

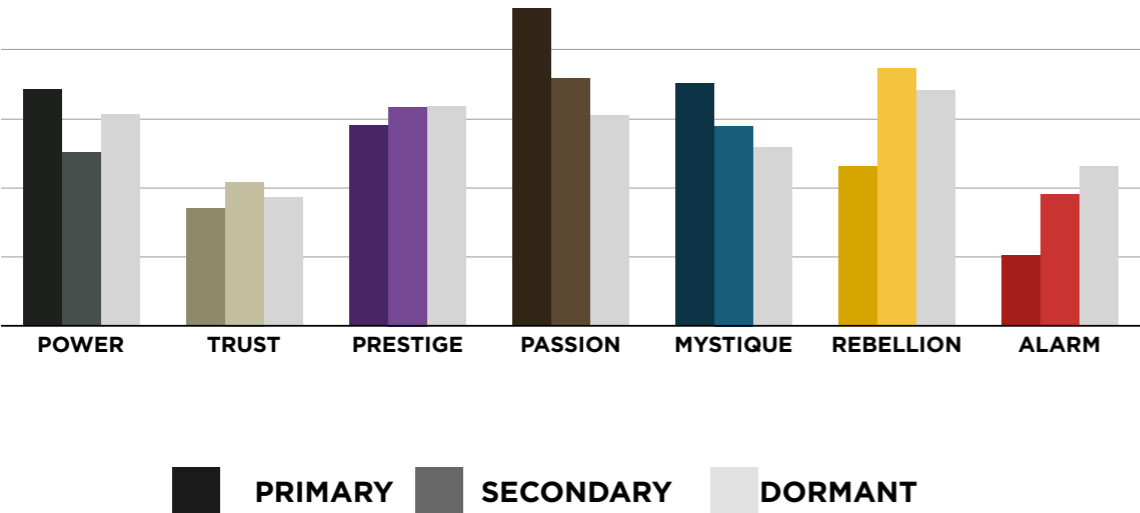
AN INSIDER'S *look* AT THE RESEARCH

FROM SALLY HOGSHEAD'S PRESENTATION TO
WELLS FARGO ON 07/18/13

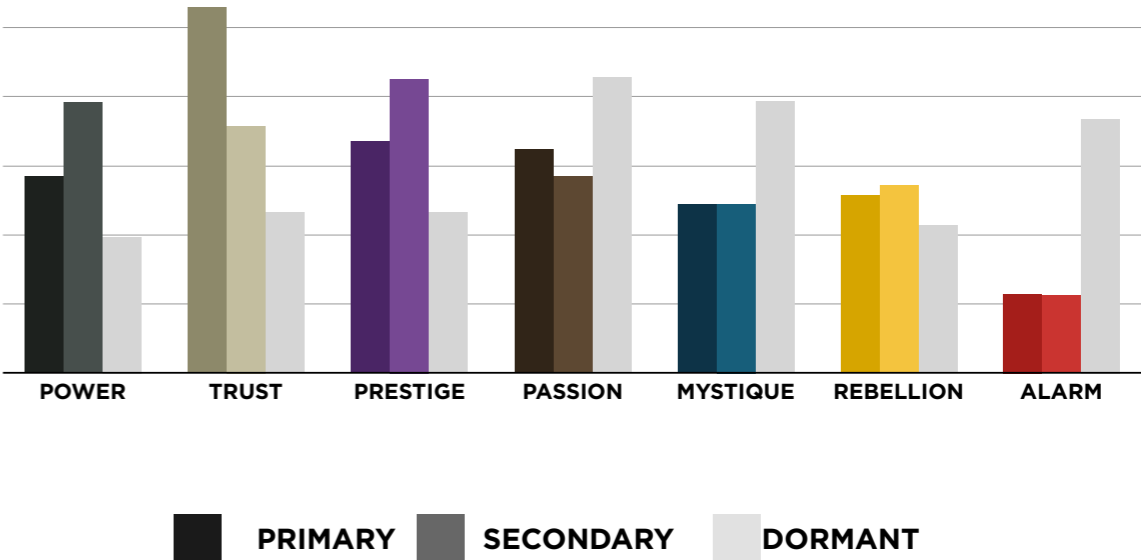


THIS IS WHAT THE RAW DATA ORIGINALLY LOOKED LIKE WHEN WE BEGAN TO COMPARE YOUR ORGANIZATION'S SCORES TO OUR OVERALL TEST POPULATION OF OVER 160,000 PEOPLE.

AVERAGE RESULTS OF THE FASCINATION ADVANTAGE TEST



WELLS FARGO RESULTS OF THE FASCINATION ADVANTAGE TEST

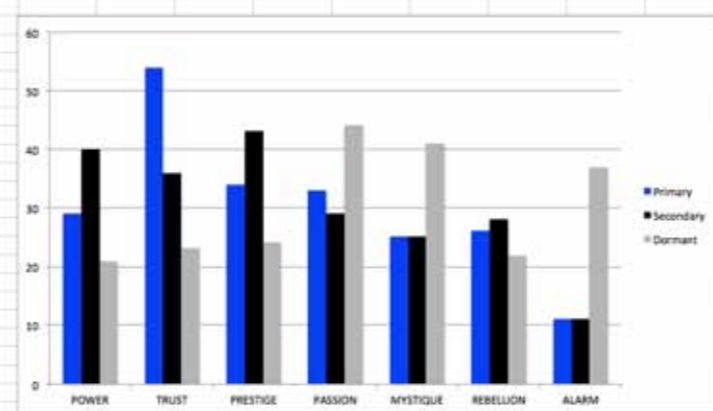
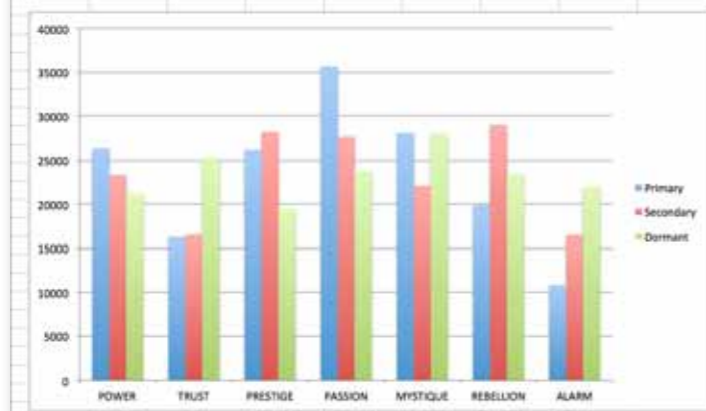


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Primary	Secondary	Archetype	Sum	Percentage		PASSION	TRUST	MYSTIQUE	PRESTIGE	POWER	ALARM	REBELLION
Trust	Prestige	The Diplomat	18	8.49%	PASSION	7	5	7	4	3	7	
Power	Prestige	The Maestro	16	7.55%	TRUST	8	10	18	7	4	7	
Prestige	Power	The Victor	11	5.19%	MYSTIQUE	3	8	5	5	1	8	
Rebellion	Power	The Maverick Leader	10	4.72%	PRESTIGE	6	7	5	11		5	
Trust	Mystique	The Vault	10	4.72%	POWER	1	7	4	16		1	
Rebellion	Passion	The Rockstar	9	4.25%	ALARM	2	5	1	3			
Trust	Passion	The Authentic	8	3.77%	REBELLION	9	2	2	10	3		
Mystique	Rebellion	The Secret Weapon	8	3.77%								
Mystique	Trust	The Wise Owl	8	3.77%		PASSION	TRUST	MYSTIQUE	PRESTIGE	POWER	ALARM	REBELLION
Passion	Trust	The Beloved	7	3.30%	PASSION	3.8%	3.3%	2.4%	3.3%	1.9%	1.4%	3.3%
Prestige	Trust	The Blue Chip	7	3.30%	TRUST	1.4%	3.8%	4.7%	8.5%	3.3%	1.9%	3.3%
Passion	Rebellion	The Catalyst	7	3.30%	MYSTIQUE	2.8%	3.3%	2.4%	5.2%			2.4%
Trust	Rebellion	The Evolutionary	7	3.30%	PRESTIGE	0.5%	3.3%	1.9%	7.5%			0.5%
Trust	Power	The Gravitas	7	3.30%	POWER	0.9%	2.4%	0.5%		1.4%		
Power	Trust	The Guardian	7	3.30%	ALARM	4.2%	0.9%		0.9%	4.7%	1.4%	
Passion	Prestige	The Talent	7	3.30%	REBELLION							
Prestige	Passion	The Connoisseur	6	2.83%								
Prestige	Mystique	The Architect	5	2.36%								
Prestige	Rebellion	The Avant-Garde	5	2.36%								
Passion	Mystique	The Intrigue	5	2.36%								
Alarm	Trust	The Sustainer	5	2.36%								
Mystique	Power	The Veiled Strength	5	2.36%								
Passion	Power	The Advocate	4	1.89%								
Trust	Alarm	The Good Citizen	4	1.89%								
Power	Mystique	The Mastermind	4	1.89%								
Passion	Alarm	The Orchestrator	3	1.42%								
Rebellion	Alarm	The Quick-Start	3	1.42%								
Alarm	Power	The Sheriff	3	1.42%								
Mystique	Passion	The Subtle Touch	3	1.42%								
Rebellion	Trust	The Artisan	2	0.94%								
Alarm	Passion	The Coordinator	2	0.94%								

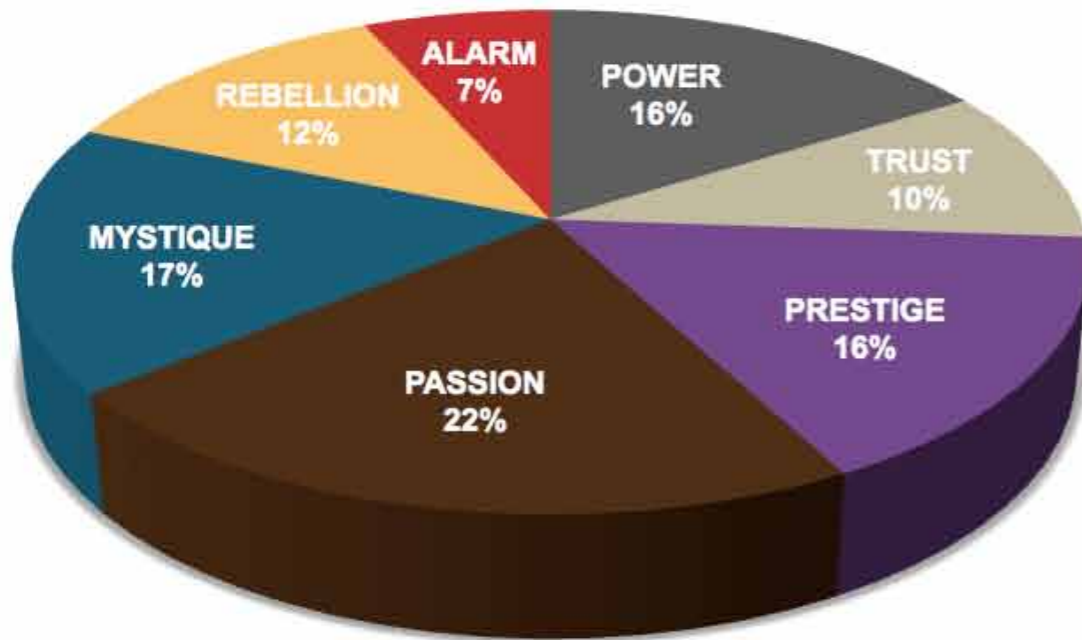
As we prepared for the event, here's our spreadsheet, organized by "Personality Archetype"

AVERAGE POPULATION									Wells Fargo								
	POWER	TRUST	PRESTIGE	PASSION	MYSTIQUE	REBELLION	ALARM	Total		POWER	TRUST	PRESTIGE	PASSION	MYSTIQUE	REBELLION	ALARM	Total
Primary	26402	16272	26247	35659	28051	19894	10827	163352	Primary	29	54	34	33	25	26	11	212
Secondary	23337	16526	28180	27699	22105	28993	16512	163352	Secondary	40	36	43	29	25	28	11	212
Dormant	21252	25335	19502	23765	28023	23456	22019	163352	Dormant	21	23	24	44	41	22	37	212
	POWER	TRUST	PRESTIGE	PASSION	MYSTIQUE	REBELLION	ALARM	Total		POWER	TRUST	PRESTIGE	PASSION	MYSTIQUE	REBELLION	ALARM	Total
Primary	16.2%	10.0%	16.1%	21.8%	17.2%	12.2%	6.6%	100.0%	Primary	13.7%	25.5%	16.0%	15.6%	11.8%	12.3%	5.2%	100.0%
Secondary	14.3%	10.1%	17.3%	17.0%	13.5%	17.7%	10.1%	100.0%	Secondary	18.9%	17.0%	20.3%	13.7%	11.8%	13.2%	5.2%	100.0%
Dormant	13.0%	15.5%	11.9%	14.5%	17.2%	14.4%	13.5%	100.0%	Dormant	9.9%	10.8%	11.3%	20.8%	19.3%	10.4%	17.5%	100.0%

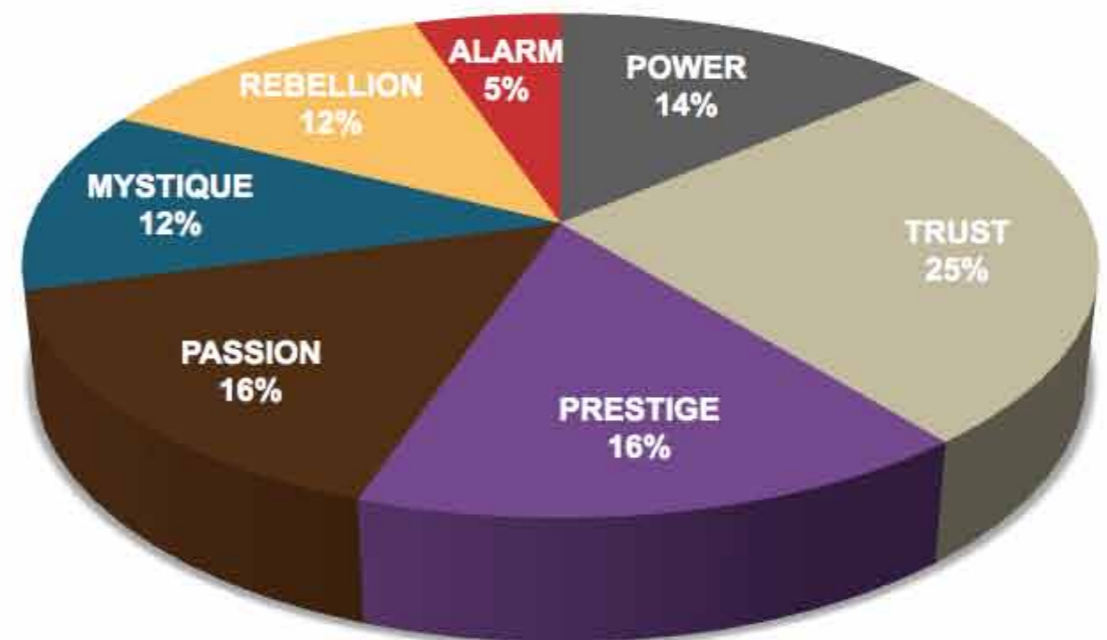


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AVERAGE RESULTS FROM THE FASCINATION ADVANTAGE TEST



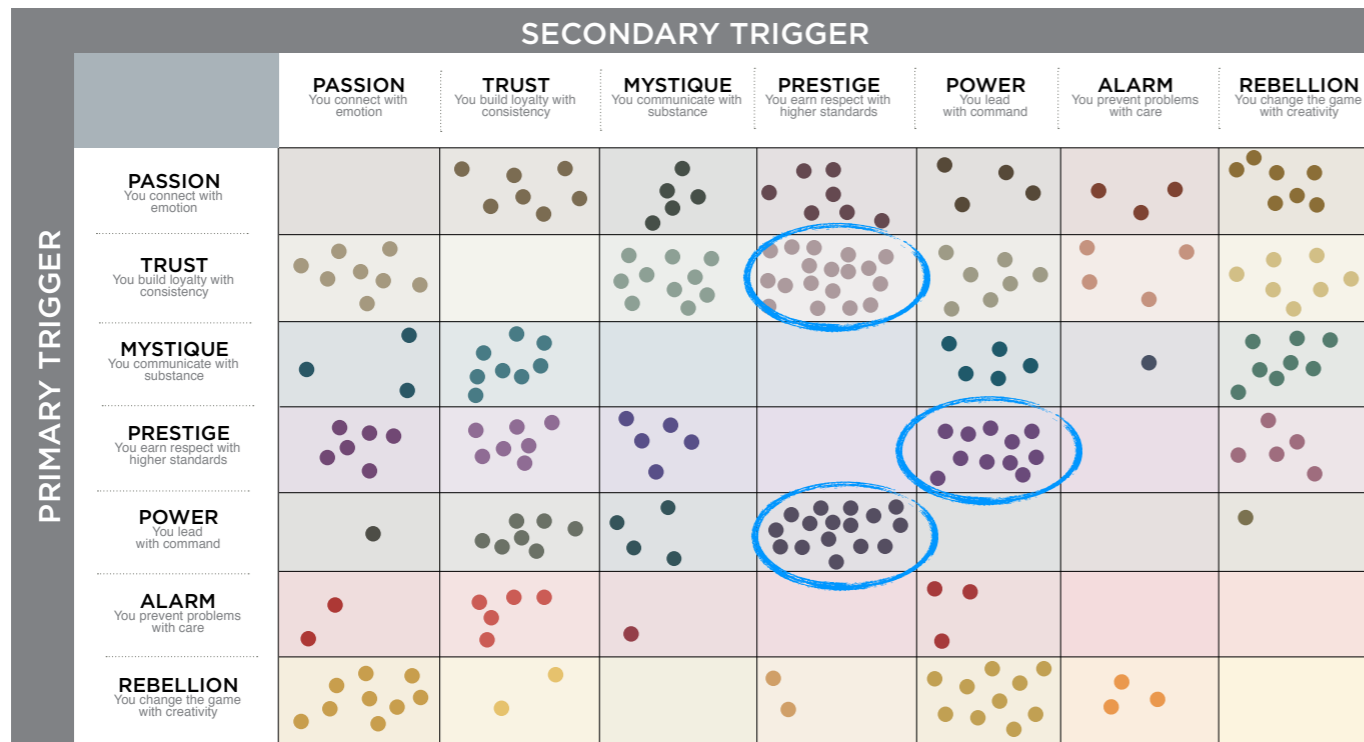
WELLS FARGO RESULTS FROM THE FASCINATION ADVANTAGE TEST



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

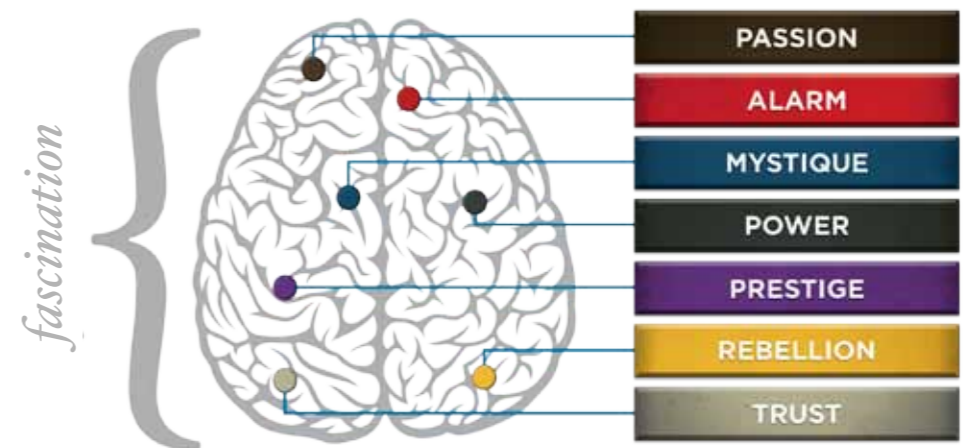
THIS IS YOUR CUSTOM “FASCINATION FINGERPRINT.”



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		3.3%	2.4%	3.3%	1.9%	1.4%	3.3%
	TRUST You build loyalty with consistency	3.8%		4.7%	8.5%	3.3%	1.9%	3.3%
	MYSTIQUE You communicate with substance	1.4%	3.8%			2.4%	0.5%	3.8%
	PRESTIGE You earn respect with higher standards	2.8%	3.3%	2.4%		5.2%		2.4%
	POWER You lead with command	0.5%	3.3%	1.9%	7.5%			0.5%
	ALARM You prevent problems with care	0.9%	2.4%	0.5%		1.4%		
	REBELLION You change the game with creativity	4.2%	0.9%		0.9%	4.7%	1.4%	

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.

7.5% OF YOU ARE "THE MAESTRO"

POWER + PRESTIGE

- » AMBITIOUS
- » ADMIRED
- » FOCUSED



POWER

Confident
Driven
Influential

YOU ARE 7.6% LESS LIKELY THAN THE AVERAGE POPULATION TO HAVE **PRESTIGE** AS A PRIMARY TRIGGER



PRESTIGE

Ambitious
Discerning
Strong-Willed

YOU ARE 29.3% LESS LIKELY THAN THE AVERAGE POPULATION TO HAVE **MYSTIQUE** AS A PRIMARY TRIGGER



MYSTIQUE

Understated
Complex
Deliberate

YOU ARE 21.9% LESS LIKELY THAN THE AVERAGE POPULATION TO HAVE **PASSION** AS A PRIMARY TRIGGER



PASSION

Expressive
Intuitive
Impulsive

YOU ARE 39.4% LESS LIKELY THAN THE AVERAGE POPULATION TO HAVE **ALARM** AS A PRIMARY TRIGGER



ALARM

Perfectionist
Reliable
Careful

YOU ARE 0.3% MORE LIKELY THAN THE AVERAGE POPULATION TO HAVE **REBELLION** AS A PRIMARY TRIGGER



REBELLION

Innovative
Independent
Unpredictable

YOU ARE 149.9% 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

Every personality has one distinct advantage. When you identify and apply this advantage, people become more valuable, memorable, and engaged. In Sally Hogshead's presentation, you learned your primary advantage. Now you can bring this groundbreaking research and insights back to your whole team.

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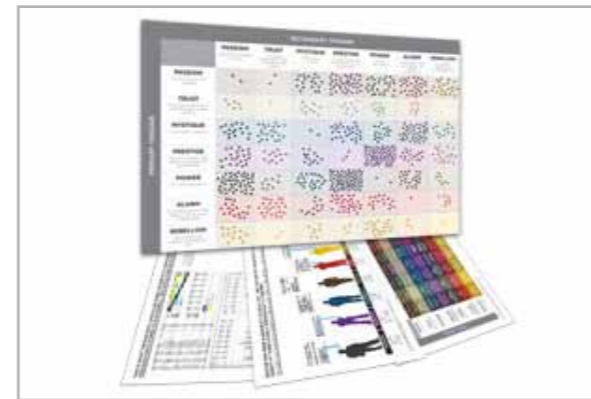
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