

ORCA PERSONALISED INSIGHTS REPORT



Meet: Natalia

Role: Business Manager

Who would like to grow in her career

Date: October 2025

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1. Welcome Message

Hi Natalia, welcome to your ORCA Personalized Insight Report. This is a grounded space for insight and self-leadership. Drawing from your TTI TriMetrix® EQ and HD assessments, and aligned with ORCA's 4A Model of Conscious Leadership, this report helps you reflect, integrate, and act with clarity.

You're a few years into a fast-paced role as Business Manager—navigating both the operational engine and people dynamics of a growing organization. You've expressed a desire to deepen your self-awareness and sharpen your communication, especially in high-stakes conversations. This report is here to support that journey.

ORCA's 4As:

- **Awareness** – Seeing patterns in your behavior, motivation, and emotional energy
- **Acknowledgment** – Owning your style and impact without judgment
- **Action** – Choosing aligned, intentional growth
- **Adaptation** – Integrating insight over time through feedback and experimentation

2. Role Snapshot

In your Business Manager role, you hold significant operational and relational responsibility. You're building systems, overseeing delivery, and shaping client experiences. With 1–3 years in this role, you're stepping into deeper leadership territory—requiring strategic delegation, prioritization, and influence.

You've named a desire to:

- Communicate with more confidence and clarity

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- Improve upward management
- Handle difficult conversations more effectively

Your leadership style is authentic, direct, and driven by growth. You're curious, coachable, and looking to integrate feedback in ways that feel sustainable—not performative.

3. Key Strengths

DISC Style:

- **Dominance (34):** Cooperative, thoughtful, prefers collaborative problem-solving
- **Influence (65):** Outgoing, expressive, emotionally attuned
- **Steadiness (64):** Calm, reliable, maintains consistency under pressure
- **Compliance (55):** Balanced—comfortable with both structure and adaptability

This combination signals a relational and steady leader who communicates with warmth and emotional awareness, and is open to structure without being constrained by it.

Driving Forces – Top 4:

- **Receptive (89):** Open to new ideas, thrives in innovative, flexible environments
- **Commanding (83):** Motivated to influence, lead, and drive direction
- **Intentional (63):** Driven to support others with discernment and purpose
- **Intellectual (46):** Energized by learning and conceptual engagement

EQ Strengths:

- **Social Regulation (92):** Skilled at managing emotional tone and fostering positive group dynamics

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- **Social Awareness (84):** Highly tuned in to others' emotions and unspoken needs
- **Self-Regulation (76):** Manages emotional responses effectively in most contexts
- **Self-Awareness (73):** Understands personal emotional patterns and how they impact others

These strengths allow you to:

- Lead with grounded influence
- Navigate complexity without being overwhelmed
- Build trust through emotional presence

4. Potential Challenges or Tensions

Your combination of **high Social Regulation and Awareness** with **Commanding motivation** gives you a powerful blend of emotional intelligence and influence—but also creates potential tension:

- You may internalize others' emotional states and over-own relational dynamics
- Assertiveness may feel at odds with your natural steadiness and emotional empathy

Your **low Dominance (34)** means you're not forceful or aggressive—but with **Commanding (83)** as a top motivator, you still want to lead. This paradox can lead to:

- Hesitation to step fully into authority
- Frustration when your influence isn't acknowledged

Additionally, low motivation in **Structured (0)** and **Collaborative (7)** may result in:

- Resistance to predefined systems or group processes

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- Preference for autonomy over consensus
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5. Role-Contextualized Development Recommendations

DISC:

- Use your **Influence and Steadiness** to hold space and steady momentum
- Practice stepping into healthy authority when your **Commanding driver** is activated
- Watch for people-pleasing tendencies when your **lower Dominance** seeks to avoid discomfort

Driving Forces:

- **Receptive + Intellectual:** Make space for new ideas and deep thought—use this to frame decisions, not stall them
- **Commanding + Intentional:** Influence through vision and values, not force
- Recognize your low motivation in **Structured** and **Collaborative**—balance autonomy with clear expectations

EQ:

- **Self-Regulation (76):** Continue building rituals for emotional reset
 - **Social Regulation (92):** Use your tone-setting skills to model emotional safety
 - **Motivation (68):** Reconnect with personal meaning when energy dips—don't default to external validation
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6. Motivator Dynamics

Your top motivators shape how you:

- Engage with new ideas (Receptive)
- Lead and influence (Commanding)

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- Support others (Intentional)
- Learn and grow (Intellectual)

You feel most aligned when:

- You're free to adapt and innovate
- Your contributions are acknowledged
- You're supporting others in a way that aligns with your values

Indifferent Drivers:

- **Structured (0):** Systems are helpful if they serve purpose—not rules for their own sake
- **Collaborative (7):** Group decision-making may feel inefficient; prefer clarity over consensus
- **Altruistic (18):** You support others when it feels meaningful—not just because
- **Resourceful (43):** ROI matters, but isn't your top metric—you're values-first

This balance allows you to lead flexibly—but also requires boundary-setting when group dynamics or ambiguity feel draining.

7. Transitions

You're not in a formal career transition, but you are at an important *inflection point*—recalibrating how you want to show up in the next phase of your leadership and how you can have your greater impact.

This report can support you to:

- Clarify what kind of leader you want to be, not just what you want to do
- Integrate your emotional intelligence into influence—not just support
- Step into authority with integrity, not force
- Assert yourself in the teams

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8. 30–60–90 Day Development Plan

Days 1–30 (Awareness & Acknowledgment):

- Track energy highs/lows across the week—note alignment with motivators
- Ask a trusted peer: “When do I show up most effectively?”
- Notice moments when you hesitate to assert or delegate

Days 31–60 (Action):

- Own one high-stakes decision or conversation using your Commanding driver
- Introduce one flexible structure that supports your Receptive motivation
- Use Self-Awareness and Social Awareness to name one emotional pattern you’re shifting

Days 61–90 (Adaptation):

- Share a learning publicly (team or peer)—model reflection in action
 - Adjust a recurring process to better align with your motivations
 - Revisit this report and note: what’s evolved in how you lead?
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9. Suggested Next Steps

- **Read:** “Dare to Lead” by Brené Brown — for integrating emotional courage and authority
- **Practice:** Use a “lead from values” lens in your next strategy session
- **Stretch Assignment:** Facilitate a conversation where you model both clarity and empathy

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10. Summary of TTI TriMetrix EQ & HD Scores

DISC Profile:

- **Dominance: 34** – Cooperative, avoids forceful control
- **Influence: 65** – Expressive, socially attuned
- **Steadiness: 64** – Reliable, calm, consistent
- **Compliance: 55** – Balanced structure/flexibility

Driving Forces (Top 4):

- **Receptive (89):** Open to new ideas; prefers adaptability over rigidity
- **Commanding (83):** Desires influence, direction-setting, and leadership
- **Intentional (63):** Supports others with purpose and alignment
- **Intellectual (46):** Enjoys learning and exploring ideas

Indifferent Driving Forces:

- **Structured (0):** Least motivated by systems, rules, or hierarchy
- **Collaborative (7):** Prefers autonomy; not energized by shared effort
- **Altruistic (18):** Helping is selective and purposeful
- **Resourceful (43):** ROI is secondary to alignment and impact

Emotional Intelligence (EQ):

- **Self-Awareness: 73** – Consistent insight into personal emotion and impact
- **Self-Regulation: 76** – Reliable self-management under pressure
- **Motivation: 68** – Driven by alignment and purpose, can dip without meaning
- **Social Awareness: 84** – Reads interpersonal energy and cues with depth
- **Social Regulation: 92** – Models emotional presence and manages group tone well

These scores reflect a relationally intelligent, reflective, and values-driven leader—ready to step into more visible leadership with clarity, creativity, and emotional resonance.