



Comparative Study

Comparison of the thinking styles of:

VIRGIL FLOREA
ANN HERRMANN

HBDI²TM
HBDI



**Herrmann
International**

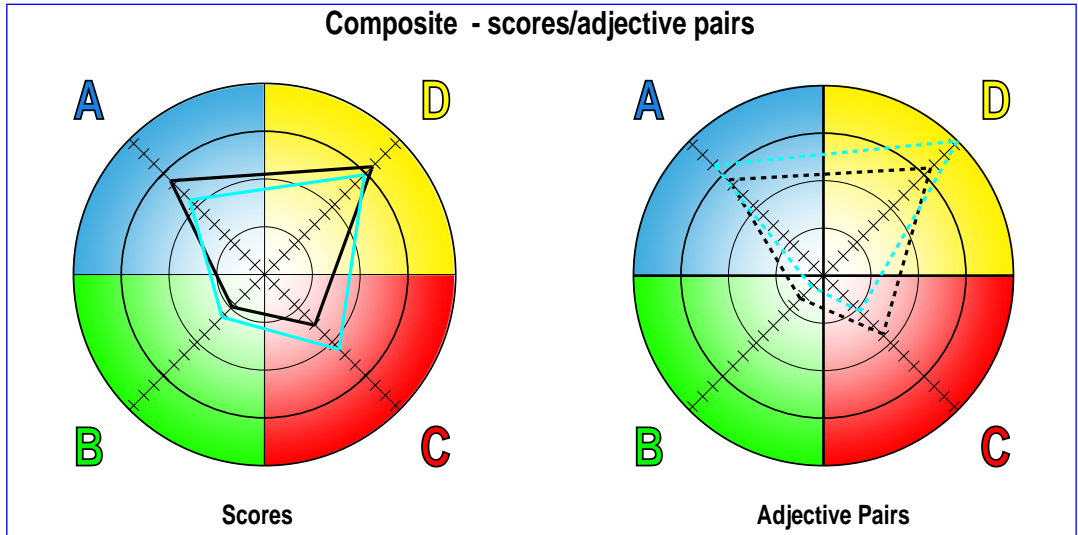
IMPORTANT: This study is a professional tool. It is intended to be used by an Herrmann International certified practitioner.



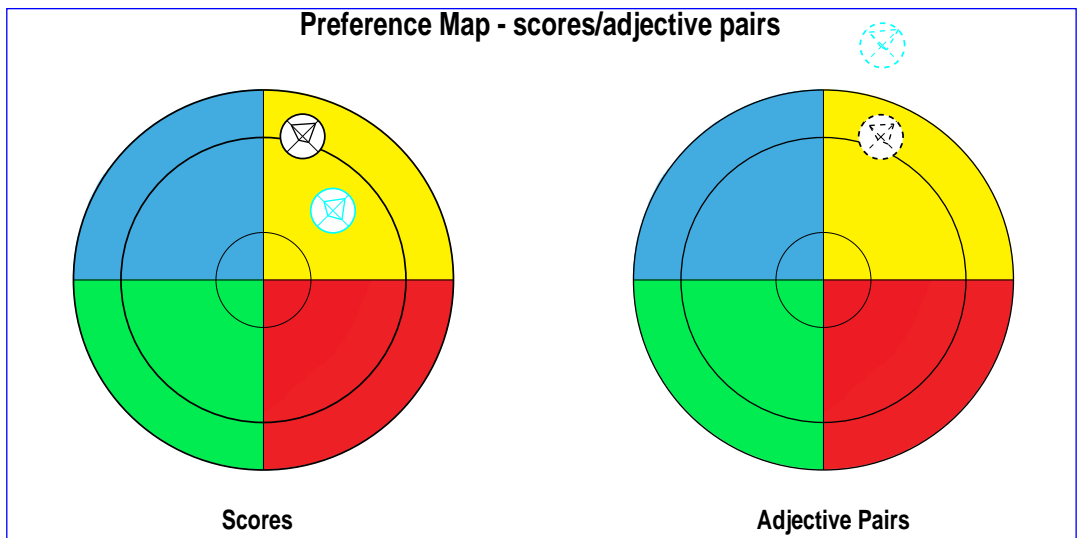
Comparison of general & adjective pairs scores

Black: VIRGIL FLOREA
Cyan: ANN HERRMANN

Elements of analysis



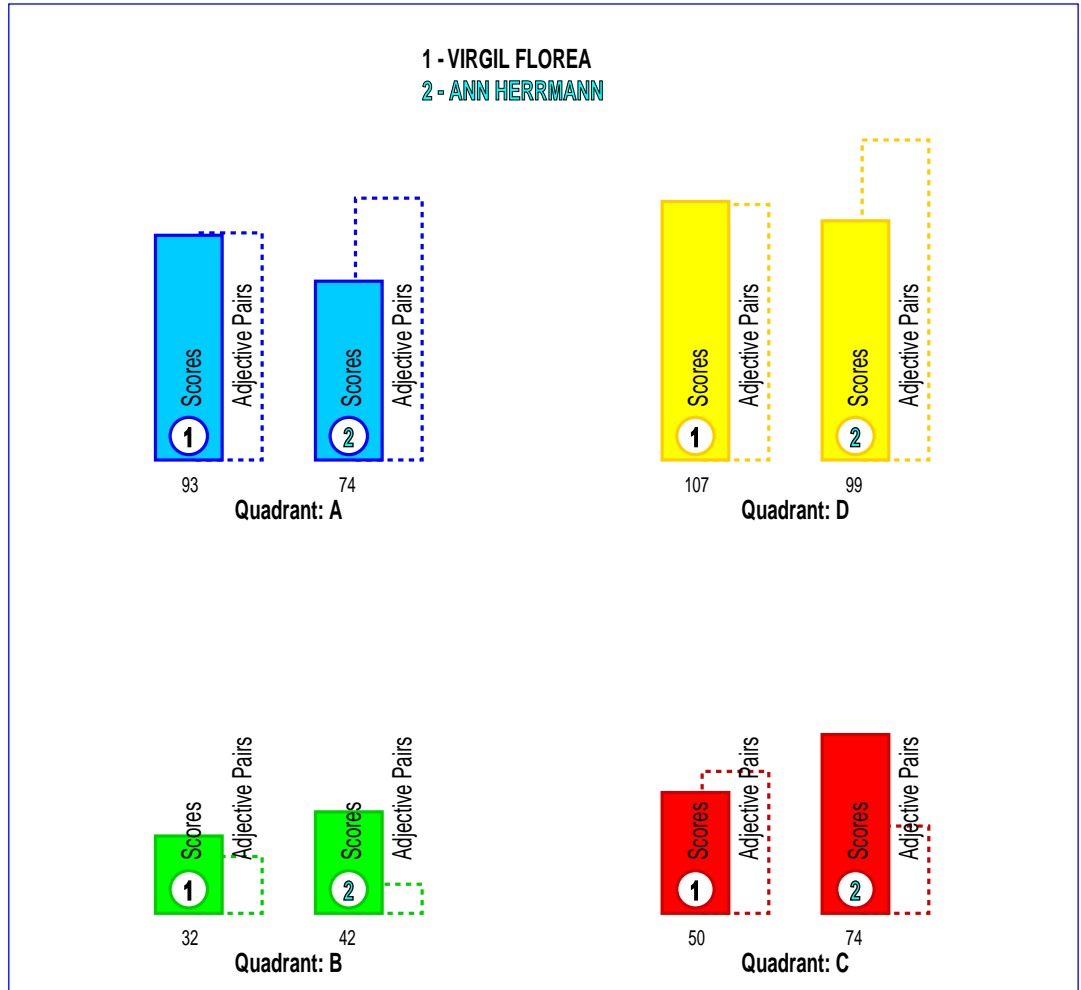
| | Scores | | | | Adjective Pairs | | | |
|---------------|--------|----|----|-----|-----------------|---|---|----|
| | A | B | C | D | A | B | C | D |
| VIRGIL FLOREA | 93 | 32 | 50 | 107 | 8 | 2 | 5 | 9 |
| ANN HERRMANN | 74 | 42 | 74 | 99 | 9 | 1 | 3 | 11 |



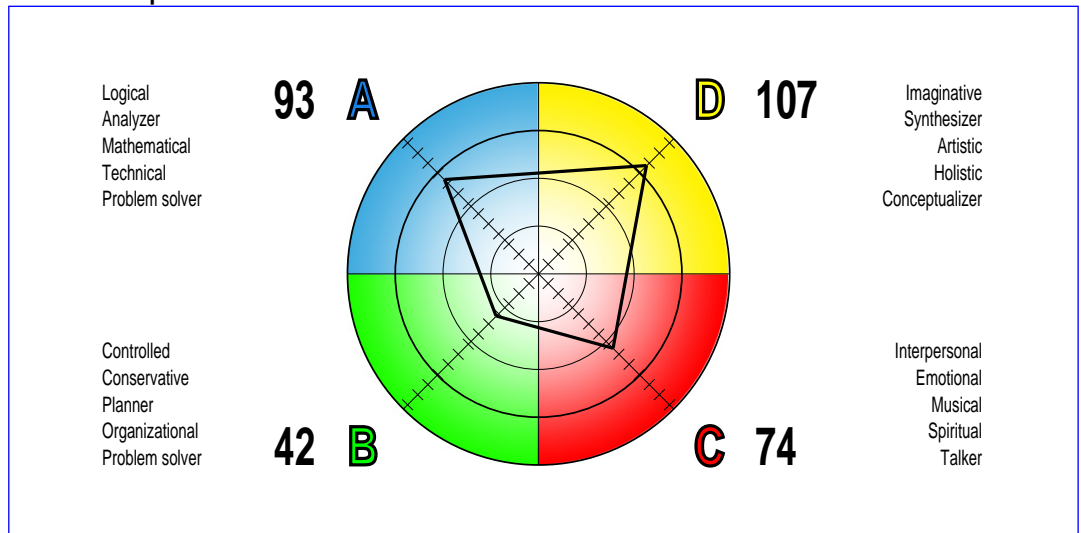


Comparison by quadrant

Elements of analysis



Cumulated pair resources





Comparison by quadrant, by descending order of synchronisation (1)

1: VIRGIL FLOREA
2: ANN HERRMANN



Quadrant: D. This Quadrant presents the most important synchronization for this 'pair'. According to these scores, both VIRGIL FLOREA and ANN HERRMANN have an important preference for this Quadrant. These two individuals appreciate both the imaginative and conceptual modes, and both need novelty, space and innovation. Although they can align in other Quadrants, VIRGIL FLOREA and ANN HERRMANN frequently use the resources of the D Quadrant in their communication and their common work area. Thus, they have a distinct preference for the modes of this Quadrant: conceptual, holistic, intuition, synthesis and imagination. For the 'pair' VIRGIL FLOREA and ANN HERRMANN the keywords from this Quadrant that have shared significance: imagination, innovation, creativity, big-picture and discovery.

The results of the 'Adjective pairs' section inform us about the way we react under pressure. The value obtained by VIRGIL FLOREA for the 'Adjective Pairs' section is 9, which is equivalent to a score of 106. The general score for this quadrant is 107. The difference is not significant. Under pressure, VIRGIL FLOREA uses the resources of this quadrant in the same way as in normal situations. ANN HERRMANN has the value of 11, in this section, which is equivalent to a score of 132, for a general score of 99. The difference of 33 points suggests that under pressure, ANN HERRMANN uses more of this quadrant's resources.

Notes: _____



Quadrant: A. This is the second Quadrant which presents an important level of synchronization. Both VIRGIL FLOREA and ANN HERRMANN show strong preferences in this Quadrant also. The two individuals are comfortable utilizing the factual and analytical modes, and both need logical coherence, rational explanation and time factors. They also have a strong preference for the modes/resources of the A Quadrant: logic, analysis, problem solving and technical. Both VIRGIL FLOREA and ANN HERRMANN readily access the key arenas of this Quadrant: facts, reason, technical, critical, performance and functionality.

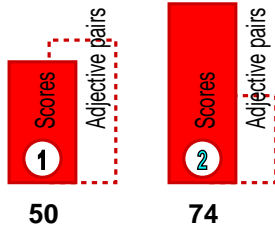
The value obtained by VIRGIL FLOREA for the 'Adjective Pairs' section is 8, which is equivalent to a score of 94. The general score for this quadrant is 93. The difference is not significant. Under pressure, VIRGIL FLOREA uses the resources of this quadrant in the same way as in normal situations. ANN HERRMANN has the value of 9, in this section, which is equivalent to a score of 108, for a general score of 74. The difference of 34 points suggests that under pressure, ANN HERRMANN uses more of this quadrant's resources.

Notes: _____



Comparison by quadrant, by descending order of synchronisation (2)

1: VIRGIL FLOREA
2: ANN HERRMANN

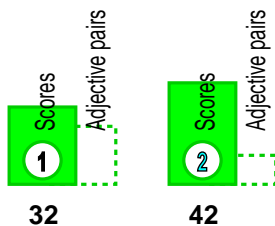


Quadrant: C. These scores indicate an intersection at an intermediate level between the communication and thinking styles of ANN HERRMANN and VIRGIL FLOREA in this Quadrant. VIRGIL FLOREA, who has a lower score, can however follow ANN HERRMANN in the interpersonal and emotional mode. VIRGIL FLOREA could also understand the need for relational reciprocity, emotional safety, personal connection and communication that ANN HERRMANN could exhibit. Concerning the workplace, VIRGIL FLOREA could align with ANN HERRMANN in the modes of the C Quadrant: emotional, relational, interpersonal and the expression of ideas. To communicate more effectively with ANN HERRMANN, VIRGIL FLOREA will have to refer to, in critical situations, the key words of the C Quadrant: human contact, emotion, sensitivity, sharing and personal engagement.

The value obtained by ANN HERRMANN for the 'Adjective Pairs' section is 3, which is equivalent to a score of 36. The general score for this quadrant is 74. The difference, which is 38, means that under pressure, ANN HERRMANN uses less of the resources of this quadrant.

VIRGIL FLOREA has the value of 5, in this section, which is equivalent to a score of 59, for a general score of 50. The difference of 9 points suggests that under pressure, VIRGIL FLOREA uses more of this quadrant's resources.

Notes: _____



Quadrant: B. These scores suggest a low preference of ANN HERRMANN and VIRGIL FLOREA for this Quadrant. Neither VIRGIL FLOREA nor ANN HERRMANN express themselves spontaneously in the concrete and pragmatic modes. For these two individuals the need for material safety and order could not be a priority. In the workplace, VIRGIL FLOREA and ANN HERRMANN should develop, if that proves to be necessary, the modes of the B Quadrant: organization, planning, administration and implementation, by a specific training. Concerning the key words of the B Quadrant: cautiousness, organization, control, reliability and planning, they are barely evoked otherwise than to express frustrations.

The value obtained by ANN HERRMANN for the 'Adjective Pairs' section is 1, which is equivalent to a score of 12. The general score for this quadrant is 42. The difference, which is 30, means that under pressure, ANN HERRMANN uses less of the resources of this quadrant.

VIRGIL FLOREA has the value of 2, in this section, which is equivalent to a score of 24, for a general score of 32. The difference of 8 points suggests that under pressure, VIRGIL FLOREA uses less of this quadrant's resources.

Notes: _____



Synthesis

To summarize, what follows are the four quadrants classified by descending order of synchronization:

This classification suggests the hierarchy that this 'pair' should use for better communication.

- 1 - D Quadrant: imaginative and conceptual
- 2 - A Quadrant: factual and analytical
- 3 - C Quadrant: interpersonal and emotional
- 4 - B Quadrant: concrete and pragmatic

This preferential hierarchy results from the analysis of the overlap in each quadrant, and may not always be consistent or occur spontaneously for this 'pair'. Both individuals will naturally tend to use their own hierarchy of preferences.

Comparative table of the preferential hierarchy of each of the two individuals

| VIRGIL FLOREA | ANN HERRMANN |
|---------------------------------------|---------------------------------------|
| 1 - D 107: imaginative and conceptual | 1 - D 99: imaginative and conceptual |
| 2 - A 93: factual and analytical | 2 - C 74: interpersonal and emotional |
| 3 - C 50: interpersonal and emotional | 3 - A 74: factual and analytical |
| 4 - B 32: concrete and pragmatic | 4 - B 42: concrete and pragmatic |

It appears that the strongest preferences coincide in this 'pair'. Thus, in the workplace:

both VIRGIL FLOREA and ANN HERRMANN:

- see 'the big picture',
- recognize new possibilities,
- integrate ideas & concepts,
- challenge established policies,
- synthesize unlike elements into a new whole,
- invent solutions to problems.

Notes: _____



Important remarks

The analysis of the Adjective pairs results reveal that under stress ANN HERRMANN diverts from her initial preferences. This comparative table shows the preferential hierarchy under pressure:

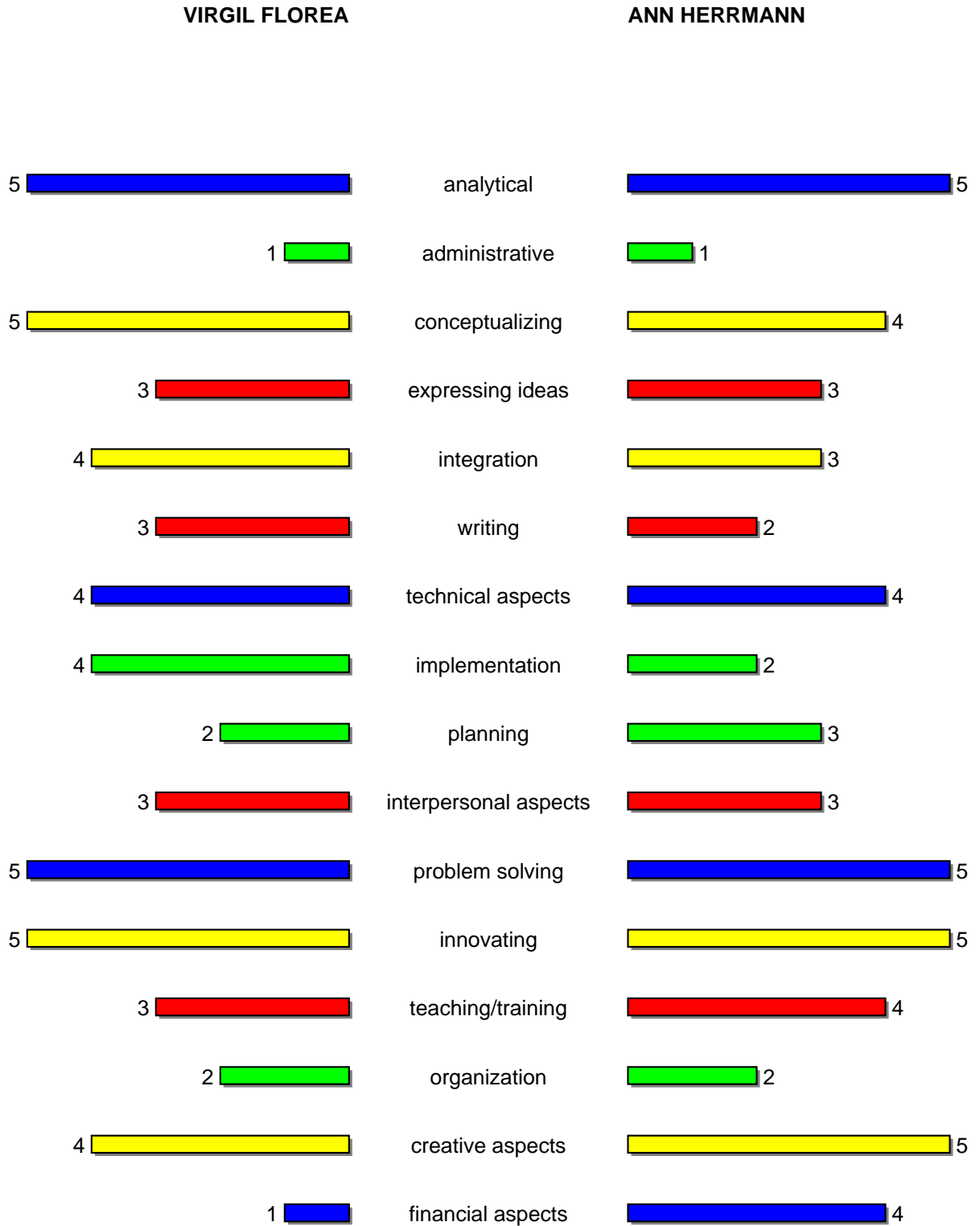
| VIRGIL FLOREA | ANN HERRMANN |
|--|--|
| 1 - D 37%: imaginative and conceptual | 1 - D 46%: imaginative and conceptual |
| 2 - A 33%: factual and analytical | 2 - A 38%: factual and analytical |
| 3 - C 21%: interpersonal and emotional | 3 - C 13%: interpersonal and emotional |
| 4 - B 8%: concrete and pragmatic | 4 - B 4%: concrete and pragmatic |

(Note: the percentages represent the distribution of the Adjective pairs results on the total of 24 points)

Notes: _____



Work Elements Comparison





Key Descriptors Comparison

| VIRGIL FLOREA | | | ANN HERRMANN | |
|---------------|--|--------------|--------------|---|
| 3 | | logical | | 2 |
| - | | creative | | 2 |
| - | | musical | - | |
| - | | sequential | - | |
| 2 | | synthesizer | - | |
| - | | verbal | | 2 |
| - | | conservative | - | |
| 2 | | analytical | | 2 |
| - | | detailed | - | |
| - | | emotional | | 2 |
| 2 | | spatial | - | |
| 2 | | critical | | 2 |
| - | | artistic | - | |
| - | | spiritual | - | |
| 2 | | rational | - | |
| - | | controlled | - | |
| - | | mathematical | - | |
| - | | symbolic | - | |
| - | | dominant | - | |
| 2 | | holistic | - | |
| 2 | | intuitive | | 3 |
| - | | quantitative | - | |
| - | | reader | - | |
| - | | simultaneous | | 2 |
| - | | factual | - | |



Adjective Pairs Comparison

VIRGIL FLOREA

ANN HERRMANN

| | | |
|--|--------------------------|--------------------------|
| technical / dominant | technical | technical |
| like things planned / like things mathematical | like things mathematical | like things mathematical |
| rigorous thinking / metaphorical thinking | metaphorical thinking | metaphorical thinking |
| well-organised / logical | logical | logical |
| technical things / people-oriented | technical things | technical things |
| communicator / conceptualiser | conceptualiser | conceptualiser |
| simultaneous / empathetic | empathetic | simultaneous |
| musical / detailed | musical | detailed |
| controlled / emotional | controlled | emotional |
| creative / logical | logical | logical |
| original / reliable | reliable | original |
| imaginative / sequential | imaginative | imaginative |
| warm, friendly / analytical | analytical | analytical |
| originate ideas / test and prove ideas | originate ideas | originate ideas |
| detailed / holistic | holistic | holistic |
| spiritual / creative | creative | creative |
| interpersonal / organiser | interpersonal | interpersonal |
| feeling / thinking | thinking | thinking |
| original / emotional | original | original |
| controlled / creative | creative | creative |
| problem solver / planner | problem solver | problem solver |
| quantitative / musical | musical | quantitative |
| analyst / synthesiser | synthesiser | synthesiser |
| conservative / empathetic | empathetic | empathetic |



Twenty Questions Comparison

VIRGIL FLOREA ■

■ **ANN HERRMANN**

strongly agree

strongly disagree

