

ALL DONE, YOUR PROFILE IS BELOW



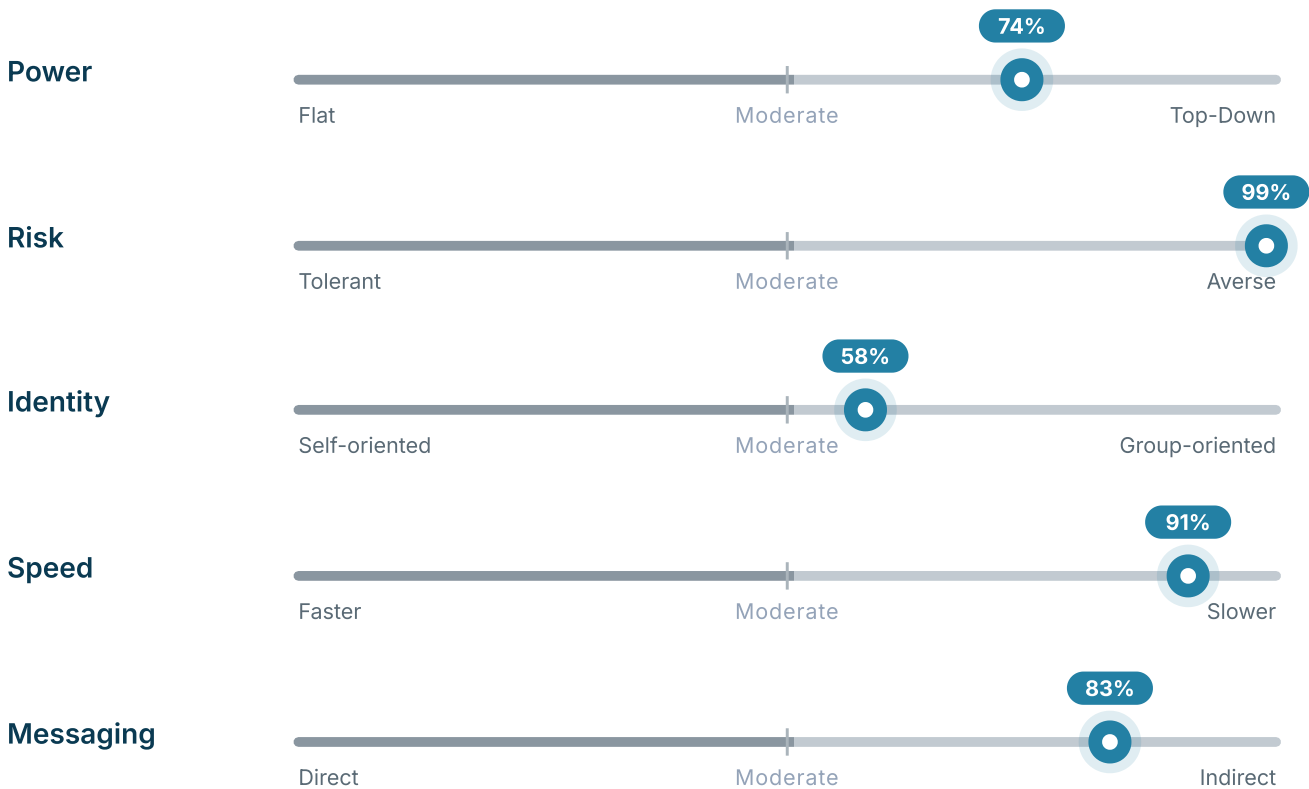
Your PRISM® Leadership Profile

Your five dimension scores and leadership archetype are below. Save your profile to keep the full version for reference.

ASSESSMENT COMPLETE

You have completed the PRISM Leadership assessment. Your five-dimension profile and leadership archetype are below.

Your dimension scores



Understanding your results

PRISM® describes your leadership style across five dimensions and groups the pattern into a leadership archetype. Each dimension is a continuum, not a box, and your archetype is a lens, not a label. Use your profile to recognise your natural strengths as a leader, and the situations where deliberately flexing your style will serve your team better.

What are the PRISM® Workstyles?

PRISM® is focused on observable workplace behaviour, not personality traits, preferences, or aspirational values. Unlike personality or values frameworks, PRISM is not about who you are at your core. It's about how you tend to make decisions, communicate, respond to authority, manage uncertainty, and work with others in real work situations.

Power

The degree to which a team member uses a flat, egalitarian approach to leadership and decision-making versus a top-down approach.

Flat

Top-Down

Risk

The degree to which a team member is comfortable with uncertainty, change, and new opportunities.

Tolerant

Averse

Identity

The degree to which a team member prioritizes autonomy versus working with a group.

Self-oriented

Group-oriented

Speed

The pace at which team members make decisions and complete tasks.

Faster

Slower

Messaging

The degree to which a team member communicates information, feedback, and expectations explicitly.

Direct

Indirect

What this means for you

Your profile below sits along five continuums (not categories). For each one, here is the language that describes where you scored, and two concrete things to practise.

Power: Flat vs. Top-Down

Your Style: You lean toward a **Top-Down** orientation, valuing clear authority lines, deference to expertise, and decisive leadership from those in formal roles.

- Notice whether you are inviting input from junior or quieter colleagues; in flatter cultures, silence is often read as exclusion rather than respect.
 - Practise sharing the reasoning behind your decisions, so people lower in the hierarchy can challenge or build on them rather than just comply.
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Risk: Tolerant vs. Averse

Your Style: You lean toward being **Risk-Averse**, preferring careful planning, well-defined rules, and a low tolerance for surprises that could derail the work.

- Notice when too much caution becomes a cost; some decisions lose value when delayed, even if the analysis is not yet complete.
 - Practise stepping into uncertainty in small ways, so taking calculated risks feels less destabilising when the moment matters.
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Identity: Self-oriented vs. Group-oriented

Your Style: You take a **Moderate** approach to identity, willing to step up individually when needed, but tuned in to the group's wellbeing when the situation calls for it.

- Be explicit about which mode you are operating in (individual contribution or group harmony), so colleagues are not reading mixed signals.
 - Watch how teammates further toward either pole respond when you flex; their reactions tell you which mode the team's culture rewards.
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Speed: Faster vs. Slower

Your Style: You prefer a **Slower** pace, taking time to consider angles, build buy-in, and ensure decisions are well thought through before acting.

- Notice when deliberation is costing the team momentum; some decisions are reversible and acting earlier is the lower-cost option.
- Practise framing your timeline up front, so faster-paced colleagues are not left guessing when a decision will land.

Messaging: Direct vs. Indirect

Your Style: Your orientation favours an **Indirect** communication style, prioritising harmony and tactfulness.

- Adapt your communication style to your audience, balancing transparency with tact when needed.
- Practise active listening to better understand others' preferred communication styles and adjust accordingly.

YOUR LEADERSHIP ARCHETYPE

Guardian

Lead with Protection

Guardians earn loyalty by investing in others, leading with warmth, and shouldering responsibility for the group. They are deeply committed to harmony and often seen as a stabilizing presence in team dynamics.

Your pattern: Caring top-down authority · risk-averse · group-oriented · steady pace · tactful, relationship-aware communication.

Common contexts	Latin American and Southern European-influenced cultures (e.g., Brazil, Portugal, Italy). Family-owned businesses, community organizations, hospitality.
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What you value	Loyalty and respect
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How you like to work	Relationship-centered
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How you connect	Personal check-ins and relational trust
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What you appreciate most	Personal loyalty and recognition of commitment
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How you want feedback	Relational and respectful
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What breaks your trust	Public criticism or broken loyalty
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Growth opportunities	<ul style="list-style-type: none"> • Invite constructive dissent to foster innovation • Clarify decision-making responsibilities • Embrace experimentation even amid loyalty-driven cultures
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Working with a Guardian	<ul style="list-style-type: none"> • Show personal respect and loyalty. Relationships first. • Do not challenge them publicly. Build trust through private, relational conversation. • Be consistent and dependable; they value reliability over speed. • Avoid pushing change too quickly without context or care.
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IN PRACTICE

The protective matriarch or patriarch

Seen in Latin American organisations and family businesses, leaders who build trust by shielding their people from outside chaos.

YOUR SECONDARY ARCHETYPE

Architect

Lead with Process

Architects create clarity through systems and thoughtful planning. They are disciplined and methodical, often the person others rely on to think through complex challenges and build solutions that last.

WHAT YOU VALUE

Structure and precision

HOW YOU CONNECT

Formal, organized communication with clear logic

 The six leadership archetypes
Trailblazer

Lead with Vision

Trailblazers inspire others by articulating a clear direction. They are energized by possibilities and are often the first to act when an opportunity arises. They may challenge norms and push the team forward with confidence and independent ideas.

Coach

Lead with Support

Coaches focus on bringing out the best in others through encouragement and empowerment. They are often a steady, trusted presence, prioritizing individual growth while ensuring the team has what it needs.

Director

Lead with Authority

Directors provide clarity, decisiveness, and structure. They are confident setting direction and expect others to follow through. Their leadership brings order and stability, especially in times of uncertainty.

Architect

Lead with Process

Architects create clarity through systems and thoughtful planning. They are disciplined and methodical, often the person others rely on to think through complex challenges and build solutions that last.

Guardian

Lead with Protection

Guardians earn loyalty by investing in others, leading with warmth, and shouldering responsibility for the group. They are deeply committed to harmony and often seen as a stabilizing presence in team dynamics.

Navigator

Lead with Responsiveness

Navigators are responsive and pragmatic. They are skilled at guiding teams through complexity without getting overwhelmed. They bring calm, direct leadership when others feel uncertain.

Action Plan

Use these prompts to reflect on your PRISM results and identify practical ways to apply what you've learned about your workstyle:

1. Which of these differences (**Power, Risk, Identity, Speed, Messaging**) creates the most challenge for you? Why?

2. Identify someone you know who you think scores differently than you on this dimension and discuss this difference with them.

3. Identify a contribution you can uniquely make on a team based on one or more of your PRISM ratings (e.g., what value can you provide based on your orientation toward speed?).

4. Identify a contribution you can gain from those who score differently than you on one or more dimensions. Be specific.

These questions are designed for personal reflection and growth. You may also use them as conversation starters with a coach, mentor, or team to deepen awareness and collaboration.

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Talk it through with your facilitator

Your facilitator can help you and your team turn this profile into better ways of working together. Bring it to your next session or one-to-one.

Reference code **PRISM-FACDCBAD8C9**

Keep this to identify your results or to make a data request. It is not the access code you use to sign in.