

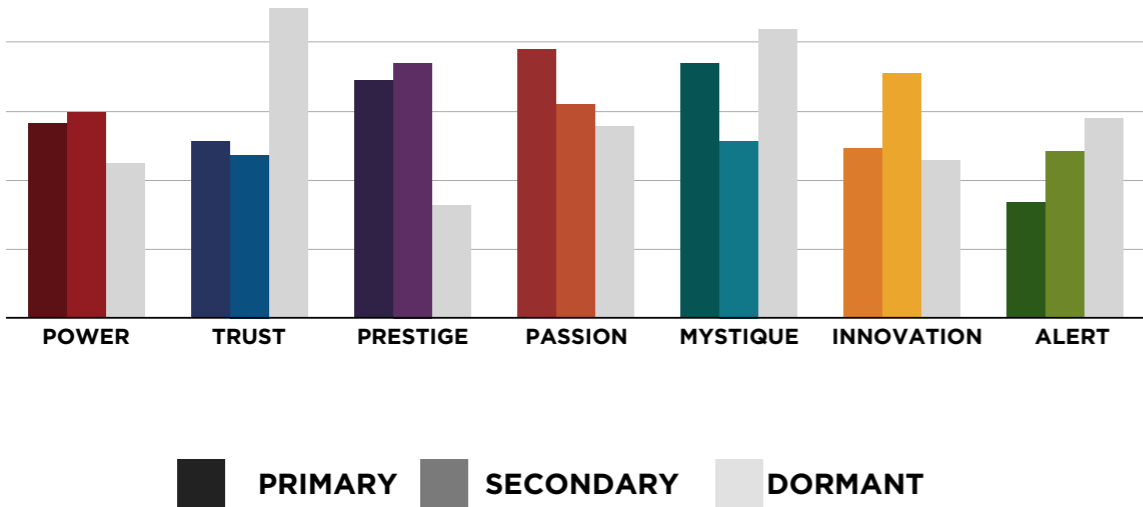
AN INSIDER'S *look* AT THE RESEARCH

FROM SALLY HOGSHEAD'S PRESENTATION TO
VISAOCW ON 10/30/14

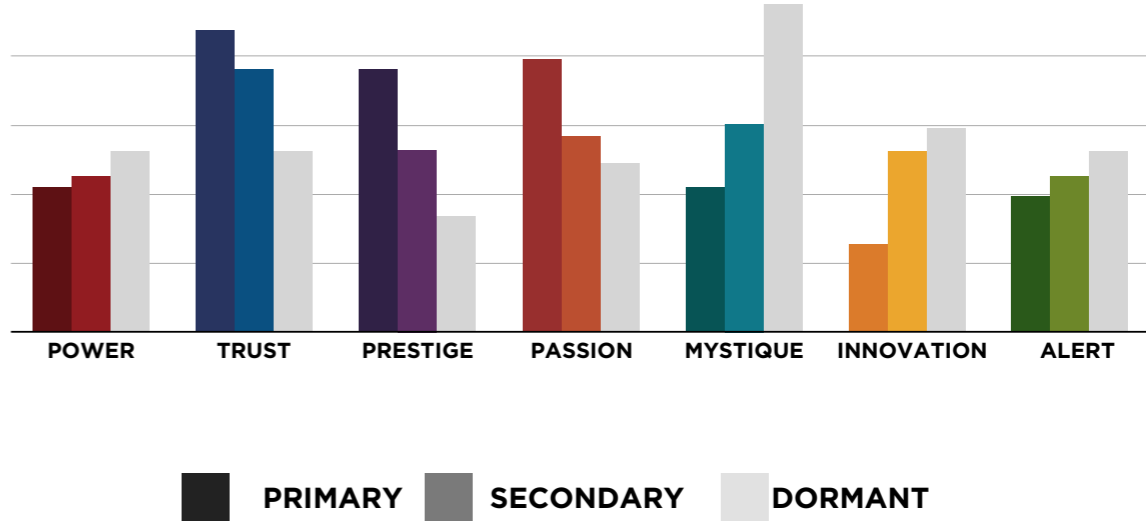


THIS IS WHAT THE RAW DATA ORIGINALLY LOOKED LIKE WHEN WE BEGAN TO COMPARE YOUR ORGANIZATION'S SCORES TO OUR OVERALL TEST POPULATION OF OVER 500,000 PEOPLE.

AVERAGE RESULTS OF THE FASCINATION ADVANTAGE TEST



VISA OCW RESULTS OF THE FASCINATION ADVANTAGE TEST

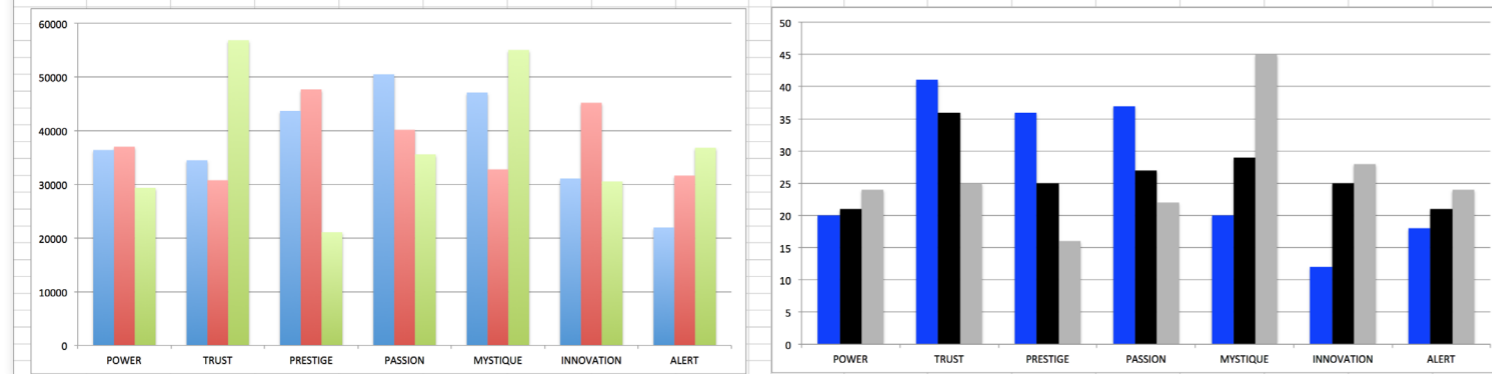


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Primary	Secondary	Archetype	Sum	Percent		INNOVATION	PASSION	POWER	PRESTIGE	TRUST	MYSTIQUE	ALERT
Passion	Innovation	The Catalyst	14	7.61%	INNOVATION		1	3	2	4	1	1
Alert	Trust	The Mediator	12	6.52%	PASSION	14		4	6	4	7	2
Prestige	Passion	The Connoisseur	12	6.52%	POWER	4	4		7	5	3	1
Trust	Alert	The Good Citizen	10	5.43%	PRESTIGE	4	12	7		4	6	3
Trust	Mystique	The Anchor	10	5.43%	TRUST	4	8	2	7		10	10
Trust	Passion	The Authentic	8	4.35%	MYSTIQUE	2	1	4	2	7		4
Mystique	Trust	The Wise Owl	7	3.80%	ALERT	1	1	1	1	12	2	
Passion	Mystique	The Intrigue	7	3.80%								
Power	Prestige	The Maestro	7	3.80%		INNOVATION	PASSION	POWER	PRESTIGE	TRUST	MYSTIQUE	ALERT
Prestige	Power	The Victor	7	3.80%	INNOVATION		0.5%	1.6%	1.1%	2.2%	0.5%	0.5%
Trust	Prestige	The Diplomat	7	3.80%	PASSION	7.6%		2.2%	3.3%	2.2%	3.8%	1.1%
Passion	Prestige	The Talent	6	3.26%	POWER	4	2.2%		3.8%	2.7%	1.6%	0.5%
Prestige	Mystique	The Architect	6	3.26%	PRESTIGE	2.2%	6.5%	3.8%		2.2%	3.3%	1.6%
Power	Trust	The Guardian	5	2.72%	TRUST	2.2%	4.3%	1.1%	3.8%		5.4%	5.4%
Innovation	Trust	The Artisan	4	2.17%	MYSTIQUE	1.1%	0.5%	2.2%	1.1%	3.8%		2.2%
Mystique	Alert	The Archer	4	2.17%	ALERT	0.5%	0.5%	0.5%	0.5%	6.5%	1.1%	
Mystique	Power	The Veiled Strength	4	2.17%								
Passion	Power	The Peoples Champion	4	2.17%								
Passion	Trust	The Beloved	4	2.17%								
Power	Passion	The Ringleader	4	2.17%								
Prestige	Innovation	The Avant-Garde	4	2.17%								
Prestige	Trust	The Blue Chip	4	2.17%								
Trust	Innovation	The Evolutionary	4	2.17%								
Innovation	Power	The Maverick Leader	3	1.63%								
Power	Mystique	The Mastermind	3	1.63%								

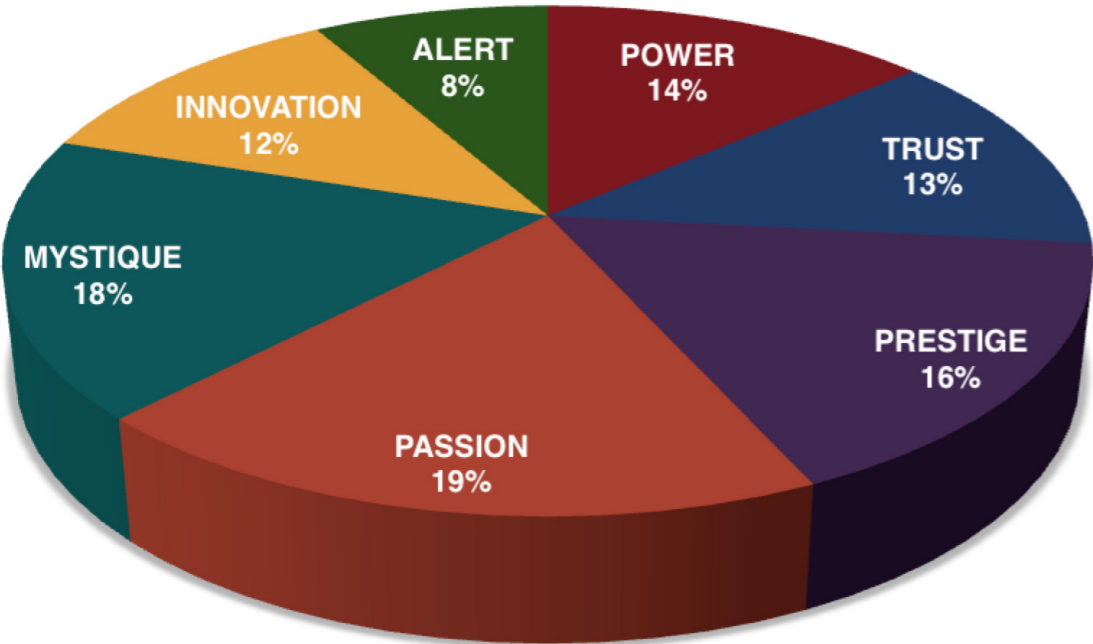
As we prepared for the event, here's our spreadsheet, organized by "Personality Archetype"

AVERAGE POPULATION									VISA Foster City								
	POWER	TRUST	PRESTIGE	PASSION	MYSTIQUE	INNOVATION	ALERT	Total		POWER	TRUST	PRESTIGE	PASSION	MYSTIQUE	INNOVATION	ALERT	Total
Primary	36393	34494	43693	50509	47082	31062	21955	265188	Primary	20	41	36	37	20	12	18	184
Secondary	37004	30772	47658	40165	32787	45186	31616	265188	Secondary	21	36	25	27	29	25	21	184
Dormant	29345	56828	21076	35578	55018	30528	36815	265188	Dormant	24	25	16	22	45	28	24	184

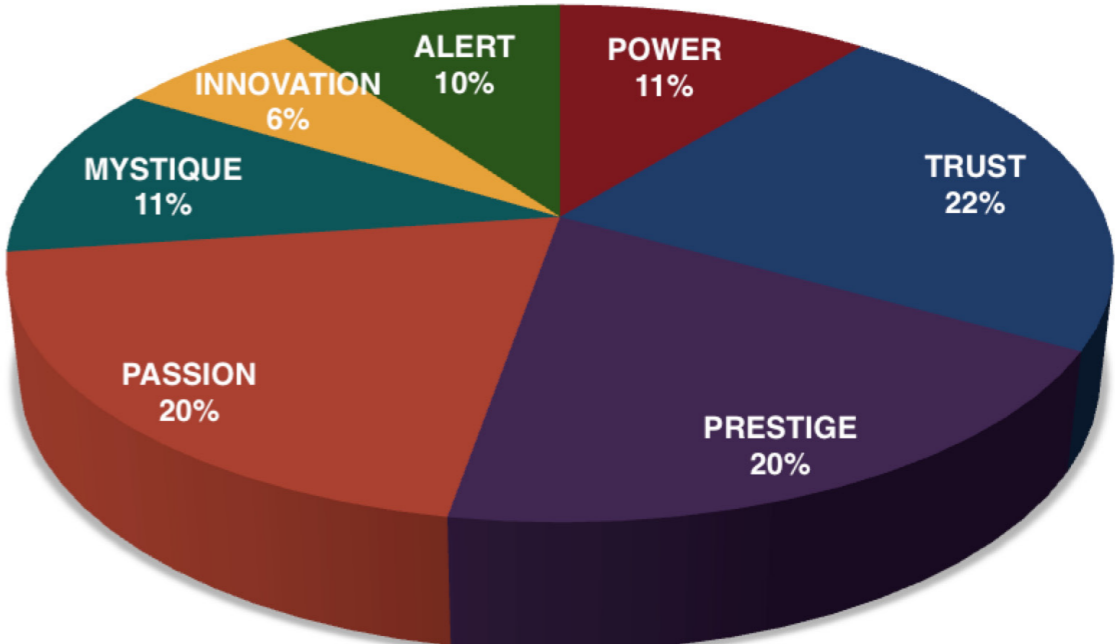


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AVERAGE RESULTS FROM THE FASCINATION ADVANTAGE TEST



VISAOCW RESULTS FROM THE FASCINATION ADVANTAGE TEST



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

THE 49 PERSONALITY ARCHETYPES

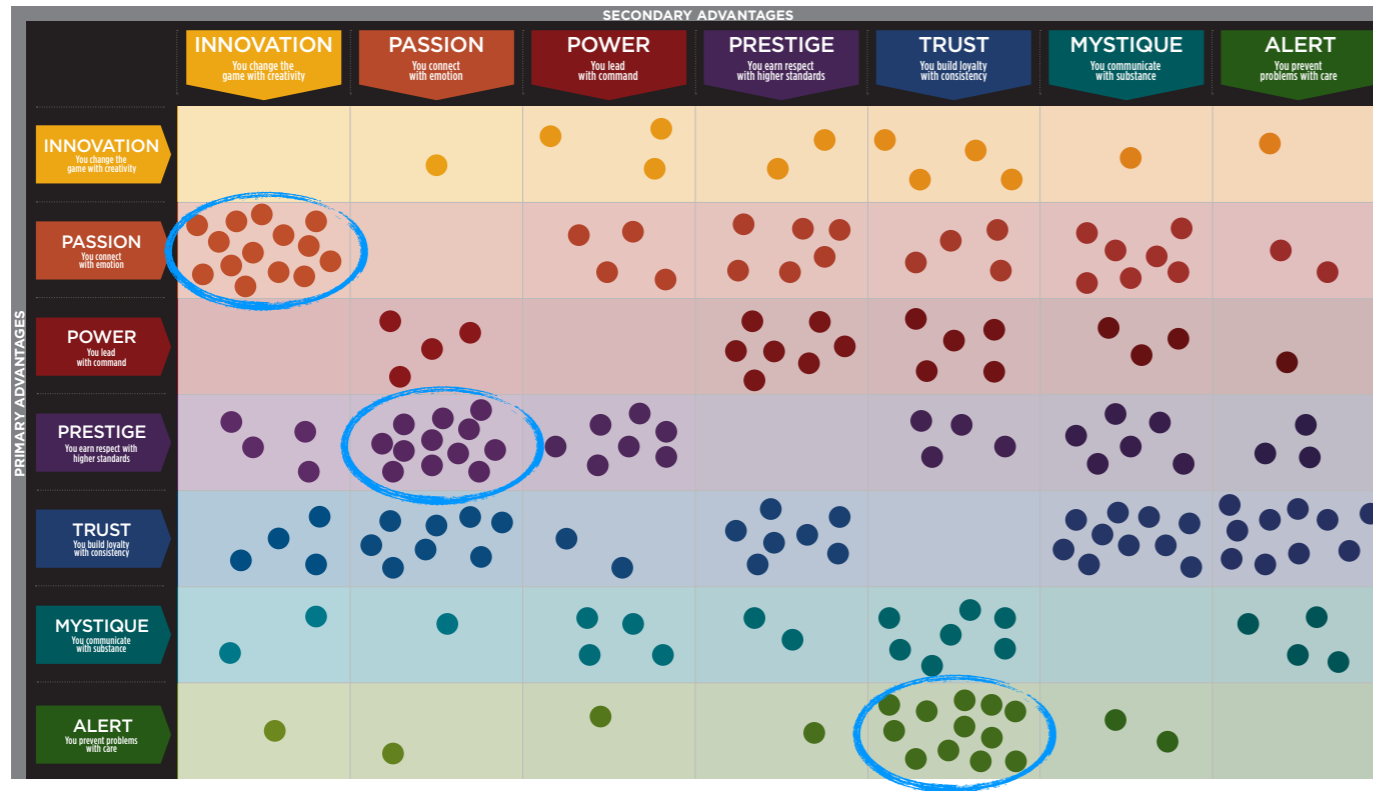
CREATED BY SALLY HOGSHEAD
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SECONDARY FASCINATION ADVANTAGE®

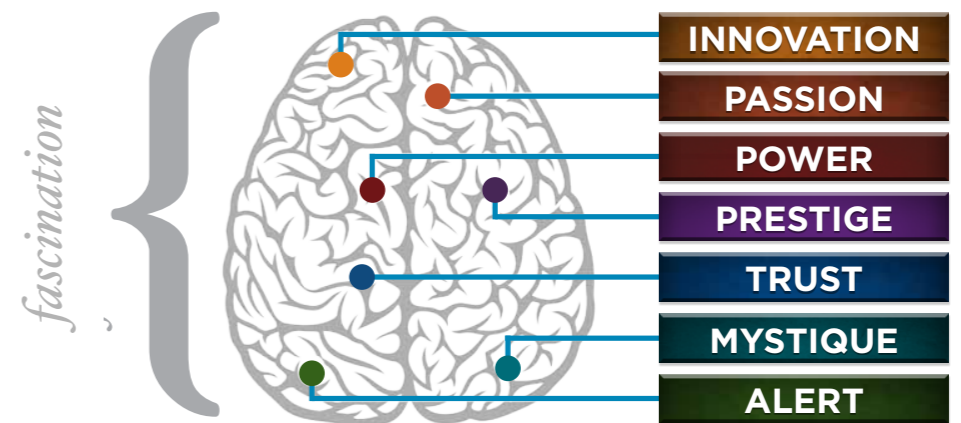
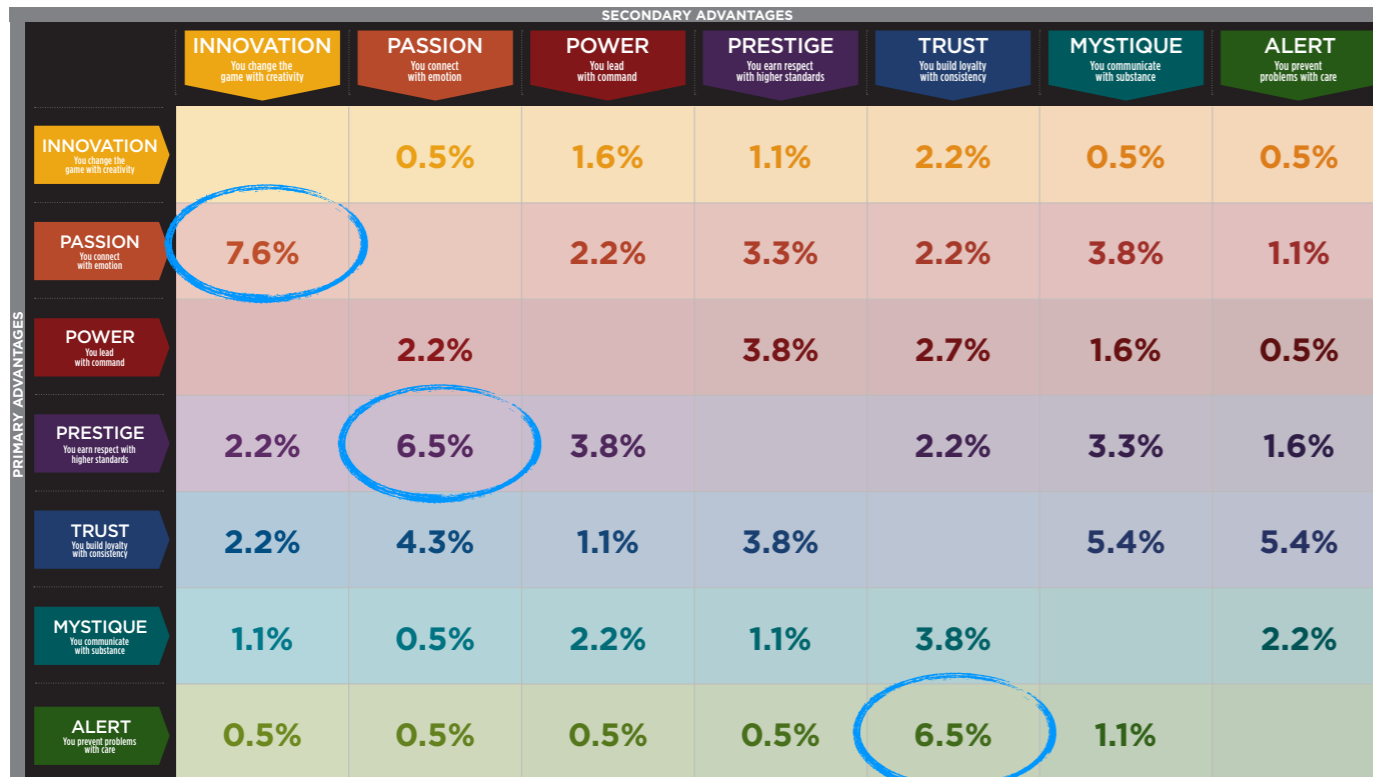
	INNOVATION You change the game with creativity	PASSION You connect with emotion	POWER You lead with command	PRESTIGE You earn respect with higher standards	TRUST You build loyalty with consistency	MYSTIQUE You communicate with substance	ALERT You prevent problems with care
INNOVATION You change the game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

THIS IS YOUR CUSTOM “FASCINATION FINGERPRINT.”

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



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.

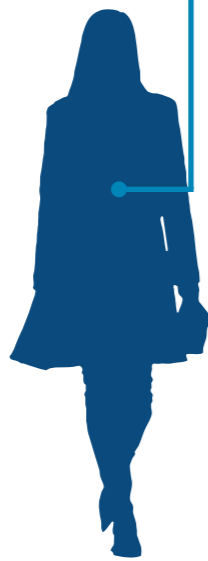
YOU ARE **26%** LESS LIKELY THAN THE AVERAGE POPULATION TO HAVE **POWER** AS A PRIMARY ADVANTAGE



POWER

Confident
Goal-Oriented
Decisive

YOU ARE **80.4%** MORE LIKELY THAN THE AVERAGE POPULATION TO HAVE **TRUST** AS A PRIMARY ADVANTAGE



TRUST

Stable
Dependable
Familiar

YOU ARE **16.8%** MORE LIKELY THAN THE AVERAGE POPULATION TO HAVE **PRESTIGE** AS A PRIMARY ADVANTAGE



PRESTIGE

Ambitious
Results-Oriented
Respected

YOU ARE **4.7%** MORE LIKELY THAN THE AVERAGE POPULATION TO HAVE **PASSION** AS A PRIMARY ADVANTAGE



PASSION

Expressive
Intuitive
Engaging

YOU ARE **33.8%** LESS LIKELY THAN THE AVERAGE POPULATION TO HAVE **MYSTIQUE** AS A PRIMARY ADVANTAGE



MYSTIQUE

Independent
Logical
Observant

YOU ARE **45%** LESS LIKELY THAN THE AVERAGE POPULATION TO HAVE **INNOVATION** AS A PRIMARY ADVANTAGE



INNOVATION

Creative
Visionary
Entrepreneurial

YOU ARE **11.9%** MORE LIKELY THAN THE AVERAGE POPULATION TO HAVE **ALERT** AS A PRIMARY ADVANTAGE



ALERT

Proactive
Organized
Detailed

7 WAYS HIGH-PERFORMERS ADD VALUE

INNOVATION

CREATIVE PROBLEM-SOLVER

PASSION

RELATIONSHIP-BUILDER WITH
STRONG PEOPLE SKILLS

POWER

A LEADER WHO MAKES DECISIONS

PRESTIGE

OVERACHIEVER WITH
HIGHER STANDARDS

TRUST

STABLE, RELIABLE PARTNER

MYSTIQUE

SOLO INTELLECT BEHIND THE SCENES

ALERT

PRECISE DETAIL MANAGER

YOUR TEAM ADVANTAGE

CREATE BETTER TEAMS, HAPPIER CUSTOMERS, AND A SMARTER COMPANY.

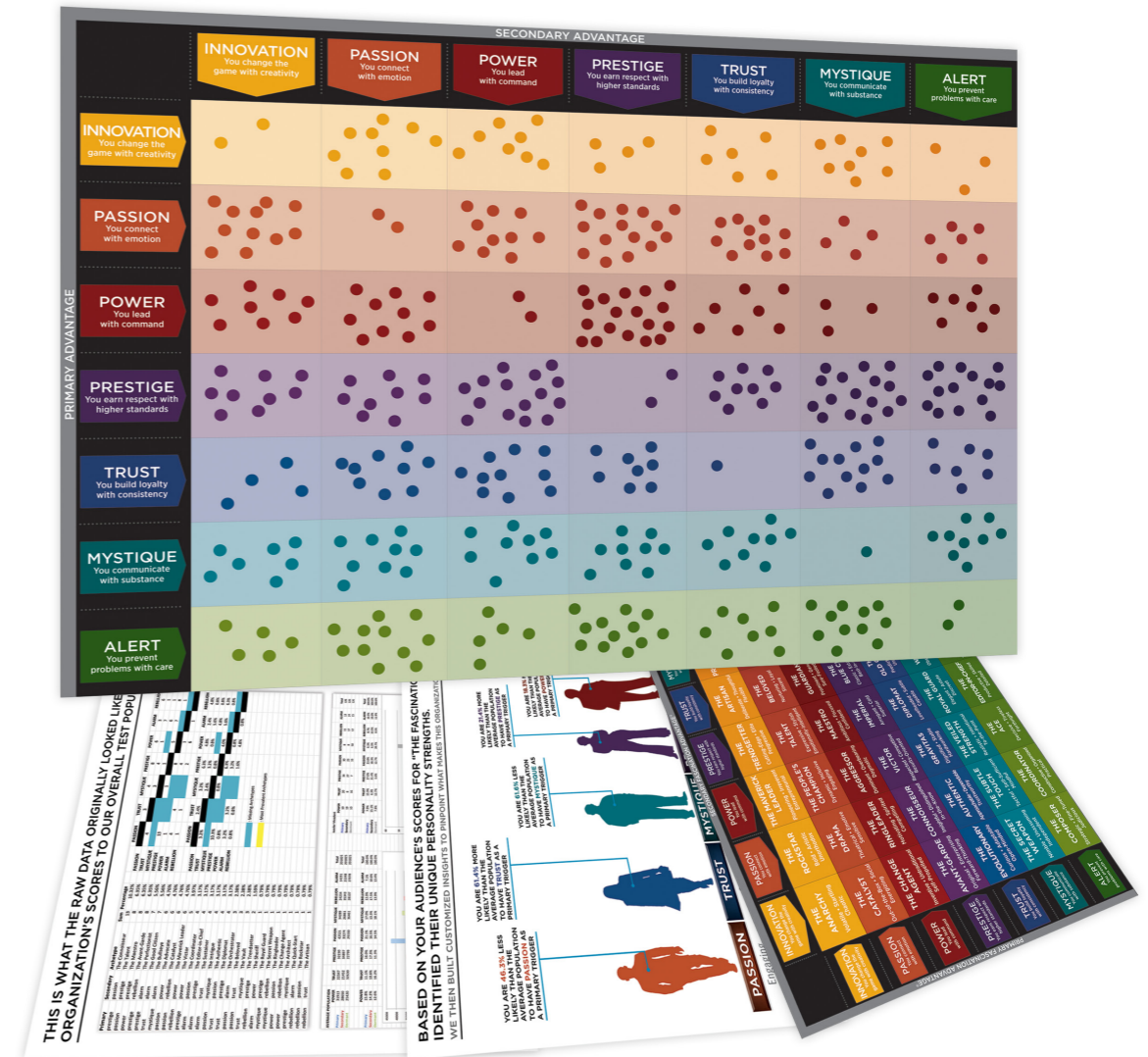
When you recognize how each team member is most likely to add value, they give you more of their best.

Your Team Advantage helps strengthen your team and identify where each person is primed to succeed.

HOW IT WORKS:

- **Step 1:** Everyone on the team takes the Fascination Advantage® Assessment
- **Step 2:** We take the data, analyze the scores, and create a “Heat Map” matrix showing how the individual personalities combine into a whole.
- **Step 3:** Present this heat map at your next team building meeting, and start a conversation around how people on the team communicate and contribute differently.

Your Team Advantage is a terrific booster for conferences, off-sites, or training meetings.



[CLICK HERE TO GET STARTED](#)