



THE GC INDEX

**PERSONAL SUMMARY PROFILE:**

**JOHN DOE**



**A full and detailed GC Index report is available upon further request and cost.**

# THE GC INDEX

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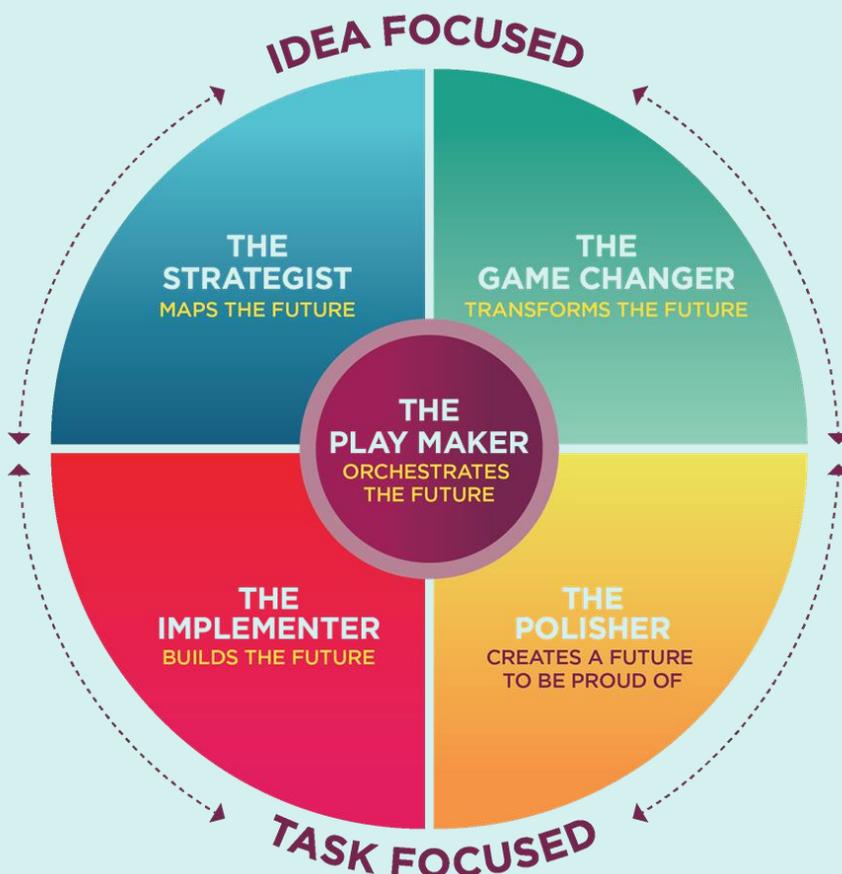
The GC Index\* profiles an individual's natural inclinations when it comes to making an impact and contribution to their role, their team and organisational function.

Your profile is a reflection of your natural aptitudes and inclinations shaped by the demands of your role.

Your profile will help you to think about how you can 'play to your natural strengths' and maximise your contribution to your team and organisation.

\* The GC Index was created by eg.1's Nathan Ott (CEO) and Dr John Mervyn-Smith (Chief Psychologist), in collaboration with Dr Adrian Furnham, following eg.1's "THE DNA OF A GAME CHANGER STUDY".

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## INTERPRETING YOUR SCORE

### PROFILE SCORES OF 1 TO 3

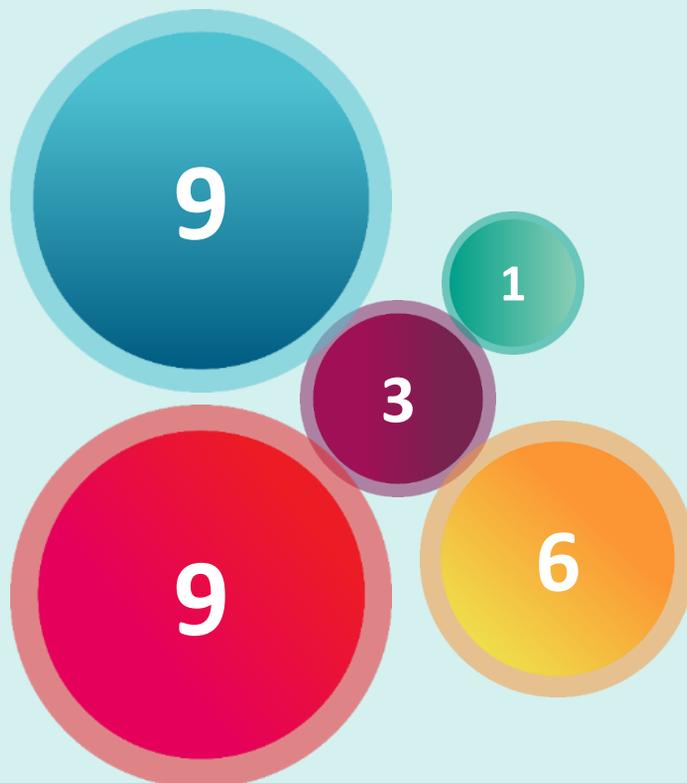
If you have a role profile score of 1 to 3 it suggests that you have little energy or inclination for this role. You may tend to avoid roles of this sort when you can. As a consequence you may not have developed the requisite skills to perform well in these roles.

### PROFILE SCORES OF 4 TO 6

If you have a role profile score of 4 to 6 it suggests that you may have some energy and inclination for this role but not predominantly so. If and when you take on these roles, success is likely to be more dependent upon discipline rather than inherent satisfaction you may derive from the role. Other roles may engage you more readily or you may prefer to engage in different activities and roles at different times.

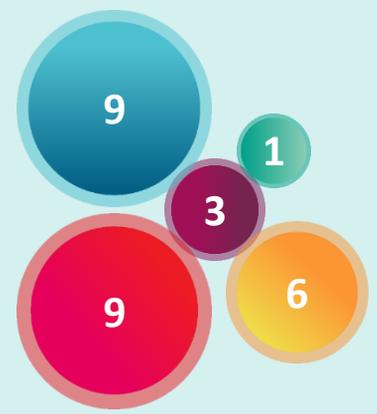
### PROFILE SCORES OF 7 TO 10

If you have a role profile score of 7 to 10 it suggests that your natural energy and inclination is to take on this role. Your ability to be effective within the role will depend upon your experience and the degree to which you have had opportunities to develop role-related skills.



# Personal Profile for John Doe

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## HAVING THE GREATEST IMPACT IN AN ORGANISATION

Your highest scores are for the roles of *Strategist* and *Implementer*.

*Strategists* are at their best when they are able to see, and clearly articulate, direction, change and action within a strategic context that takes account of commercial, operational and people needs. This may be within an organisation or in a consulting context with clients. This capability reflects the abilities to see and analyse patterns and trends in relevant data. Your score suggests that this is where you are likely to feel most engaged and energised at work.

Unusually for strong *Strategists*, your high *Implementer* score also suggests that you will bring energy and focus to delivery. You are likely to have a strong, and pragmatic, sense of 'good enough' and a drive to move on to the next objective. Your profile also suggests a conscientious nature with, at times, a drive for perfection. This may create some tensions for you as there will be times when you want to strive for the perfect outcome (process, procedure or product) through your *Polisher* your nature, but know that, in a pragmatic way, you have to settle for 'good enough'.

Your score on *Game Changer* suggests that while you may be open to new ideas and possibilities you are not the most radical of thinkers. Indeed, your profile suggests that you are more likely to pursue the 'sensible' course of action rather than the revolutionary one.

Overall your profile suggests a powerful combination of strategic thinking with operational pragmatism and focus. You will be able to see action within a strategic context and shape strategy while being mindful of operational possibilities and constraints.

## APPROACH TO LEADERSHIP

You will lead by bringing direction, purpose and focus to action (*Strategist*). You will also 'lead by example', bringing a hands-on approach to delivery. In a small team, this approach can work very well. However, the strength of being on top of operational tasks in some detail may have a downside if you find yourself being drawn too readily into tasks that are not a good use of your time and, potentially, 'bogged down' in too much detail. You may want to question how well you use your time and, more specifically, how well you delegate.

Your low *Play Maker* score suggests that it is not in your nature to stand back and orchestrate activity. Indeed, your high scores suggest that you could be quite dominant on occasions. You may need to be mindful of giving others space at times.



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