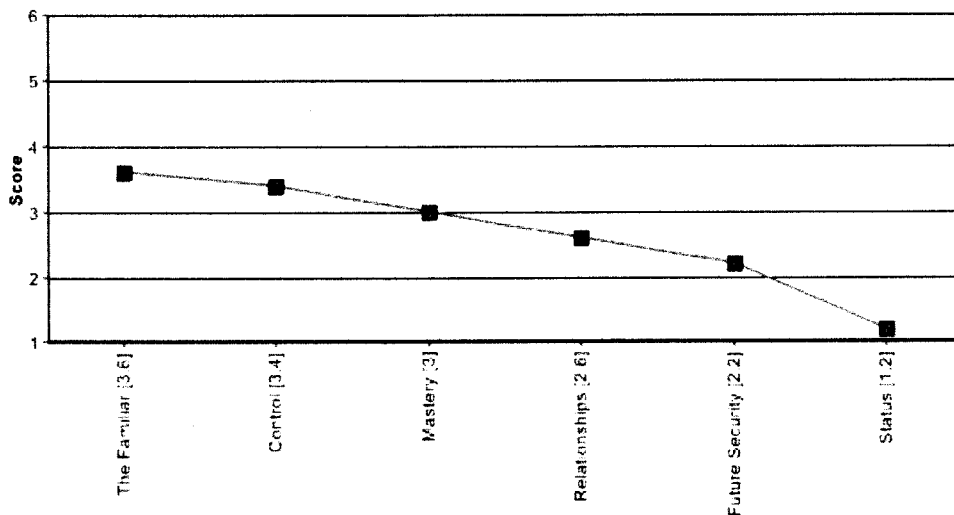




## CRA Assessment - Results



Your Highest Value is: THE FAMILIAR

Your Second Highest Value is: CONTROL

Style [Score]	Frequency	Style Descriptor
<b>The Familiar</b> [3.6]	Moderate-to-High Value of the Familiar	You have moderate-to-high need for the familiar. You are somewhat uncomfortable in new settings, such as driving in a city with which you are unfamiliar, trying new foods in a restaurant, or taking on a new job or project. You have limited expectations of what happens around you. While you probably enjoy your existing familiar circumstances, you are somewhat comfortable making new friends, accepting new jobs, and trying new things. The unexpected does not throw you off balance, but you probably prefer to know what's around the corner for you. The familiar is comforting for you but not an essential value for you, and you can adapt during change events. The familiar is a moderate-to-high value for you. You will most likely struggle to influence the change in such a way that it does not create a totally unfamiliar situation for you, but it will not overwhelm you with fear or anxiety either.
<b>Control</b> [3.4]	Moderate-to-High Value for Control	You have a moderate-to-high need to exert control over external events that happen around you. You have a moderate-to-high value to control people or events if they have a direct impact on you or your work. Depending on the activity, you are somewhat comfortable

allowing others have their ways of doing things; however, if you believe it will negatively impact you, you will want more say-so in the outcome. The greater the impact the issue has on you personally, the greater the amounts of control you will need to be comfortable. You are somewhat comfortable delegating low-level activities to others; however, if the project, activity, or relationship is viewed as important to you, you have a greater need to control the outcome. A sense of control is a moderate-to-high value for you. This value will cause you some resistance when change events occur.

**Mastery**  
[3]

Moderate-to-  
High Value of  
Mastery

You have a moderate-to-high level value of mastery. You are proud of the work you do, and you feel that the quality of your work reflects on you personally; therefore, you take extra care in making sure it is as perfect as you can make it. You have a need to feel competent in what you do, and one strategy you use is to do the work repeatedly; thus, you become comfortable understanding every aspect of it. You often feel more comfortable doing activities you know you'll be good at since you have accomplished them successfully in the past, reaffirming your mastery in that activity. You are somewhat reluctant and may feel uncomfortable trying new activities, even if you think you would be good at them. You have a moderate-to-high value of mastery, and this value may be a resistor to change for you.

**Relationships**  
[2.6]

Low-to-  
Moderate  
Value for  
Relationships

Your relationships, whether with people who are close to you or not, are a somewhat important consideration in your value structure regarding change. Even though you may value family, friends, or business colleagues, you do not fear losing them. If you were provided with a personal or professional opportunity that required a move, family or close friends would have a small impact on your decision-making process. You tend to have casual contact with close friends or family over time and expend a minimum amount of effort communicating with them. You would not be reticent to move to a distant city or country should the opportunity provide you with something you want or need. This will create a small level of resistance to change for you.

**Status**  
[1.2]

Low Value of  
Status

You have a low value of status. You do not measure yourself by the amount of money you make or have in the bank, what others think about your being successful, the amount of power you control, or by a job title. You derive your personal self-worth and satisfaction from other sources, such as the love you receive from family or friends, your own self-contentment, the level of integrity or authenticity you have. External symbols of status are not important to you. This will not be a value that causes you to resist change.