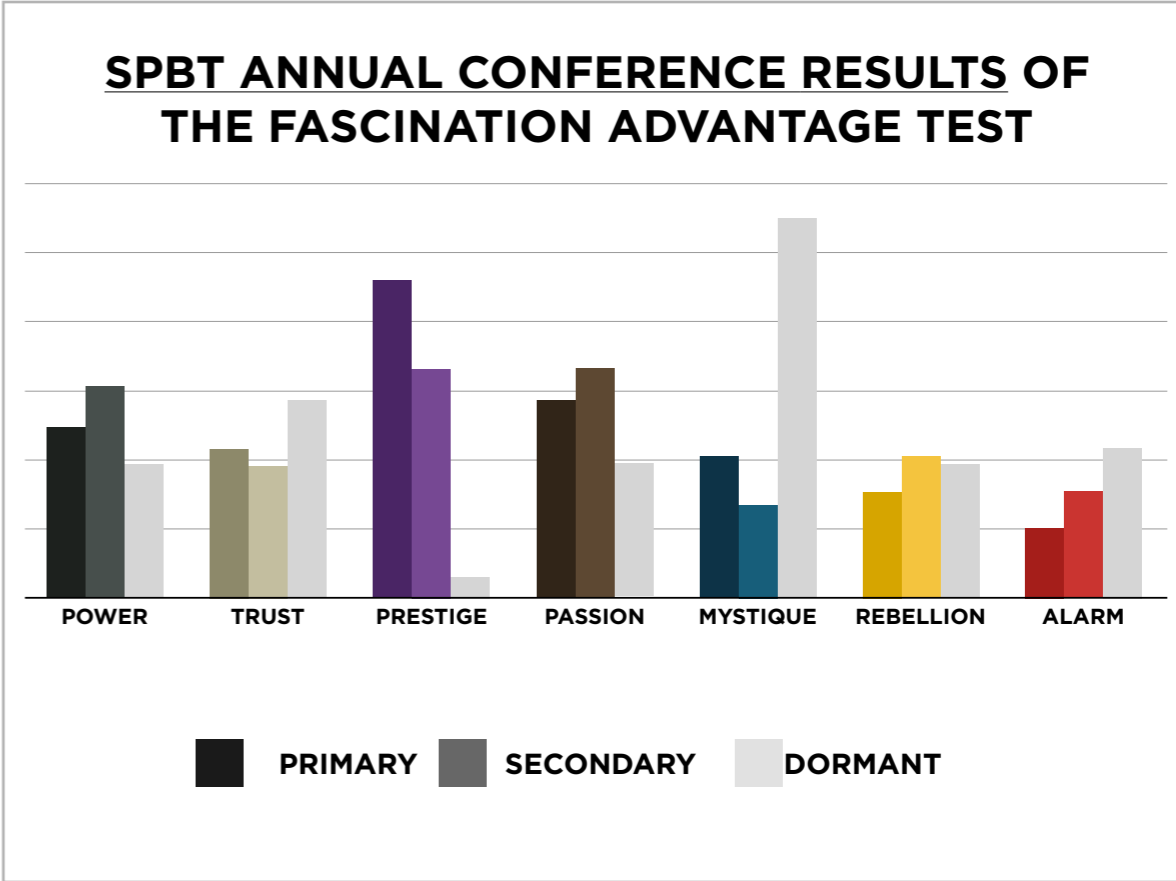
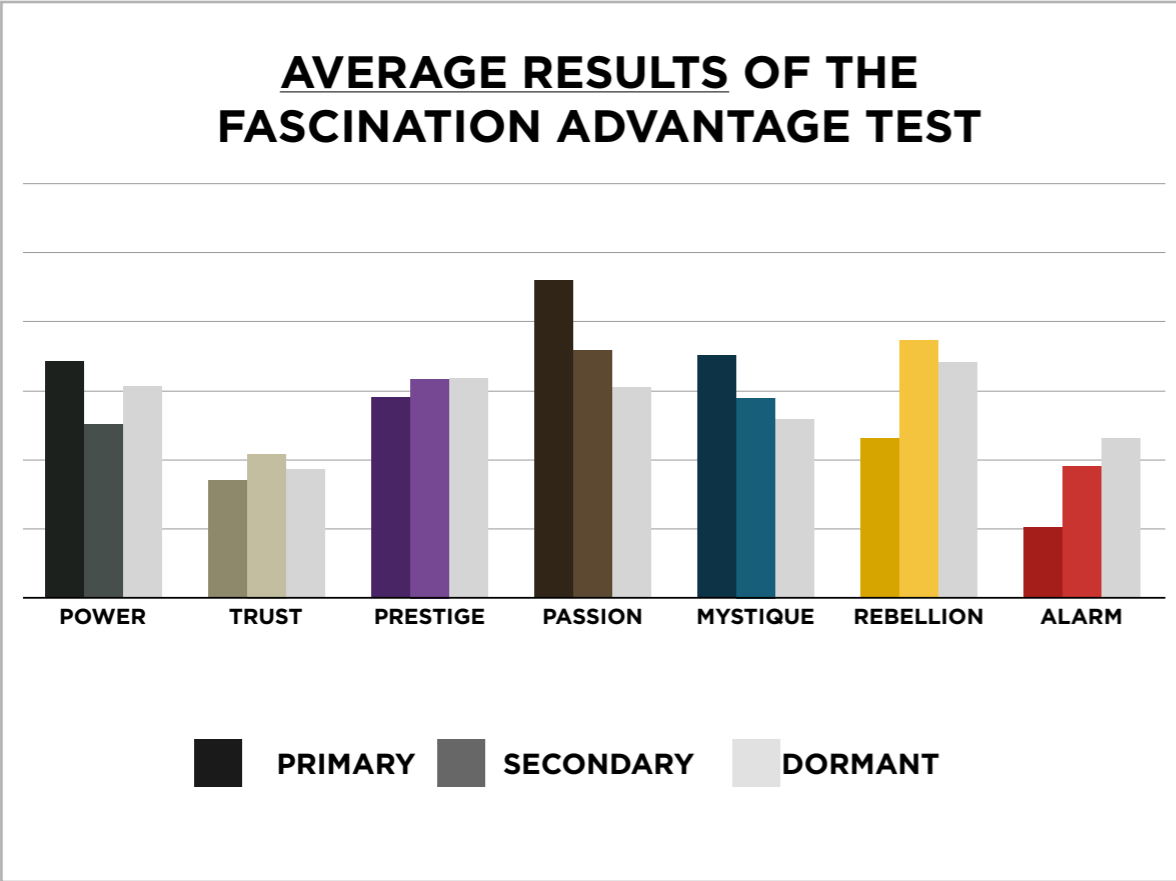


AN INSIDER'S *look* AT THE RESEARCH

FROM SALLY HOGSHEAD'S PRESENTATION TO
SPBT ANNUAL CONFERENCE ON 05/12/13



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 140,000 PEOPLE.

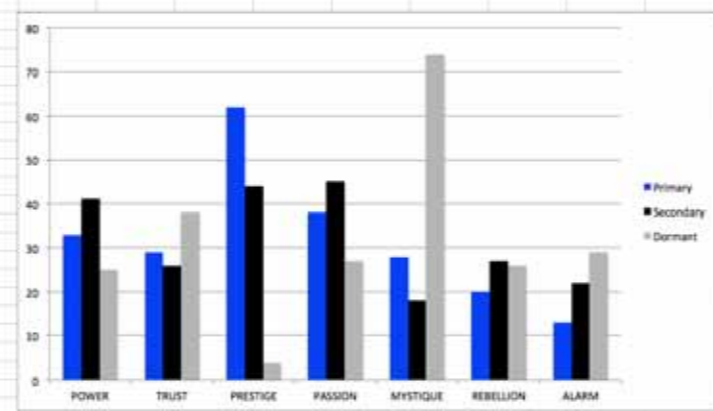
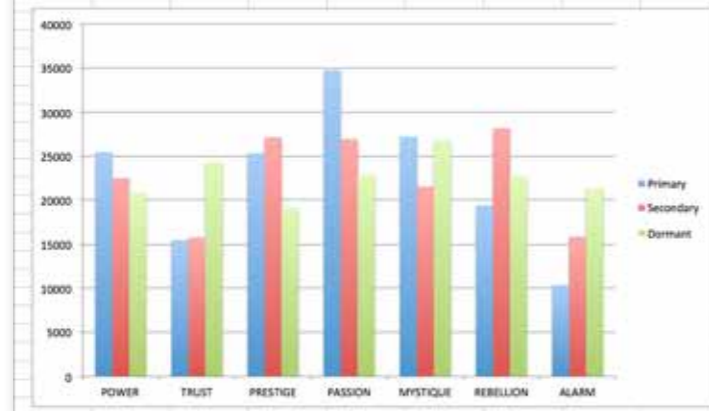


THIS IS WHAT THE RAW DATA ORIGINALLY LOOKED LIKE WHEN WE BEGAN TO COMPARE YOUR ORGANIZATION'S SCORES TO OUR OVERALL TEST POPULATION OF OVER 140,000 PEOPLE.

Primary	Secondary	Archetype	Sum	Percentage		PASSION	TRUST	MYSTIQUE	PRESTIGE	POWER	ALARM	REBELLION
Prestige	Power	The Victor	22	9.87%	PASSION		5	6	7	5	6	9
Power	Prestige	The Maestro	21	9.42%	TRUST	11		3	6	2	5	2
Prestige	Passion	The Connoisseur	16	7.17%	MYSTIQUE	6	3		3	6	3	7
Trust	Passion	The Authentic	11	4.93%	PRESTIGE	16	6	5		22	6	7
Passion	Rebellion	The Catalyst	9	4.04%	POWER	2	7	1	21			2
Mystique	Rebellion	The Secret Weapon	7	3.14%	ALARM	3	4	1	2	3		
Passion	Prestige	The Talent	7	3.14%	REBELLION	7	1	2	5	3	2	
Power	Trust	The Guardian	7	3.14%								
Prestige	Rebellion	The Avant-Garde	7	3.14%								
Rebellion	Passion	The Rockstar	7	3.14%		PASSION	TRUST	MYSTIQUE	PRESTIGE	POWER	ALARM	REBELLION
Mystique	Passion	The Subtle Touch	6	2.69%	PASSION		2.2%	2.7%	3.1%	2.2%	2.7%	4.0%
Mystique	Power	The Veiled Strength	6	2.69%	TRUST	4.9%		1.3%	2.7%	0.9%	2.2%	0.9%
Passion	Alarm	The Orchestrator	6	2.69%	MYSTIQUE	2.7%	1.3%		1.3%	2.7%	1.3%	3.1%
Passion	Mystique	The Intrigue	6	2.69%	PRESTIGE	7.2%	2.7%	2.2%		9.9%	2.7%	3.1%
Prestige	Alarm	The Perfectionist	6	2.69%	POWER	0.9%	3.1%	0.4%	9.4%			0.9%
Prestige	Trust	The Blue Chip	6	2.69%	ALARM	1.3%	1.8%	0.4%	0.9%	1.3%		
Trust	Prestige	The Diplomat	6	2.69%	REBELLION	3.1%	0.4%	0.9%	2.2%	1.3%	0.9%	
Passion	Power	The Advocate	5	2.24%								
Passion	Trust	The Beloved	5	2.24%								
Prestige	Mystique	The Architect	5	2.24%								
Rebellion	Prestige	The Trendsetter	5	2.24%								
Trust	Alarm	The Good Citizen	5	2.24%								
Alarm	Trust	The Sustainer	4	1.79%								
Alarm	Passion	The Coordinator	3	1.35%								
Alarm	Power	The Sheriff	3	1.35%								
Mystique	Alarm	The Bullseye	3	1.35%								
Mystique	Prestige	The Royal Guard	3	1.35%								
Mystique	Trust	The Wise Owl	3	1.35%								
Rebellion	Power	The Maverick Leader	3	1.35%								
Trust	Mystique	The Vault	3	1.35%								

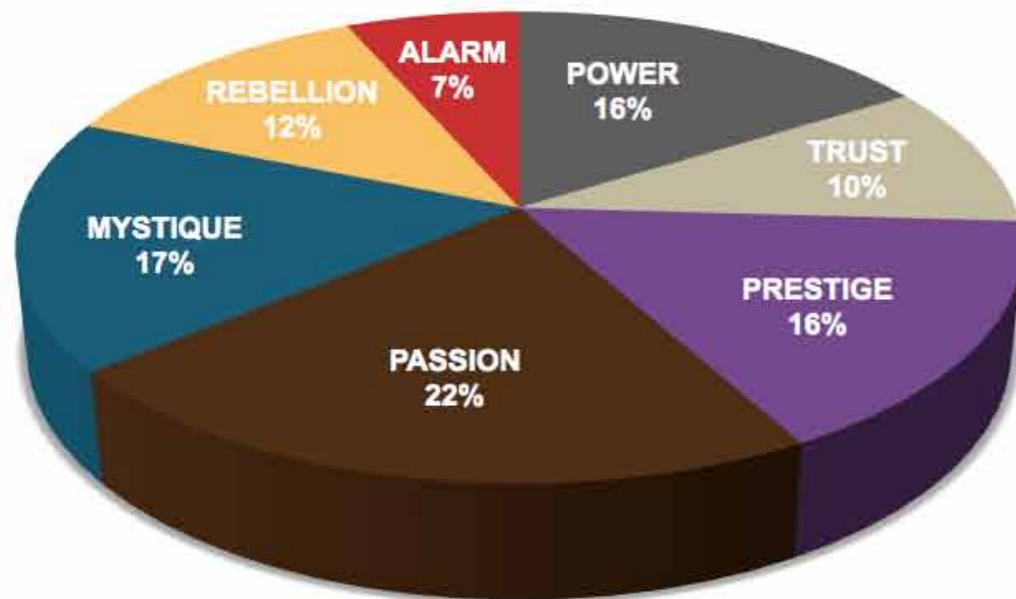
As we prepared for the event, here's our spreadsheet, organized by "Personality Archetype"

AVERAGE POPULATION									Society of Pharmaceutical and Biotech Trainers								
	POWER	TRUST	PRESTIGE	PASSION	MYSTIQUE	REBELLION	ALARM	Total		POWER	TRUST	PRESTIGE	PASSION	MYSTIQUE	REBELLION	ALARM	Total
Primary	25456	15490	25320	34741	27238	19355	10362	157962	Primary	33	29	62	38	28	20	13	223
Secondary	22480	15807	27145	26938	21517	28181	15894	157962	Secondary	41	26	44	45	18	27	22	223
Dormant	20794	24299	19131	22937	26801	22690	21310	157962	Dormant	25	38	4	27	74	26	29	223
	POWER	TRUST	PRESTIGE	PASSION	MYSTIQUE	REBELLION	ALARM	Total		POWER	TRUST	PRESTIGE	PASSION	MYSTIQUE	REBELLION	ALARM	Total
Primary	16.1%	9.8%	16.0%	22.0%	17.2%	12.3%	6.6%	100.0%	Primary	14.8%	13.0%	27.8%	17.0%	12.6%	9.0%	5.8%	100.0%
Secondary	14.2%	10.0%	17.2%	17.1%	13.6%	17.8%	10.1%	100.0%	Secondary	18.4%	11.7%	19.7%	20.2%	8.1%	12.1%	9.9%	100.0%
Dormant	13.2%	15.4%	12.1%	14.5%	17.0%	14.4%	13.5%	100.0%	Dormant	11.2%	17.0%	1.8%	12.1%	33.2%	11.7%	13.0%	100.0%

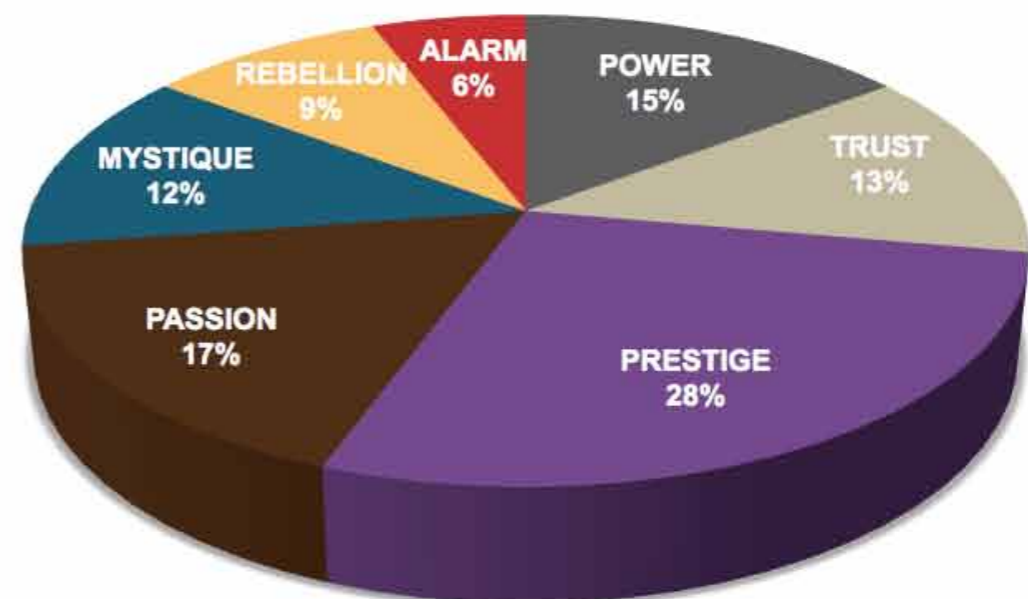


THIS IS WHAT THE RAW DATA ORIGINALLY LOOKED LIKE WHEN WE BEGAN TO COMPARE YOUR ORGANIZATION'S SCORES TO OUR OVERALL TEST POPULATION OF OVER 140,000 PEOPLE.

AVERAGE RESULTS FROM THE FASCINATION ADVANTAGE TEST



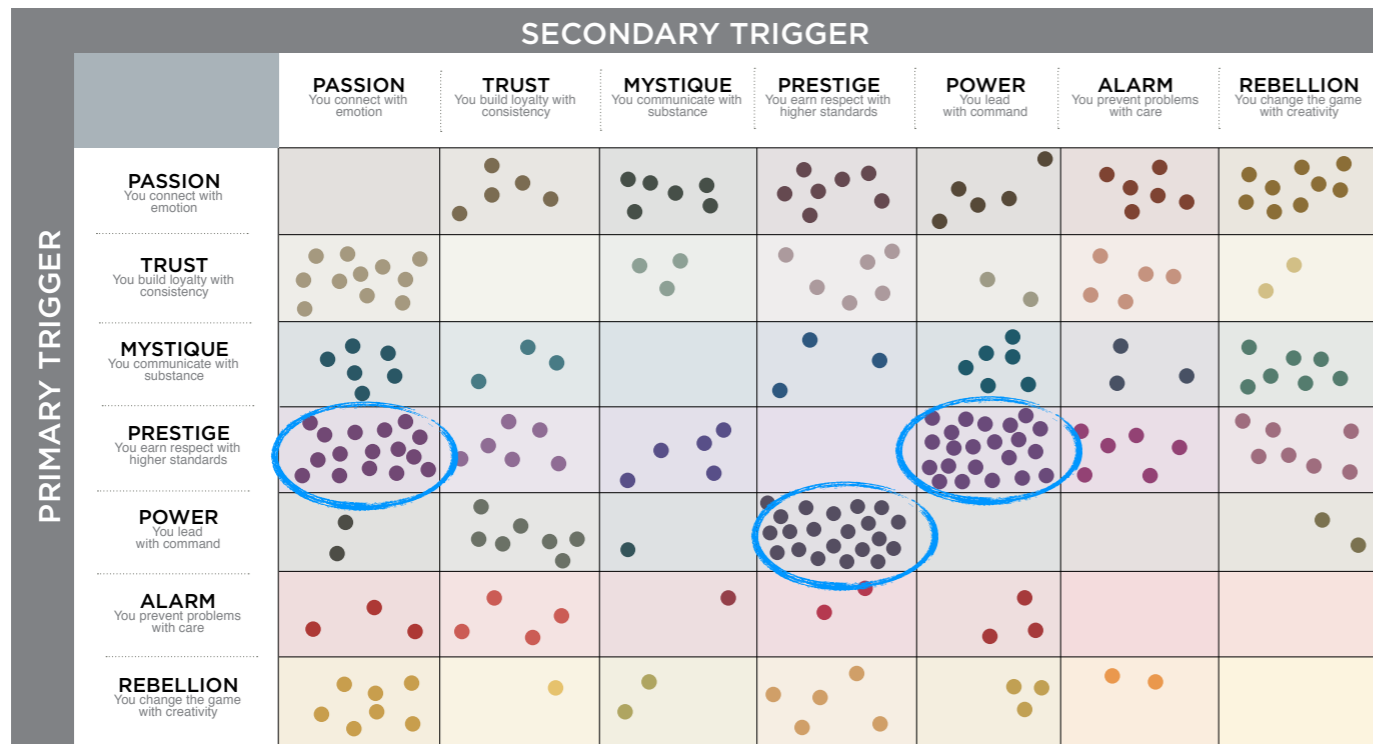
SPBT ANNUAL CONFERENCE RESULTS FROM THE FASCINATION ADVANTAGE TEST



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

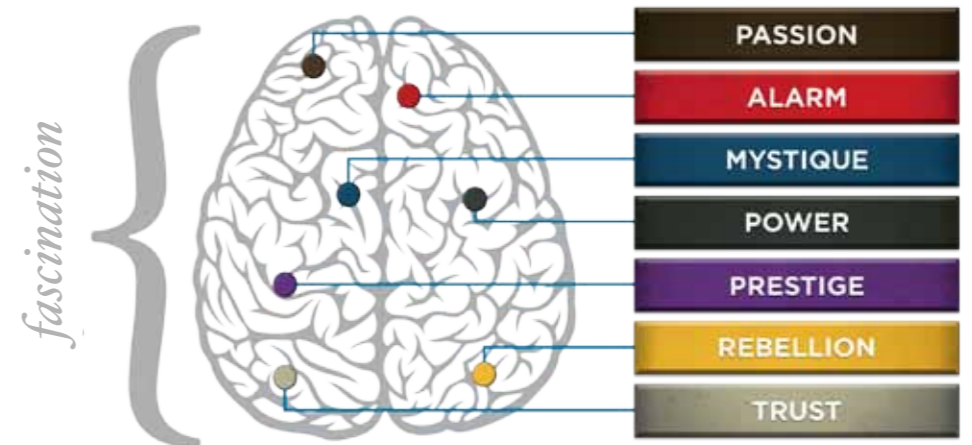
THIS IS YOUR CUSTOM “FASCINATION FINGERPRINT.”



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

		SECONDARY TRIGGER						
		PASSION 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		2.2%	2.7%	3.1%	2.2%	2.7%	4.0%
	TRUST You build loyalty with consistency	4.9%		1.3%	2.7%	0.9%	2.2%	0.9%
	MYSTIQUE You communicate with substance	2.7%	1.3%		1.3%	2.7%	1.3%	3.1%
	PRESTIGE You earn respect with higher standards	7.2%	2.7%	2.2%		9.9%	2.7%	3.1%
	POWER You lead with command	0.9%	3.1%	0.4%	9.4%			0.9%
	ALARM You prevent problems with care	1.3%	1.8%	0.4%	0.9%	1.3%		
	REBELLION You change the game with creativity	3.1%	0.4%	0.9%	2.2%	1.3%	0.9%	

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.

9.4% OF YOU ARE "THE MAESTRO"

POWER + PRESTIGE

- » AMBITIOUS
- » ADMIRED
- » FOCUSED



POWER

Confident
Driven
Influential

YOU ARE **60.1%** MORE LIKELY THAN THE AVERAGE POPULATION TO HAVE **PRESTIGE** AS A PRIMARY TRIGGER



PRESTIGE

Ambitious
Discerning
Strong-Willed

YOU ARE **25.3%** LESS LIKELY THAN THE AVERAGE POPULATION TO HAVE **MYSTIQUE** AS A PRIMARY TRIGGER



MYSTIQUE

Understated
Complex
Deliberate

YOU ARE **15.6%** LESS LIKELY THAN THE AVERAGE POPULATION TO HAVE **PASSION** AS A PRIMARY TRIGGER



PASSION

Expressive
Intuitive
Impulsive

YOU ARE **31.9%** LESS LIKELY THAN THE AVERAGE POPULATION TO HAVE **ALARM** AS A PRIMARY TRIGGER



ALARM

Perfectionist
Reliable
Careful

YOU ARE **27.8%** LESS LIKELY THAN THE AVERAGE POPULATION TO HAVE **REBELLION** AS A PRIMARY TRIGGER



REBELLION

Innovative
Independent
Unpredictable

YOU ARE **32.3%** 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

NEW WAYS WE TEACH GROUPS HOW TO COMMUNICATE AT THEIR HIGHEST VALUE

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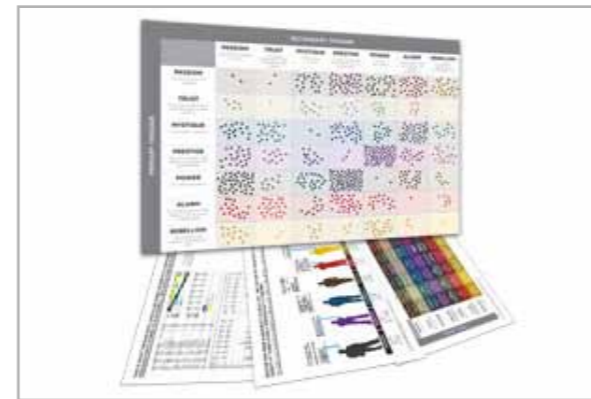
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