

ALL DONE, YOUR PROFILE IS BELOW



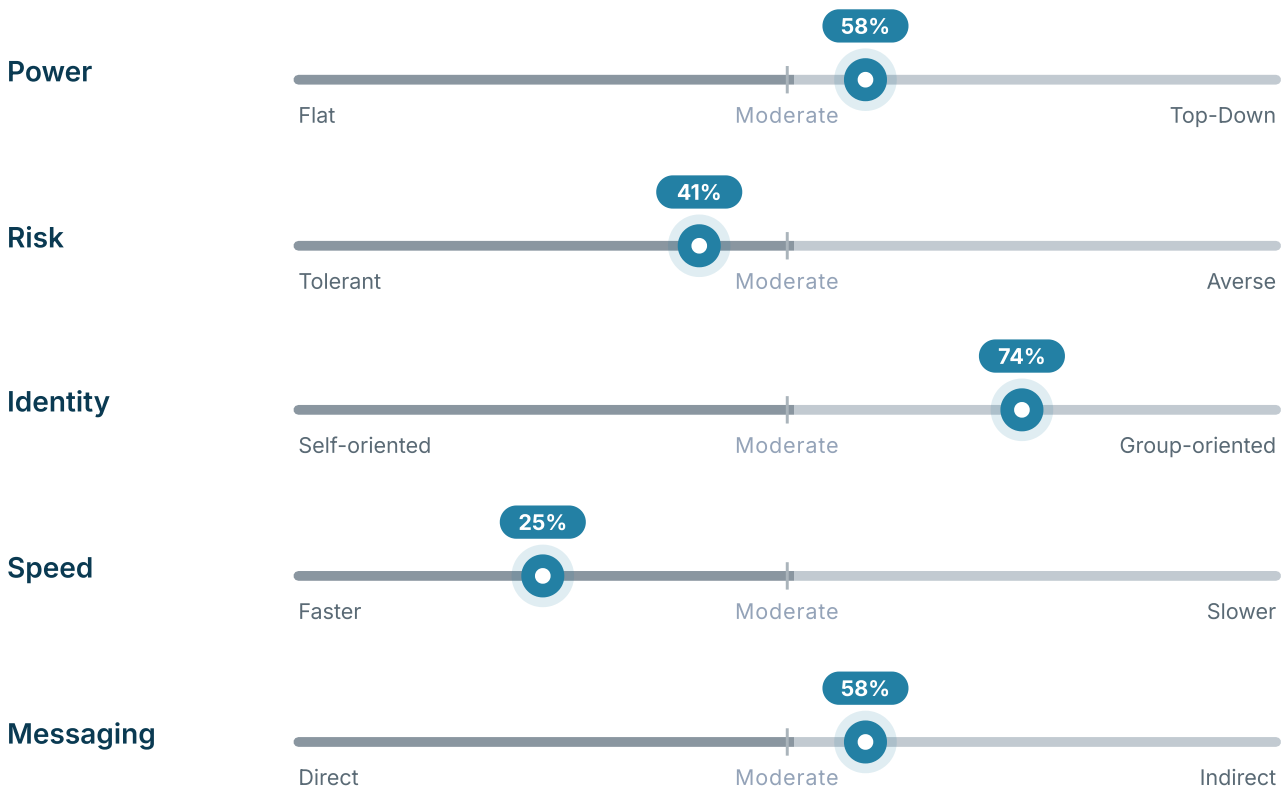
Your PRISM® Workstyle Profile

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

ASSESSMENT COMPLETE

You have completed the PRISM Workstyle assessment. Your five-dimension profile is below.

Your dimension scores



Understanding your results

PRISM® describes how you tend to work with others across five dimensions. Each one is a continuum, not a box, there is no "best" place to sit. Your scores show your current preferences, which can shift with context and over time. Use them to notice where your style helps you, and where stretching toward the other end might help.

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 prefer a **Moderate** approach, valuing some clarity around authority lines while still creating opportunities for anyone to speak up with an informed opinion.

- Identify when a flat vs. top-down approach is most effective for your team or organisation, and pick deliberately rather than defaulting.
- Seek opportunities to practise leadership styles outside your preference to build adaptability.

Risk: Tolerant vs. Averse

Your Style: You take a **Moderate** approach to risk, willing to move on uncertainty when the case is good, but quick to want a plan B or rules of engagement before committing.

- Notice colleagues who lean further than you in either direction; flag where their orientation is making a project safer or riskier so the team can balance.
- Practise naming your risk threshold up front in conversations, so others know whether you are signalling caution or appetite.

Identity: Self-oriented vs. Group-oriented

Your Style: You lean toward the **Group-oriented** side, valuing group cohesion and believing that team success matters more than any individual's contribution.

- Make space to recognise individual contributions explicitly, so high-performing colleagues feel seen and not subsumed into the group.
 - Practise voicing your own view first in some meetings, even when it differs from the group, so others can learn where you actually stand.
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Speed: Faster vs. Slower

Your Style: You prefer a **Faster** pace, making quick decisions and prioritising speed over lengthy deliberations or consensus-building.

- Be mindful of deadlines and identify when faster decision-making is necessary to maintain momentum.
- Use reflection as a tool to refine long-term strategies or ensure complex problems are fully addressed.

Messaging: Direct vs. Indirect

Your Style: You take a **Moderate** approach to messaging, adapting between explicit and tactful language depending on the audience and the stakes.

- Watch for moments where your tact becomes ambiguity; if a colleague needs to act on what you said, err on the side of explicit.
- Notice colleagues at the extremes; if their messages confuse you, ask a clarifying question rather than guessing.

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-C15A8E**

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