Module 3

Scales Deep Dive: Action & Order

Module 3: Action and Order Deep Dive

Synopsis: A deep dive into the "External Execution" scales. This module explores how individuals move into action and structure their work to achieve goals.

- **Lesson 1: The Action Scale (Expedient to Methodical)**
  - Synopsis: Detailed breakdown of the 5 segments of the Action scale. Contrasts "Advances Goals" (5) which focuses on momentum, with "Crystallizes Understanding" (1) which focuses on clarity.

- **Lesson 2: The Order Scale (Structured to Flexible)**
  - Synopsis: Detailed breakdown of the 5 segments of the Order scale. Contrasts "Drives Precision" (5) which values thoroughness, with "Readily Adapts" (1) which values adaptability.

- **Lesson 3: Line Movement - Execution**
  - Synopsis: Analyzes the connection between Action and Order. Teaches how to identify "Impact-Focused" execution (80/20 rule, speed) vs. "Content-Focused" execution (precision, quality).

Action Scale

The **Action Scale** moves from **Expedient** to **Methodical**

Expedient

Advances goals

Moves people

Empowers alignment

Analyzes then acts

Crystallizes understanding

Methodical

People in the **Expedient** dimensions tend to focus on goal achievement and look for opportunities and advantages.

Expedient

Advances goals

Moves people

Empowers alignment

Analyzes then acts

Crystallizes understanding

Methodical

People in the **Methodical** dimensions tend to focus on helping others achieve objectives.

The following pages provide a more detailed description of how individuals in each segment of the **Action Scale** typically exert their force of will on objectives, along with insights into their exceptional skills, typical behaviors, personal needs, negative triggers, and opportunities for growth. The relevant pages are included in each person's profile in the WethosAI Platform.

Action Style 5

The **Action Scale** moves from **Expedient** to **Methodical**

5 **Advances goals**
Boldly initiates action with limited details. Confidently leads regardless of authority. Remains unfazed by uncertainty.

What this typically means about an individual in this segment:

Summary
Action-oriented, they know what needs to be done and utilize others, as well as take on tasks themselves, to achieve the desired result. They are equally comfortable leading a project and delivering on specific tasks. In projects, they identify and prioritize goals and exercise authority when necessary.

Natural Behaviors
Being readily available to jump in. Using personal forcefulness to move the team forward. Inspiring others to take initiative; Encouraging scalability. Giving direction to others in the pursuit of a goal.

Works Best When
- They are able to take on challenges with the necessary tools to succeed.
- They are given authority to move projects and teams forward.
- They can focus on self-determination and regulating the process of achieving goals.
- They are given the autonomy to move quickly.

Be Mindful
When someone indicates they are moving too fast or not listening to others, they can become defensive because they see their vision, ambition, and drive as critical to the team's success. They may become frustrated if a project is not moving at the pace they envisioned, especially since they felt they had clearly outlined expectations in the beginning.

Areas of Development
They are a driven go-getter, eager to tackle tasks but their enthusiasm can overwhelm those needing more clarity. It's important for them to actively listen and confirm understanding with their team, recognizing that not everyone operates at the same pace. While they have a clear vision and know-how, ensuring the entire team is on the same page is crucial before proceeding at full speed. It's important to remember that silence doesn't imply agreement, and direct communication is key to ensure mutual alignment, making others feel heard and streamlining the process.

Expedient

5 **Advances goals**
Boldly initiates action with limited details. Confidently leads regardless of authority. Remains unfazed by uncertainty.

4 **Moves people**
Acts with incomplete information. Empowers others to move. Comfortably leads from behind and identifies high-impact milestones.

3 **Empowers alignment**
Shares authority to achieve goals. Excels with a clear project vision. Coordinates people and efforts effectively.

2 **Analyzes then acts**
Conducts thorough analysis before action. Drives role clarity and goal definition to advance projects.

1 **Crystallizes understanding**
Prefers time to fully comprehend objectives and individual tasks for the project. Comfortable asking questions to create clarity.

Methodical

Action Style 4

The **Action Scale** moves from **Expedient** to **Methodical**

4

Moves people
Acts with incomplete information. Empowers others to move. Comfortably leads from behind and identifies high-impact milestones.

What this typically means about an individual in this segment:

Summary
They provide context and explanation in projects. They are influential and are equally comfortable leading from behind and up front.

Natural Behaviors
Identifying what will make the biggest impact and what will be the next milestone. Demonstrating commitment to the team and organizational goals. Understanding the limits of their authority within the organization. Inspiring others through decisiveness and determination. Providing context and explanation when assigning tasks.

Works Best When
- They can operate freely while being mindful of reporting structures.
- They are surrounded by motivated, competent individuals who are ready to take charge.
- It is recognized that they may be more comfortable leading from behind the scenes than up front.

Be Mindful
When someone implies they didn't provide enough context for the task at hand, this can be frustrating for them because they feel they took the time to provide ample explanation for the project to move forward.

Areas of Development
As they push forward, it's important for them to remember to make sure each team member is aware of their roles, responsibilities, and deadlines. It's crucial not to assume that everyone understands their specific tasks. Before moving to the next item on their list, it will help their team members to clarify ongoing assignments to others, ensuring clear direction is in place. This allows them to proceed without being drawn back to previous tasks due to misunderstandings or lack of communication.

Expedient

5 — **Advances goals**
Boldly initiates action with limited details. Confidently leads regardless of authority. Remains unfazed by uncertainty.

4 — **Moves people**
Acts with incomplete information. Empowers others to move. Comfortably leads from behind and identifies high-impact milestones.

3 — **Empowers alignment**
Shares authority to achieve goals. Excels with a clear project vision. Coordinates people and efforts effectively.

2 — **Analyzes then acts**
Conducts thorough analysis before action. Drives role clarity and goal definition to advance projects.

1 — **Crystallizes understanding**
Prefers time to fully comprehend objectives and individual tasks for the project. Comfortable asking questions to create clarity.

Methodical

Action Style **3**

1 2 **3** 4 5

How you pursue goals while considering others and the urgency for closure.

The **Action Scale** moves from **Expedient** to **Methodical**

3

Empowers alignment
Shares authority to achieve goals. Excels with a clear project vision. Coordinates people and efforts effectively.

What this typically means about an individual in this segment:

Summary
They comfortably share authority in the service of achieving goals. They thrive when they have defined project responsibilities and understand how each person's contributions work towards the common goal.

Natural Behaviors
Coordinating efforts and defining project time limits. Defining the project rules and their relative flexibility. Identifying the most expedient, and realistic, goals. Recognizing how others' contributions work towards the common goal.

Works Best When
- They are a part of, or at least have visibility into, what went into the planning process.
- They are able to ask clarifying questions to understand the intended impact.
- They understand how others' roles contribute to the end result.

Be Mindful
When they ask for clarity, others may imply that they are getting too caught up in the details by asking too many questions. For them, not having a high-level understanding of what they are doing or why they are doing it can be very uncomfortable.

Areas of Development
It will be beneficial for them to let go of the need to understand all decisions to avoid creating a bottleneck. As projects change and evolve, they may not always have a clear understanding of all contributing parties' roles. They are great multitaskers as long as they comprehend each task, but sometimes full understanding may not be possible. Therefore, they should focus on doing what they can, when they can, and ask clarifying questions along the way. This approach will allow many of their questions to answer themselves while they make progress.

Expedient

5 **Advances goals**
Boldly initiates action with limited details. Confidently leads regardless of authority. Remains unfazed by uncertainty.

4 **Moves people**
Acts with incomplete information. Empowers others to move. Comfortably leads from behind and identifies high-impact milestones.

3 **Empowers alignment**
Shares authority to achieve goals. Excels with a clear project vision. Coordinates people and efforts effectively.

2 **Analyzes then acts**
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1 **Crystallizes understanding**
Prefers time to fully comprehend objectives and individual tasks for the project. Comfortable asking questions to create clarity.

Methodical

Action Style 2

The **Action Scale** moves from **Expedient** to **Methodical**

2

Analyzes then acts
Conducts thorough analysis before action. Drives role clarity and goal definition to advance projects.

What this typically means about an individual in this segment:

Summary
They value building process and prediction in tasks. They look to build efficiencies and effectiveness in projects. They prefer to execute towards clear goals.

Natural Behaviors
Taking direct action on identified needs that align with your expertise. Inspiring others to perform team tasks. Creating clarity around your role and others'. Identifying obstacles and areas that need improvement.

Works Best When
- They have a clear understanding of their role and the projects and/or employees they manage.
- They closely monitor the input and contribution of other highly skilled team members.
- They seek to establish role clarity for all involved.

Be Mindful
When someone implies they lack assertiveness, they can get frustrated because they prefer to suggest what they think is helpful or go with the group, instead of voicing and defending their stance because their objective is that the goal is being accomplished and it does not have to be done their way.

Areas of Development
It will be helpful for them to learn to share their ideas with more vigor rather than waiting to execute on others'. They are a team player and will do what is asked of them with enthusiasm, but they need to remember they have great ideas too. It's important for them to keep in mind that they can be direct without being offensive. It's important that they trust their intuition about the needs of the team or project, recognizing that not all decisions need collaborative input. They need to learn to be more direct with team members when they're in a position of authority or expertise - this will help them earn the trust and respect of others by taking charge.

Expedient

5 **Advances goals**
Boldly initiates action with limited details. Confidently leads regardless of authority. Remains unfazed by uncertainty.

4 **Moves people**
Acts with incomplete information. Empowers others to move. Comfortably leads from behind and identifies high-impact milestones.

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1 **Crystallizes understanding**
Prefers time to fully comprehend objectives and individual tasks for the project. Comfortable asking questions to create clarity.

Methodical

Action Style 1

The **Action Scale** moves from **Expedient** to **Methodical**

1 **Crystallizes understanding**
Prefers time to fully comprehend objectives and individual tasks for the project. Comfortable asking questions to create clarity.

What this typically means about an individual in this segment:

Summary
They tend to seek and give specific direction. They are enthusiastic about completing tasks once they understand their role and the parameters for success. They find greater satisfaction when they can deliver tasks with complete clarity.

Natural Behaviors
Acting with expediency to create immediate impact and results. Identifying tasks the team can accomplish within outlined role. Defining the obstacles to forward progress. Pushing yourself to maximize team results. Being an enthusiastic team player.

Works Best When
- They have a clear goal and a clear role in accomplishing that goal.
- They can embrace and take responsibility for getting work done.
- They can utilize their knowledge of the tools and systems other team members need and accommodate accordingly.

Be Mindful
When someone suggests they need to take more of a lead and ask fewer questions before jumping in, they can get frustrated because they push themselves to accomplish the goals of the team instead of promoting their own, which requires a full understanding of the task at hand.

Areas of Development
It will be helpful for them to become comfortable moving forward with ambiguity, recognizing that sometimes taking action can provide as much clarity as asking questions. If questions arise while they're working, they should ask them then. They need to learn to push through resistance and voice their perspective. Prioritizing their personal goals as much as team goals is crucial; this approach will allow them to demonstrate their skillset and earn increased responsibility and trust from those around them.

Expedient

5 **Advances goals**
Boldly initiates action with limited details. Confidently leads regardless of authority. Remains unfazed by uncertainty.

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Methodical

Action ➡ **Order: Execution**

Movement from Action ➡ Order
Execution

This section explores how people transition from taking action on an objective (Action) to structuring and completing the work (Order). The way someone balances these scales shows whether they value momentum and visible impact or detail and thorough execution when carrying tasks through to completion.

Core Elements

- **Action Scale:** How someone pushes objectives forward, balances urgency, and mobilizes others.
- Order Scale: How someone organizes, structures, and brings tasks to closure.

Movement from Action ➡ Order
Execution

What This Shows
- Whether work is executed quickly for impact or methodically for quality.
- How urgency is balanced with structure.
- If momentum is prioritized over precision, or vice versa.
- The natural tendencies someone brings to task completion.

Key Points
- About how execution happens, not about the value of the work itself.
- Shows whether a person leans toward impact velocity or content precision.
- Neither is "better" — context determines effectiveness.
- Reveals how someone naturally closes the loop from action to completion.

Putting It Together
The **Action ➔ Order** line shows how decisions move into execution.
- Impact-Focused: Momentum is the priority — get results quickly and refine later.
- Content-Focused: Quality is the priority — slow down to ensure precision and thoroughness.

Together, these scales reveal whether someone's natural path emphasizes speed and adaptability or structure and excellence in completing work.

Movement from Action ➡ Order
Execution

Content-Focused Execution

What it means
- Prioritizes thoroughness, structure, and ensuring quality before completion.
- Driven by a desire for excellence and confidence in the finished product.

What it emphasizes
- Detail, precision, and consistency.
- Clarity of standards and pride in craftsmanship.

Timing
Typically longer — invests more time in refining, reviewing, and polishing.
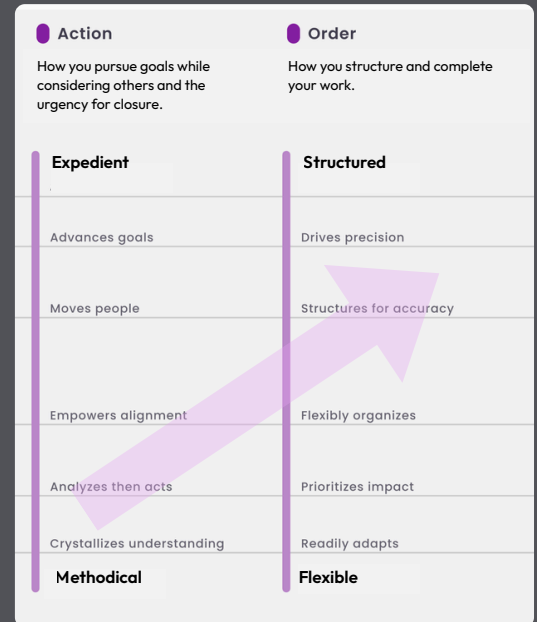
Situational Value
- Best for contexts where quality and reputation are paramount: compliance, public-facing launches, or high-stakes deliverables.
- Useful for reducing risk of errors and building durable systems.

Risks
- Can slow momentum, cause delays, or create frustration for stakeholders who want faster delivery.
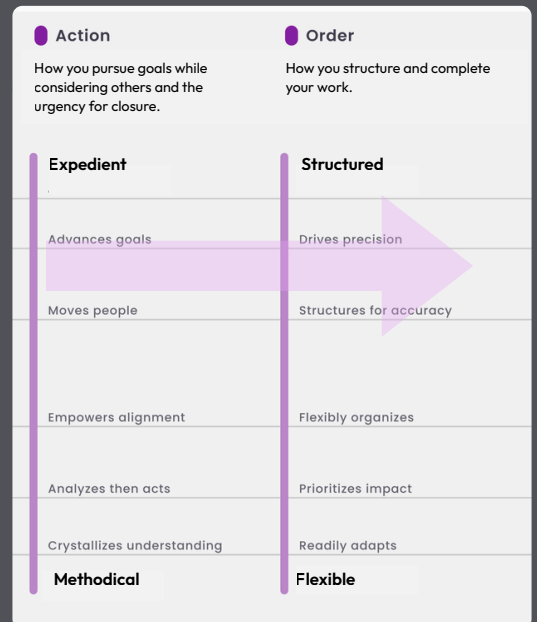- May over-engineer solutions or add unnecessary complexity.

What it's not
- Not procrastination or perfectionism for its own sake.
- It's about aligning execution quality with the importance of the context.

Action	Order
How you pursue goals while considering others and the urgency for closure.	How you structure and complete your work.
Expedient	**Structured**
Advances goals	Drives precision
Moves people	Structures for accuracy
Empowers alignment	Flexibly organizes
Analyzes then acts	Prioritizes impact
Crystallizes understanding	Readily adapts
Methodical	**Flexible**

Clarity-Conscious, Precision-Driven
They highly value project clarity, focusing on the details and precision in their work. Their dedication to excellence means "done" equates to the highest quality, aligning their contributions closely with project objectives.

Action	Order
How you pursue goals while considering others and the urgency for closure.	How you structure and complete your work.
Expedient	**Structured**
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Methodical	**Flexible**

Forward Focused, Meticulous
They quickly initiate projects, applying meticulous attention and precision as they progress. Their approach is thorough, treating every task as crucial and equating "done" with perfection, setting a standard of excellence for themselves and inspiring others to do the same.

Movement from Action ➡ Order

Execution

Impact- Focused Execution

What it means
- Prioritizes visible outcomes and forward momentum over polishing details.
- Driven by urgency and the desire to deliver value quickly.

What it emphasizes
- Speed, adaptability, and iteration.
- The 80/20 principle: achieving most of the impact without exhaustive refinement.

Timing
- Typically quicker — work is launched fast, with improvements made later if needed.
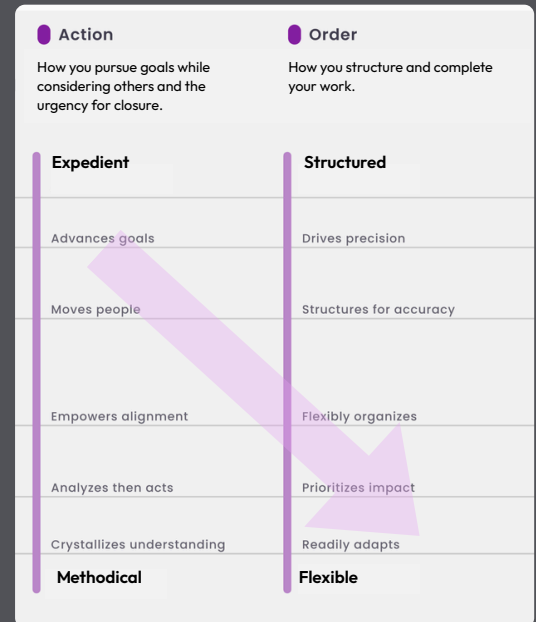
Situational Value
- Best for fast-moving contexts like MVPs, crisis response, or when deadlines require immediate progress.
- Useful for testing ideas and generating quick wins.

Risks
- Can lead to overlooked details or technical debt.
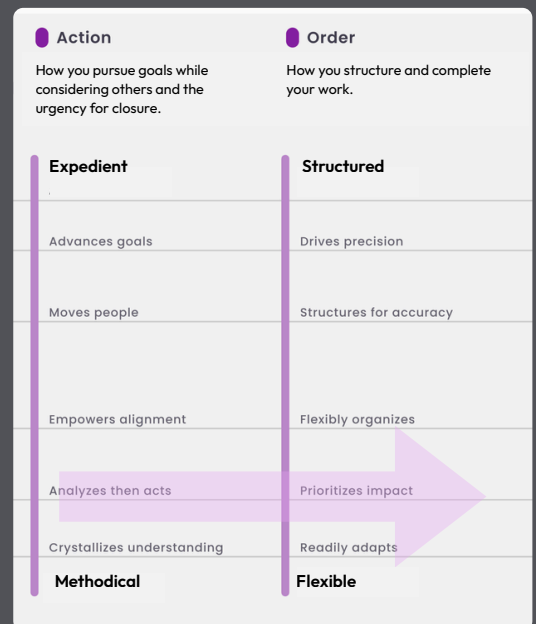- May frustrate detail-oriented teammates who feel quality is being sacrificed.

What it's not
- Not about sloppiness or carelessness.
- It's a strategic choice to value momentum and outcomes over exhaustive precision.

Action	Order
How you pursue goals while considering others and the urgency for closure.	How you structure and complete your work.
Expedient	**Structured**
Advances goals	Drives precision
Moves people	Structures for accuracy
Empowers alignment	Flexibly organizes
Analyzes then acts	Prioritizes impact
Crystallizes understanding	Readily adapts
Methodical	**Flexible**

Forward-Focused, Impact-Driven
They are focused on the big picture, seeking immediate impact over perfection. They promote a dynamic and adaptable work environment, open to making adjustments and ready to move on to next objective.

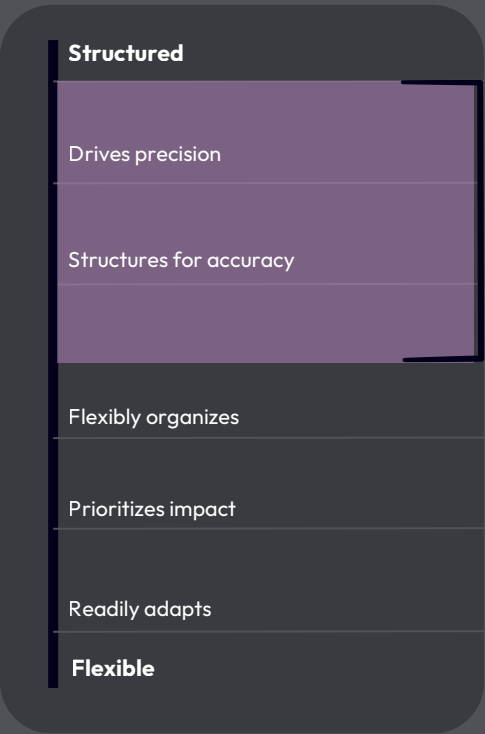| Action	Order
How you pursue goals while considering others and the urgency for closure.	How you structure and complete your work.
Expedient	**Structured**
Advances goals	Drives precision
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Analyzes then acts	Prioritizes impact
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Methodical	**Flexible**

Clarity-Seeking, Independent
They excel at completing tasks with clear direction and defined roles, preferring adaptable environments where clarity and determination contribute to impactful, swift project execution.
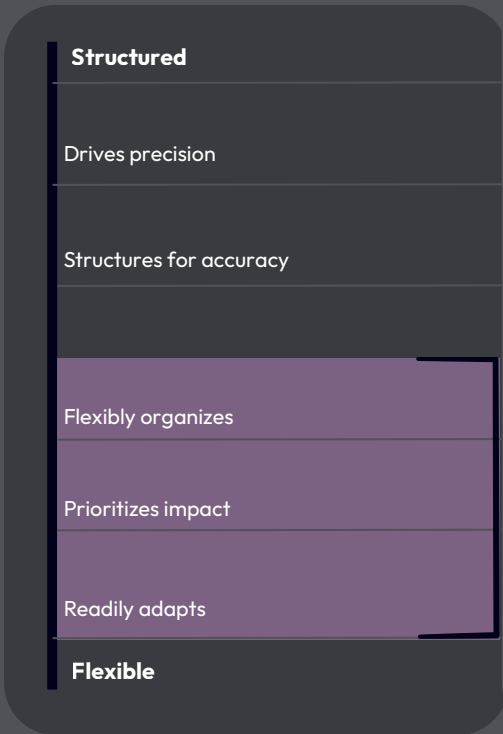
Order **Scale**

The **Order Scale** moves from **Structured** to **Flexible**

Structured
Drives precision
Structures for accuracy
Flexibly organizes
Prioritizes impact
Readily adapts
Flexible

People in the **Structured** dimensions tend to focus on disciplined, continuous, hands-on maintenance of systems, data, and activities.

Structured
Drives precision
Structures for accuracy
Flexibly organizes
Prioritizes impact
Readily adapts
Flexible

People in the **Flexible** dimensions tend to focus their efforts intensely and exclusively on projects, followed by an easygoing hands-off attitude when they perceive their part to be completed.

The following pages provide a more detailed description of how individuals in each segment of the **Order Scale** typically structure and complete work, along with insights into their exceptional skills, typical behaviors, personal needs, negative triggers, and opportunities for growth. The relevant pages are included in each person's profile in the WethosAI Platform.

Order Style 5

The **Order Scale** moves from **Structured** to **Flexible**

5

Drives precision
Meticulously follows steps, ensuring tasks are complete only when every detail is addressed and outcomes align with expectations.

What this typically means about an individual in this segment:

Summary
Their natural comfort is when they understand and have control of their environment. They drive precision and detail in everything they do. More detail and explanation is their preference. Predictability is very important.

Natural Behaviors
Defining what "complete" looks like and understanding how to achieve it. Maintaining order by hands on management of a system, process, or team. Creating accountability over delegated tasks. Marking a task as done only when all the outlined steps are complete.

Works Best When
- They can monitor activities or tasks that directly affect them
- They have predictability and the ability to set up structures that will avoid last minute surprises or unforeseen consequences
- They have an organized process to ensure all key aspects of a task are accomplished

Be Mindful
When someone implies they are too controlling, they can become defensive because, while it is perceived that they are trying to control what others do or how they do it, they are actually working hard to achieve the best result on the project.

Areas of Development
It would be helpful for them to consider adjustments to their process as they go. They need to ask themselves, "Did we accomplish what we set out to?" instead of "Did we complete all of the steps?" since these are not always the same thing. Removing unnecessary complexity is important, even if their process is structured and well thought out, it may not always be the most efficient. It's important that they have faith in others to complete tasks without constant monitoring, as this can make team members feel distrusted. While their thoroughness is well-intentioned, it's crucial to remember that not everyone may understand that.

Structured

5 **Drives precision**
Meticulously follows steps, ensuring tasks are complete only when every detail is addressed and outcomes align with expectations.

4 **Structures for accuracy**
Focuses on thorough, process-driven task completion, ensuring delegated tasks meet defined objectives and deadlines.

3 **Flexibly organizes**
Comfortable making incremental adjustments on the go based on options. Adapts as needed. Balances delegation with hands-on involvement.

2 **Prioritizes impact**
Prioritizes impact over process, adapts methods as needed, and embraces a hands-off approach to achieve goals.

1 **Readily adapts**
Thrives on adaptability and quick pivots, favoring creative autonomy over rigid procedures. Performs best with freedom to adjust objectives as needed.

Flexible

Order Style 4

The **Order Scale** moves from **Structured** to **Flexible**

4 — Structures for accuracy
Focuses on thorough, process-driven task completion, ensuring delegated tasks meet defined objectives and deadlines.

What this typically means about an individual in this segment:

Summary
Their natural ability to create order and manage detail for team members drives alignment and results. Deadlines are critical to them and they want to deliver everything expected.

Natural Behaviors
Emphasizing the use of data and trends to streamline processes. Always looking for ways to troubleshoot systems. Providing structure and a clear process for tasks that can be repeated. Maintaining accountability over the tasks and goals you delegate.

Works Best When
- They can create order and manage detail where needed to deliver results.
- Communication is clear.
- There is a shared understanding amongst team members of the end result, timeline, and objectives.
- They can monitor the progress of delegated tasks.

Be Mindful
When someone says they are nit-picking or hovering, they can become defensive because they pride themselves on ensuring that the final work product is precise and accurate.

Areas of Development
It would be beneficial to allow others to experience trial and error. Learning to delegate to team members, even when they're not experts, is important so they can build their own skills. They need to keep in mind that actions intended to be supportive can come across as micro-managing. It might be beneficial for them to try waiting until the end to proofread and check others' work instead of asking for frequent updates. Learning to let go is crucial, as it is the only way others can learn.

Structured

5 — Drives precision
Meticulously follows steps, ensuring tasks are complete only when every detail is addressed and outcomes align with expectations.

4 — Structures for accuracy
Focuses on thorough, process-driven task completion, ensuring delegated tasks meet defined objectives and deadlines.

3 — Flexibly organizes
Comfortable making incremental adjustments on the go based on options. Adapts as needed. Balances delegation with hands-on involvement.

2 — Prioritizes impact
Prioritizes impact over process, adapts methods as needed, and embraces a hands-off approach to achieve goals.

1 — Readily adapts
Thrives on adaptability and quick pivots, favoring creative autonomy over rigid procedures. Performs best with freedom to adjust objectives as needed.

Flexible

Order Style **3**

The **Order Scale** moves from **Structured** to **Flexible**

3

Flexibly organizes
Comfortable making incremental adjustments on the go based on options. Adapts as needed. Balances delegation with hands-on involvement.

What this typically means about an individual in this segment:

Summary
They balance priorities and objectives equally to deliver results. They are comfortable with delegating but can take a hands-on approach when necessary. They are comfortable adjusting in the moment but remain conservative about how far they go.

Natural Behaviors
Creating and maintaining order for themselves and team members. Easily shifting between routine work and project based work. Delegating tasks while maintaining some level of oversight. Developing and managing systems that track and measure activity progress.

Works Best When
- They have the freedom to create efficient systems and drive clear accountabilities.
- They have the autonomy to make in-the-moment adjustments based on new information.

Be Mindful
When someone implies they change direction too quickly, this can frustrate them as they are comfortable adapting to changing priorities. When someone suggests they are spending too much time in the details, they can become defensive because their focus is on creating systems that measure progress to streamline delivering the final project.

Areas of Development
When they adjust the approach for a task or activity, it's important for them to communicate the reason behind the change and not just the change itself. They thrive on managing and measuring progress. However, they may get caught up in the development of these systems that measure progress, rather than actually progressing on the task at hand. It's crucial for them to remember to prioritize the output as much as the measurement.

Structured

5 **Drives precision**
Meticulously follows steps, ensuring tasks are complete only when every detail is addressed and outcomes align with expectations.

4 **Structures for accuracy**
Focuses on thorough, process-driven task completion, ensuring delegated tasks meet defined objectives and deadlines.

3 **Flexibly organizes**
Comfortable making incremental adjustments on the go based on options. Adapts as needed. Balances delegation with hands-on involvement.

2 **Prioritizes impact**
Prioritizes impact over process, adapts methods as needed, and embraces a hands-off approach to achieve goals.

1 **Readily adapts**
Thrives on adaptability and quick pivots, favoring creative autonomy over rigid procedures. Performs best with freedom to adjust objectives as needed.

Flexible

Order Style 2

The **Order Scale** moves from **Structured** to **Flexible**

2 **Prioritizes impact**
Prioritizes impact over process, adapts methods as needed, and embraces a hands-off approach to achieve goals.

What this typically means about an individual in this segment:

Summary
They complete tasks using the available information at the time but are willing to change the path as new information surfaces. Precision is less important to them than the impact of a project. They prefer a hands-off approach when directing others.

Natural Behaviors
Seeing work as a series of projects. Giving team members the opportunity to self-direct their work. Focusing on outcomes over process. Intuitively understanding when a project is overly restrictive and adjusting parameters accordingly.

Works Best When
- They are presented with a variety of challenges and opportunities coupled with the flexibility to optimize impact.
- They are given the autonomy to complete individual tasks on their own schedule within the given project timeline.

Be Mindful
When someone suggests they don't finish individual tasks, they can become defensive because their focus is more on the impact of a project than on a perfect project, and they are ready to move on when they believe the impact is realized.

Areas of Development
It will be helpful for them to realize the importance of systems and processes, not just the outcomes. While they may not need a set structure to complete a task, they need to remember that when working with others, these individuals may require benchmarks to hit along the way. When they feel the intended impact has been achieved, it's important for them to check in with others to ensure everyone is on the same page and ready for them to move on. This consideration and checking in will be appreciated, contributing to a better working dynamic and a more effectively completed process.

Structured

5 **Drives precision**
Meticulously follows steps, ensuring tasks are complete only when every detail is addressed and outcomes align with expectations.

4 **Structures for accuracy**
Focuses on thorough, process-driven task completion, ensuring delegated tasks meet defined objectives and deadlines.

3 **Flexibly organizes**
Comfortable making incremental adjustments on the go based on options. Adapts as needed. Balances delegation with hands-on involvement.

2 **Prioritizes impact**
Prioritizes impact over process, adapts methods as needed, and embraces a hands-off approach to achieve goals.

1 **Readily adapts**
Thrives on adaptability and quick pivots, favoring creative autonomy over rigid procedures. Performs best with freedom to adjust objectives as needed.

Flexible

Order Style **1**

The **Order Scale** moves from **Structured** to **Flexible**

1

Readily adapts
Thrives on adaptability and quick pivots, favoring creative autonomy over rigid procedures. Performs best with freedom to adjust objectives as needed.

What this typically means about an individual in this segment:

Summary
Control is not critical in their environment. They focus on the speed of impact and can be very flexible, easily going with the flow. They prefer environments with high creative freedom.

Natural Behaviors
Completing projects by thinking outside the box and changing the rules. Identifying the need for creative freedom or attention to certain details. Creating a free-spirited environment where being flexible is encouraged. Seeking to move on once the impact of the task has been achieved. Steering away from predictable, routine work.

Works Best When
- They are free from restrictive processes and can work in an environment where changes are welcome.
- They can delegate and create freedom for team members to execute on tasks.

Be Mindful
When someone implies they procrastinate or don't structure their work, they can become defensive because, from their perspective, they always get the job done, it just may not be according to the structured schedule someone else may expect or prefer.

Areas of Development
It would benefit them to be okay with systems monitoring progress and holding them accountable along the way. It would be helpful for them to not oversimplify processes that need to have some complexity. As a skilled multitasker, they can handle many things at once. When working with others, it would be beneficial for them to prioritize and complete tasks in a timely fashion without waiting for a looming deadline to motivate them. Others will appreciate their proactiveness, leading to less frequent check-ins on their progress.

Structured

5 **Drives precision**
Meticulously follows steps, ensuring tasks are complete only when every detail is addressed and outcomes align with expectations.

4 **Structures for accuracy**
Focuses on thorough, process-driven task completion, ensuring delegated tasks meet defined objectives and deadlines.

3 **Flexibly organizes**
Comfortable making incremental adjustments on the go based on options. Adapts as needed. Balances delegation with hands-on involvement.

2 **Prioritizes impact**
Prioritizes impact over process, adapts methods as needed, and embraces a hands-off approach to achieve goals.

1 **Readily adapts**
Thrives on adaptability and quick pivots, favoring creative autonomy over rigid procedures. Performs best with freedom to adjust objectives as needed.

Flexible

Line Movement Review

Related Scales: Does the line move up, move down, or stay flat between the Ideas and Relational scales and between the Action and Order scales?

Ideas & Relational	Action & Order
Focusing on **process**	Focusing on **execution**
Subjective vs. Objective Processing	Content vs. Impact Focused

Line Movement Scales	Ideas : Relational	Action : Order
Behavior	Idea Creation & Decision Making	Project/Task Completion
Internal vs. External Awareness	Beneficial for Others to Know	Beneficial for Others to Know
Categories	Subjective vs. Objective Processing	Impact Focused vs. Content Focused

We perceive our four scales not as isolated units, but as interconnected facets of human behavior. Our approach extends beyond providing insights on the four individual scales; we delve into the interaction of natural behaviors and their mutual influences. By employing the concept of Line Movement, we achieve a level of accuracy in predicting human behavior that is truly unparalleled. This holistic view allows us to capture the fluidity and complexity of human actions and tendencies with remarkable precision.