LUIS GONZALEZ NIÑO

PROFESSIONAL PERSONA SUMMARY

INTRODUCTION

To better understand my professional persona, I have conducted some internal and external research on my personality. The data will provide insight regarding how others perceive me within school and business, and it will also compare it to how I perceive myself. Within this document, you'll find my people style, culture map, core values, and key takeaways from my research. Please note that all figures can be found on the attachments page for better viewing options.

PEOPLE STYLES

My self-assessment and the peer-assessment both categorized me as expressive. This is likely due to my excessive use of facial expressions and body language. People usually claim that is it easy to read me as a person. I have been told I physically show most of my emotions.

However, two respondents rated me as a driver. They probably based their opinion from my time in scouting, In which, I was elected for multiple leadership positions, and I had to take the driver seat, delegating to a large number of peers.

In the graph below, you'll find the results from my peers regarding my people style. None of my peers rated me as amiable or analytical.

People Styles Results
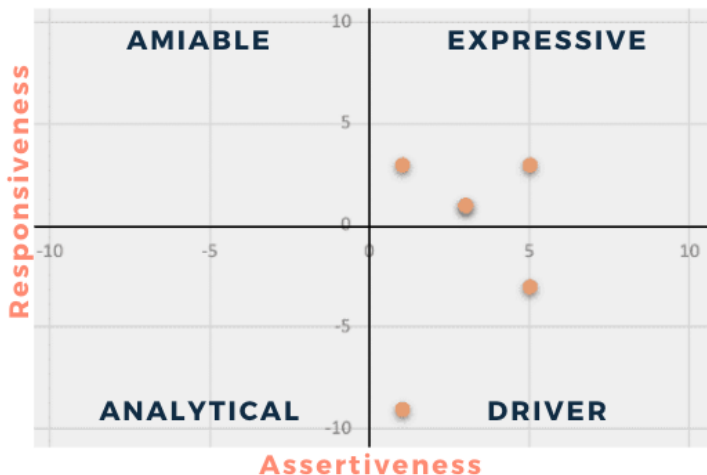
CULTURE MAP

The bar chart shows the differences between my self-assessment scores and peer assessment scores for the eight culture map elements. Scores under 1.33 are low, scores from 1.34 to 2.67 are middle, and scores from 2.68 to 4 are high. Results had a close match were deciding and disagreeing, in which I scored in the middle. This is accurate with my behavior, I am usually able to find a compromise when disagreeing and make my decisions with consensus from my team.

Culture Map Results
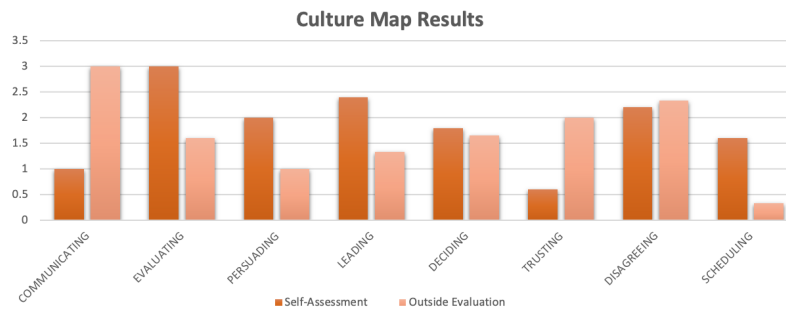
KEY DIFFERENCES

Communicating & Evaluating

I disagree with my peers' evaluation of my communication and evaluating. I have always thought of myself as precise, simple, and explicit with my messages. However, their scores rate me as using sophisticated and layered messages. For evaluating, they evaluated me as considerate of the recipient's feelings when delivering feedback. However, I have always provided honest feedback without greatly considering other's emotions. I would rather provide someone with harsh but useful feedback.

Trusting & Scheduling

I agree with my peers' rating of trusting and scheduling. I usually prefer to build trust by spending non-work time together with peers and getting to know them as a person. I highly enjoy having flexible timelines, getting my work done when my schedule allows. This is true with my own business, I'll always complete my tasks but not in a 9 to 5 schedule. However, I enjoy to schedule and prioritize my time.

CORE VALUES

I have identified time management, loyalty, and structure as my core values. I have always preferred a structure for leadership when a person or group is in charge. I value having a schedule and I pride myself in always attending my appointments and meetings early. Loyalty is of utmost importance in all my relationships. I will always keep the interest of my team first.

SELF   **RESPONDENTS'**

HONESTY

TIME MGMT.   INTERGRITY

SCOUT OATH & LAW

LOYALTY   LEADERSHIP

STRUCTURE   COMMITMENT

DEDICATION

Respondents identified more leadership and business skills as my core values. I definitely hold the values I gained in scouting in my daily life.

COMMON THEMES

Respondents' were asked to provide a few words that come to mind when thinking about me. The words that were most recurring having been arranged in the word cloud below. Their answers depict my values of time management, team performance, commitment, and personality when it comes to school and business.

PEER PERCEPTION

I have spent the last year consulting with a non-for-profit that benefits youth leadership programs (e.g. scouting.) Most of my peer responses are from my business partners and colleagues. Since my business runs the retail end for the non-profit, most of their feedback relates to my leadership styles.

❝**You are team player and a problem solver. A natural born servant leader.**❞
❝**You always offer solutions and are very dedicated to the team.**❞
❝**You encourage your team and set attainable goals.**❞

KEY TAKEAWAYS

The most important takeaway I gathered from this activity is how my peers view me in business and school. It is sometimes hard to understand our strengths and weakness. My peers seem to value my leadership skills. In most instances, their perception of me is business-related. I would have to acknowledge most of the skills and values depicted in this summary to my scouting career. As president of multiple groups within scouting, as well as multiple leadership pieces of training. I have honed my leadership and communication skills. My peers' responses have made me realize that I have stayed true to my core values and believes. It is important to me to keep these attributes as I progress in my business and life journey. I continue to keep my authenticity as a leader and team player.

CONCLUSION

My colleague's perception of myself is not exactly correlated to my perception. However, their viewpoint is not too far from my expectations and understanding of myself. The differences and responses provided me a deeper understanding of my professional persona and my personality as a whole. I would like to perform this type of reacher again during my career with new colleagues. For further inquiries or date, please contact me at luis.a.gonzalez.nino@gmail.com