

ORCA PERSONALISED INSIGHTS REPORT



ORCA Personalized Insight Report for Maya

Returning to work after 8-year family Leave

Date: October 2025

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1. Welcome, Maya

Welcome, Mai — and congratulations on taking this next step toward your professional reintegration.

This Personalized Insight Report weaves together your **TTI TriMetrix EQ results (Behaviors, Driving Forces, and Emotional Intelligence)** with your current life and career context. It's designed to help you reconnect with your strengths, clarify what energizes you, and take confident, steady steps toward your next opportunity.

You've shared that your key goal is to **gain clarity, articulate your value, and move confidently into a new, aligned role** after time devoted to caregiving. You're ready to rediscover your professional rhythm in a way that feels authentic, not rushed.

Throughout this report, you'll see ORCA's **4A Model of Conscious Leadership** in action:

- **Awareness:** Seeing your patterns clearly
- **Acknowledgment:** Naming truths with compassion, not judgment
- **Action:** Choosing small, aligned steps
- **Adaptation:** Integrating learning to evolve sustainably

Think of this report as your compass — guiding you back to the confident, capable, and emotionally intelligent professional you already are.

2. Role Snapshot

Current Context: You're preparing to return to the workforce after several years of caregiving. Previously, you led as a **Program Manager in healthcare IT**, where communication, coordination, and empathy were central to your success.

Ideal Environment: Collaborative, purpose-driven teams that value learning and flexibility. You thrive in cultures that blend structure with humanity — where process serves people, not the other way around.

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What Excites You: Meaningful problem-solving, helping others succeed, continuous learning, and bringing clarity to complex projects.

What Drains You: Environments that are rigid, political, or disconnected from human values.

You're now entering a new chapter — one defined less by catching up, and more by *realignment*: work that fits who you've become.

3. Key Strengths

Behavioral Strengths (DISC)

- **High I (78):** Warm, engaging, articulate communicator who naturally builds rapport and optimism.
- **High S (60):** Steady, supportive, loyal — creates calm and trust within teams.
- **Moderate C (45):** Appreciates structure and quality but remains adaptable.
- **Low D (34):** Leads with empathy and inclusion rather than authority.

Together, this makes you the “relational anchor” — the one who brings teams together and steadies the group dynamic.

Motivational Strengths (Driving Forces)

- **Harmonious (74):** Seeks peace, balance, and emotionally healthy environments.
- **Intellectual (74):** Energized by learning, exploring, and improving.
- **Collaborative (62):** Values cooperation and shared purpose.
- **Receptive (90):** Open to new methods and creative problem-solving.

You shine in spaces where **curiosity, connection, and care** intersect.

Emotional Intelligence Strengths

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- **Self-Awareness:** You intuitively understand your emotional tone and how it influences others.
- **Social Awareness & Regulation:** Empathy and diplomacy are natural gifts — you sense group energy and bring calm to it.
- **Motivation:** You're driven by meaning and impact rather than titles or pressure.
- **Self-Regulation:** Under stress, you may over-accommodate or delay boundaries.

When Strengths Stretch Too Far

Because your empathy and reliability are so strong, you may:

- Say yes too often.
- Delay hard decisions or uncomfortable conversations.
- Take responsibility for others' emotions.

4. Potential Challenges or Tensions

Challenge	How It May Show Up	Reframe
Conflict Avoidance	Avoiding tension to maintain peace.	Conflict, handled gently, can <i>create</i> deeper trust.
Decision Paralysis	Overthinking or seeking perfect certainty.	Progress requires direction, not perfection.
Re-entry Anxiety	Comparing yourself to “old” professional standards.	Your emotional intelligence and perspective are <i>your</i> advantage.

5. Role-Contextualized Development Recommendations

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ORCA Manager Competency

Development Focus Practical Application

Planner – Strategy & Foresight	Re-define your purpose post-transition.	Create a personal “career values map” aligning what you love (learning, helping, creating harmony) with potential roles.
Administrator – Organization & Clarity	Build gradual structure.	Design a re-entry schedule that includes learning time, networking, and reflection.
Relationship Builder – Collaboration & Influence	Rebuild network intentionally.	Connect with 3–5 colleagues weekly, sharing your goals with authenticity.
Results Driver – Execution & Persistence	Balance empathy with boundaries.	Practice saying “yes, if...” or “not now” to manage your energy.

6. Motivator Dynamics

Your top Driving Forces shape your energy patterns clearly:

Driving Force Energizers

Drainers

Harmonious	Positive, balanced environments; respectful dialogue.	Tension, conflict, or aesthetic disarray.
Intellectual	Continuous learning; solving complex problems.	Routine tasks with no discovery.
Collaborative	Shared purpose, collective wins.	Competition or silos.
Receptive	Innovation and flexibility.	Bureaucracy, rigid rules.

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Key Insight: You're at your best where learning and people connect. Highlight this in interviews — you excel at helping teams adapt with empathy and precision.

7. Navigating Transitions

This return to work is not a restart — it's a recalibration.

Your caregiving experience has deepened your emotional capacity, resilience, and organizational empathy — all qualities modern workplaces desperately need.

To stabilize this transition:

- **Acknowledge:** Your experience is leadership — it built patience, perspective, and adaptability.
- **Act:** Reconnect professionally with curiosity, not apology. Ask others, "What's changing most in your world of work?"
- **Adapt:** Each interaction is data. Reflect weekly on what energizes or drains you, then refine your approach.

Keep cycling through ORCA's **4As**: Awareness → Acknowledgment → Action → Adaptation.

8. 30–60–90 Day Development Plan

Days 1–30: Awareness & Acknowledgment

Theme: Re-establish rhythm, reconnect confidence, and rediscover your professional identity.

WEEK 1 – Re-center & Re-introduce Yourself

- Start a **morning energy scan** to track how you feel before work-related tasks.
- Write a 1-page reflection: "Who am I professionally today?"
- Revisit 3–4 past career stories that highlight collaboration, learning, and empathy.

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- Block consistent “focus hours” to rebuild professional stamina.
- **EQ Practice:** Each evening, note one moment you acted with awareness or empathy.

WEEK 2 – Reconnect & Re-engage

- Reach out to 3 trusted colleagues; share your re-entry goals.
- Join one virtual or local professional event.
- Refresh your **LinkedIn** profile using your updated story.
- Ask a mentor for feedback on how you come across now.
- **EQ Practice:** Replace any apology about time away with a statement of learning: “This time taught me perspective and patience.”

WEEK 3 – Rebuild Professional Confidence

- Develop your **Return Story** (Before–During–Now).
- Conduct 2 informational interviews in your desired field.
- Volunteer or take a small community project to demonstrate momentum.
- Begin one **micro-course** (e.g., new tools, data literacy, or communication in hybrid teams).
- **EQ Practice:** When self-doubt arises, reframe: “Learning again is leadership.”

WEEK 4 – Prepare for Activation

- Define your **“Fit Filter”**: top 3 motivator-aligned qualities for your next role.
- Draft a 60-second **personal introduction** for networking or interviews.
- Practice with a peer — record and review tone and confidence.
- Celebrate 3 small wins from the month to reinforce progress.
- **EQ Practice:** Reflect: “What have I learned about how I want to work now?”
- **Milestone Check (End of 30 Days):**
You can articulate your professional identity clearly.

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You have 5–6 active networking connections.

You've re-established focus, confidence, and structure.

You feel emotionally ready for targeted action.

Days 31–60: Action

- Begin applying for aligned roles or projects.
- Continue structured networking (2–3 conversations weekly).
- Practice interview responses using stories from caregiving and collaboration.
- Reconnect one strength (e.g., communication) with a tangible outcome (e.g., leading a meeting, mentoring).
- EQ Focus: Emotional composure — pause before responding; name what you feel, not just what you think.

Days 61–90: Adaptation

- Reflect on what environments energize you most.
- Seek feedback on presence and communication from peers.
- Adjust daily habits (energy, scheduling, boundaries) for sustainability.
- Apply one of your key strengths — empathy, steadiness, communication — to a new team or project.

9. Suggested Next Steps

1. **Engage a peer coach or mentor** for 3 months to sustain accountability.
2. **Continue journaling** weekly insights from interactions or interviews.
3. **Integrate one EQ micro-practice** into your daily routine (e.g., mindful pause before meetings).

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4. **Celebrate milestones** — confidence rebuilds through acknowledgement, not perfection.

Closing Reflection

Mai, your return to work isn't about reclaiming old ground — it's about **building on new wisdom**.

You lead with empathy, steadiness, and emotional intelligence — all qualities that modern organizations need to thrive in uncertain times.

Your warmth and curiosity are not just personality traits; they are *strategic assets* that create trust, alignment, and culture.

As you move forward, remember:

You don't need to prove you belong — you need only to show up as who you already are.

10. Appendix: Assessment Summary

DISC Profile

- D: 34 (Reflective, consensus-oriented)
- I: 78 (Expressive, connecting, persuasive)
- S: 60 (Steady, reliable, calming)
- C: 45 (Structured yet flexible)

Driving Forces

- Harmonious (74) – Values balance and well-being
- Intellectual (74) – Motivated by knowledge and insight
- Collaborative (62) – Energized by teamwork and connection
- Receptive (90) – Open to innovation and possibility

Emotional Intelligence (EQ)

- Self-Awareness – High
 - Self-Regulation – Moderate
 - Motivation – Moderate-High
 - Social Awareness – High
 - Social Regulation – High
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