

# CONTINUUM™

Name: Sample Individual

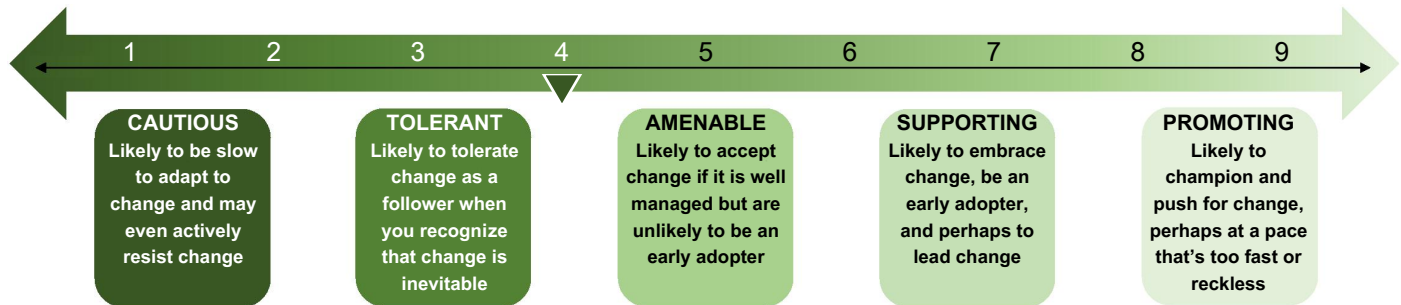
Organization: De Meuse Leadership Group

Assessment Date: July 13, 2023

Many organizations and roles require the ability to deal with regular and/or rapid changes. The *CONTINUUM™* assessment examines how individuals typically perceive and react to changes in the workplace. The *CONTINUUM* results should be considered in the context of other information available to you. Because an individual's scores can shift over time and across different types of situations, it is important not to rely on information that has become dated. In this report, both Overall Score and Facet Scores are presented on a standardized nine-point scale called a stanine. Most people will tend to fall near the middle of the continuum on most facets but will likely have higher or lower scores on some other ones.

## Overall Score

When encountering change, you are **TOLERANT**. You are likely to tolerate change as a follower when you recognize that change is inevitable.



## Facet Scores

The *CONTINUUM™* assesses five facets of how individuals respond to change. Below are your scores on each of these facets.

### Change Emotions

You may experience considerable stress and negative emotions when faced with change.

2

### Change Preferences

You are likely to understand that change is to be expected and accept it as it comes.

6

### Change Confidence

You are fairly confident in your ability to adjust to change given appropriate resources.

5

### Change Expectations

You are likely to have balanced expectations about the value of change for you personally and/or for the organization.

6

### Change Optimism

You are likely to have realistic expectations about the outcomes of change and assume there will be some bumps along the way.

4

1 2 3 4 5 6 7 8 9

## Recommendations

When dealing with change, you may want to consider the following guidance:

- Recognize that change may be more stressful for you than it is for others. Discuss your feelings with your manager and find healthy ways to manage your stress.
- Good health helps you deal with stress and can be enhanced by practices such as: (a) moderately exercising and stretching, (b) eating a healthy diet, and (c) getting sufficient sleep.
- Keep in mind that others may have a preference for routine and find change more difficult than you do. Moreover, others may have less patience than you for the pace of change.
- Remember that learning new ways of working takes time and will sometimes involve set-backs. Be easy on yourself and remember that mistakes are a normal part of learning.
- Remember that with any change, some ups and downs are to be expected. Seek feedback on how the actions you are taking are contributing to desired outcomes.
- Keep in mind that others may be far more positive or negative in their views on the value of change. You can be a stabilizing force because of your realistic perspective.