



Personal Assessment

DualDrive

Individual Ambidexterity

SAMPLE

PREPARED FOR

Maria Example

Operations Director · Example Company Inc.

Date: 13/10/2026 · Order: SAMPLE

Before you read

This is a sample report, created with fictitious answers and data to show the format and content of the deliverable.

The indices, stages, profiles, comparisons and recommendations do not describe any real person or company and must not be used for decisions.

The official report is generated from the buyer's own answers, without a watermark, and sent to the e-mail given in the order.

See the products at www.ideavus.com.br/en/loja

SAMPLE

Summary

The essentials of this report on one page.

INDEX

58

STAGE

Emerging

PROFILE

Executor

Three strengths

	Ambidextrous Influence
	Learning Mindset
	Execution and Refinement

75

71

67

Three priorities

	Exploration and Discovery	38
	Connections and Autonomy	46
	Switching and Integration	50

FIRST ACTION, THIS WEEK

Write down one annoyance in your work that could be solved differently.

Your result

The index ranges from 0 to 100 and summarizes your answers on the six pillars. The stage shows where you are in your development today, by your own reading.

58

out of 100

STAGE

Emerging

You already combine both modes in some situations, but not consistently.

The six stages



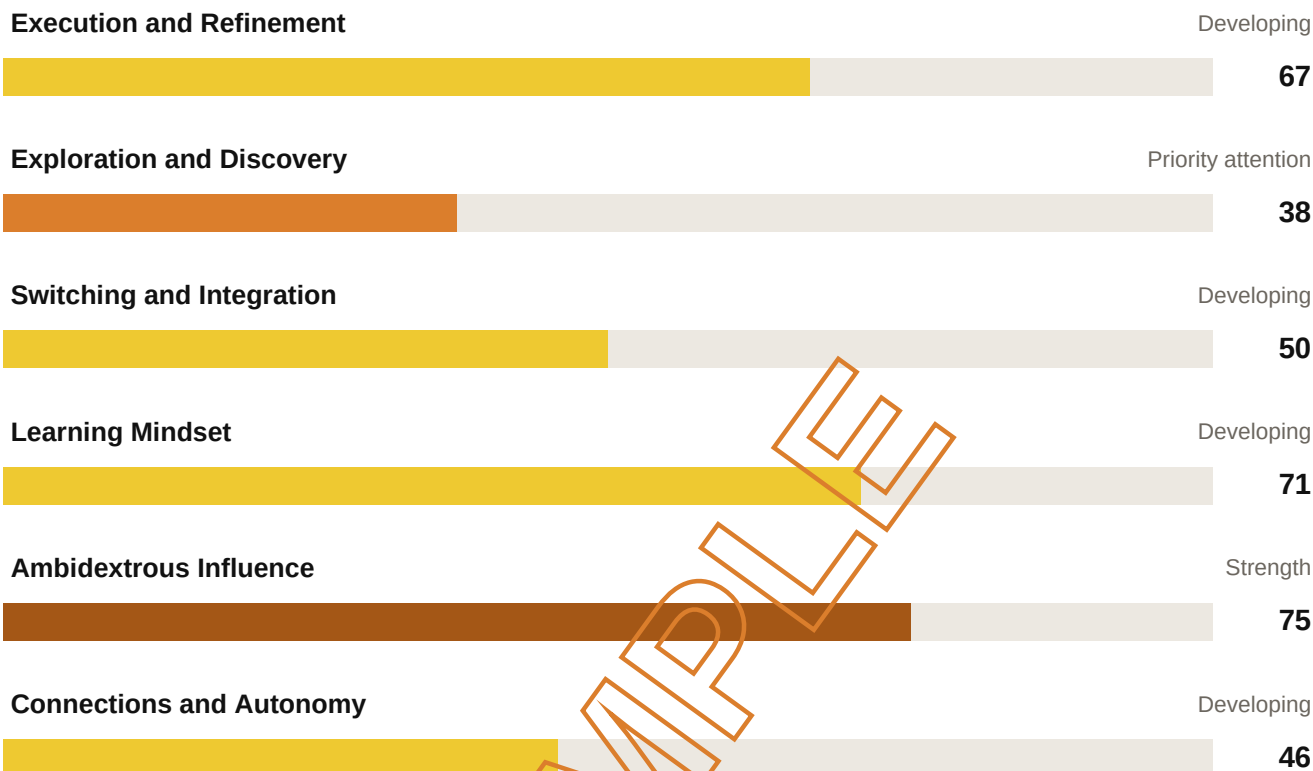
What this stage calls for now

- Work on your lowest dimension with a 90-day plan and peer feedback.
- Bring one new learning into a routine you already run.
- In each project, set moments to open up for ideas and to close down to deliver.

This is a personal development assessment. It describes behaviors at work, not personality traits.

The six pillars

Each bar shows your result in the pillar, from 0 to 100. The color shows where to focus your development.



STRONGEST POINT

Ambidextrous Influence · 75

POINT THAT NEEDS THE MOST ATTENTION

Exploration and Discovery · 38

Your profile

The combination of your pillars forms a behavior pattern. It does not define who you are; it describes how you tend to act at work today, and it can change.

Executor

Your execution is above 60 and your exploration below: you deliver quality work and are recognized for it, but you renew little. In fast-changing contexts, excellence in the familiar can become a competence trap.

Core recommendation

Protect two hours a week for exploration and run one small experiment a month.

BALANCE

71

100 = both modes at the same level

COMBINATION

25

joint strength of both modes

Balance shows whether you lean to one side; Combination shows the strength of both modes together. Ideally both are high. High Balance with low Combination means both modes are equally underdeveloped.

What shaped this profile

PILLARS PULLING AHEAD

Execution and Refinement



67

PILLARS HOLDING BACK

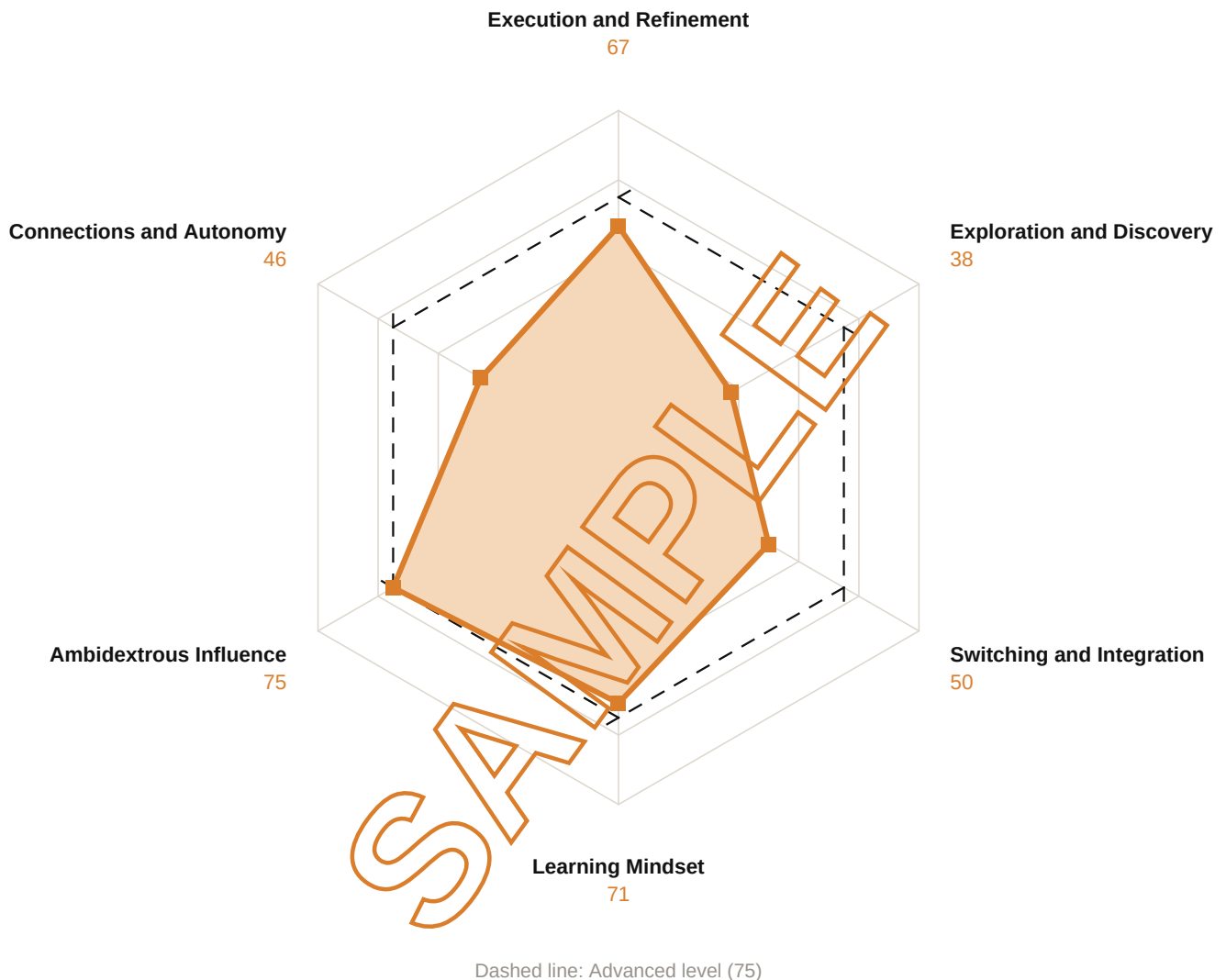
Exploration and Discovery



38

Your profile at a glance

The shape shows your profile. The more regular it is, the more balanced; peaks and dips show where you rely on strengths and where there is room to grow.

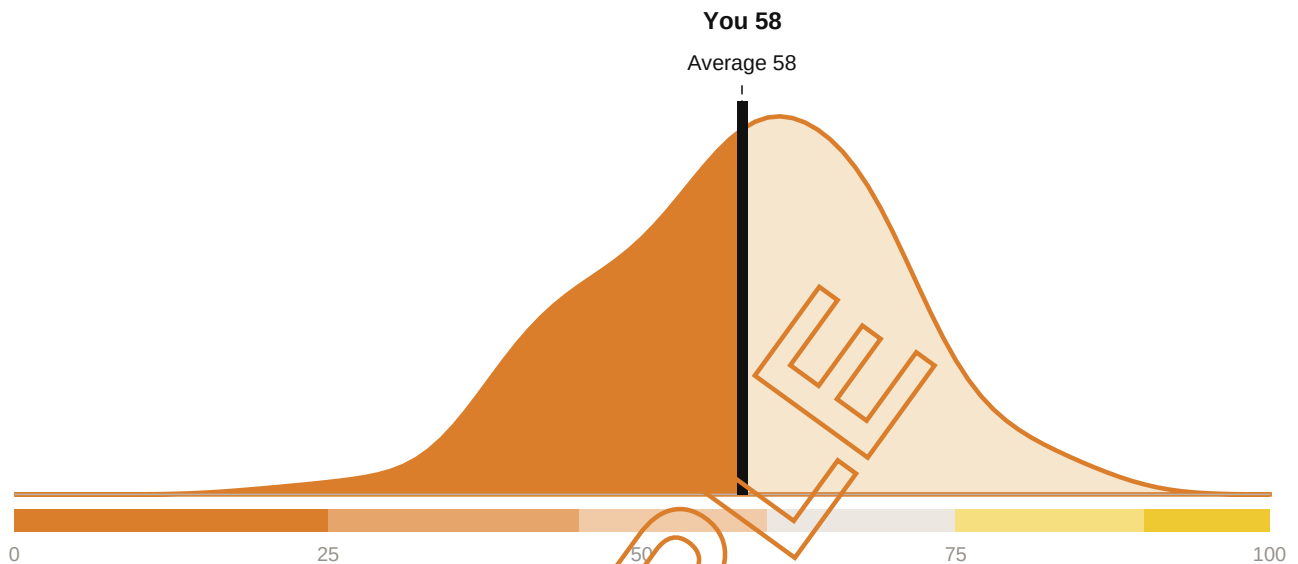


Profile balance

Gap between the highest and lowest pillar: 38 points. Profile with strong contrasts: one or two pillars are well below the rest and tend to limit the others. Start with them.

How you compare

The curve shows how the indices of people who have taken this assessment are distributed. The marker shows your position.



Your index is higher than 44% of respondents.

Comparison base: 240 respondents. Example with a fictitious base, for demonstration only.

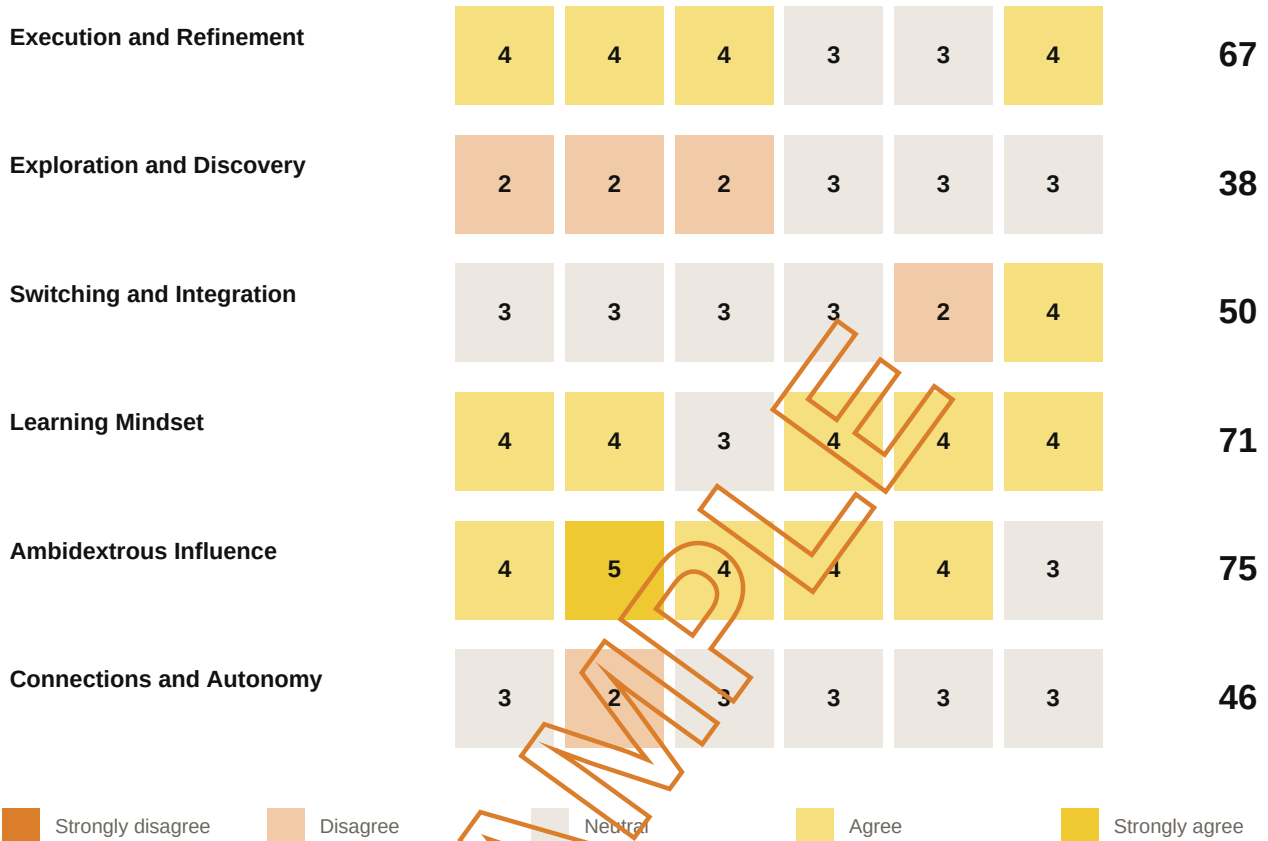
Your pillars compared to the average



The comparison shows relative position, not absolute quality. Comparison bases change over time and with the profile of respondents.

Heat map of your answers

Each square is one statement, grouped by pillar. Colors go from orange (disagree) to gold (agree) and show where each pillar result comes from.



Statements that stand out

The statements with the highest and lowest answers. They help turn the index into concrete day-to-day examples.

Where you recognize yourself most

- 5** I make room for independent ideas in the discussions I lead.
 Ambidextrous Influence
- 4** I spend time improving processes, products or services I already work with.
 Execution and Refinement
- 4** I continuously try to improve the way I carry out my routine tasks.
 Execution and Refinement
- 4** I complete my work on time and with the expected quality.
 Execution and Refinement
- 4** I turn my experience into methods others can reuse.
 Execution and Refinement

Where you recognize yourself least

- 2** I actively look for new possibilities for products, services or processes.
 Exploration and Discovery
- 2** I consider alternatives that differ from the ones we usually adopt.
 Exploration and Discovery
- 2** I test new ideas even without a guarantee that they will work.
 Exploration and Discovery
- 2** I play different roles at the same time with ease.
 Switching and Integration
- 2** I take part in teams or projects that involve several areas.
 Connections and Autonomy

Pillar by pillar

Execution and Refinement

67

Developing

What this result usually indicates

You deliver regularly and improve your work when a problem comes up. What is missing is turning improvement into a habit and sharing what already works.

Recommended actions for the next 90 days

1. Set aside one hour a week to review and adjust one of your processes.
2. Use feedback from a customer or colleague to fix something you deliver.
3. Turn a solution that worked into a template others can use.

Exploration and Discovery

38

Priority attention

What this result usually indicates

You tend to stick to the usual solutions and rarely test anything new. Opportunities outside your area go by without you noticing.

Recommended actions for the next 90 days

1. Write down one idea or annoyance about your work every day for 30 days.
2. Read one article a week about a trend that could change your field.
3. Run a small one-week test of something you have never tried.

Switching and Integration

50

Developing

What this result usually indicates

You switch between modes when needed, but still at some cost. What is missing is combining improvement and novelty within the same initiative.

Recommended actions for the next 90 days

1. Pick a current project and add a small test of something new to it.
2. Look for a solution that meets both demands before giving one of them up.
3. At the start of each project, ask: do we need more exploring or more executing here?

Learning Mindset

71

Developing

What this result usually indicates

You enjoy learning and trust yourself in most situations, but you still hesitate in front of what you know little about.

Recommended actions for the next 90 days

1. Volunteer for a project in an area you know little about.
2. Choose one new skill to develop over the next 90 days.
3. After each difficulty, note what you learned and what you would do differently.

Ambidextrous Influence

75

Strength

What this result usually indicates

You know when to open up for ideas and when to close down to execute, and you help others make that transition. This multiplies ambidexterity around you.

Recommended actions for the next 90 days

1. Mentor someone who struggles with one of the modes.
2. Lead an initiative that requires clearly defined creative and execution phases.
3. Share with other leaders how you adjust your style to task uncertainty.

Connections and Autonomy

46

Developing

What this result usually indicates

You have contacts and some autonomy, but you rarely use this network to bring ideas or resources into your work.

Recommended actions for the next 90 days

1. Bring to your team an idea you came across outside the organization.
2. Join a project that involves several areas.
3. Negotiate a fixed share of your time for initiatives you propose.

What your set of results indicates

More than each pillar alone, the combination says a lot about what to do first.

Strengths to use in your favor

Your highest pillars are Ambidextrous Influence and Learning Mindset. Use these strengths as leverage: they are the shortest path to improving the lowest pillars.

What may be holding the rest back

Exploration and Discovery is the pillar with the lowest result. When one pillar is far below the others, it tends to limit the effect of everything that already works well.

Combination worth attention

The largest gap is between Ambidextrous Influence (75) and Exploration and Discovery (38). Use the first to support the development of the second in the coming weeks.

Consistency of answers

Your answers vary little within each pillar. Each pillar result is a good summary of what you marked.

SAMPLE

From the current stage to the next

For the two lowest pillars, what day-to-day looks like at the current level and what it looks like at the next.

Exploration and Discovery · 38

TODAY

- You stick to the usual solutions.
- Testing something new feels too risky.
- Little contact with topics outside your area.

AT THE NEXT LEVEL

- You take an interest in the new when time allows.
- You run tests now and then.
- You follow trends when the topic comes up.

Connections and Autonomy · 46

TODAY

- You have contacts but rarely use them.
- You join cross-area projects when asked.
- You have some autonomy day to day.

AT THE NEXT LEVEL

- You connect people and information.
- You often bring in ideas from outside.
- You use your autonomy to test initiatives.

Your first week

Small actions to start now, tied to the pillar that needs the most attention. Each one takes less than an hour.

Exploration and Discovery

DAY 1	Write down one annoyance in your work that could be solved differently.	☐ Done
DAY 2	Read one article about a trend that could change your field.	☐ Done
DAY 3	Talk to someone from another area about how they solve a similar problem.	☐ Done
DAY 4	Define a small test with a success criterion.	☐ Done
DAY 5	Run the test and record what you learned.	☐ Done

Your 90-day plan

A plan in three waves, starting with the pillars with the lowest results. Set dates, choose someone to follow your progress and review every 30 days.

Days 1 to 30

Focus: Exploration and Discovery

1. Write down one idea or annoyance about your work every day for 30 days.

Who supports me: _____ Deadline: ____/____

2. Read one article a week about a trend that could change your field.

Who supports me: _____ Deadline: ____/____

3. Run a small one-week test of something you have never tried.

Who supports me: _____ Deadline: ____/____

Days 31 to 60

Focus: Connections and Autonomy

1. Bring to your team an idea you came across outside the organization.

Who supports me: _____ Deadline: ____/____

2. Join a project that involves several areas.

Who supports me: _____ Deadline: ____/____

3. Negotiate a fixed share of your time for initiatives you propose.

Who supports me: _____ Deadline: ____/____

Days 61 to 90

Focus: Switching and Integration

1. Pick a current project and add a small test of something new to it.

Who supports me: _____ Deadline: ____/____

2. Look for a solution that meets both demands before giving one of them up.

Who supports me: _____ Deadline: ____/____

3. At the start of each project, ask: do we need more exploring or more executing here?

Who supports me: _____ Deadline: ____/____

Follow-up and reflection

Use this page to record what changed. Come back to it at 30, 60 and 90 days.

1. Which result in this report surprised me most, and why?

2. What recent situation shows my strongest pillar well?

3. What stops me today from advancing on the lowest pillar?

4. Who will I talk to about this report in the next two weeks?

5. How will I know in 90 days that I have improved?

Checkpoint	What I did	What changed	Next step
30 days			
60 days			
90 days			

Pillar glossary

What each pillar means and why it matters.

Execution and Refinement

Execution and refinement is how much you deepen, improve and efficiently carry out what you already know how to do. It secures today's results and the credibility to propose the new.

Exploration and Discovery

Exploration and discovery is how much you seek the new, experiment and learn outside your comfort zone. It is where the ideas that renew your work come from.

Switching and Integration

Switching and integration is the ability to move between exploring and executing and to handle contradictory demands well. It turns two separate modes into ambidexterity.

Learning Mindset

Learning mindset brings together learning orientation, self-confidence for the new and curiosity. These are the cognitive foundations that make exploration possible.

Ambidextrous Influence

Ambidextrous influence is how you lead people and projects: opening up room for ideas and closing down to ensure delivery. It applies whether or not you hold a formal leadership role.

Connections and Autonomy

Connections and autonomy are the resources that sustain your ambidexterity: internal network, external network and room to decide how to work.

Your next steps

A report shows today's picture. Progress shows up when you measure again.

Retake this assessment every 6 months

Behaviors and practices change over time. Retake it twice a year, around April 2027 and October 2027, and the new report shows your progress pillar by pillar compared with this one.

[Retake the assessment](#)

Assessments that complement this one

Innovator Profile

How you turn ideas into results at work.

[Learn more >](#)

LeadScope Self

How you lead today and what to develop first.

[Learn more >](#)

Innovability Score

Your reading of the company's ability to innovate.

[Learn more >](#)

Want a reading of the whole company?

With many people answering, the diagnostic shows where the organization stands, the differences between areas and an action plan for leadership.

[Diagnostics for companies](#)

How to use this report

This report shows how you see yourself today. Self-assessments tend to be more generous or harsher than the view of those who work with you, so use the result as a starting point for conversations, not as a verdict.

It is designed for personal development. It should not be used for hiring, promotion or performance review.

To track your progress, answer again in six months, thinking about how you actually act, not how you would like to act.

Want to take this to your team?

Talk to Ideavus: contato@ideavus.com.br · www.ideavus.com.br

SAMPLE