

YOUR CRYSTALLIZER RESULTS

**VISIONARY
SCORE:**

84

**INTEGRATOR
SCORE:**

92

YOU'VE SCORED HIGH AS BOTH A VISIONARY AND INTEGRATOR!

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YOUR RESULTS

Question #	Question	Value
1	I am great at taking ideas and effectively initializing plans to make them a reality.	5
2	I am constantly generating new ideas. I never run out.	5

3	I am adept at quickly identifying and articulating problems, bottlenecks, disconnects, roadblocks, and barriers.	5
4	I am a great leader. People tend to follow me.	5
5	I have an affinity for tackling and creatively solving the biggest, most complex problems.	5
6	I get accused of being a pessimist and “hole poker.”	1
7	I am a great manager of people.	5
8	I am highly optimistic in my outlook.	5
9	My natural perspective is oriented toward things that are internal to the company – getting the house in order/shipshape.	3
10	I am the creator of, and champion for, the company vision.	5
11	My natural perspective is oriented toward things that are external to the company – big picture or futuristic thinking.	5
12	I am good at (and get a rush out of) being provided with a company vision, and then turning it into something real.	5
13	I sometimes find it difficult to translate my vision into something that others understand. They don’t seem to get it.	1
14	I am really good at translating someone’s vision into something others can understand and get on board with – laying a solid foundation for execution.	5
15	I eventually have the “right” idea, and know it. It may come from having a large volume of different ideas or a small number that I feel strongly about.	4
16	I am great at choosing which options are the best priorities for the organization.	5
17	I recognize the need for operational policy, structures, and repeatability to make the vision a reality. I am able to define meaningful rules and put them in place – without slowing things down and while improving efficiency.	5
18	I have zero patience for putting operational policy, structure, and repeatability systems in place.	1
19	I naturally think about the present, what needs to happen now, and how to keep everything on track for the future vision.	4
20	I naturally think about the future of the industry, our product or service, what’s coming, and how we can best position the company to take advantage of it.	5

21	I am naturally insightful, skilled at deductive reasoning, and highly innovative in thinking of ways to make ideas bigger and better.	5
22	I am comfortable with both being held accountable and holding others accountable. I see the value in creating the infrastructure for accountability across the organization and am comfortable putting this in place.	5
23	I am naturally analytical, skilled at deductive reasoning, and highly adept at implementing solutions.	5
24	I don't like being held accountable or being told what to do. I find it challenging to establish genuine accountability in my company.	2
25	I embrace and enjoy the role of executing and delivering P&L results.	5
26	I embrace and enjoy the role of providing leadership, management, and accountability for the company's leadership team.	5
27	I embrace and enjoy the role of effectively integrating all the major functions of the organization.	5
28	I embrace and enjoy the role of solving the biggest problems faced by the company.	5
29	I embrace and enjoy the role of being the engine for big new breakthrough ideas – the spark getting them started.	5
30	I embrace and enjoy the role of being responsible for a few large key strategic relationships (vendor, client, banking, industry).	5
31	I embrace and enjoy the role of effectively resolving cross-functional issues, making sure they are harmoniously integrated and orchestrated.	5
32	I embrace and enjoy the role of ensuring adherence to the organization's core processes and operating system.	4
33	I embrace and enjoy the role of selling and closing big deals.	5
34	I embrace and enjoy the role of ensuring the organization is aligned with the company's core values.	5
35	I struggle with follow-through. I lose interest in finishing new ideas. I don't have patience for or interest in a lot of detail. I wish people would get to the point. I get bored and distracted very easily.	1
36	I love running the day-to-day of the business and take great pride in "making sure the trains run on time."	5
37	I embrace and enjoy the role of being the "entrepreneurial spark plug" providing passion and inspiration.	5

38	I embrace and enjoy the role of leading the way on learning and discovery that advances the organization.	5
39	I embrace and enjoy the role of ensuring that communication is effectively flowing across the organization.	5
40	I embrace and enjoy the role of researching and developing new products and services.	5
Score	Visionary: 84 Integrator: 92	



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YOUR CRYSTALLIZER ANALYSIS

- Be careful; we only see a very small percentage of people who are able to be great at both of these roles.
- Just because you're capable of both roles, it doesn't mean it's smart to attempt to fill both seats. You'll spend a lot of energy trying to fulfill both seats, and you won't give either role the attention it deserves.
- Be honest: Which role is best suited for you? Which role are you more willing to give up? If you were forced to choose one, which one would you pick? I strongly encourage you to choose that seat and find someone equally strong to fill the other role.
- With your counterpart, you can truly have a huge impact on the world. An even greater impact than if you were to go at this alone.

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