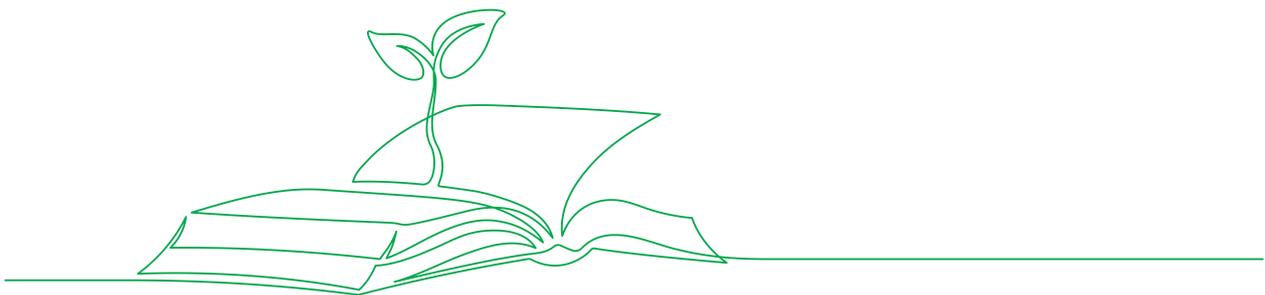


Leader Develop Report

Hāmakā Dosonex

Winsborough

July 2025



About this report

The Leader Develop report summarises your personality results into key insights. It can be used on its own or as part of coaching and development processes.

Your results begin with a brief overview, followed by a detailed discussion across the four 'building blocks' of leadership success.

As you read your report, focus on the key themes rather than individual details.



How a person behaves :	Dealing with pressure, managing emotions, and responsiveness to feedback
How a person relates :	Communicating, advocating, and building relationships
How a person leads :	Building teams, leading outcomes, and developing people
How a person thinks and plans :	Thinking style, decision-making, and structuring work

How to use this report

This report highlights key insights from the [personality assessments](#) you completed. The assessments offer valuable information about how people typically behave and what matters most to them.

Of course, there's much more to who you are than can be captured in a short online survey. This report is not intended to be a complete or definitive view of you.

This report is [confidential](#), should be stored securely, and only shared with those directly involved in your development.

There is no such thing as a 'perfect person'. We all have strengths and areas to develop, and this report presents both to help you identify where you might want to build on your strengths or focus on your growth.

At work our strengths and developmental areas are influenced by the level of the role we're in, as well as the broader organisational culture and environment.

Your overview

Here's a summary of your high level results. In the pages that follow you'll find each area explained in greater detail.

How you behave

Able to handle day-to-day pressures as well as most, you are rarely anxious about setbacks and are open to feedback. However, you can display a more laid back attitude to results and performance and take each day as it comes.

How you relate

While outgoing and chatty, you may have a task focused approach to relationships and can work well both independently and as part of a group. You may not always be sensitive to how others are feeling and at times can be direct and to the point when diplomacy would be more appropriate.

How you lead

While you can be direct, you are less likely to create a competitive or driven culture and others may find you are not always clear about expectations. While happy to provide honest feedback when prompted, you may not always be attentive to, and aware of, the needs of the team and as a result may invest less in their development than other leaders.

How you think and plan

Possessing a balanced thinking style, you have the ability to remain cognisant of both immediately presenting issues and longer-term considerations. You can be decisive, even in situations where information is incomplete or ambiguous; though at times, this may mean you act too quickly. With a relaxed leadership style, you are unlikely to micromanage, however your team may want more structure in the way tasks are delegated and more consistency in the way standards are upheld.

Your behaviour

- sensitive to stress
- principled

You profile as a passionate person who cares about doing the right thing at work. You are likely to be more sensitive to stress than most and can take criticism and failure personally. You may seem more intense than many of your peers, and may need time to recover and process your emotions.

- emotionally reactive

Under prolonged pressure, you can react more emotionally when things go wrong. At these times others may notice you are more irritable or pessimistic.

- relaxed
- dominant

You care deeply about success and recognition, but your relaxed approach may mean this is not immediately apparent to others, as you may seem reluctant to take initiative or work very hard. This might mean you struggle to demonstrate the energy and persistence needed to advance.

- impulsive

Additionally, under pressure, you can seem easily distracted and be inclined to miss deadlines, thinking the rules don't apply to you.

- dependable
- good natured

You probably prefer environments where there is both a high work ethic as well as room for fun and enjoyment. Combined with a tendency to work in fits and starts, this can mean you are prone to getting bored with mundane tasks. You will want to do the right thing but may not always follow the rules or keep standards high.

- hasty

Under pressure, you can seem even more flexible and quick to act than usual. Drawn to what you find most interesting, you can overlook key details, not always think through the consequences of your actions, and seem unreliable.

- responsive to feedback
- inquiring about feedback

Those who work with you will notice you tend to be curious about feedback and are willing to be challenged and corrected. You should prove relatively self-aware and responsive to constructive critique.

- reacts to feedback

In times of stress, you may seem to overreact and take feedback personally, making it seem more consequential than intended.

Your relationships

- independent
- values connection

You are fairly motivated to work with others and will be outgoing and sociable. You are likely to enjoy interaction and build relationships well, but may not be as good at maintaining them over time.

It may be that you talk more than you listen, but aren't always aware of this. At times you may misread social cues and come across as overly direct, insensitive, or impatient.

- distant

At times of pressure or stress, you can grow distant and seem withdrawn, uncommunicative or aloof.

- objective
- resolves issues promptly

Comfortable being in charge and drawn to positions of power, you will remain empathetic and sensitive to others while still driving a clear agenda. You will deal promptly with challenging people situations and make the tough calls when necessary.

- overly harsh

When things get tense you can be abrasive and skeptical of others intentions and not always willing to listen to a contrasting opinion.

- lively
- team oriented

Your profile shows you to be comfortable in a spokesperson role, though you may not go out of your way to seek out speaking opportunities or a high profile. You should be a credible organisational representative and advocate for your staff.

- broad network
- open

Interested in connecting with others, you will seem relatively social and should proactively build and maintain a network of key customers and stakeholders. During conversations and interactions, you should express understanding and excitement openly and give customers the feeling you understand their needs and are invested in helping them.

Your leadership

- relatively ambitious
- highly motivated to lead

Being in charge and leading others is somewhat important to you. Your team will find that you set realistic goals and expect a reasonable degree of effort. With a firm, efficient approach, you will deal readily with performance issues, but sometimes lack interpersonal skill and can come across as overly tough; 'telling' rather than coaching the team.

- inconsiderate

Under pressure, you can become even more direct with your messaging than usual, leading colleagues to see you as inconsiderate and indifferent to other people's feelings. Furthermore, you can strongly favour your own ideas and needs, pursuing your own agenda without adequately listening to others' views.

- hands off
- available for team

You will readily delegate, communicating high-level outcomes and allowing people to choose how they want to complete the task. Your style will suit those comfortable working autonomously, however, you may not provide the structure some prefer given your preference for spontaneity and limited concern for applying rules and following processes.

- low detail focus

Stressful times can see you become even less concerned with details and upholding standards than usual. Relaxed but disorganised, you can lack follow through making it difficult for the team to get the support and direction they need.

- liberal

You are moderately interested in exploring, finding out new things, and using your imagination. You will appreciate a work environment that promotes learning, development, and the chance to experiment.

- enthusiastic contributor
- driven

Fairly sociable and outgoing, you are energetic and will want others to take action towards important goals. Though willing to consult, you are confident and socially capable, so should prove a good influencer.

You are unlikely to show extremes when under pressure, and will continue to be relatively sociable and outgoing when working with others.

Your thinking and planning

- inquisitive
- focused interests

You are as curious as most other people and likely to enjoy contributing to creative problem solving as well as evaluating ideas for real-world action. With a focused range of interests and a more concrete approach, it may prove less natural for you to engage in new ways of thinking and generate innovative ideas that really challenge conventional methods.

Under pressure, you are unlikely to show extremes in behaviour, and will continue to show curiosity and enjoy finding solutions that have real-world applicability.

- inquisitive but practical
- whimsical

From an interest or motivational perspective, you will work best in a culture that balances the need to be curious and inquisitive, with the need to be practical and pragmatic about what can be achieved. Emphasising spontaneity and flexibility over standards, your solutions may be the first that comes to hand.

- embraces uncertainty
- thoughtful

You will appreciate workplaces where risk-taking and adaptability are encouraged. With a quick moving, 'good enough' approach to tasks, you may not always follow due process or consider the consequences before acting.

In pressured situations, you are likely to show few extremes in your behaviour, remaining comfortable with ambiguity and quick to act.

- fluid and disorganised
- strongly goal oriented

Motivated by goals and completion, you will focus your efforts on ambitious goals. You are likely to prioritise projects according to the strength of the business case. However, you may leave the details of execution to someone else and can skip over follow-through.

- impatient and over committed

Stress or pressure can see you follow the spur of the moment without collaborating or communicating. You can seem guarded and slow to involve others, leading to slow progress and sub-optimal outcomes.

Can people change?

We often get asked whether people can change the way they act. The good news is that the answer is YES!

The first step to being able to make changes is understanding how others see you. This is called self-awareness.

Be selective - realistically, we can only focus on changing a few things at a time. Aim to choose no more than two or three development goals.

When setting your goals, start by identifying any critical areas to address or strengths to build on. Then consider your career direction and choose goals that align with this. The most effective development goals are clear, specific, and easy to track over time.

The following prompts offer some ideas for areas to focus on when considering your development.

Development Prompts

Behaves

Be aware that your team and other colleagues may feel anxious or concerned considerably more easily than you do. Use your composure to give assurance and instil calm, but be careful to also convey that you understand the magnitude and/or urgency of the situation.

Under pressure, you are likely to have a more emotive and passionate response than others. Make sure you have practical strategies in place to retain or regain composure during stressful situations and practice using your emotional resources sparingly so that people do not feel they need to practice mood management around you.

Relates

At times, you can be inclined to be overly direct with a tough message and 'call a spade a spade', regardless of whether others are ready to hear it. Be careful to also pay appropriate attention to the nuances of interpersonal relationships and how you can adapt your message or approach so it lands better with your audience.

Under stress, you may seem aloof, withdrawn and less trusting of others' motives. Work on sharing an open and optimistic view of the future and the work to be done. Practice making yourself more available to collaborate, share, and learn as a team.

Leads

You can seem less proactive about taking the initiative and more relaxed about commitments than others. Remember to look for instances to pursue opportunities outside of what is required. When delivering work, ensure that progress is checked regularly and there is accountability for people who are not performing or delivering as agreed.

Under pressure, you may confuse others with your lack of consistency and clear direction. Frequently acting on impulse, you can seem disorganised and overly focused on the short term. Remember for some your flexibility and spontaneity can be taxing. Ensure there is sufficient structure and clear direction for those who need it.

Thinks and Plans

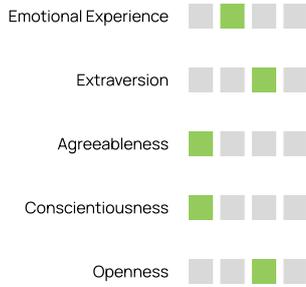
You may be more inclined than most to adapt or abandon the agreed plan as new ideas or opportunities arise. Make sure you have a clear structure or process to follow and create the opportunity to consider all of the relevant criteria, before moving on. This will help you maintain a coherent, clear direction for the team.

Take this opportunity to reflect on the way you plan and complete work. How do you balance the quality of your work products with the need for completion? How would you describe your approach to making commitments to projects you are not sure you can deliver on? Are there any changes you could make to create a smoother workflow for yourself and those around you?

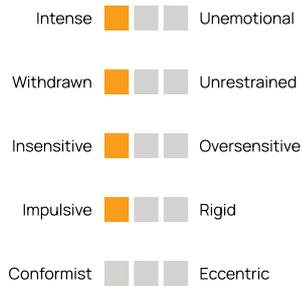
Hāmakā Dosonex

The narrative in your report has been created from the summary data shown here.

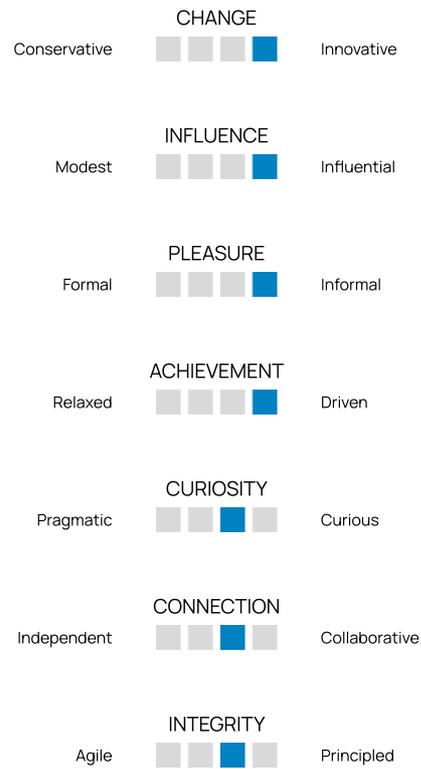
MAP



MAP-X



MATCH-V



23 July 2025

New Zealand Norm

For more information please visit www.winsborough.co.nz

