Talent Assessment Report:

Audrey Lennox

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About Receptiviti

Language is one of the most revealing behavioral indicators of human psychology. Receptiviti's technology analyzes how people communicate—whether executives, managers, entry-level employees, or candidates for new roles or promotions—to measure psychological traits that shape organizational culture, team dynamics, leadership style, change-management, role-fit, and culture-fit.

Receptiviti provides scientifically validated psychological insights grounded in decades of peer-reviewed research in psycholinguistics and social psychology. With a scientific foundation cited in over 20,000 academic publications, Receptiviti is the most validated system of its kind.

Receptiviti's team comprises a specialized group of individuals focussed on our niche offering at the intersection of language, technology, and psychology. Our platform supports talent decisions and development by uncovering the psychological factors that traditional assessments often miss or cannot objectively capture, helping organizations better understand people, align talent with roles and culture, and enable long-term success.

About this Report

The findings in this report are based on an analysis of language samples produced by an anonymized individual given a randomly generated name for the purpose of this report.

The individual's scores across Receptiviti's psycholinguistic measures are benchmarked against a norming dataset of executive and leadership communications. As such, each score reflects the degree to which the individual expresses a given trait relative to that reference group.

Every score offers meaningful insight—none are inherently negative. Each person has qualities that come more naturally and others that require greater energy to develop or apply. Certain situations will align well with their strengths, while others may present greater challenges. This report is designed to support self-awareness and inform talent evaluators by highlighting how the individual is likely to show up in the workplace, and how their unique psychological profile may shape their impact within a role or organization.

This report organizes findings into four categories: Leadership Style, Thinking Style, Risk and Reward Focus, and Motivators.

Leadership Style

This section includes measures that describe and predict how an individual approaches relationships and contributes to team dynamics. It highlights interpersonal tendencies and the ways they shape culture, communication, and collaboration. To produce insights, the individual's language samples were analyzed in aggregate.

Thinking Style

This section captures how the individual processes information and evaluates options. It reflects whether their decision-making tends to be more intuitive and experience-based or more deliberative and analysis-driven. It also reflects whether the individual demonstrates To produce insights, the individual's language samples were divided into segments of approximately equal word count. Each

segment was scored independently. This approach captures both the individual's range of thinking styles (reflecting thinking agility) and their average thinking style (reflecting their predominant approach).

Risk and Reward Focus

This section examines the individual's sensitivity to risk and drive toward reward. It sheds light on how they balance caution and opportunity, and how this balance shapes their approach to challenges, complexity, and uncertainty. To produce insights, the individual's language samples were analyzed in aggregate.

Motivators

This section explores the psychological needs that drive behavior—such as the desire for achievement, connection, or influence. These traits reveal what energizes the individual and how they are likely to find meaning in their role. To produce insights, the individual's language samples were analyzed in aggregate.

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Summary

This individual is likely to bring a relationship-centered, flexible leadership approach grounded in collaboration, team cohesion, and social awareness. They may excel in people-first cultures that value psychological safety, shared ownership, and adaptive thinking under pressure. Their strength lies in their ability to build trust, make quick intuitive judgments when needed, and support balanced, pragmatic decision-making. Leaders with this profile may benefit from intentional planning support and risk-framing tools in high-stakes or data-heavy contexts that demand sustained deliberation, assertiveness, or comfort with conflict.

Leadership Style

This individual demonstrates a moderately Coaching leadership style, characterized by high communal and average agentic tendencies. They are likely to lead by empowering others, facilitating collaboration, and promoting shared ownership, while still providing goal-oriented direction when needed.
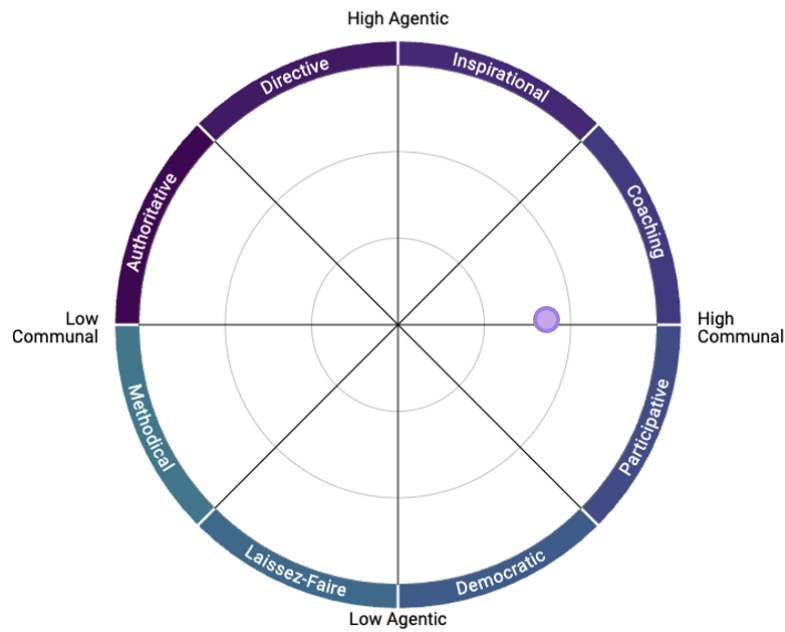
Strengths

- Well-suited for cross-functional or team-oriented environments where mutual understanding, development, and collaboration are valued.

- Likely to build trust-based, psychologically safe cultures that support long-term team performance and cohesion.

- Capable of guiding others toward goals in a supportive, emotionally intelligent manner, especially in contexts where performance and people priorities must be balanced.

- Brings relational depth that can stabilize teams during periods of uncertainty or organizational change.

Considerations

- A leader with this style can sometimes underemphasize assertiveness or delay difficult conversations in favor of preserving harmony. Consider how structured expectations and direct communication support can enhance clarity and execution.

- Leaders with this tendency may find that situations like competitive restructures, underperformance issues, or high-pressure deadlines require more effort to assert authority and deliver difficult feedback without diluting impact.

Thinking Style

This individual demonstrates a slightly intuitive thinking style, favoring fast, experience-based decision-making over slower, methodical reasoning. Their wide score range suggests above-average cognitive flexibility, indicating the ability to shift between intuitive and deliberative processing depending on context.
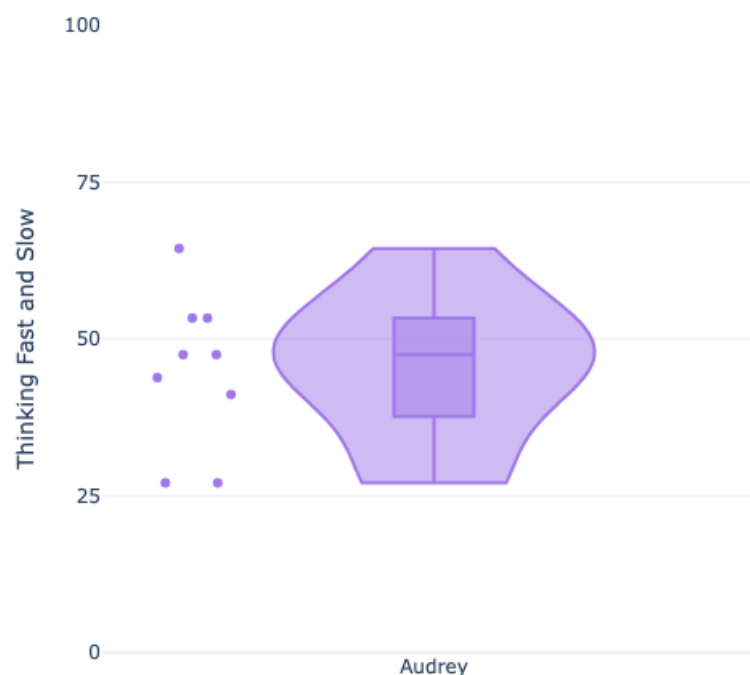
Strengths

- Likely to perform well in fast-paced, ambiguous, or high-pressure situations that require quick thinking and decisiveness without full information.

- Their flexible cognitive style may support success in dynamic environments that call for both instinctive judgment and structured analysis at different stages.

- May offer practical solutions grounded in experience and pattern recognition, especially valuable in roles requiring real-time responsiveness or interpersonal nuance.

- This adaptability supports collaboration across diverse teams--balancing rapid execution with thoughtful planning as needed.

Considerations

- Consider how this leader's slightly intuitive baseline may benefit from structured support in highly analytical or regulatory settings that demand extended deliberation and detailed rationale.

- Leaders with this tendency may find that situations like enterprise-wide transformation, complex systems redesign, or extended scenario planning require more effort to sustain deep analytical processing over time.

Risk and Reward Focus

This individual demonstrates a slightly reward-seeking orientation, characterized by average sensitivity to potential gains and slightly lower-than-average attention to potential risks. Their decision-making style suggests a preference for pursuing upside opportunities with relatively less preoccupation with potential downsides.
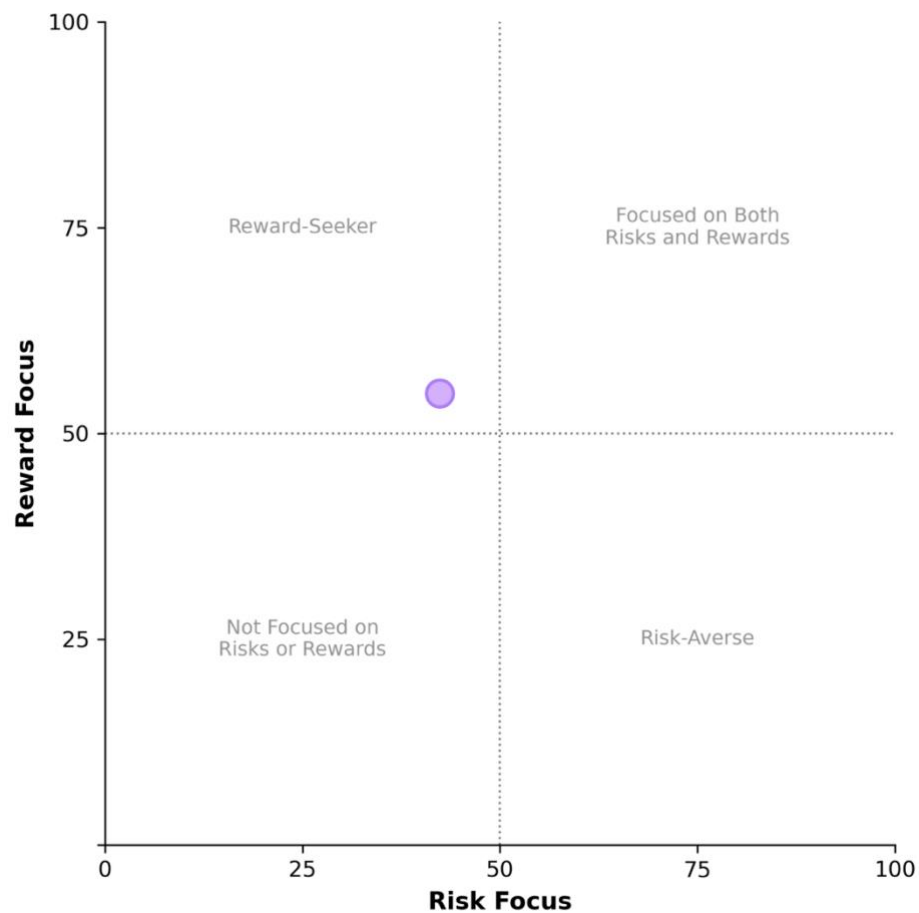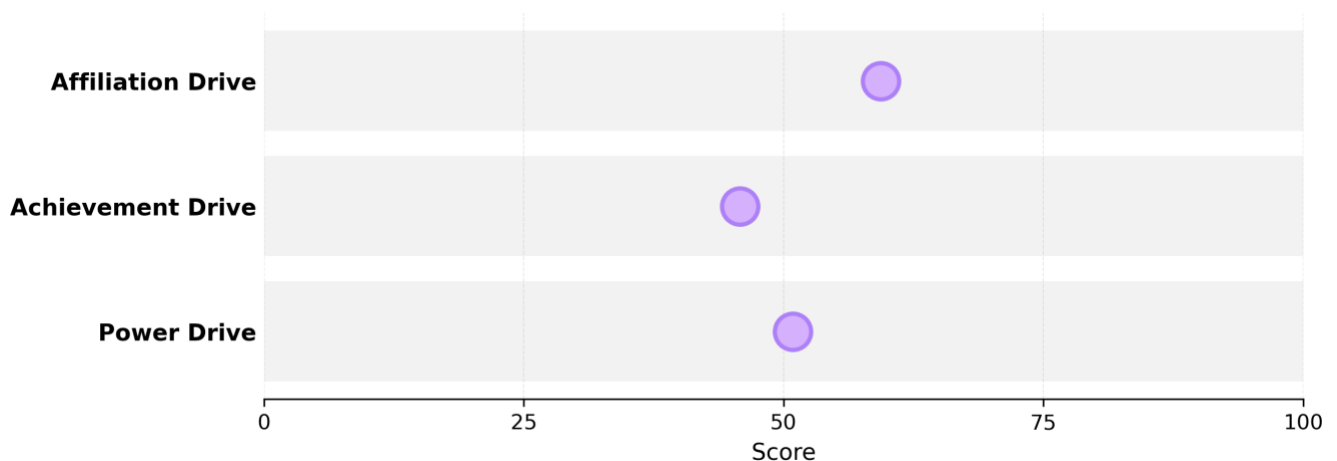
Strengths

- Likely to be energized by growth initiatives, innovation, or opportunity-focused goals, particularly in environments that reward progress over perfection.

- May help drive forward motion in teams that are overly cautious or prone to indecision, contributing momentum and optimism.

- Well-suited for roles that involve expansion, experimentation, or strategic bets--especially where quick action is valued more than exhaustive risk evaluation.

- In steady-state or lower-stakes contexts, this orientation may help sustain confidence and positive morale without escalating threat perception.

Considerations

- Leaders with this tendency may find that situations like enterprise risk management, regulatory navigation, or crisis response require more effort to fully engage with risk scenarios and contingency planning.

- Consider how reward orientation, without commensurate risk sensitivity, may lead to underestimating long-term tradeoffs or stakeholder impacts--especially in high-accountability contexts where downside vigilance is critical.

Motivators

This individual demonstrates a slightly elevated need for affiliation, suggesting that connection, belonging, and interpersonal harmony may be especially important to their motivation and engagement. Their achievement and power drives fall within executive norms, indicating a balanced, stable orientation toward goals, influence, and status without overreliance on dominance or recognition.

Strengths

- Likely to foster loyalty, cohesion, and a psychologically safe climate in team environments, especially in organizations that emphasize collaboration, inclusion, and trust.

- May build strong interpersonal rapport with peers and direct reports, contributing to smooth communication and sustained engagement across stakeholder groups.

- Comfortable contributing in both relational and performance-driven cultures, allowing for versatility across business functions.

- Well-suited for leadership in people-centered contexts--such as employee experience, change management, or client engagement--where interpersonal dynamics are critical to success.

Considerations

- Leaders with this tendency may find that situations like high-conflict negotiations, rapid-fire decision-making environments, or cultures that reward assertiveness over harmony require more effort and emotional resilience.

- Consider how a high affiliation drive might interact with average achievement motivation in competitive or high-pressure contexts--this individual may prioritize relationship quality over personal advancement unless goals are framed through team impact or shared success.

Appendix 1: Measure Definitions

Leadership Style Measures

The way individuals engage with their teammates or direct reports and the interpersonal styles they adopt shape their contribution to team dynamics and culture. Agency and communion are two well-established dimensions of interpersonal behavior that help capture these interpersonal styles.

Agentic captures the degree to which individuals focus on bold influence and individual vision or accomplishment, which is often linked to leadership and initiative.

Communal captures the degree to which individuals focus on others and emphasize cooperation, support, and collective achievement, which is often linked to long-term value creation and being a culture carrier.

Thinking Style Measures

Thinking style refers to how individuals make decisions and process information on a bidirectional index where the lower the score, the more intuitive the thinker and the higher the score the more deliberative the thinker. Intuitive thinking involves quick, efficient thought processes that rely on expertise, mental shortcuts, or heuristics. Deliberative thinking involves slower, more reflective and analytical processing. Neither way of thinking is inherently superior or inferior. Fast and Slow thinking complement each other, and the ability to strategically employ either mode of thought is beneficial for efficiently navigating the workplace.

Thinking agility refers to individuals' practical ability to make connections between diverse areas of expertise and apply that knowledge quickly in complex and dynamic real-life challenges. Thought agility is a broader form of the psychological concept of learning agility, which has to do with rapidly and creatively generalizing from past learning experiences to new challenges. Agile thinkers are versatile and flexible–able to rapidly switch from a cautious, methodical mode of thinking to bold, intuitive decision-making when needed. Thinking agility is measured by range of thinking style. A wide

range suggests greater cognitive flexibility and thinking agility, while a low range reflects a more rigid and uniform thinking style.

Risk and Reward Focus Measures

Risk focus measures how attuned individuals are to potential downsides, capturing language related to uncertainty, danger, or exposure to harm.

Reward focus measures how attuned individuals are to potential upsides, capturing language related to opportunity, benefit, and positive emotional states.

Motivators Measures

Decades of research have identified three core drivers of behavior: achievement, affiliation, and power.

Affiliation reflects the degree to which individuals demonstrate an intrinsic desire for connection, belonging, and positive social relationships

Achievement (also referenced in Coachability) reflects the degree to which individuals demonstrate an intrinsic desire to master tasks, meet personal standards of excellence, and succeed through effort and improvement.

Power reflects the degree to which individuals demonstrate an intrinsic desire to influence others, assert control or dominance, and gain recognition or authority.

Appendix 2

Appendix 2.1 Score interpretations

Scores for all measures are normed using Z-scoring. Z-scoring transforms raw scores into standardized scores that show how far a value is from the mean, measured in standard deviations. Scores are then projected onto a range from 0 to 100.

A normed score of 80 indicates that the sample is 2.4 standard deviations away from the mean of the norming dataset.
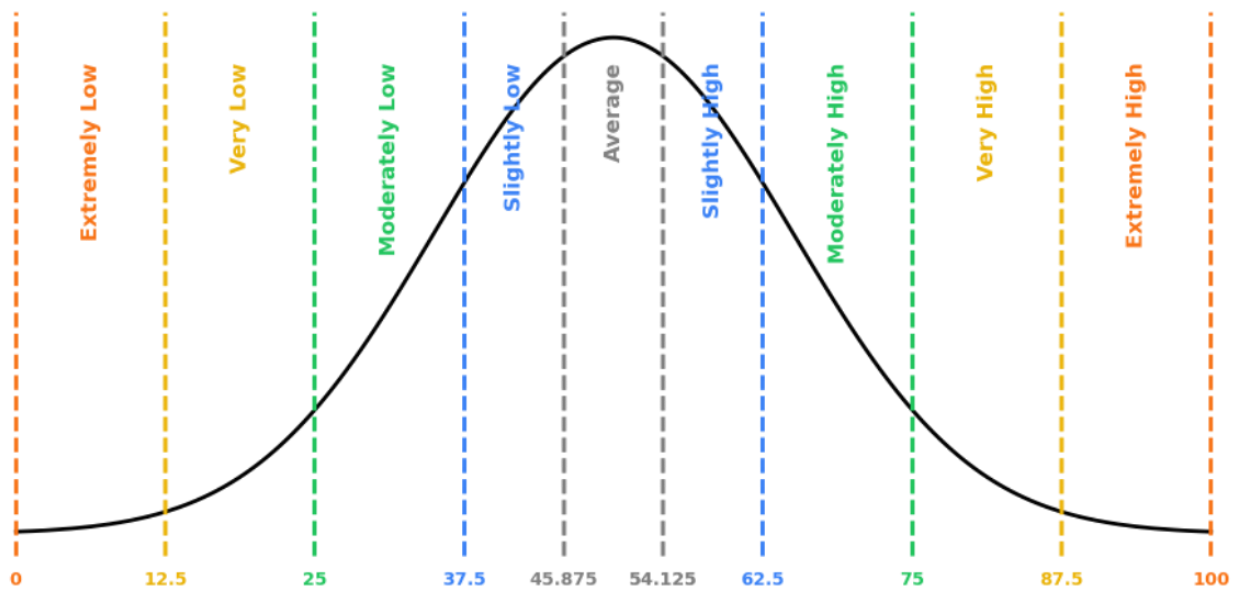
Appendix 2.2 Violin Chart Interpretation

Violin charts display the distribution of scores based on a normed scale from 0 to 100. Each shape (called a Violin) shows the spread and density of scores.

Thickness of the violin at any point reflects the concentration of data points scoring at that level (thicker = more common) (thinner = less common).

The top and bottom edges of the violin are defined by the minimum and maximum score.

The violin chart is overlayed on top of a standard box and whisker plot (also called box plot). The center line represents the median score.

The dots on the left of the violin, show the scores for each language segment (created by slicing the individual's language samples).

This chart helps contextualize scores by visualizing variance. For example, a greater spread on a violin chart visualizing fast and slow thinking scores indicates greater thinking agility—the ability to shift flexibly between intuitive and deliberative modes.

Appendix 2.3 Slider Scale Chart Interpretation

Slider scale charts display a score on a 0 to 100 scale.

The purple dot represents the individual's score.

This chart visualizes how an individual scores against executive and leadership norms, offering perspective on alignment and differentiation.

Appendix 2.4 Quadrant Chart Interpretation

The quadrant chart maps two psychological dimensions on a 0 to 100 scale. It provides a visual snapshot of where an individual falls relative to key traits.

The purple dot represents the individual's score across both dimensions.

The quadrants (or the octants in the case of the leadership style visual) describe common behavioral patterns associated with different combinations of the two traits.