

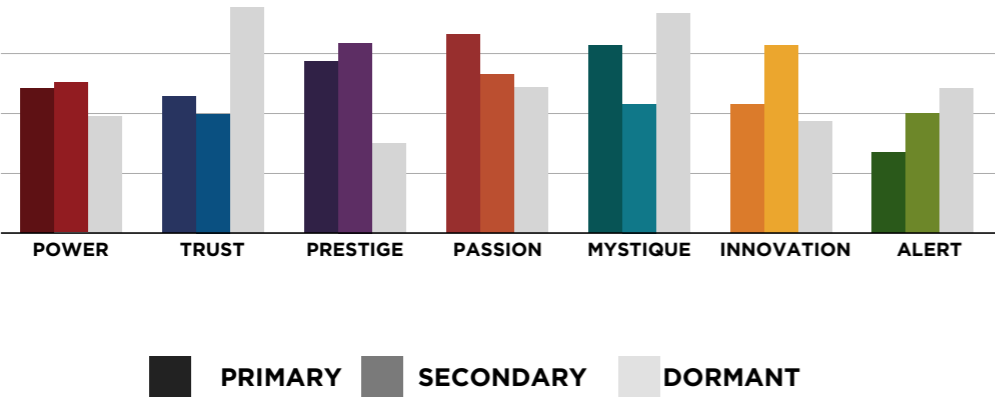
# AN INSIDER'S *look* AT THE RESEARCH

FROM SALLY HOGSHEAD'S PRESENTATION TO  
WIPRO ANNUAL GLOBAL SALES LEADERSHIP EVENT ON 4/30/15

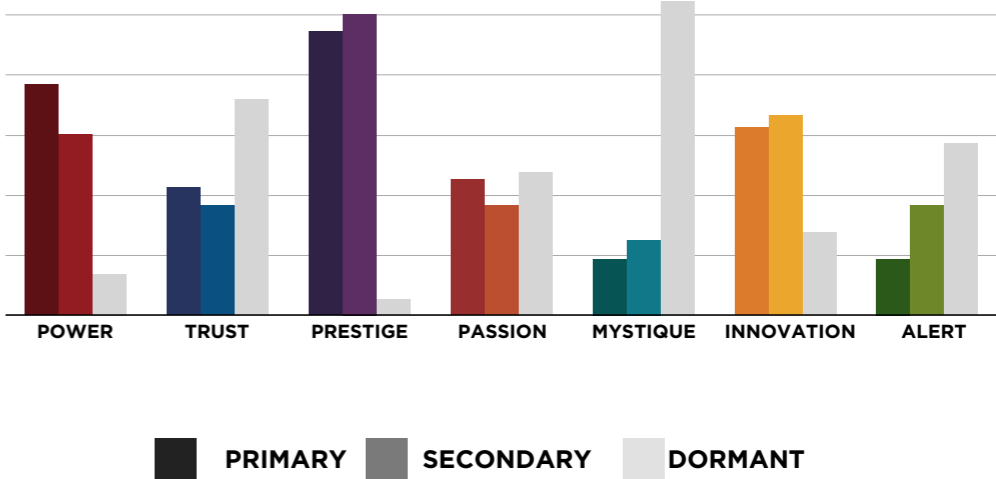


**THIS IS WHAT THE RAW DATA ORIGINALLY LOOKED LIKE WHEN WE BEGAN TO COMPARE YOUR ORGANIZATION'S SCORES TO OUR OVERALL TEST POPULATION OF OVER 600,000 PEOPLE.**

**AVERAGE RESULTS  
OF THE FASCINATION ADVANTAGE TEST**



**WIPRO RESULTS  
OF THE FASCINATION ADVANTAGE TEST**



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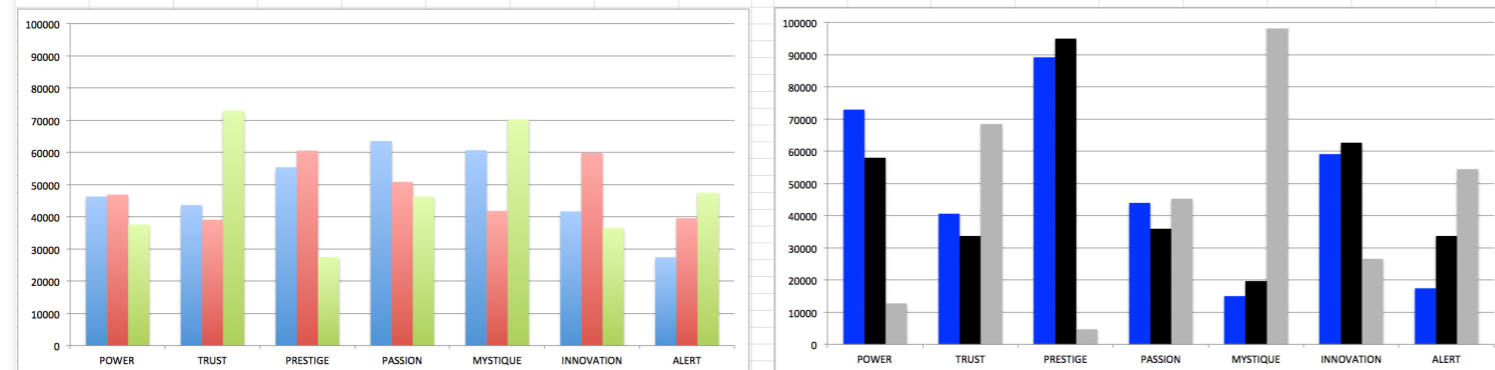
Primary	Secondary	Archetype	Sum	Percent	INNOVATION	PASSION	POWER	PRESTIGE	TRUST	MYSTIQUE	ALERT
Power	Prestige	The Maestro	37	12.67%	INNOVATION	5	15	20	1	2	8
Prestige	Power	The Victor	23	7.88%	PASSION	20	3	7	1	5	2
Prestige	Innovation	The Avant-Garde	22	7.53%	POWER	5	5	37	9		7
Innovation	Prestige	The Trendsetter	20	6.85%	PRESTIGE	22	15	23	6	7	4
Passion	Innovation	The Catalyst	20	6.85%	TRUST	4	4	3	15	3	6
Innovation	Power	The Maverick Leader	15	5.14%	MYSTIQUE	3		2	3		2
Prestige	Passion	The Connoisseur	15	5.14%	ALERT		2	3	9		
Trust	Prestige	The Diplomat	15	5.14%							
Alert	Trust	The Mediator	9	3.08%							
Power	Trust	The Guardian	9	3.08%	INNOVATION	1.7%	5.1%	6.8%	0.3%	0.7%	2.7%
Innovation	Alert	The Quick-Start	8	2.74%	PASSION	6.8%	1.0%	2.4%	0.3%	1.7%	0.7%
Passion	Prestige	The Talent	7	2.40%	POWER	1.7%	1.7%	12.7%	3.1%		2.4%
Power	Alert	The Defender	7	2.40%	PRESTIGE	7.5%	5.1%	7.9%	2.1%	2.4%	1.4%
Prestige	Mystique	The Architect	7	2.40%	TRUST	1.4%	1.4%	1.0%	5.1%	1.0%	2.1%
Prestige	Trust	The Blue Chip	6	2.05%	MYSTIQUE	1.0%		0.7%	1.0%		0.7%
Trust	Alert	The Good Citizen	6	2.05%	ALERT		0.7%	1.0%	0.3%		
Innovation	Passion	The Rockstar	5	1.71%							
Passion	Mystique	The Intrigue	5	1.71%							
Power	Innovation	The Change Agent	5	1.71%							
Power	Passion	The Ringleader	5	1.71%							
Prestige	Alert	The Scholar	4	1.37%							
Trust	Innovation	The Evolutionary	4	1.37%							
Trust	Passion	The Authentic	4	1.37%							
Alert	Power	The Ace	3	1.03%							
Mystique	Innovation	The Secret Weapon	3	1.03%							
Mystique	Power	The Veiled Strength	3	1.03%							
Mystique	Trust	The Wise Owl	3	1.03%							
Passion	Power	The Peoples Champion	3	1.03%							
Trust	Mystique	The Anchor	3	1.03%							

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

AVERAGE POPULATION									WIPRO								
	POWER	TRUST	PRESTIGE	PASSION	MYSTIQUE	INNOVATION	ALERT	Total		POWER	TRUST	PRESTIGE	PASSION	MYSTIQUE	INNOVATION	ALERT	Total
Primary	46283	43653	55404	63537	60700	41667	27441	338685	Primary	63	35	77	38	13	51	15	292
Secondary	46881	39089	60564	50848	41844	59893	39566	338685	Secondary	50	29	82	31	17	54	29	292
Dormant	37616	73021	27529	46256	70248	36541	47474	338685	Dormant	11	59	4	39	109	23	47	292

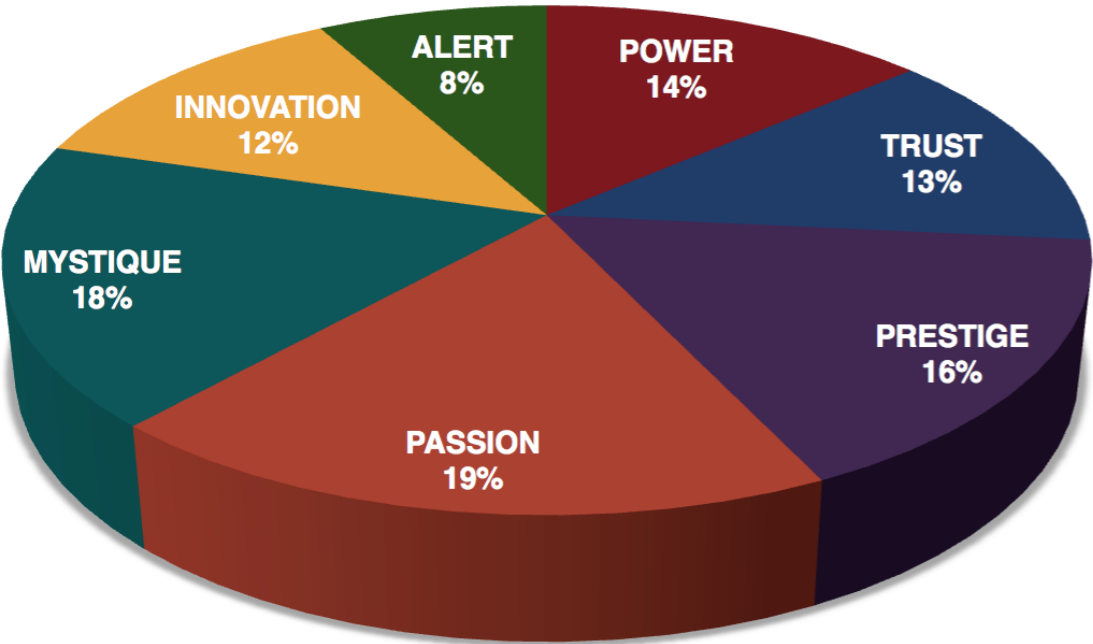
	POWER	TRUST	PRESTIGE	PASSION	MYSTIQUE	INNOVATION	ALERT	Total		POWER	TRUST	PRESTIGE	PASSION	MYSTIQUE	INNOVATION	ALERT	Total
Primary	13.7%	12.9%	16.4%	18.8%	17.9%	12.3%	8.1%	100.0%	Primary	21.6%	12.0%	26.4%	13.0%	4.5%	17.5%	5.1%	100.0%
Secondary	13.8%	11.5%	17.9%	15.0%	12.4%	17.7%	11.7%	100.0%	Secondary	17.1%	9.9%	28.1%	10.6%	5.8%	18.5%	9.9%	100.0%
Dormant	11.1%	21.6%	8.1%	13.7%	20.7%	10.8%	14.0%	100.0%	Dormant	3.8%	20.2%	1.4%	13.4%	37.3%	7.9%	16.1%	100.0%



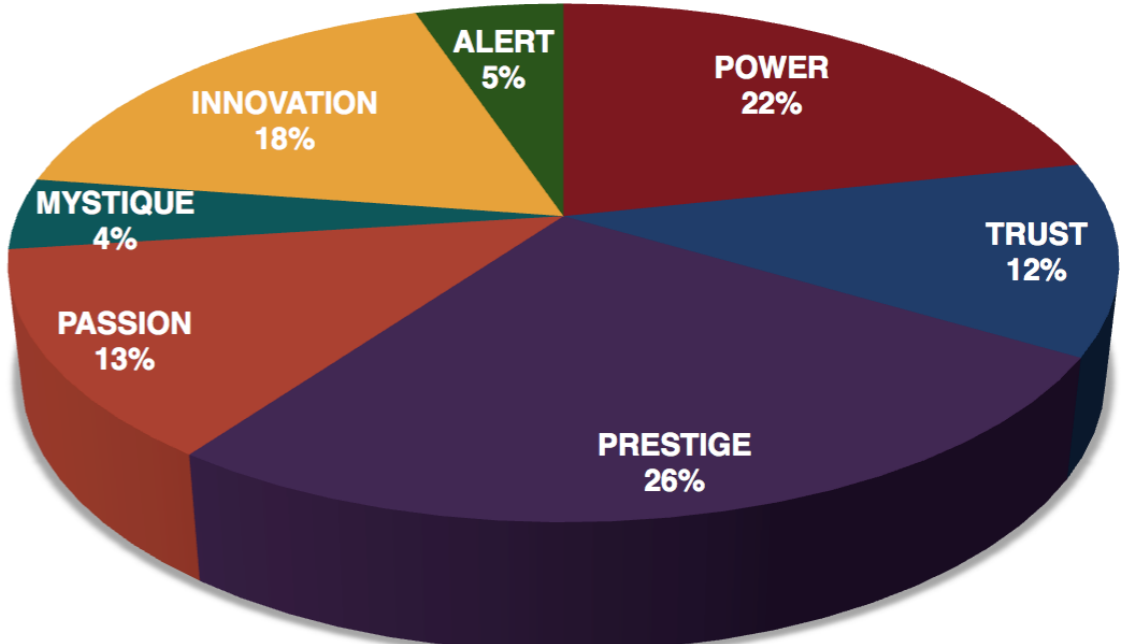
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**AVERAGE RESULTS FROM THE FASCINATION ADVANTAGE TEST**



**WIPRO ANNUAL GLOBAL SALES LEADERSHIP EVENT RESULTS FROM THE FASCINATION ADVANTAGE TEST**



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

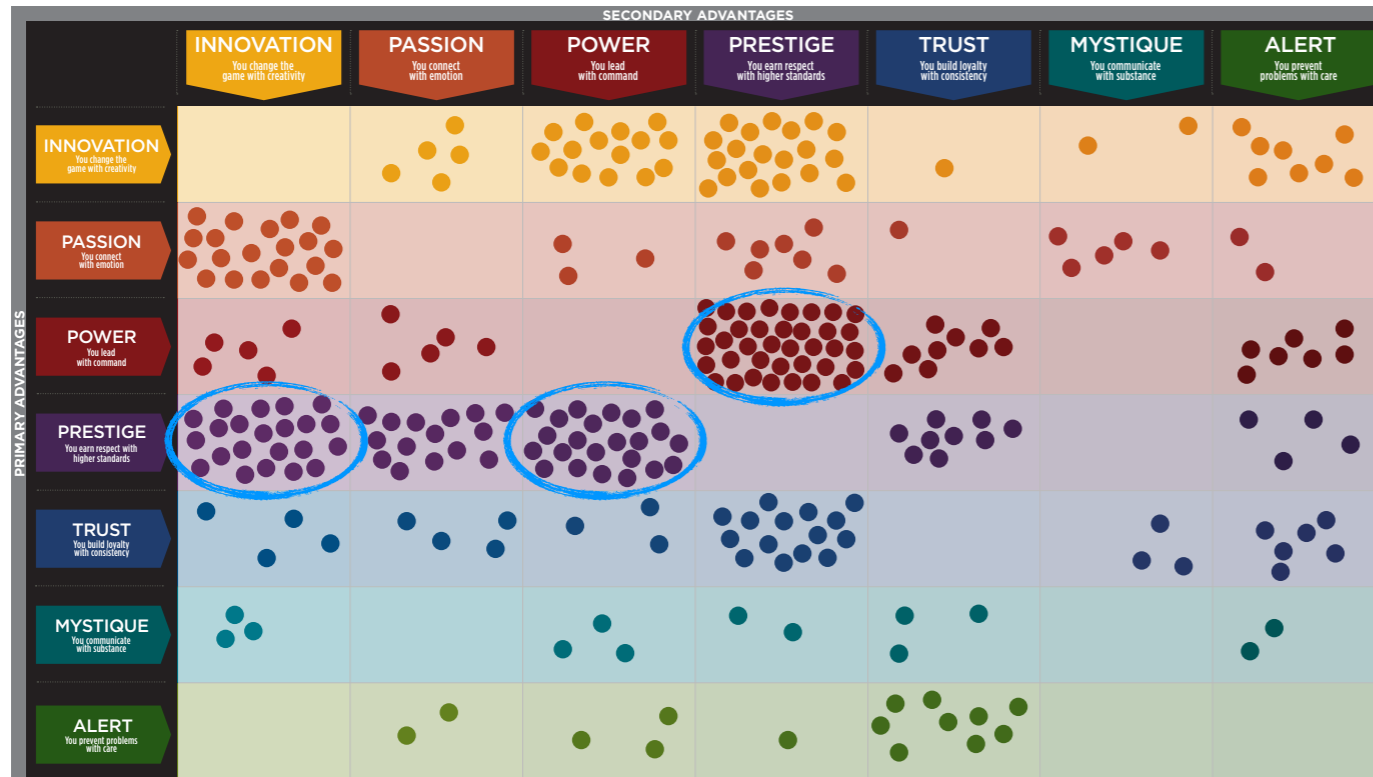
## THE 49 PERSONALITY ARCHETYPES

CREATED BY SALLY HOGSHEAD  
 DISCOVER MORE AT [HOWTOFASCINATE.COM](http://HOWTOFASCINATE.COM)  
 EMAIL: [HELLO@HOWTOFASCINATE.COM](mailto:HELLO@HOWTOFASCINATE.COM)  
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### SECONDARY FASCINATION ADVANTAGE®

	<b>INNOVATION</b> You change the game with creativity	<b>PASSION</b> You connect with emotion	<b>POWER</b> You lead with command	<b>PRESTIGE</b> You earn respect with higher standards	<b>TRUST</b> You build loyalty with consistency	<b>MYSTIQUE</b> You communicate with substance	<b>ALERT</b> You prevent problems with care
<b>INNOVATION</b> You change the game with creativity	<b>THE ANARCHY</b> Volatile • Startling Chaotic	<b>THE ROCKSTAR</b> Bold • Artistic Unorthodox	<b>THE MAVERICK LEADER</b> Pioneering • Irreverent Entrepreneurial	<b>THE TRENDSETTER</b> Cutting-Edge • Elite Progressive	<b>THE ARTISAN</b> Deliberate • Thoughtful Flexible	<b>THE PROVOCATEUR</b> Clever • Adept Contemporary	<b>THE QUICK-START</b> Prolific • Thorough Diligent
<b>PASSION</b> You connect with emotion	<b>THE CATALYST</b> Out-of-the-Box • Social Energizing	<b>THE DRAMA</b> Theatrical • Emotive Sensitive	<b>THE PEOPLE'S CHAMPION</b> Dynamic • Inclusive Engaging	<b>THE TALENT</b> Expressive • Stylish Emotionally-Intelligent	<b>THE BELOVED</b> Nurturing • Loyal Sincere	<b>THE INTRIGUE</b> Discerning • Perceptive Considerate	<b>THE ORCHESTRATOR</b> Attentive • Dedicated Efficient
<b>POWER</b> You lead with command	<b>THE CHANGE AGENT</b> Inventive • Untraditional Self-Propelled	<b>THE RINGLEADER</b> Motivating • Spirited Compelling	<b>THE AGGRESSOR</b> Dominant • Overbearing Dogmatic	<b>THE MAESTRO</b> Ambitious • Focused Confident	<b>THE GUARDIAN</b> Prominent • Genuine Sure-Footed	<b>THE MASTERMIND</b> Methodical • Intense Self-Reliant	<b>THE DEFENDER</b> Proactive • Cautionary Strong-Willed
<b>PRESTIGE</b> You earn respect with higher standards	<b>THE AVANT-GARDE</b> Original • Enterprising Forward-Thinking	<b>THE CONNOISSEUR</b> Insightful • Distinguished In-the-Know	<b>THE VICTOR</b> Respected • Competitive Results-Oriented	<b>THE IMPERIAL</b> Arrogant • Cold Superior	<b>THE BLUE CHIP</b> Classic • Established Best-In-Class	<b>THE ARCHITECT</b> Skillful • Restrained Polished	<b>THE SCHOLAR</b> Intellectual • Disciplined Systematic
<b>TRUST</b> You build loyalty with consistency	<b>THE EVOLUTIONARY</b> Curious • Adaptable Open-Minded	<b>THE AUTHENTIC</b> Approachable • Dependable Trustworthy	<b>THE GRAVITAS</b> Dignified • Stable Hardworking	<b>THE DIPLOMAT</b> Levelheaded • Subtle Capable	<b>THE OLD GUARD</b> Predictable • Safe Unmovable	<b>THE ANCHOR</b> Protective • Purposeful Analytical	<b>THE GOOD CITIZEN</b> Principled • Prepared Conscientious
<b>MYSTIQUE</b> You communicate with substance	<b>THE SECRET WEAPON</b> Nimble • Unassuming Independent	<b>THE SUBTLE TOUCH</b> Tactful • Self-Sufficient Mindful	<b>THE VEILED STRENGTH</b> Realistic • Intentional To-the-Point	<b>THE ROYAL GUARD</b> Elegant • Astute Discreet	<b>THE WISE OWL</b> Observant • Assured Unruffled	<b>THE DEADBOLT</b> Unemotional • Introverted Concentrated	<b>THE ARCHER</b> On-Target • Reasoned Pragmatic
<b>ALERT</b> You prevent problems with care	<b>THE COMPOSER</b> Strategic • Fine-Tuned Judicious	<b>THE COORDINATOR</b> Constructive • Organized Practical	<b>THE ACE</b> Decisive • Tireless Forthright	<b>THE EDITOR-IN-CHIEF</b> Productive • Skilled Detailed	<b>THE MEDIATOR</b> Steadfast • Composed Structured	<b>THE DETECTIVE</b> Clear-Cut • Accurate Meticulous	<b>THE CONTROL FREAK</b> Compulsive • Driven Exacting

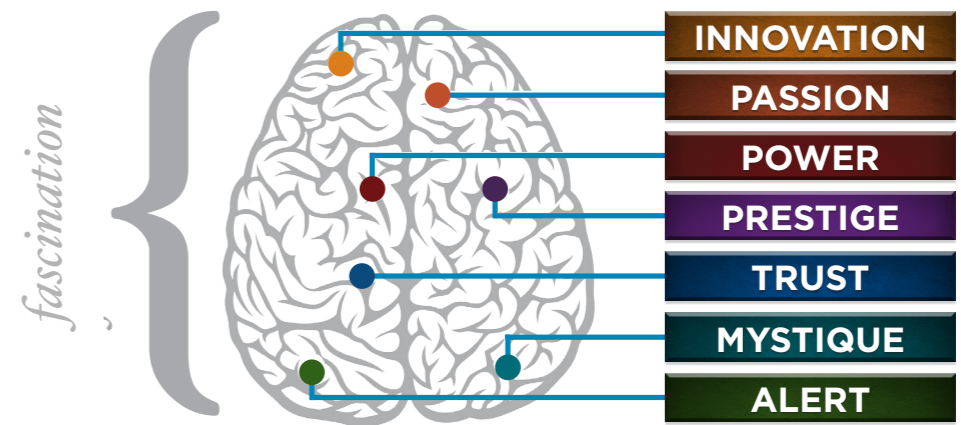
# THIS IS YOUR CUSTOM “FASCINATION FINGERPRINT.”



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

	SECONDARY ADVANTAGES						
	INNOVATION <small>You change the game with creativity</small>	PASSION <small>You connect with emotion</small>	POWER <small>You lead with command</small>	PRESTIGE <small>You earn respect with higher standards</small>	TRUST <small>You build loyalty with consistency</small>	MYSTIQUE <small>You communicate with substance</small>	ALERT <small>You prevent problems with care</small>
INNOVATION <small>You change the game with creativity</small>		1.7%	5.1%	6.8%	0.3%	0.7%	2.7%
PASSION <small>You connect with emotion</small>	6.8%		1.0%	2.4%	0.3%	1.7%	0.7%
POWER <small>You lead with command</small>	1.7%	1.7%		12.7%	3.1%		2.4%
PRESTIGE <small>You earn respect with higher standards</small>	7.5%	5.1%	7.9%		2.1%	2.4%	1.4%
TRUST <small>You build loyalty with consistency</small>	1.4%	1.4%	1.0%	5.1%		1.0%	2.1%
MYSTIQUE <small>You communicate with substance</small>	1.0%		1.0%	0.7%	1.0%		0.7%
ALERT <small>You prevent problems with care</small>		0.7%	1.0%	0.3%	3.1%		

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 ASSESSMENT," WE IDENTIFIED THEIR UNIQUE PERSONALITY ADVANTAGES.

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

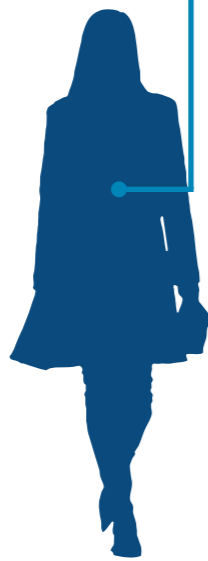
YOU ARE **47%** MORE LIKELY THAN THE AVERAGE POPULATION TO HAVE **POWER** AS A PRIMARY ADVANTAGE



**POWER**

Confident  
Goal-Oriented  
Decisive

YOU ARE **3%** LESS LIKELY THAN THE AVERAGE POPULATION TO HAVE **TRUST** AS A PRIMARY ADVANTAGE



**TRUST**

Stable  
Dependable  
Familiar

YOU ARE **57.4%** MORE LIKELY THAN THE AVERAGE POPULATION TO HAVE **PRESTIGE** AS A PRIMARY ADVANTAGE



**PRESTIGE**

Ambitious  
Results-Oriented  
Respected

YOU ARE **32.2%** LESS LIKELY THAN THE AVERAGE POPULATION TO HAVE **PASSION** AS A PRIMARY ADVANTAGE



**PASSION**

Expressive  
Intuitive  
Engaging

YOU ARE **72.9%** LESS LIKELY THAN THE AVERAGE POPULATION TO HAVE **MYSTIQUE** AS A PRIMARY ADVANTAGE



**MYSTIQUE**

Independent  
Logical  
Observant

YOU ARE **47.3%** MORE LIKELY THAN THE AVERAGE POPULATION TO HAVE **INNOVATION** AS A PRIMARY ADVANTAGE



**INNOVATION**

Creative  
Visionary  
Entrepreneurial

YOU ARE **41.2%** LESS LIKELY THAN THE AVERAGE POPULATION TO HAVE **ALERT** AS A PRIMARY ADVANTAGE



**ALERT**

Proactive  
Organized  
Detailed

## 7 WAYS HIGH-PERFORMERS ADD VALUE

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**INNOVATION**

CREATIVE PROBLEM-SOLVER

**PASSION**

RELATIONSHIP-BUILDER WITH  
STRONG PEOPLE SKILLS

**POWER**

A LEADER WHO MAKES DECISIONS

**PRESTIGE**

OVERACHIEVER WITH  
HIGH STANDARDS

**TRUST**

STABLE, RELIABLE PARTNER

**MYSTIQUE**

SOLO INTELLECT  
BEHIND THE SCENES

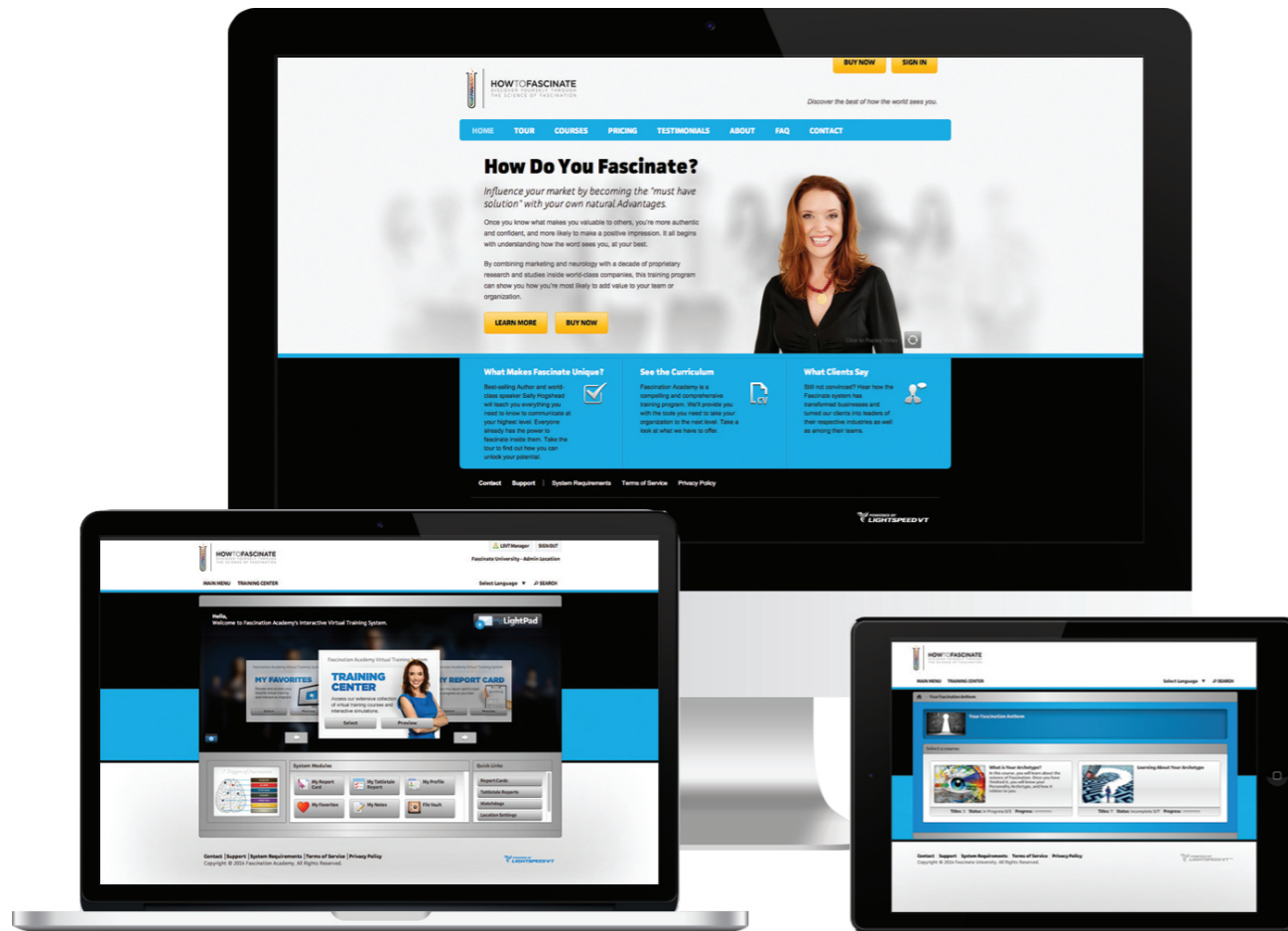
**ALERT**

PRECISE DETAIL MANAGER



# FASCINATION ACADEMY

Virtual training that's as individual as you are.



- + Inspire a culture of engagement where you and your team all perform at your best
- + Combat distraction and build meaningful relationships to grow your revenue and create unforgettable customer experiences
- + Achieve excellence

**ENROLL IN YOUR SNEAK PEEK NOW!**

Questions? [Hello@HowToFascinate.com](mailto>Hello@HowToFascinate.com)