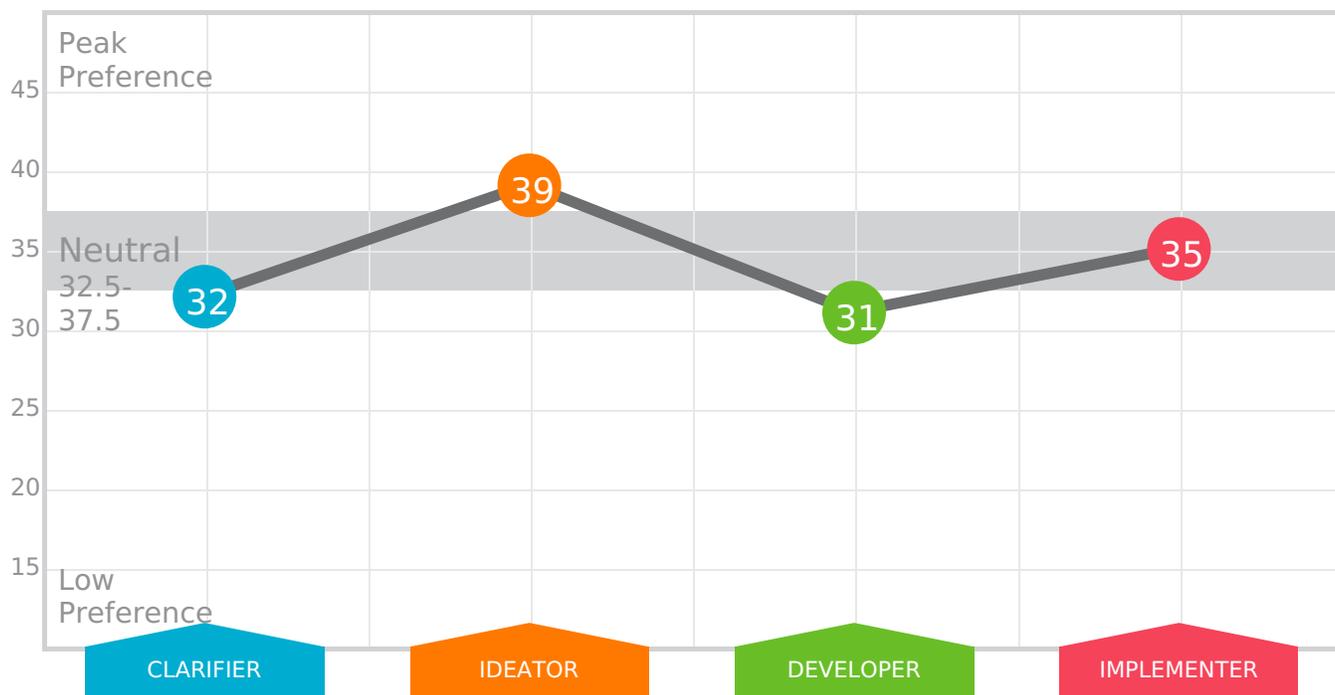


Gregory Syrup

Organization: Univ of North Dakota

Date of Profile: September 14, 2020



Ideator

High Ideator

Ideators love to play with ideas, explore perspectives and invent alternatives. They are dreamers for whom the world is full of possibilities. Ideators are global thinkers, comfortable making guesses, offering hypotheses, using intuition, seeing connections, and simply making things up. They fuel innovation with novelty, originality and aesthetic flare. Ideators are energetic, spontaneous, playful, curious, social, flexible, and adventurous. They are quick to challenge the status quo and don't mind standing out from the crowd. They are open to change, attracted to novelty and adaptable in new situations. Ideators tend to have a wide set of interests. They like variety, autonomy, independence and improvisation, and they feel stifled in situations that are too structured, rule-bound or routine. Ideators' curiosity and love of variety can make them prone to distraction, and their gift for global thinking can cause them to overlook details. When communicating, Ideators should know that their ideas might sound random, strange, even alarming to others; they should be prepared to color in their abstract ideas with more concrete details, facts and plans. Ideators should never let naysayers crush their creative spirit. Once they successfully harness their imaginations, they have the power to change the world.

FourSight® Thinking Profile measures where you gain energy in the innovation process. There are no "good" or "bad" scores. Each of these four preferences has its own strengths and potential weaknesses. The goal is not to change your preferences, but to understand how your preferences are affecting your decision making, your perceptions, your stress levels and your interactions with others.

©2020 FourSight | FourSightOnline.com

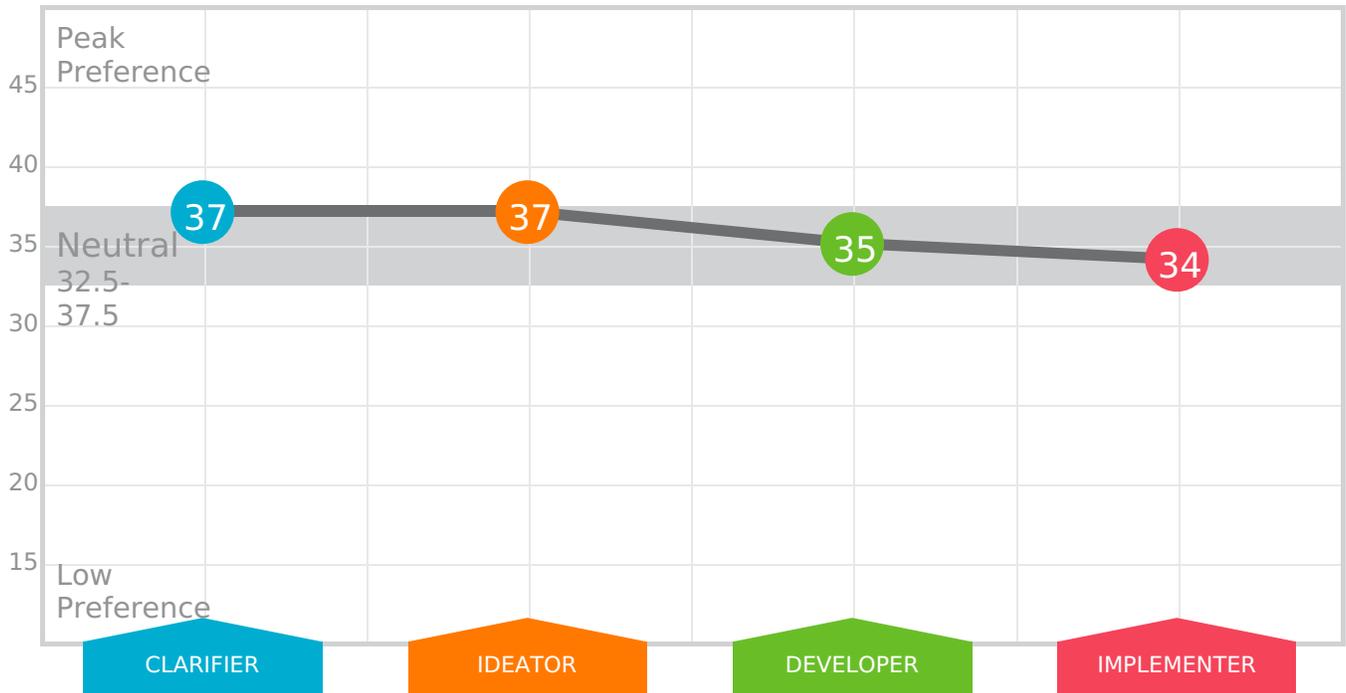


Get a personalized slide show of your results. Sign up at <https://foursightonline.com/members> with the email gregory.syrup@und.edu

Brandon Baumbach

Organization: Univ of North Dakota

Date of Profile: September 15, 2020



Integrator

Clarifier Ideator Developer Implementer

Integrators Integrators take an even-handed approach to the creative process with a profile that shows no particular peaks or valleys. Integrators' energies stay rather steady. They clarify challenges, generate ideas, refine plans and move to action. Their flexibility can make them good team players, adapting to people with different profiles and accommodating whatever the task requires. Integrators enjoy collaboration and may experience frustration when they sense that others are not as committed to the task. The challenge for Integrators is becoming too accommodating. They run the risk of losing their own voice and simply following others' leads, particularly when others have strong preferences. They must remember to diagnose the situation for themselves and advocate for the most appropriate response. Note: Even the Integrator graph often has a distinct shape or "shadow profile." Determine what your shadow profile is, and read that description as well.

FourSight® Thinking Profile measures where you gain energy in the innovation process. There are no "good" or "bad" scores. Each of these four preferences has its own strengths and potential weaknesses. The goal is not to change your preferences, but to understand how your preferences are affecting your decision making, your perceptions, your stress levels and your interactions with others.

©2020 FourSight | FourSightOnline.com

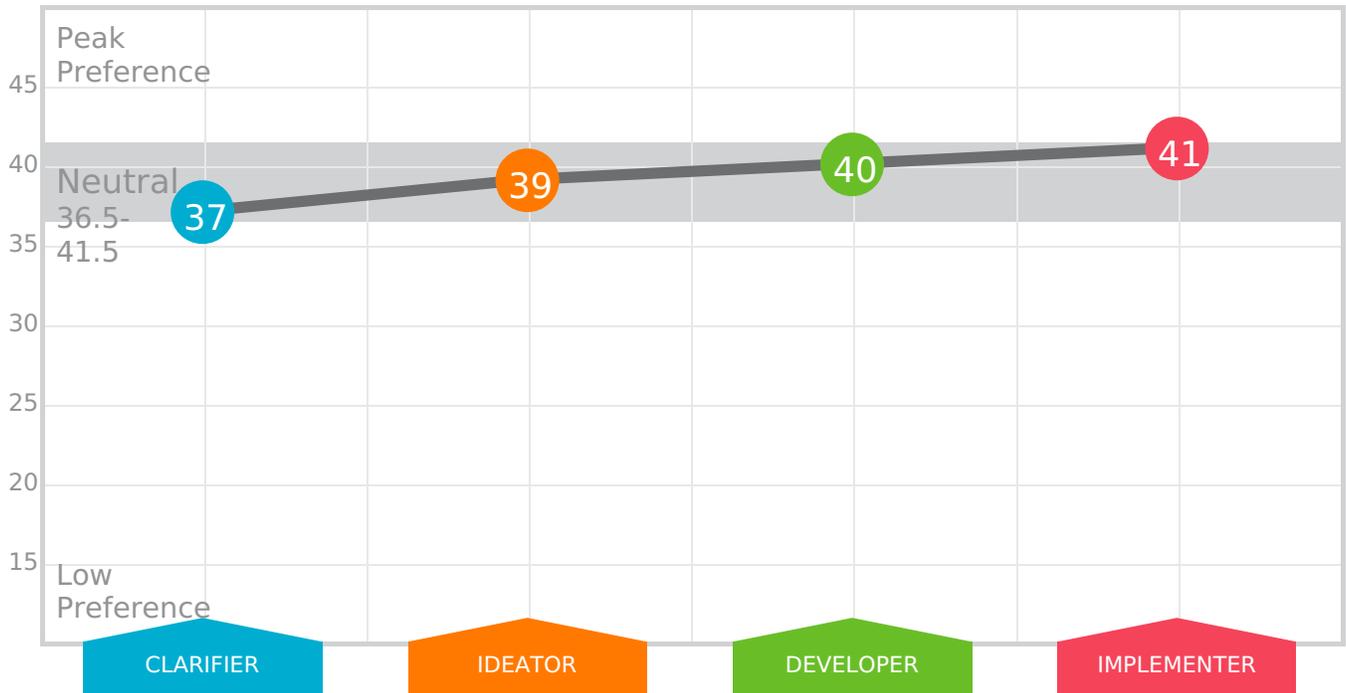


Get a personalized slide show of your results. Sign up at <https://foursightonline.com/members> with the email brandonb@grandforks.org

Haley Rosaasen

Organization: Univ of North Dakota

Date of Profile: September 17, 2020



Integrator

Clarifier Ideator Developer Implementer

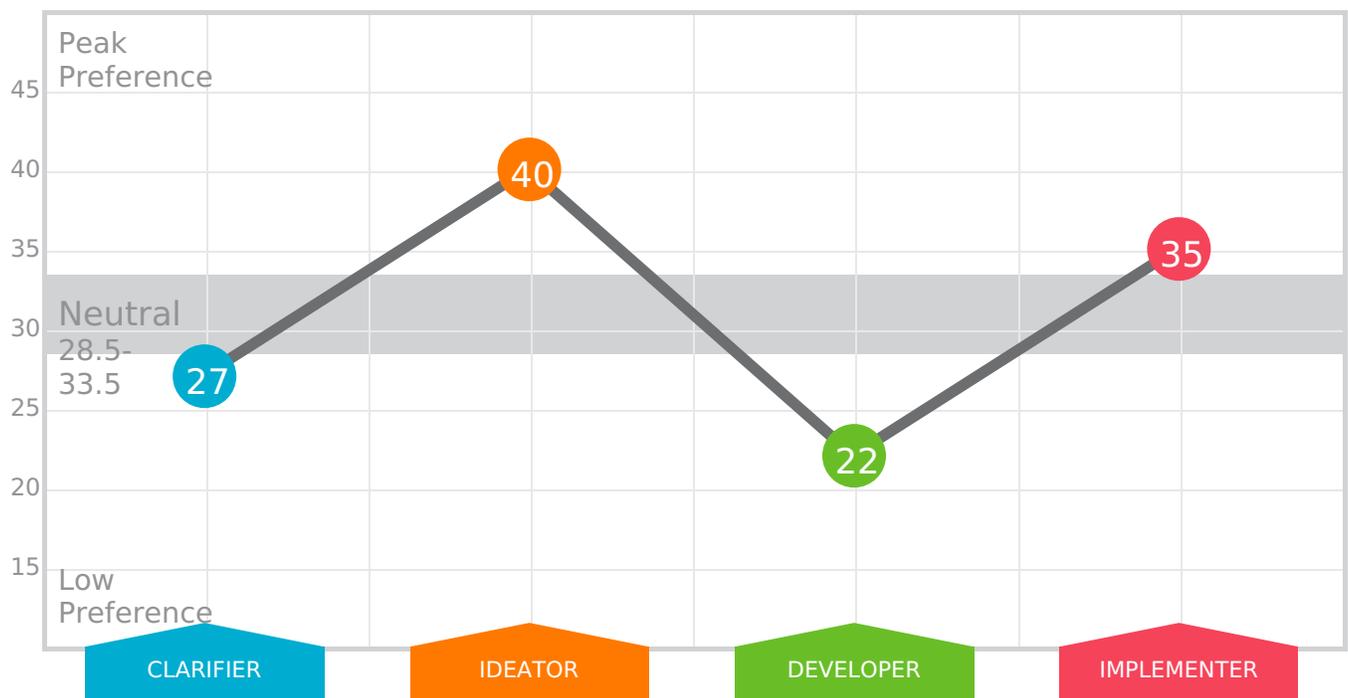
Integrators Integrators take an even-handed approach to the creative process with a profile that shows no particular peaks or valleys. Integrators' energies stay rather steady. They clarify challenges, generate ideas, refine plans and move to action. Their flexibility can make them good team players, adapting to people with different profiles and accommodating whatever the task requires. Integrators enjoy collaboration and may experience frustration when they sense that others are not as committed to the task. The challenge for Integrators is becoming too accommodating. They run the risk of losing their own voice and simply following others' leads, particularly when others have strong preferences. They must remember to diagnose the situation for themselves and advocate for the most appropriate response. Note: Even the Integrator graph often has a distinct shape or "shadow profile." Determine what your shadow profile is, and read that description as well.

FourSight® Thinking Profile measures where you gain energy in the innovation process. There are no "good" or "bad" scores. Each of these four preferences has its own strengths and potential weaknesses. The goal is not to change your preferences, but to understand how your preferences are affecting your decision making, your perceptions, your stress levels and your interactions with others.

Tyler Sletten

Organization: Univ of North Dakota

Date of Profile: September 17, 2020



Driver

High Ideator

High Implementer

Drivers play with lots of possibilities, and when the spirit moves, they leap to action. They have no shortage of ideas, and when they get excited about a particular idea, they put great energy into implementing it. In the Driver's mind, there is little time to take a breath between the birth of an exciting concept and its implementation. Around Drivers at their best, ideas seem to burst into fruition. Of course, this can happen at the expense of a more deliberate approach to assessing the challenge at hand. Drivers don't tend to dawdle over researching and defining the problem, nor are they very patient with analyzing and refining their ideas. The Driver's strength is the ability to generate lots of possibilities and the confidence to march those ideas right into reality, half-baked or not. Drivers may do well to collaborate with Clarifiers and Developers who can help them to focus on the right problem and be more selective about what ideas they push forward. They can benefit from spending a little more time checking the facts and refining ideas.

FourSight® Thinking Profile measures where you gain energy in the innovation process. There are no "good" or "bad" scores. Each of these four preferences has its own strengths and potential weaknesses. The goal is not to change your preferences, but to understand how your preferences are affecting your decision making, your perceptions, your stress levels and your interactions with others.

©2020 FourSight | FourSightOnline.com

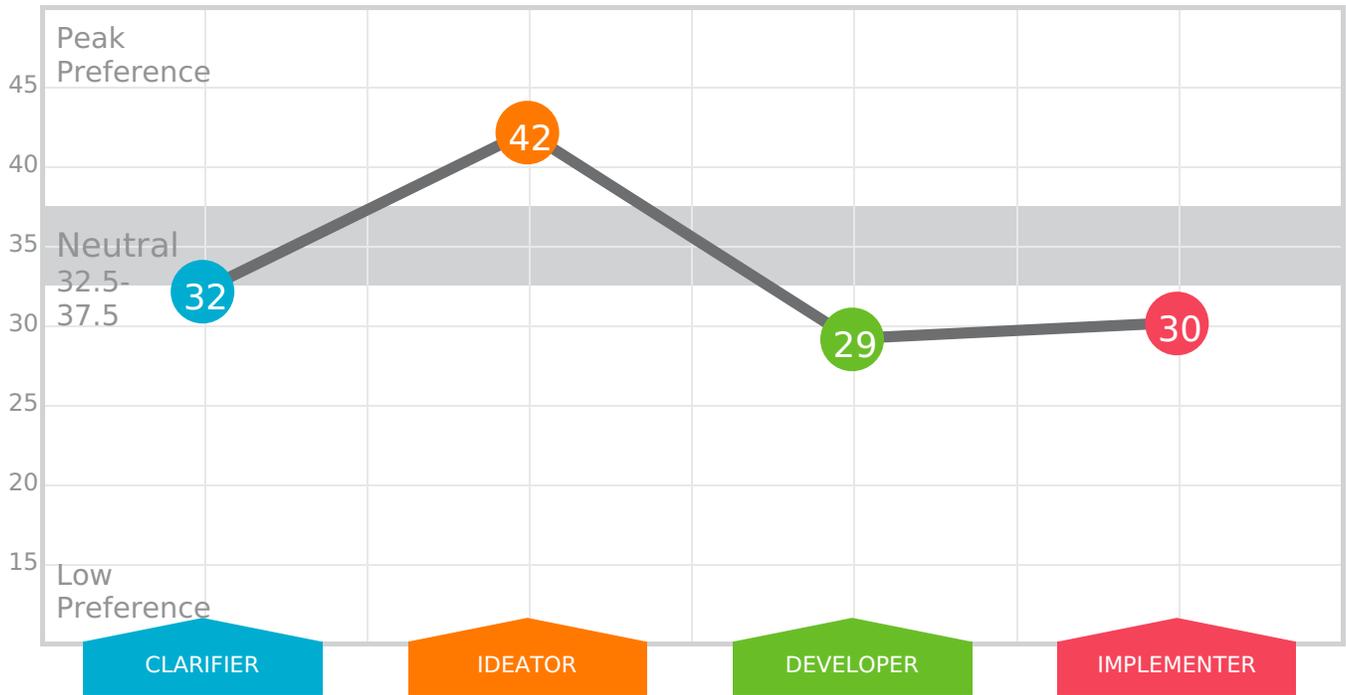


Get a personalized slide show of your results. Sign up at <https://foursightonline.com/members> with the email tyler.s@innovators.net

Pete Haga

Organization: Univ of North Dakota

Date of Profile: September 22, 2020



Ideator

High Ideator

Ideators love to play with ideas, explore perspectives and invent alternatives. They are dreamers for whom the world is full of possibilities. Ideators are global thinkers, comfortable making guesses, offering hypotheses, using intuition, seeing connections, and simply making things up. They fuel innovation with novelty, originality and aesthetic flare. Ideators are energetic, spontaneous, playful, curious, social, flexible, and adventurous. They are quick to challenge the status quo and don't mind standing out from the crowd. They are open to change, attracted to novelty and adaptable in new situations. Ideators tend to have a wide set of interests. They like variety, autonomy, independence and improvisation, and they feel stifled in situations that are too structured, rule-bound or routine. Ideators' curiosity and love of variety can make them prone to distraction, and their gift for global thinking can cause them to overlook details. When communicating, Ideators should know that their ideas might sound random, strange, even alarming to others; they should be prepared to color in their abstract ideas with more concrete details, facts and plans. Ideators should never let naysayers crush their creative spirit. Once they successfully harness their imaginations, they have the power to change the world.

FourSight® Thinking Profile measures where you gain energy in the innovation process. There are no "good" or "bad" scores. Each of these four preferences has its own strengths and potential weaknesses. The goal is not to change your preferences, but to understand how your preferences are affecting your decision making, your perceptions, your stress levels and your interactions with others.

©2020 FourSight | FourSightOnline.com

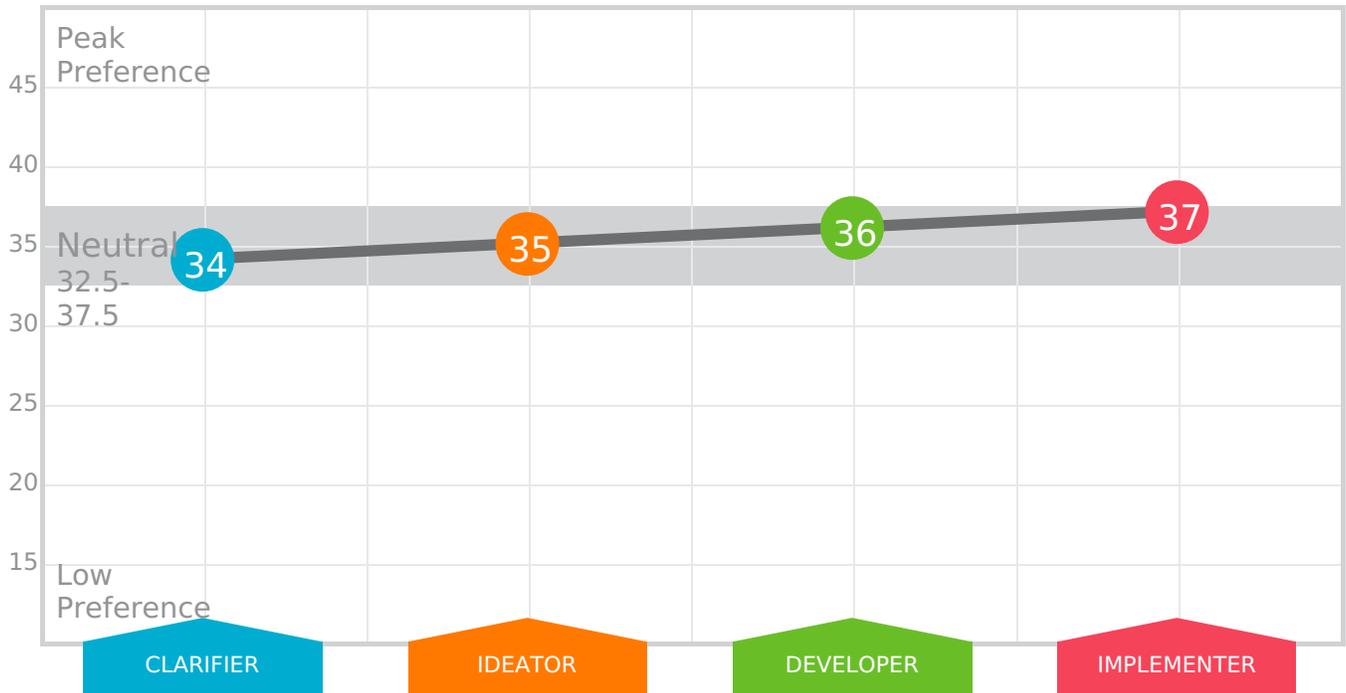


Get a personalized slide show of your results. Sign up at <https://foursightonline.com/members> with the email petehaga@hotmail.com

Renee Shelton

Organization: Univ of North Dakota

Date of Profile: September 22, 2020



Integrator

Clarifier Ideator Developer Implementer

Integrators Integrators take an even-handed approach to the creative process with a profile that shows no particular peaks or valleys. Integrators' energies stay rather steady. They clarify challenges, generate ideas, refine plans and move to action. Their flexibility can make them good team players, adapting to people with different profiles and accommodating whatever the task requires. Integrators enjoy collaboration and may experience frustration when they sense that others are not as committed to the task. The challenge for Integrators is becoming too accommodating. They run the risk of losing their own voice and simply following others' leads, particularly when others have strong preferences. They must remember to diagnose the situation for themselves and advocate for the most appropriate response. Note: Even the Integrator graph often has a distinct shape or "shadow profile." Determine what your shadow profile is, and read that description as well.

FourSight® Thinking Profile measures where you gain energy in the innovation process. There are no "good" or "bad" scores. Each of these four preferences has its own strengths and potential weaknesses. The goal is not to change your preferences, but to understand how your preferences are affecting your decision making, your perceptions, your stress levels and your interactions with others.

©2020 FourSight | FourSightOnline.com

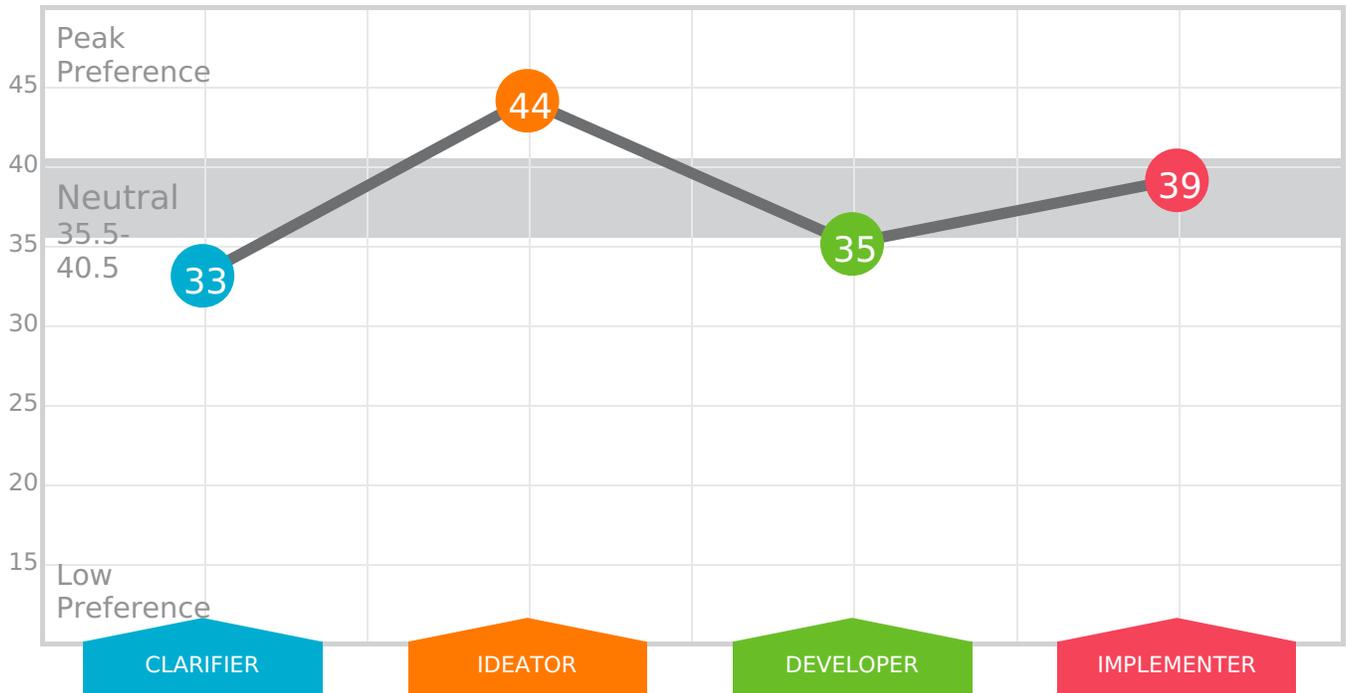


Get a personalized slide show of your results. Sign up at <https://foursightonline.com/members> with the email renee.shelton@und.edu

Hannah Olson

Organization: Univ of North Dakota

Date of Profile: September 23, 2020



Ideator

High Ideator

Ideators love to play with ideas, explore perspectives and invent alternatives. They are dreamers for whom the world is full of possibilities. Ideators are global thinkers, comfortable making guesses, offering hypotheses, using intuition, seeing connections, and simply making things up. They fuel innovation with novelty, originality and aesthetic flare. Ideators are energetic, spontaneous, playful, curious, social, flexible, and adventurous. They are quick to challenge the status quo and don't mind standing out from the crowd. They are open to change, attracted to novelty and adaptable in new situations. Ideators tend to have a wide set of interests. They like variety, autonomy, independence and improvisation, and they feel stifled in situations that are too structured, rule-bound or routine. Ideators' curiosity and love of variety can make them prone to distraction, and their gift for global thinking can cause them to overlook details. When communicating, Ideators should know that their ideas might sound random, strange, even alarming to others; they should be prepared to color in their abstract ideas with more concrete details, facts and plans. Ideators should never let naysayers crush their creative spirit. Once they successfully harness their imaginations, they have the power to change the world.

FourSight® Thinking Profile measures where you gain energy in the innovation process. There are no "good" or "bad" scores. Each of these four preferences has its own strengths and potential weaknesses. The goal is not to change your preferences, but to understand how your preferences are affecting your decision making, your perceptions, your stress levels and your interactions with others.

©2020 FourSight | FourSightOnline.com

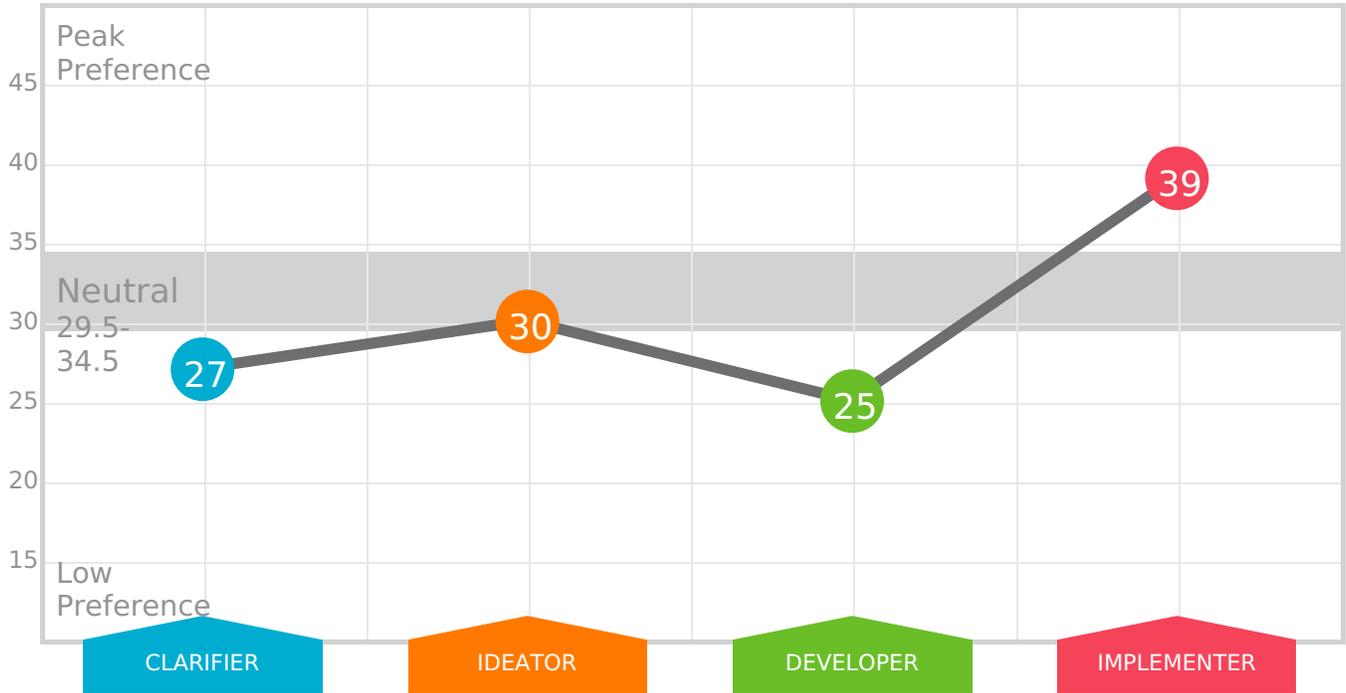


Get a personalized slide show of your results. Sign up at <https://foursightonline.com/members> with the email hannah.o@innovators.net

Amy Whitney

Organization: Univ of North Dakota

Date of Profile: September 23, 2020



Implementer

High Implementer

Implementers like to make things happen. They are action-oriented and take pride in getting things done. Fast! Implementers have little patience for talk without action. They would rather spend their time creating a "to do" list and checking things off. Implementers are assertive, confident, decisive, determined, persuasive and self-starting. With their seemingly boundless energy and drive, Implementers are open to taking risks and come across as unflappable and self-assured. When things seem to be going in circles, Implementers can move things forward. They can be honest to a fault, and find it hard to hold back their views. The Implementer's challenge is impatience. Implementers may think that anyone not moving as fast as they are is not moving at all. Others may see Implementers as pushy, insensitive, domineering or taking over. In their drive for results, Implementers may speed past reflection, incubation and analysis, making them vulnerable to solutions that are not fully formed or impulsive moves. Remember the carpenter's motto: "Measure twice, cut once." Implementers need to be sure that their strong desire to get things done doesn't get in the way of getting things done right. They should be careful not to oversell or to persuade others through sheer force of will and instead use their powers of motivation to ensure that all the important work gets done.

FourSight® Thinking Profile measures where you gain energy in the innovation process. There are no "good" or "bad" scores. Each of these four preferences has its own strengths and potential weaknesses. The goal is not to change your preferences, but to understand how your preferences are affecting your decision making, your perceptions, your stress levels and your interactions with others.

©2020 FourSight | FourSightOnline.com

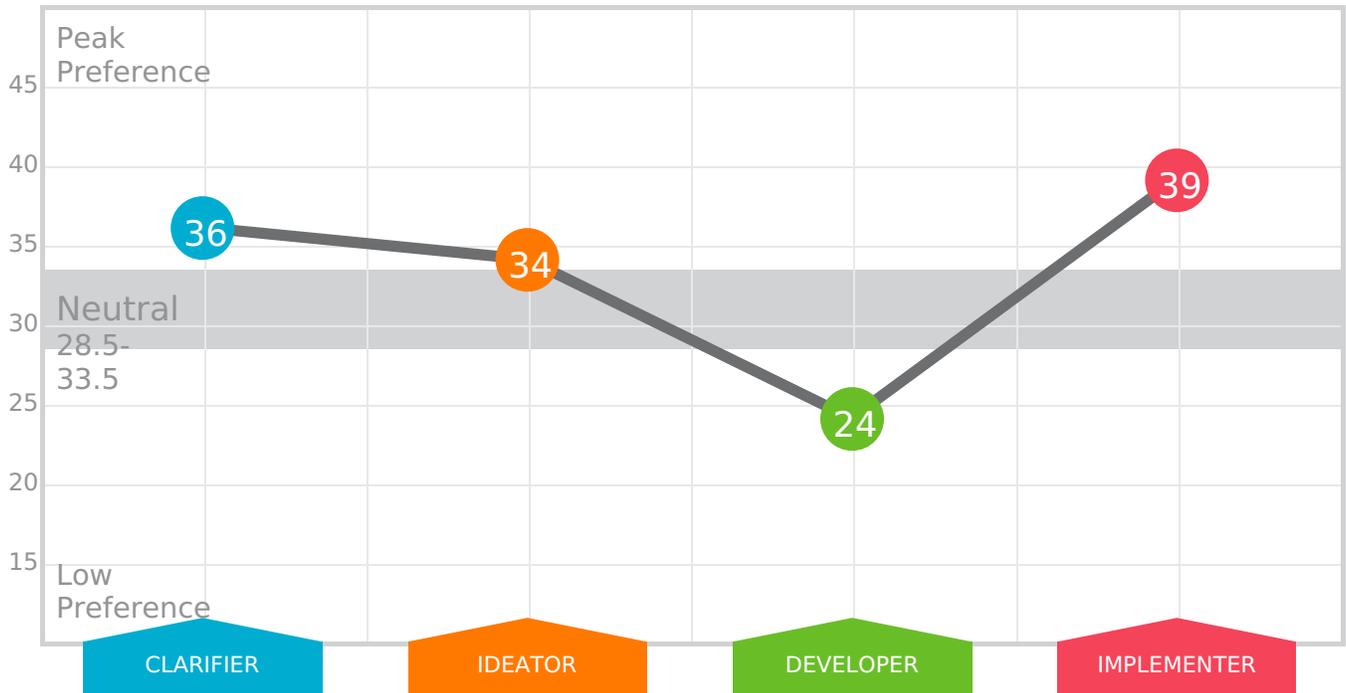


Get a personalized slide show of your results. Sign up at <https://foursightonline.com/members> with the email amy.whitney@und.edu

Becca Cruger

Organization: Univ of North Dakota

Date of Profile: September 24, 2020



Idea Broker

High Clarifier

High Ideator

High Implementer

Idea Brokers are innovation activists. They do their homework. They generate and play with lots of ideas. They quickly buy into an idea and move on it. Effective Idea Brokers know which problems and opportunities are worth pursuing. They are quick studies when it comes to thinking up and judging ideas. But the watch out is that Idea Brokers can become so enamored with an idea they have a tendency to jump straight into implementation. That's because their energy tends to dip noticeably during the step in the breakthrough thinking process when they are called upon to develop rough ideas into workable solutions. Idea Brokers could improve their effectiveness by allowing more time for the idea's evaluation and development. They may do well to collaborate with Developers. They would be wise to cultivate patience for developing prototypes that could be used to test and refine their best ideas before they race into action.

FourSight® Thinking Profile measures where you gain energy in the innovation process. There are no "good" or "bad" scores. Each of these four preferences has its own strengths and potential weaknesses. The goal is not to change your preferences, but to understand how your preferences are affecting your decision making, your perceptions, your stress levels and your interactions with others.

©2020 FourSight | FourSightOnline.com

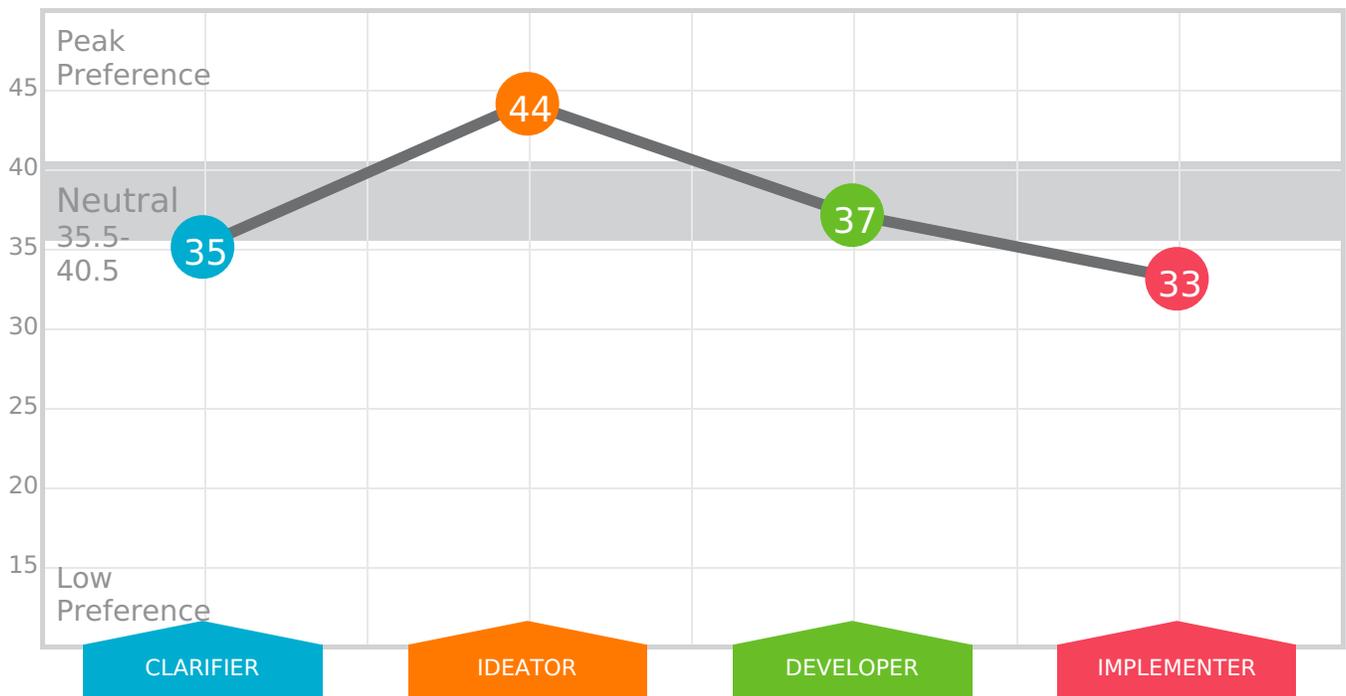


Get a personalized slide show of your results. Sign up at <https://foursightonline.com/members> with the email beccac@grandforks.org

Sheila Hanson

Organization: Univ of North Dakota

Date of Profile: September 24, 2020



Ideator

High Ideator

Ideators love to play with ideas, explore perspectives and invent alternatives. They are dreamers for whom the world is full of possibilities. Ideators are global thinkers, comfortable making guesses, offering hypotheses, using intuition, seeing connections, and simply making things up. They fuel innovation with novelty, originality and aesthetic flare. Ideators are energetic, spontaneous, playful, curious, social, flexible, and adventurous. They are quick to challenge the status quo and don't mind standing out from the crowd. They are open to change, attracted to novelty and adaptable in new situations. Ideators tend to have a wide set of interests. They like variety, autonomy, independence and improvisation, and they feel stifled in situations that are too structured, rule-bound or routine. Ideators' curiosity and love of variety can make them prone to distraction, and their gift for global thinking can cause them to overlook details. When communicating, Ideators should know that their ideas might sound random, strange, even alarming to others; they should be prepared to color in their abstract ideas with more concrete details, facts and plans. Ideators should never let naysayers crush their creative spirit. Once they successfully harness their imaginations, they have the power to change the world.

FourSight® Thinking Profile measures where you gain energy in the innovation process. There are no "good" or "bad" scores. Each of these four preferences has its own strengths and potential weaknesses. The goal is not to change your preferences, but to understand how your preferences are affecting your decision making, your perceptions, your stress levels and your interactions with others.

©2020 FourSight | FourSightOnline.com



Get a personalized slide show of your results. Sign up at <https://foursightonline.com/members> with the email sheila.hanson@und.edu