

ORCA PERSONALISED INSIGHTS REPORT



ORCA Personalized Insight Report

Sophie the New Manager

Role: Development Manager

Company: Software Engineering Company

Date: October 2025

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From Capable Contributor to Confident Leader Building Clarity, Confidence, and Connection in a New Role

1. Welcome Message

Sophie, welcome to your **ORCA Personalized Insight Report** — a roadmap to help you navigate your first months as a people leader with confidence, clarity, and conscious awareness.

This report integrates insights from your **TTI TriMetrix® EQ assessment**, combining:

- **DISC (Behavior):** How you act and communicate.
- **Driving Forces (Motivators):** Why you make decisions and take action.
- **Emotional Intelligence (EQ):** How you manage emotions and relationships.

You shared that you are a **first-time manager** leading a team of developers in a **fast-moving software environment**. You're building confidence in your leadership presence, improving feedback and delegation skills, and learning how to balance results with relationships.

This report supports that journey by helping you:

1. Understand your behavioral and emotional strengths.
2. Identify patterns that may drain energy or impact relationships.
3. Apply actionable strategies for growth using ORCA's **4A Model of Conscious Leadership**:
 - **Awareness** – Recognize your patterns and habits.
 - **Acknowledgment** – Accept what's true without judgment.
 - **Action** – Apply small, focused changes to improve results.
 - **Adaptation** – Reflect, learn, and evolve through feedback.

Leadership is not about perfection. It's about presence and growth. Use this report to build confidence through intentional, practical leadership experiments.

2. Role Snapshot

Current Role: Development Manager, Software Engineering

Team Context: Recently promoted from an individual contributor role to lead a team of developers, including former peers. Responsible for meeting delivery timelines, aligning priorities, and supporting technical excellence.

Energizers: Autonomy, problem-solving, innovation, tangible progress, learning new systems.

Drainers: Bureaucracy, slow decisions, emotional friction, repetitive work.

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Leadership Transition Goal: Move from being the “expert” to becoming an “enabler.” This means focusing on clarity, coaching, and trust – ensuring the team performs at a high level without relying solely on your technical expertise.

3. Key Strengths

DISC Strengths: High D / Moderate I / Low S / Moderate C

- Decisive and action-oriented.
- Confident in communication.
- Analytical thinker with strong problem-solving capacity.
- Results-focused and persistent.
- Direct and courageous in feedback.

Driving Forces:

- **Resourceful (Utilitarian):** Motivated by efficiency and tangible results.
- **Commanding (Individualistic):** Energized by responsibility and autonomy.
- **Intellectual (Theoretical):** Curious, driven to understand systems deeply.
- **Structured (Traditional):** Prefers order, predictability, and process clarity.

EQ Strengths:

- **High Self-Awareness:** Recognizes emotions and reactions under stress.
- **High Motivation:** Persistent and goal-driven.
- **Moderate Social Awareness:** Notices others’ cues when intentional.

4. Potential Challenges or Tensions

Dynamic	Risk	Opportunity for Growth
High D + Low S	Impatience with slower-paced peers	Practice curiosity before direction.
Commanding + Resourceful	Over-control or under-delegation	Clarify outcomes, then release control.
Structured + Fast-Paced	Frustration with ambiguity	Reframe uncertainty as innovation space.
High Motivation + Low Regulation	Emotional fatigue	Use EQ reset rituals to maintain composure.

5. Development Focus (Manager Competencies)

Planner – Strategy & Foresight:

Balance short-term delivery with longer-term process improvements. Create space each week for reflection and planning.

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Administrator – Organization & Clarity:

Build lightweight tracking systems. Define clear success metrics before delegating.

Relationship Builder – Collaboration & Influence:

Replace correction with curiosity: “How do you think this could improve?” Build small wins in trust through regular recognition.

Results Driver – Execution & Persistence:

Prioritize progress over perfection. Protect your time for high-value work and let go of tactical control.

6. Expanded 30–60–90 Day Plan

Days 1–30 – Awareness & Acknowledgment

Theme: Observe, Listen, and Learn Before Leading

Goal: Understand team dynamics, communication rhythms, and leadership expectations.

Focus	Actions	Outcomes	Supporting Practice
Understand your team	Conduct 1:1s to learn motivations, challenges, and work preferences.	Builds early trust and psychological safety.	EQ: Active listening, suspend judgment.
Clarify expectations	Align with your manager on success metrics.	Creates clear boundaries and focus.	High C: Documentation for clarity.
Observe patterns	Note when you feel triggered or impatient.	Builds emotional awareness.	EQ: Self-regulation.
Light delegation	Hand off one small task fully.	Begins trust-building cycle.	Motivator: Resourceful, Commanding.
Weekly reflection	Journal on energy gains/drains.	Develops adaptability and calm.	ORCA Step 1 – Awareness.

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Days 31–60 – Action & Integration

Theme: Practice Consistent Leadership Habits

Goal: Apply structure, strengthen feedback, and empower others.

Focus	Actions	Outcomes	Supporting Practice
Establish rhythm	Hold weekly team meetings with a clear agenda (progress, blockers, recognition).	Brings stability and predictability.	Low S: Routine builds steadiness.
Deliver feedback	Use Constructive Feedback Model (Common Goal → Inquire → Share → Commit).	Builds clarity and trust.	EQ: Social Regulation.
Delegate strategically	Choose two ongoing tasks to delegate fully; define outcomes, not steps.	Increases bandwidth and engagement.	ORCA Step 3 – Action.
Develop resilience	Add micro-reset rituals between meetings (deep breath, quick walk).	Improves composure and focus.	EQ: Self-Regulation.
Peer learning	Schedule biweekly check-ins with another new leader.	Encourages accountability and shared growth.	ORCA Step 4 – Adaptation.

Days 61–90 – Adaptation & Elevation

Theme: Reflect, Empower, and Lead with Intention

Goal: Reinforce successful habits and shape team culture.

Focus	Actions	Outcomes	Supporting Practice
Seek feedback	Conduct a Start/Stop/Continue exercise with your team.	Fosters transparency and ownership.	ORCA Step 2 – Acknowledgment.
Empower others	Assign a stretch project to a capable team member.	Develops future leaders.	Motivator: Commanding, Intellectual.
Review EQ growth	Assess your EQ dimensions monthly (self- and social-awareness).	Increases emotional intelligence.	EQ: Reflection habit.

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Codify rituals	Co-create one team tradition (e.g., weekly demo, shout-out Friday).	Builds shared identity and belonging.	High I: Connection through culture.
Plan next quarter	Identify one growth focus for next 90 days (e.g., strategic thinking).	Sustains continuous development.	ORCA Step 4 – Adaptation.

7. Suggested Next Steps

- **Mentorship:** Partner with an experienced manager for biweekly reflections.
- **Peer Learning Circle:** Join other new leaders to share progress.
- **Stretch Project:** Volunteer to lead a cross-functional initiative.
- **EQ Practice:** End each day asking, “How did I show up as a leader today?”

8. Appendix: Assessment Summary

DISC:

High D – Decisive, results-driven.

Moderate I – Communicative, engaging.

Low S – Fast-paced, adaptable.

Moderate C – Organized, logical.

Driving Forces:

Resourceful, Commanding, Intellectual, Structured – Efficiency, autonomy, learning, and stability motivate Sophie.

Emotional Intelligence:

High Self-Awareness & Motivation, Moderate Social Awareness & Regulation – Confidence and drive balanced with growing empathy and patience.

Reflection

Your leadership journey begins with clarity and self-awareness.

You already bring drive, focus, and accountability. Your growth edge lies in **connection and calibration** – knowing when to pause, listen, and empower.

By applying ORCA’s 4As — **Awareness, Acknowledgment, Action, and Adaptation** — you’ll grow from a capable contributor into a **calm, confident, and conscious leader**.

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Integrating TTI Success Insights with ORCA’s 4As of Conscious Leadership.