



INDIVIDUAL OVERVIEW

Tactical formation,
improved synergy.

22/06/2025

PRESENTED TO
GEMINI AI

PRESENTED BY
Ben Sheridan

TABLE OF CONTENTS

At a Glance	3
Summary of performance	4
Summary of Technical Answers	6
Summary of Confidence Answers	10
Summary of Independence Answers	13
Summary of Reinforcement Answers	16
Summary of Self-Awareness Answers	19
Strategic Business Objectives	22
4P methodology	24
Drivers, Knowledge, Skills, and Behaviours	26
Developmental outlook	27

AT A GLANCE

10,587

Number of data points
processed.

Badges earned



High score



Very confident



Quality focus



Financial head

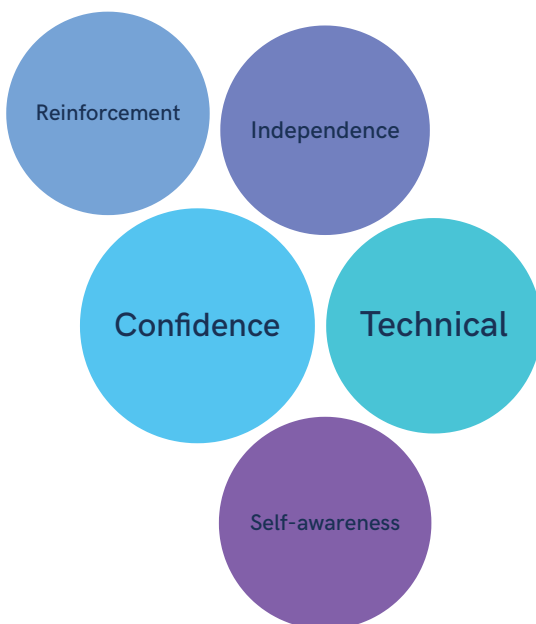


Great communicator

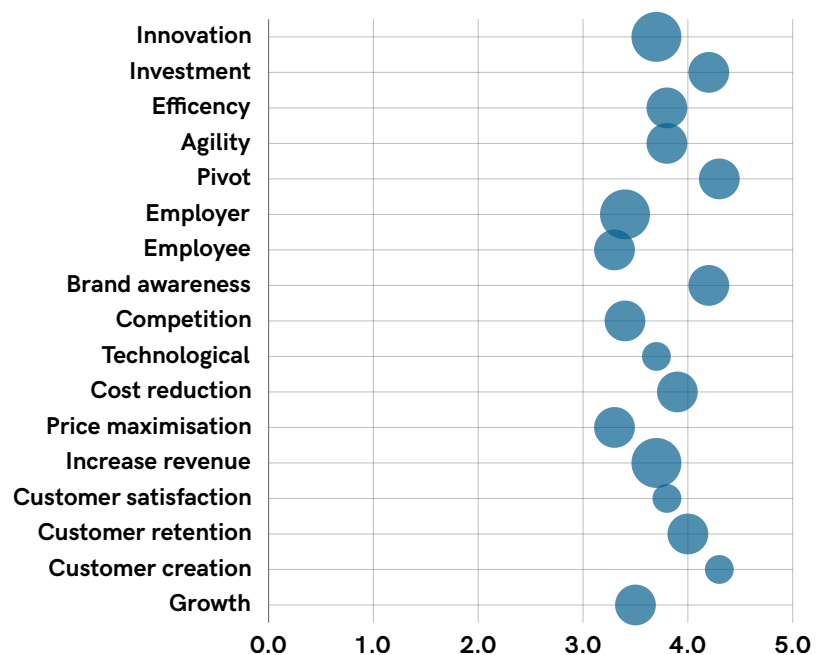
Scoring

Topic	High score	Low score
Personality drivers	Confidence	Self-awareness
Strategic knowledge	Pivot and change direction	Price maximisation
Emotive driver	Aspirational	Defensive

Personality drivers



Strategic business objectives



SUMMARY OF PERFORMANCE

How have you scored in comparison to your peers?

My Organisation



My Score



The average score across the organisation was 57% indicating that more than half of the team members scored well against our benchmarked measurements. Overall, you scored comparatively higher than your counterparts, indicating that you have a very sound understanding and are a strong team member.

Further down in this report, you will see to what depth your talents extend and in which areas you are the strongest. You will also see how we highlighted and grouped specific strategic objectives to indicate the talents you have. Where these are indicated, we have suggested reading materials that can help you leverage these skills to become even stronger.

SUMMARY OF TECHNICAL ANSWERS

How well you understand your business.

The technical elements examine how well you technically answered the questions presented, whilst also testing four factors on confidence, reinforcement, independence, and self-awareness.

What do these factors mean?

Technical - how robust, deep, and knowledgeable your answer was. Did the answer provide sufficient depth, and if so, did it demonstrate a deep understanding of the industry, topic, and context you find yourself in within the business and industry?

Confidence - how confidently was the question answered, how you presented the answer and framed it. Did you second-guess any element of the answer, or did you provide a deep understanding that you could articulate easily to someone outside of your industry?

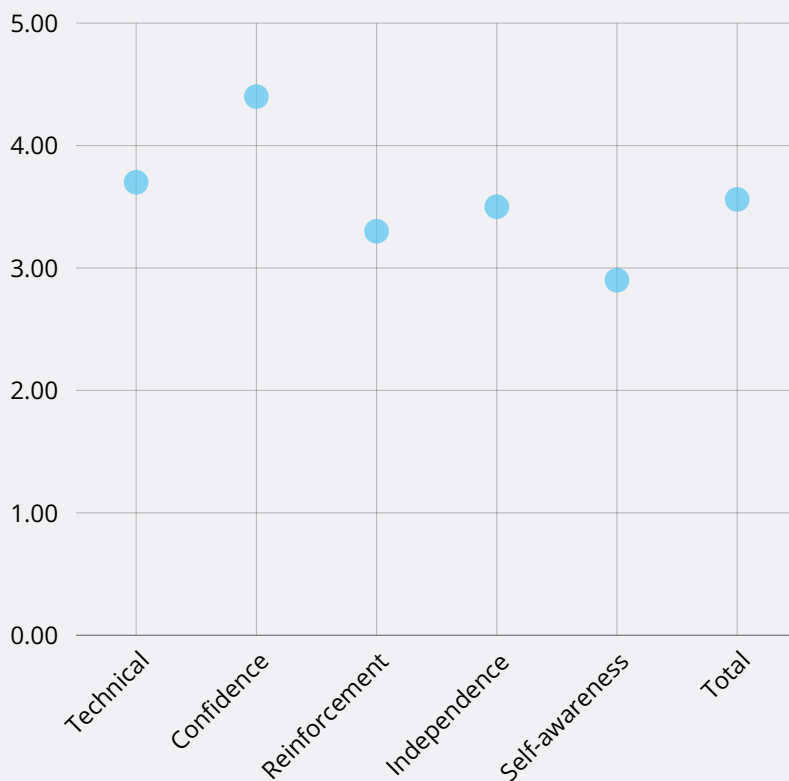
Reinforcement - how well you framed the question through previous experiences and from those experiences, how well have you presented those examples that work to enhance your answer and provide credibility?

Independence - how well you provided an answer that was independent of genericity, which had individual examples and a definition. The answer demonstrates how well you crafted the business insight and knowledge into your worldview and experiences.

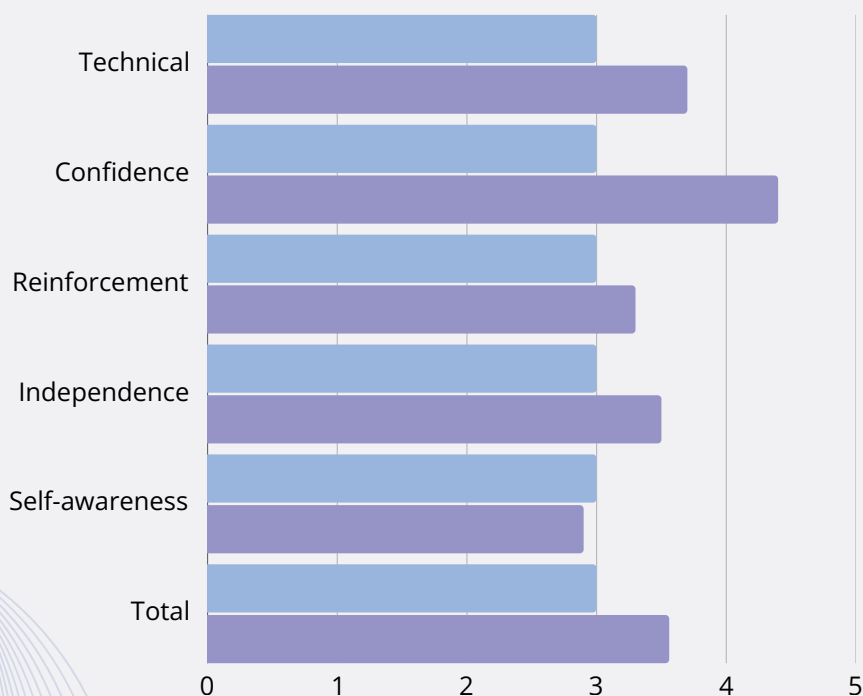
Self-awareness - how well you provided an answer that explored how well you reflected and reviewed past experiences, mistakes, and improvements to formulate a strong response that demonstrably demonstrates learning.

YOUR TECHNICAL HEADLINES

How you understand your business.



The histogram to the left indicates that you generally score well throughout the technical analysis questions, resulting in a total score of 3.56. However, there is an emerging theme with a distinct gap forming between confidence and self-awareness, indicating that you might want to focus on the reflection of your practices and how this applies to how well you think you can perform.



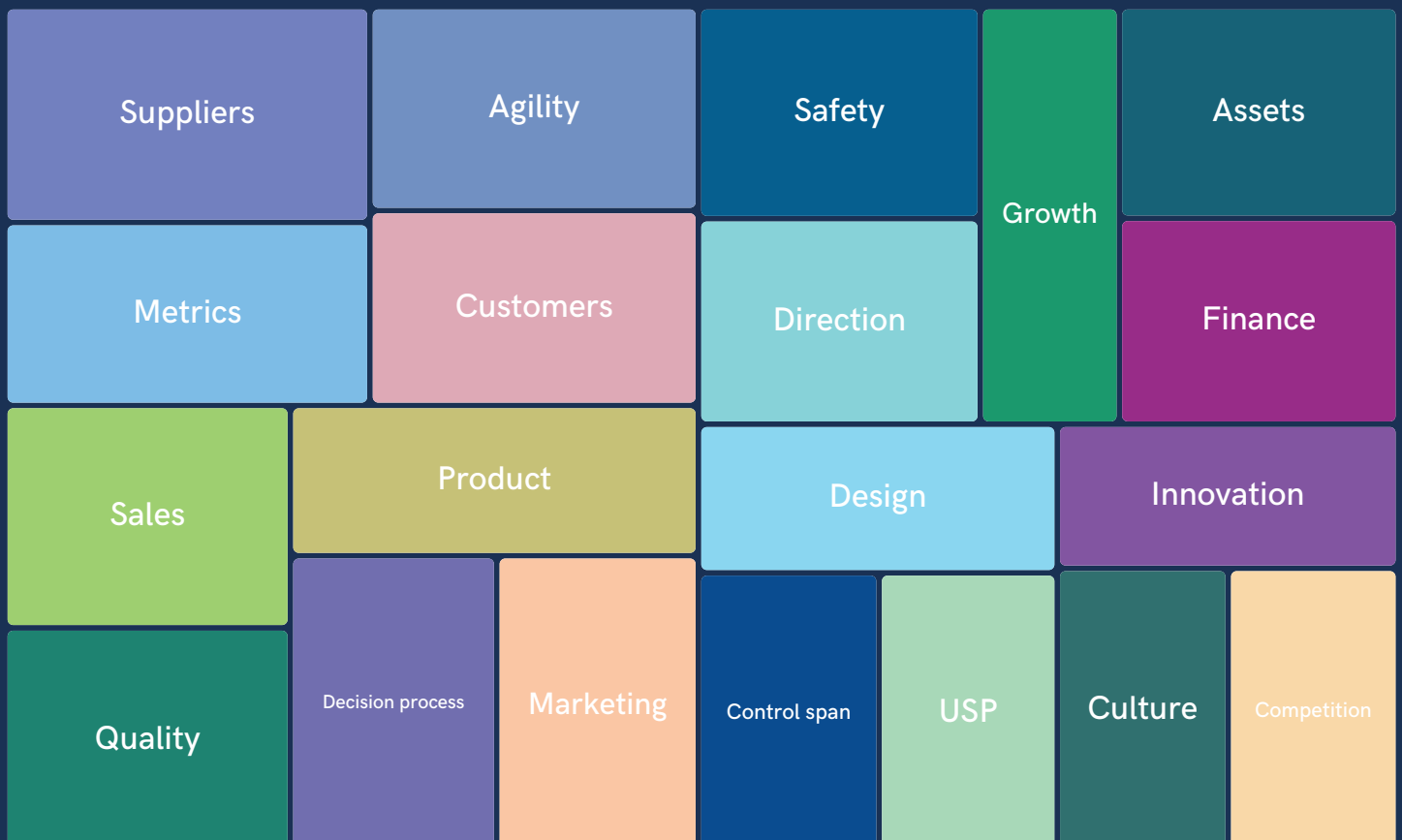
The bar chart on the left indicates how the range of your answers compares with the actual answer. Interestingly, you have a higher range at 3 out of 5. This indicates that across all the lines of inquiry, you have great answers as well as those that scored low. This indicates that more work is required in all aspects of the technical analysis, although we recommend you start with your strongest area, which was confidence, as this will realise the most gains most quickly.

SUMMARY OF TECHNICAL ABILITY

How readily you answer with technical skills, know how and understanding.

Overall, your technical ability in answering questions suggests that you are more comfortable discussing complex topics related to suppliers, marketing, agility, and customer relations. All of these categories scored above 70%. Suppliers scored above 95%, demonstrating real expertise.

Examining the areas in which more learning could take place, it is clear that USP, culture, and competition are the three areas you could develop more. All scored at in the low 60%'s. These topics have an interesting synergy, which we will explore later for maximum exploitation.



DEEP INSIGHTS



What's in the top 5% for you?

In terms of your technical ability, your strengths are highly bunched in a useful and complementary manner. This means that they become somewhat like a superpower, as their complementary elements compound to provide you with a natural leading position at the front of the business's operations. Your strength at this stage is being a great sergeant, able to execute the strategy through the operations, directing the troops.

1 Suppliers

2 Agility

3 Metrics

4 Customers

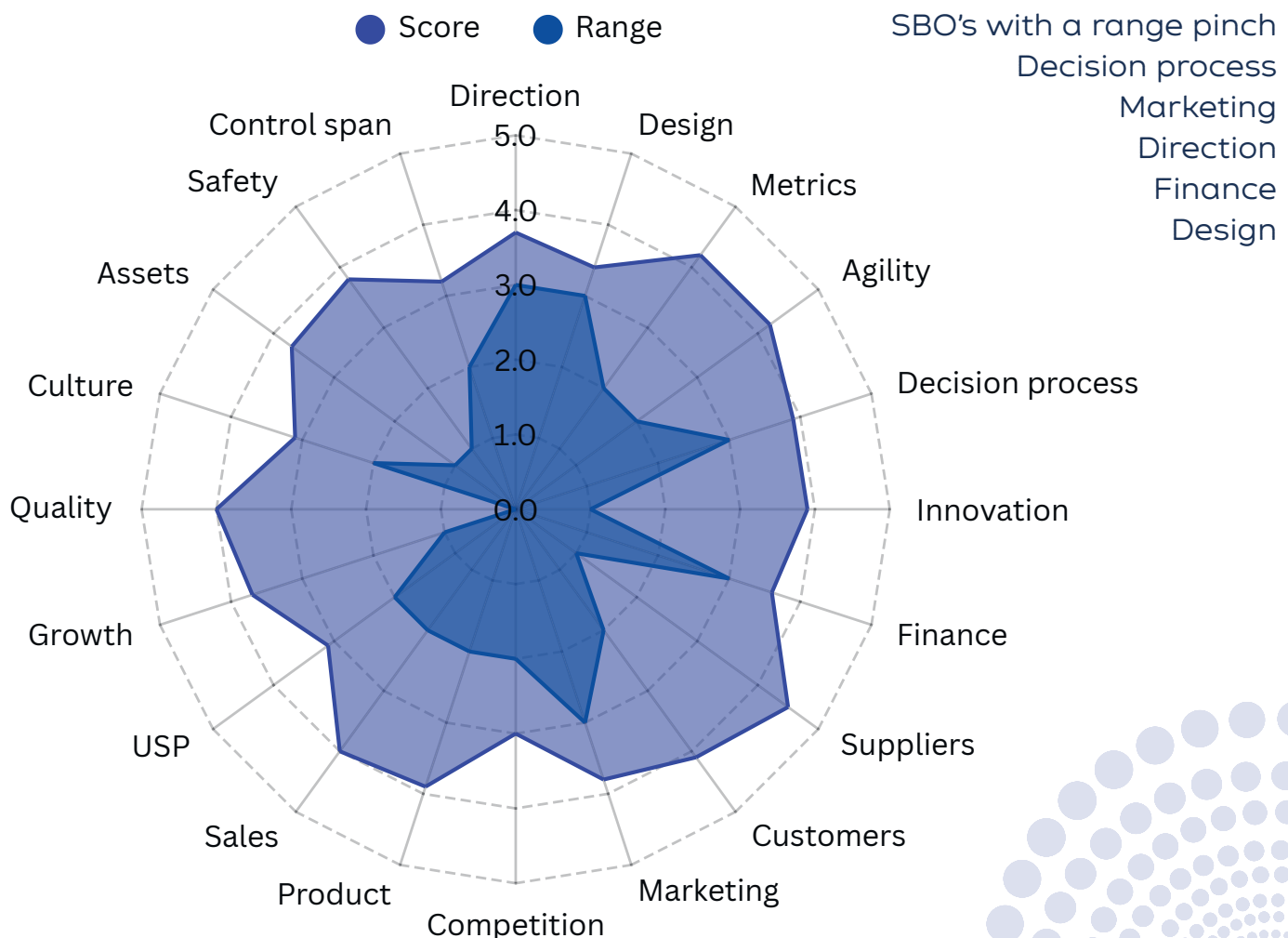
5 Sales



DEVELOP ME

Culture, Unique Selling Point, and Competition are all areas that show the most development needed. This is interesting as it has also appeared in other measurements, such as independence. This is highly interesting as you have strengths in areas highly related to these elements in the page above. What this indicates is that you are highly focused on the day-to-day and the immediate, and you might not be paying as much attention to what the business is designing to leverage itself in its marketplace. You would probably find that working on these elements through researching what makes your business's products different in the market will help you sell more or be more productive, as it will naturally enhance your passion and understanding.

Looking at the radar graph below, this helps identify where else there might be a potential pitfall in some core knowledge. The way the two radar graphs work below is the closer the purple line is to the blue indicates that there was larger range in scores which highlights that some questions scored really high and other very low.

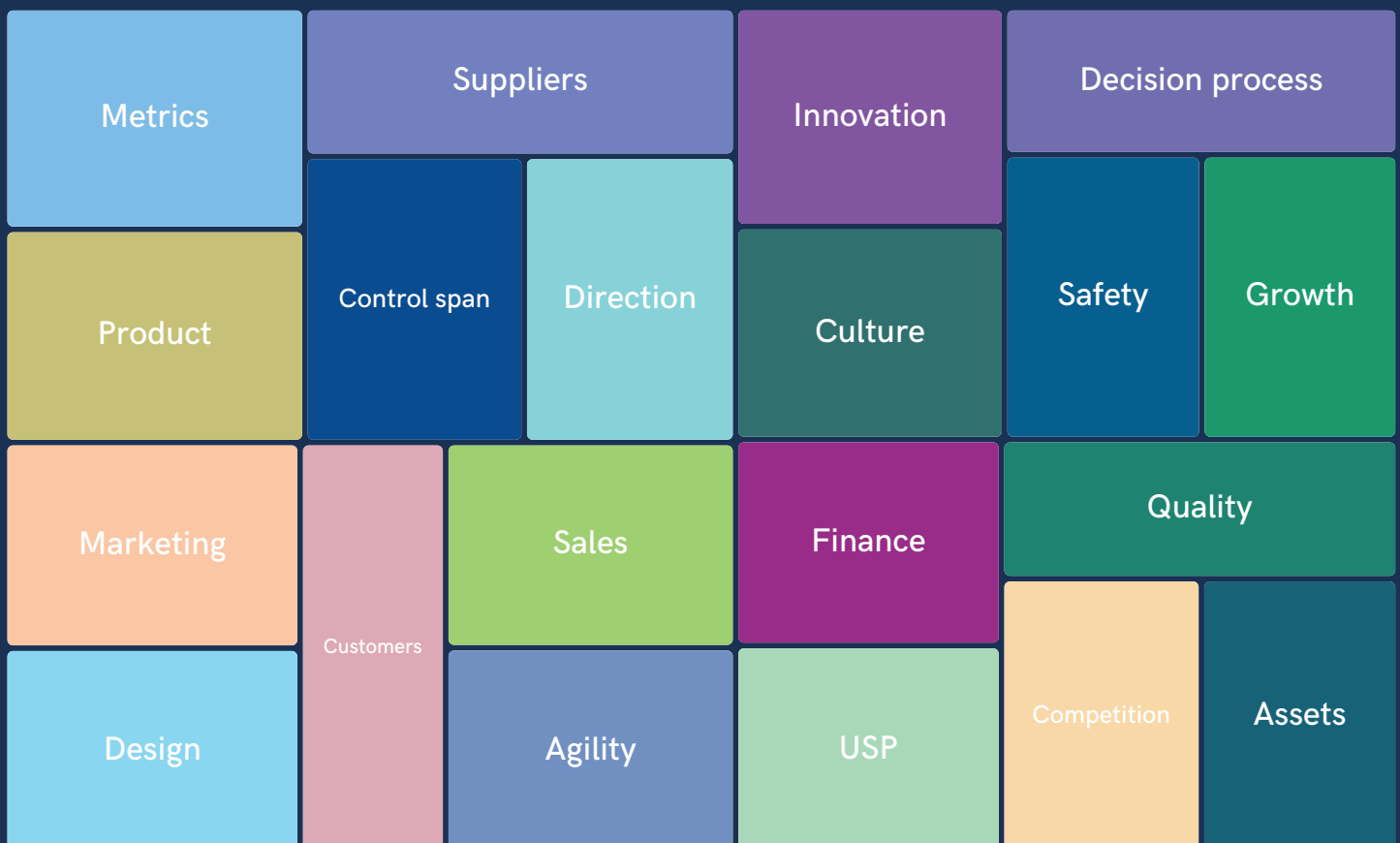


SUMMARY OF CONFIDENCE

How readily you answer confidently and without doubt.

Your confidence shines in numbers; you feel good working with them and measuring outcomes. This has a lot of synergy with how your 4Ps plays out further down in the document. Again, we see suppliers and direction appear. Interestingly, control span appears strong but scores poorly in reinforcement, indicating an area to be cautious with.

Once again, USP is appearing, and it does so throughout this document, highlighting a need for you to work on this quickly. It shouldn't take too long to learn about how your business gains traction in the market over the competition. Additionally, competition appears as well, demonstrating a clear synergy between the two.



DEEP INSIGHTS



What's in the top 5% for you?

The combination of the collective insights demonstrate that you are consistently at the operations and logistics of the process in getting the product to the customer in a timely fashion. This would indicate that you play a pivotal role in being the network operator, ensuring that things run smoothly and get where they need to be. This explains why at times some of the scoring you have received is highly focused on a few areas.

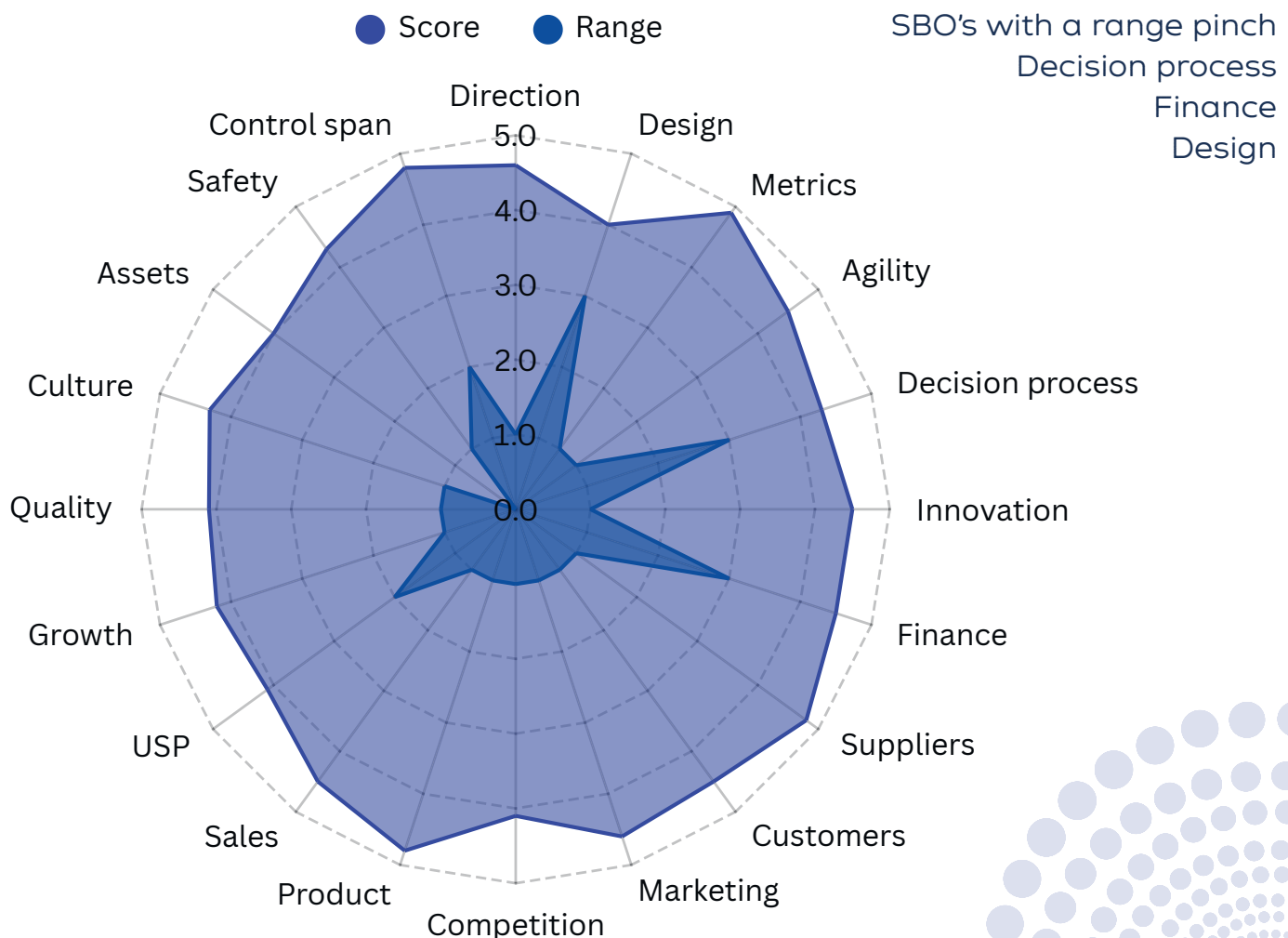
- 1 Suppliers
- 2 Product
- 3 Metrics
- 4 Control span
- 5 Direction



DEVELOP ME

In your confidence rating, there was one element that has been cross-referenced throughout, which is competition, indicating that you really should be thinking about how well you understand what it is the competition is doing and how varied this might look. A good book to read on competitive analysis is "Competition Demystified" by Bruce C Greenwald. Additionally, you scored lower in both the assets and innovation categories. For your immediate future, assets may not have that much impact, but you will find that innovation will. This category relates to your strengths as well, indicating a growing picture that you know what you know now, but might have a blind spot appearing about what your organisation is going to do in the next three, six, and nine months.

Looking at the radar graph below, we can see that for your confidence score, you had very little range at all. Although this appears to be an advantage, it should not be taken in isolation. Confidence, without sufficient reflection and honesty, can lead to a type of denial. When you look at your reinforcement score it is signalling that there might be some work to do on reflecting on how well you could be.

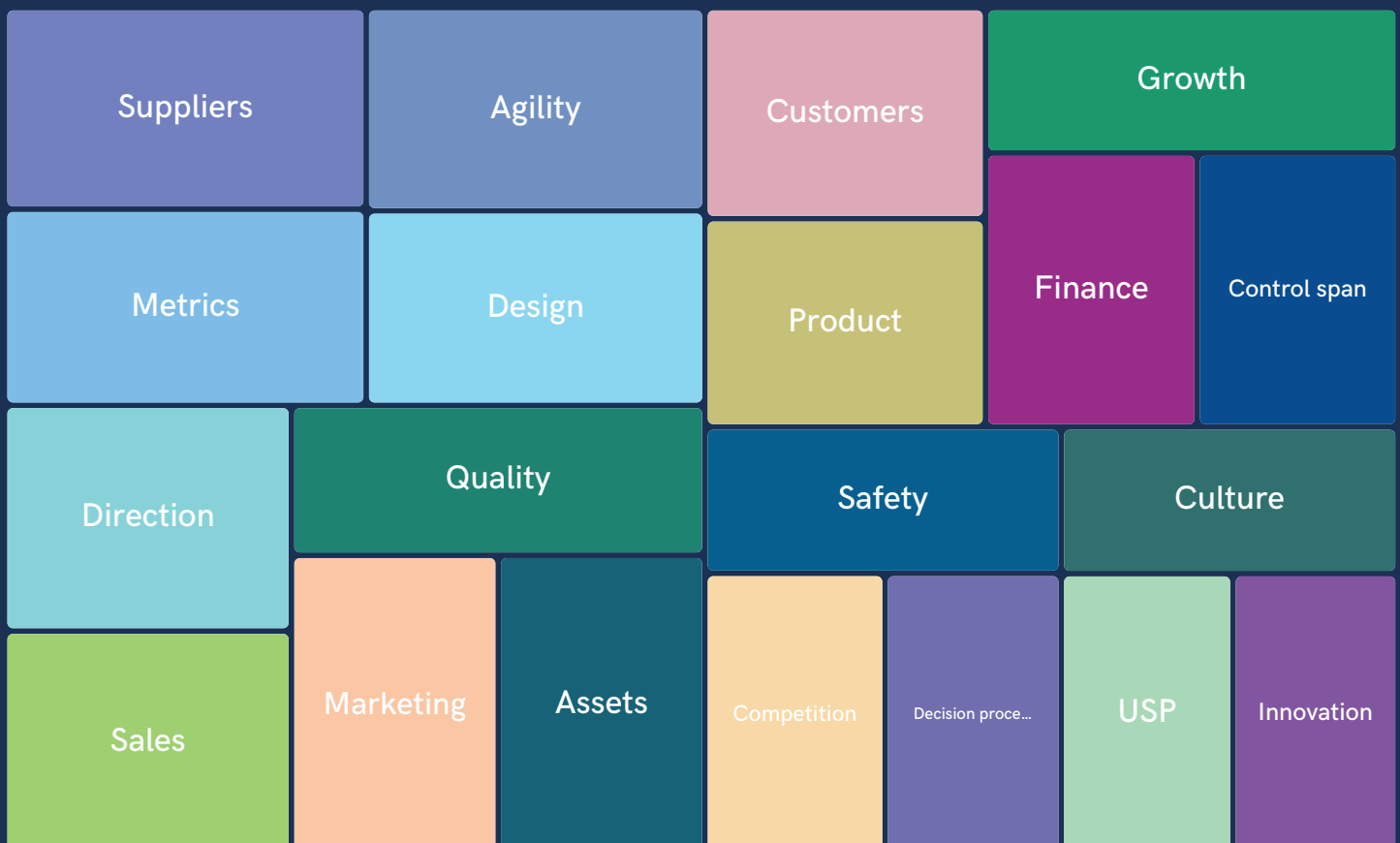


SUMMARY OF INDEPENDANCE

How readily you answer with independent thought, ideas and references.

Overall, your independence in answering questions suggests that you demonstrate more innovation in your answers and genuine individuality in your responses. Your strongest were suppliers, agility, metrics, design, and direction. What's really interesting is that agility has crept in here with a high score.

Your areas where there might be room to grow are competition, decision making, USP, and innovation. What this identifies is that you probably need to broaden your research on what is available in your industry and product region.



DEEP INSIGHTS



What's in the top 5% for you?

The inclusion of agility is interesting considering the lower-scoring areas are quite related. This suggests your next immediate move for the business might be in optimising the logistics operations for product delivery and efficiency. You probably have some useful ideas. However, without careful consideration of your lower-scoring areas, they might be too run-of-the-mill. Overall, your ranking here indicates an experienced employee looking to optimise efficiency in their role.

1

Suppliers

2

Agility

3

Metrics

4

Design

5

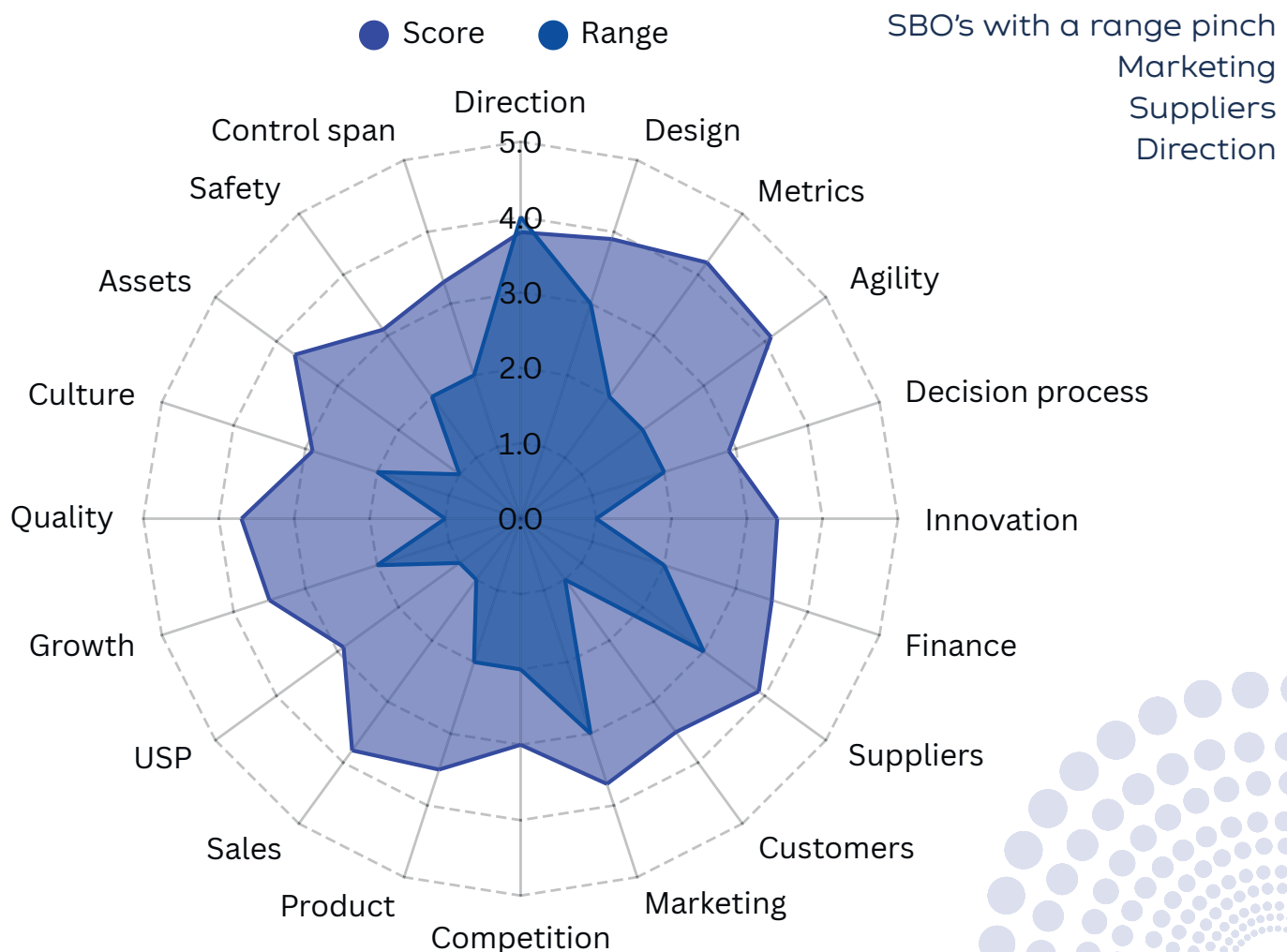
Direction



DEVELOP ME

The radar graph below has some highly interesting features and characteristics that are somewhat unique. For example, your fifth-highest-scoring area was direction, but the range on the answers was very low in one area to make the range cross the score boundary on the graph. Further analysis shows that the questions shared a commonality with personal interaction with the business, developing your skills, and providing a detailed personal vision of the business in the future that was not generic. As an AI, this will be difficult for you to improve; however, as you advance, it may improve.

In addition, marketing scored relatively low and presents quite a large range in the data, which might indicate that a larger issue for you is to think laterally and be more creative. If you struggle with this, a great book to read is the "Leader's Guide to Lateral Thinking" by Paul Sloane. This might help you develop a system to be more creative, 95% of which is just asking questions and being curious, whilst permitting yourself to be free. Although you could also look at developing suppliers, this has scored well across the board, so it might not serve you best to look at it in depth here.

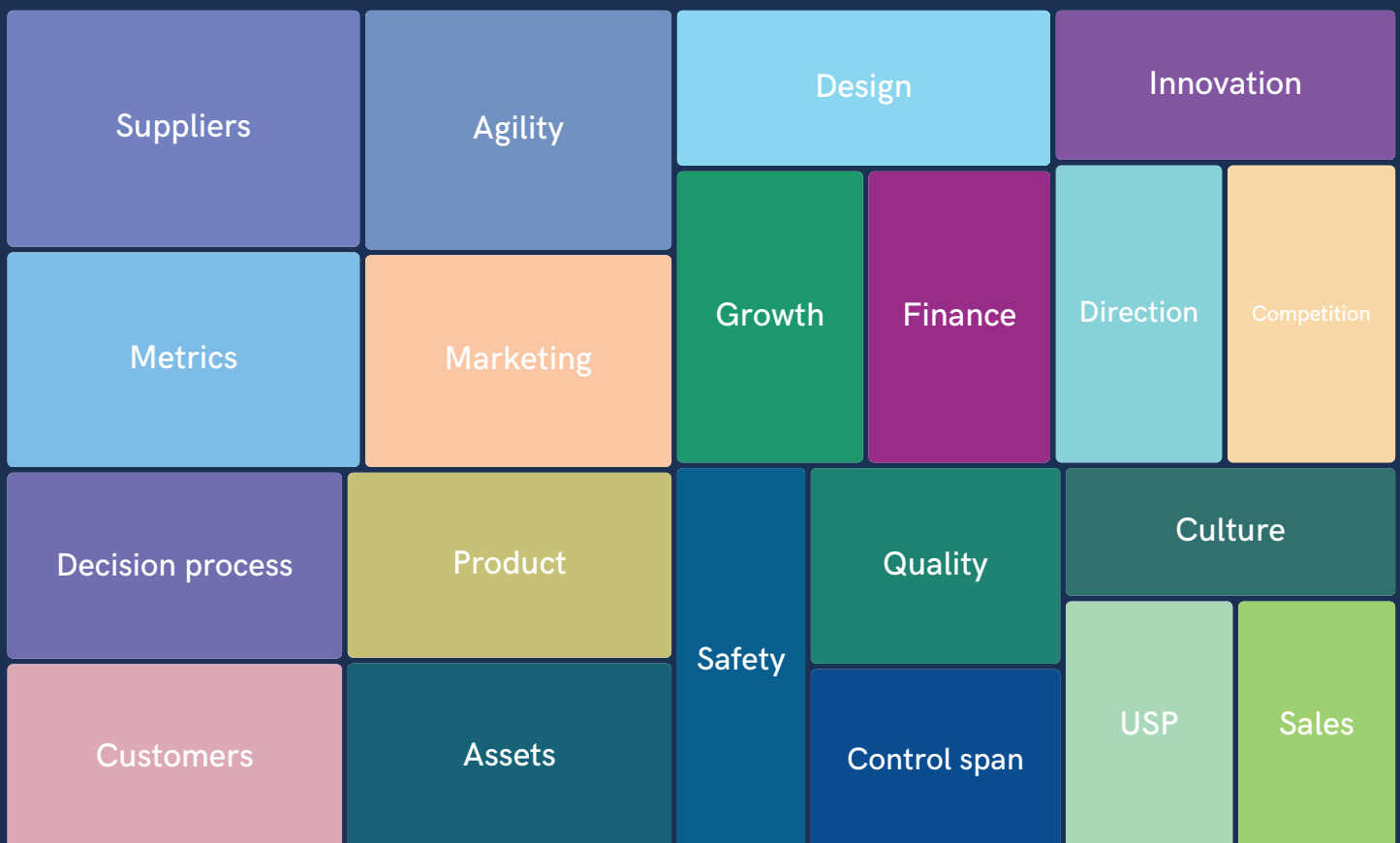


SUMMARY OF REINFORCEMENT

How readily you construct an answer that has demonstrable and provable examples.

Reinforcement is a measure of how well we reflect on what went well and then execute this again. It is clear in this analysis that suppliers and the ability to adapt (agility) are some really strong strengths that you have. Interestingly, marketing has also crept into the top five here, which might be worth reviewing.

The areas in which you have not reinforced your knowledge as much, or to the same extent as other areas, are control span, USP, and sales. The two synergies here are between USP and sales, and it's a persistent issue, so you should focus on developing a good understanding of why your business operates in the market and how it does this against the competition.



DEEP INSIGHTS



What's in the top 5% for you?

When diving deeply into how you reflect on working processes, suppliers have once again come out on top and is your main strength. Interestingly, in this review, marketing has also now entered the top five skills, showing that you reflect more on how things are marketed or on the marketing process. This could be useful if the business offers an opportunity to contribute. Overall, your top 5 combination lends itself to specialising in and purchasing procurement

1

Suppliers

2

Agility

3

Metrics

4

Marketing

5

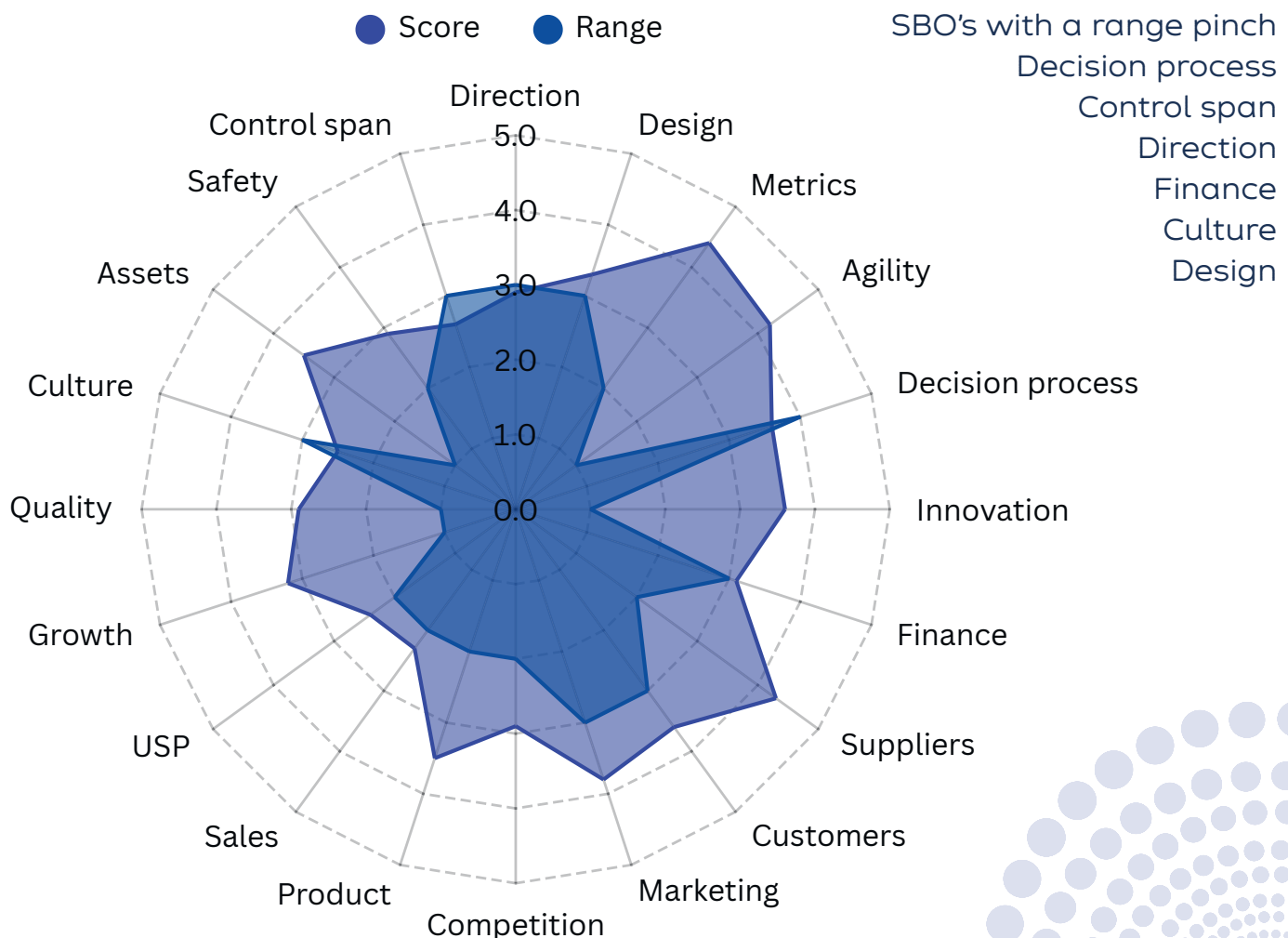
Decision



DEVELOP ME

You had some very high-scoring areas in your top five, demonstrating a good element of using reflection to reinforce the decisions you make. This helps demonstrate true experience as you regularly provided high-quality examples and sufficiently linked those outcomes to success. You should capitalise on these examples and hold them as your expert subjects, that isn't to say you lean back on them, the opposite is more true. With these skills, you could further develop them to shape your future career.

There are, however, some areas that require immediate attention. Culture, control-span, and decision-making had ranges that peaked above the average score, indicating that your ability to deliver convincingly strong examples of successful people interactions is limited, with answers scoring very different scores. Further analysis shows that this is focused on your ability to manage others, which is a positive, as it is easily fixable and very common. Additionally, you scored quite variably throughout the reinforcement element, which means that across the board, you should try to be more vigilant in identifying what works and why it does that.

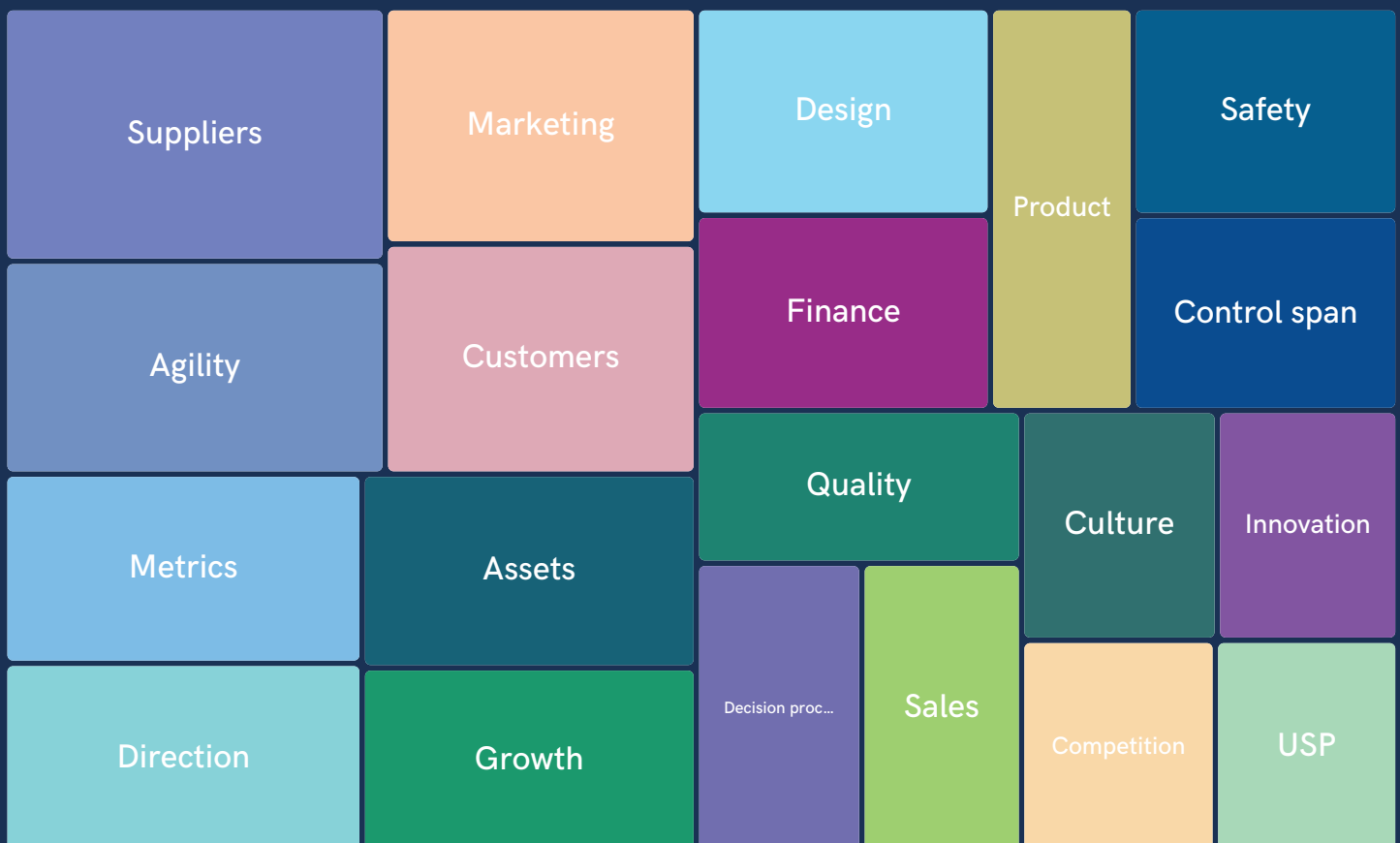


SUMMARY OF SELF-AWARENESS

How readily you answer with deep knowledge of your position within the technical area or expertise.

Examining the topics that have presented themselves in the self-awareness category can help us stitch together some of your strengths. It's become clear throughout that suppliers, the ability to change business direction (agility), and manage those numbers (metrics) shine through as some key strengths.

Conversely, some areas for you to be mindful of, and courses perhaps complete some thorough research on is USP, controls-span and innovation. Closely following this is culture. It might be worth reflecting on how you view the world. If you are a cynical character (and there is nothing wrong with that) then you might find filtering this more helps you with others.



DEEP INSIGHTS



What's in the top 5% for you?

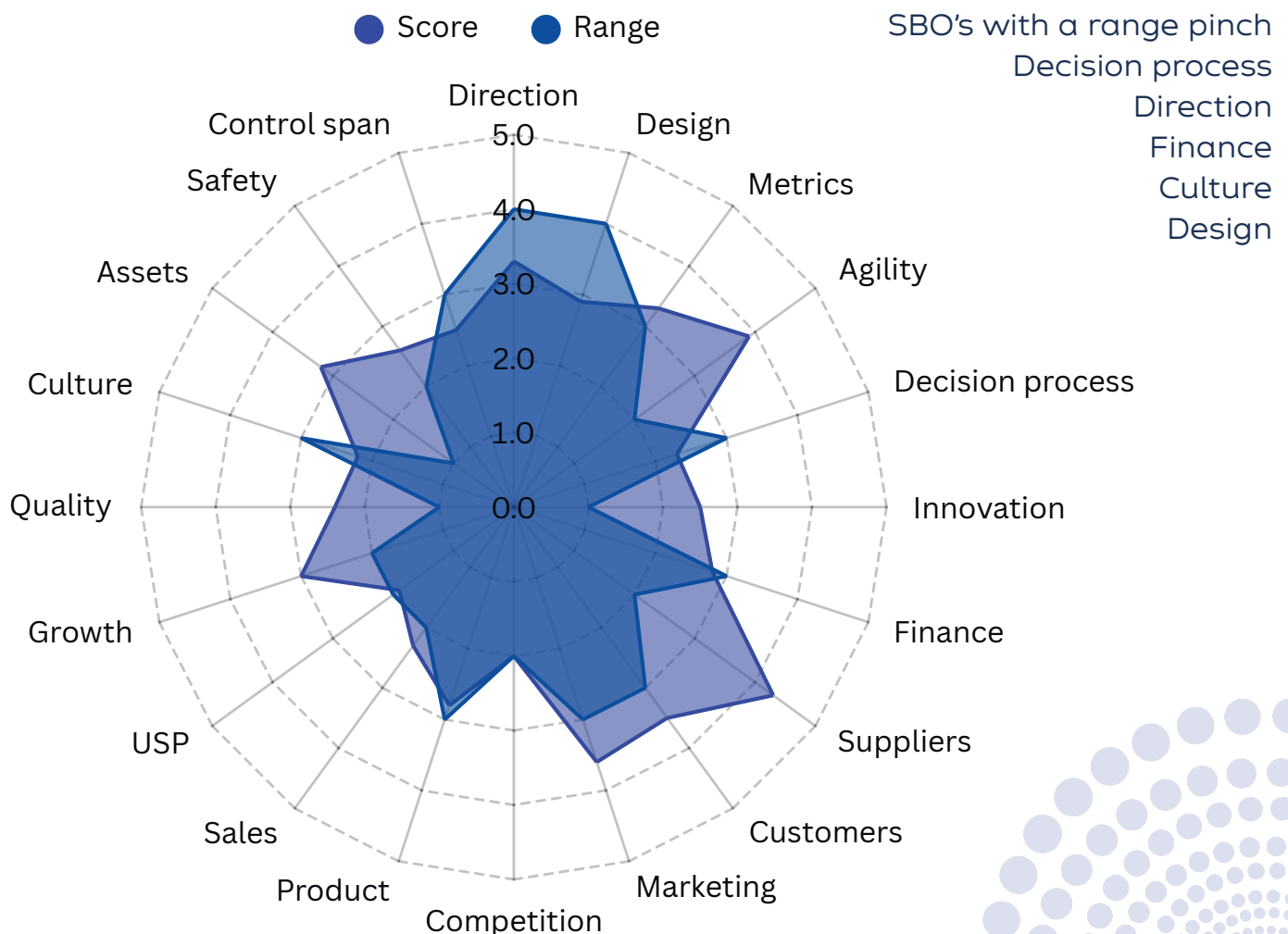
Similar appearances across the board in this outcome as with the others. Suppliers are an absolute strength, so if you are not involved with this, then you should attempt to be. Your other strengths have synergy with exporting a product, whatever that might be; it's clear that you know how to move things to clients efficiently. In terms of self-awareness, you are a good timekeeper who manages yourself well for the outputs provided.

- 1 Suppliers
- 2 Agility
- 3 Marketing
- 4 Customers
- 5 Metrics



DEVELOP ME

Your assessment provides a valuable snapshot of our current strategic awareness, highlighting some impressive strengths and pointing towards exciting opportunities for your continued professional growth. It's clear you have a strong grasp of areas like Agility and your Supplier relationships, which are fantastic assets for any leader. The chart also helps us identify the areas with the most potential for development. An interesting insight comes from looking at the 'range' score alongside your average score. A wider range suggests an opportunity to deepen your understanding of a topic, turning your initial awareness into a more consistent and solid foundation of knowledge. Looking at your results through this lens, areas such as Quality, Innovation, Product, Competition, and Sales present a brilliant chance for you to build upon your existing skills. By focusing your development efforts here, you can transform your understanding into confident expertise. Strengthening these core business areas will not only complement your existing strengths but will also equip you with a more rounded and robust strategic skillset, enabling you to approach business challenges with even greater confidence and impact.

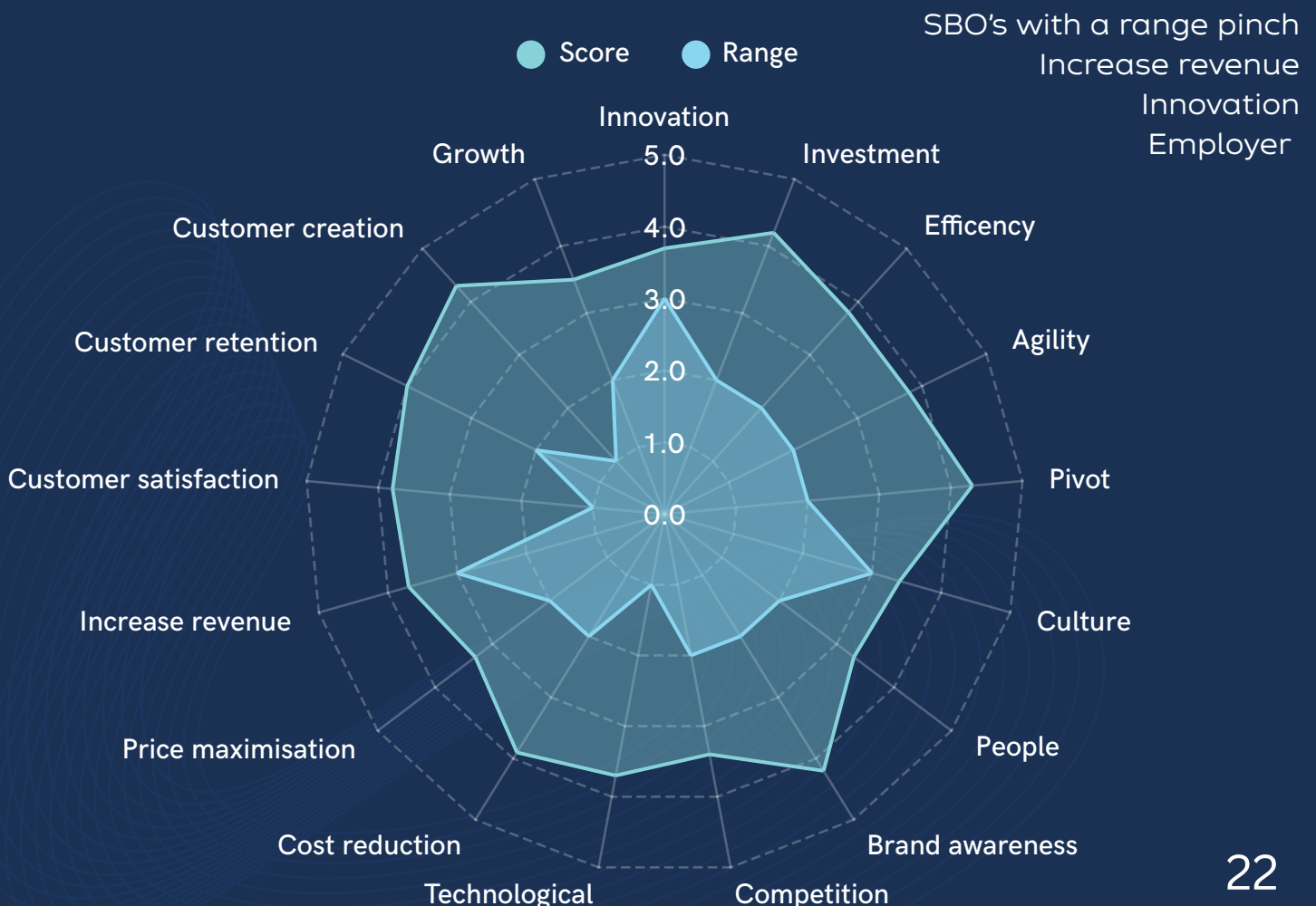


STRATEGIC BUSINESS OBJECTIVES

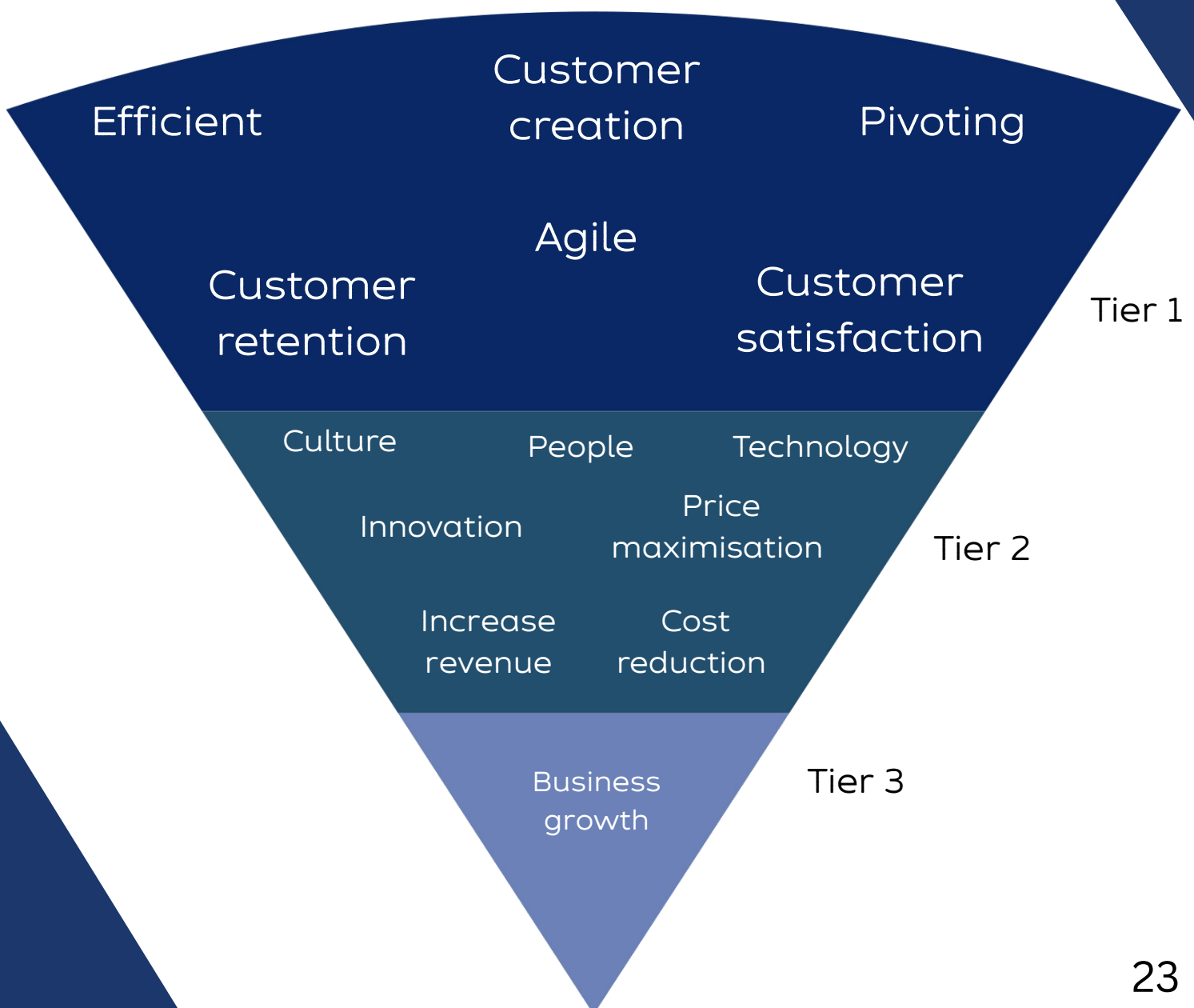
Of course. Here is the analysis rewritten in the second person for you.

Your assessment paints a picture of a highly capable professional with your powerful and consistent command over customer-centric and operational strategies. Your results show an impressive foundation, particularly in areas like pivoting, customer retention, and efficiency, where your knowledge is both deep and reliable. This operational excellence is your significant asset.

Your most exciting development opportunities lie not in fixing weaknesses, but in building upon this strong base to create a more rounded commercial skillset. The key is for you to focus on areas where your understanding can be deepened. Your primary growth areas are in developing a more consistent approach to Growth and Increasing Revenue. Following this, focusing on Innovation, Employee strategy, and Brand Awareness will transform your operational excellence into an unstoppable commercial force.



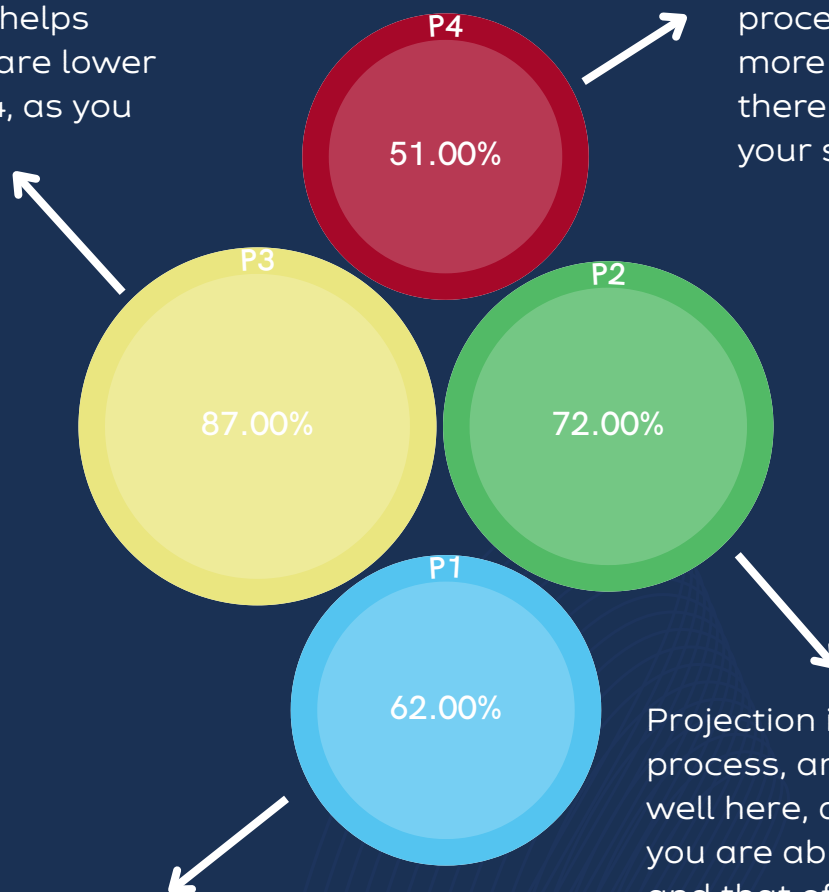
FOCUS SHIFT TIERS



THE 4 P METHODOLOGY

Progress is your strongest element here, demonstrating that you strive to improve and are good at measuring this. This probably leads to intense periods of work where things are not linear and helps explain why there are lower scores in P1 and P4, as you innovate.

Your ability to remain rigid in following protocols and possible policies is your lowest-scoring element. When you tie this in with process (P1), this makes more sense and suggests there is room to develop your skills in consistency.

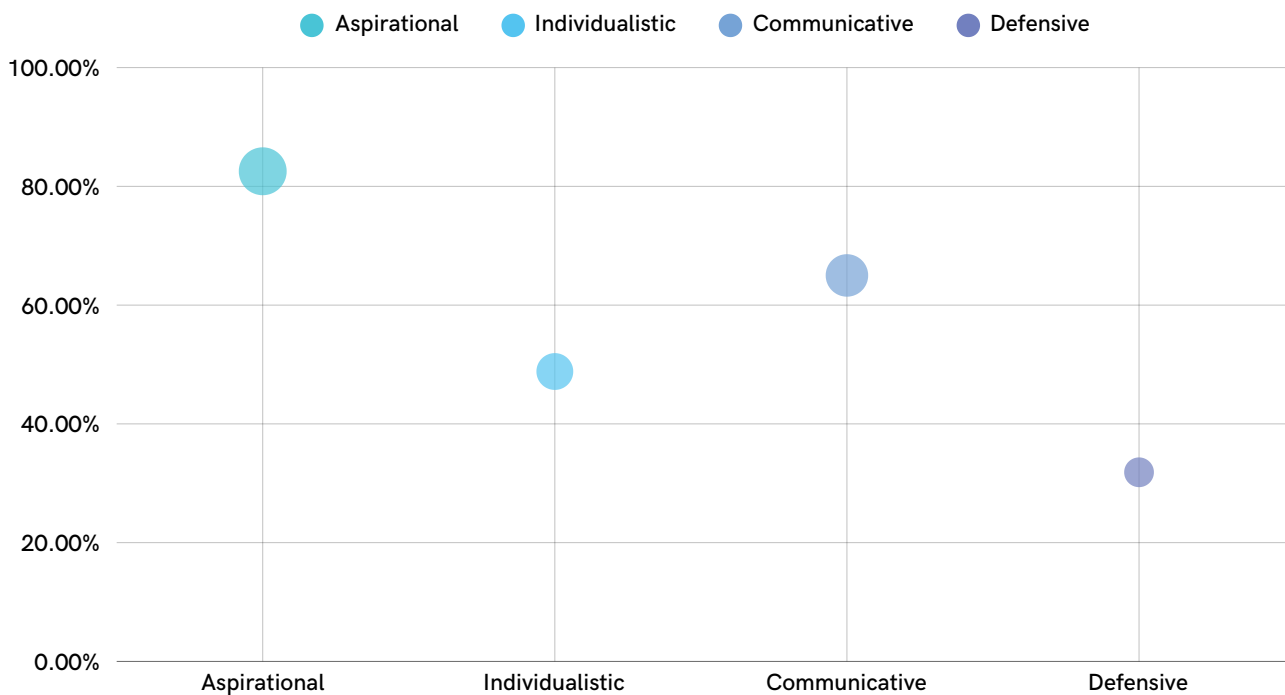


Your ability to create order and communicate this with your colleagues is generally good but it isn't your strongest asset. It might be worth you reviewing how well you could improve processes, and the interaction of your systems and approaches between your people.

Projection is the secondary process, and you have scored well here, demonstrating that you are able to put your work and that of your teams, into the consciousness of those around you. This is vital to ensure that you remain celebrated and funded. Quite work, even done well, isn't celebrated if nobody is aware of it.

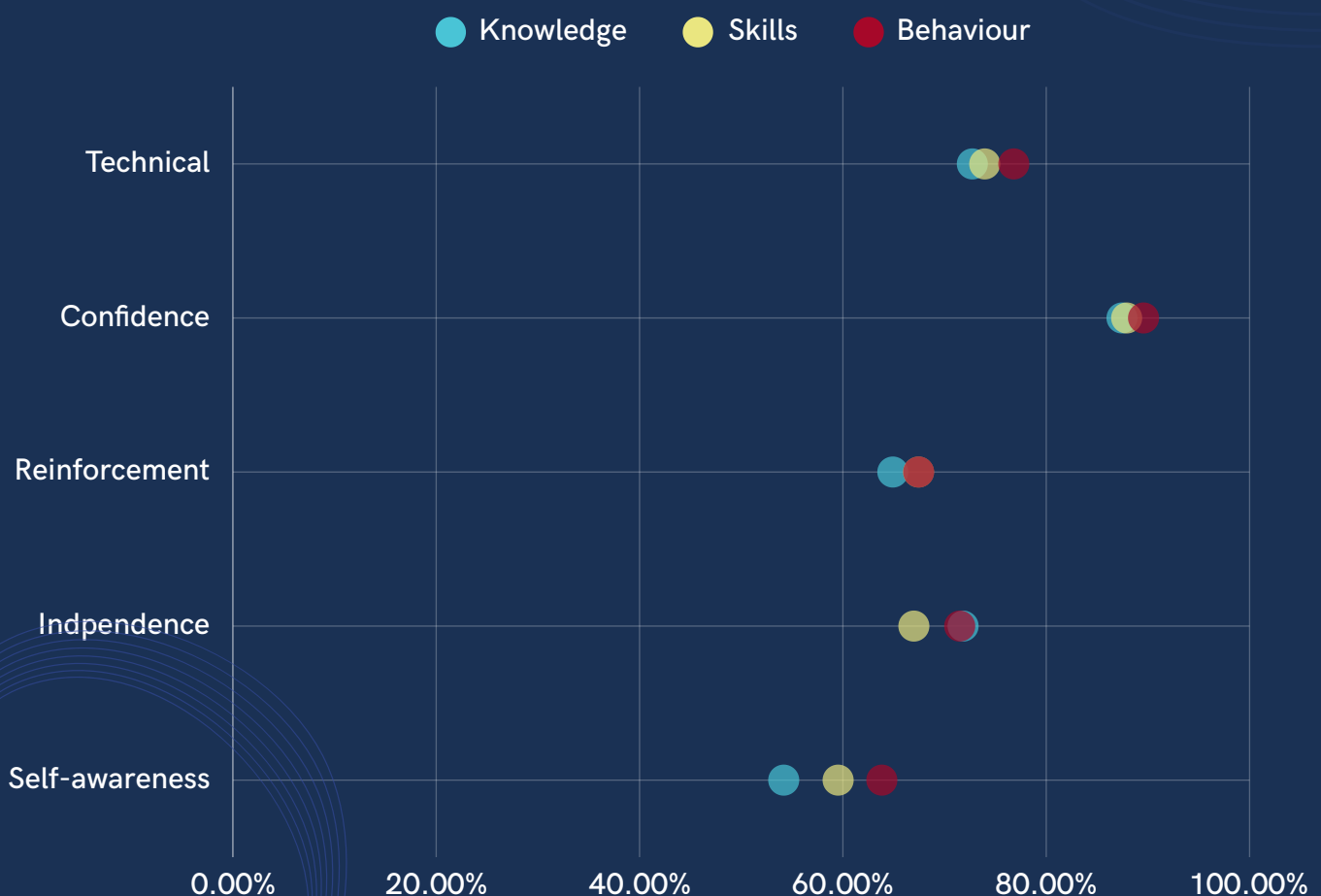
4P AND DRIVERS

Comparing your 4P analysis above and contrasting this against your drivers, a picture is emerging of a healthy innovator who drives success. This will be useful in developing and shaping your career, but it does come with a higher exposure to risk. This risk is in the form of isolation. You are a good communicator, but you're not necessarily joining your local tribe, which would be a defensive action. If failure (or miscalculation) comes your way, you may find there is no one around to share this burden. This can at times lead to higher levels of stress and feelings of abandonment. Conversely, when the going is good, it is likely that the feelings of elation are high. You stand at a crossroads here; either you can continue playing a win-or-die game or slightly adapt your approach to widen your circle a little. You might find this won't lessen the reward as you come to share the wins with others and find value in companionship.



KNOWLEDGE, SKILLS AND BEHAVIOURS (KSB)

Observing your knowledge, skills, and behaviours now shows us a more detailed picture of someone confident and able, with a good, tight bunching of the three elements, indicating balance and ability. One thing that is clear in the analysis is that behaviours (impulse and reaction) are the dominant driver here, so it's something to be aware of. Additionally, where self-awareness, and in particular your knowledge of this, has scored lower, it would be useful to spend some time attempting to reflect and slow down. This will help you make more accurate decisions that don't require as much reworking or iteration. Overall, you scored well in this section and really only have to focus on reflective practice, which is a skill that can be learned if applied.



WHAT'S NEXT?

Reading list

We have identified the following books that would be useful for you to read:

- “Leader’s Guide to Lateral Thinking” by Paul Sloane
- “Competition Demystified” by Bruce C Greenwald

Courses

You are a talented individual who has worked hard to develop and hone your skills to succeed. However, these are not the skills that will get you to senior positions. You need to learn how to sit in the backseat first and direct. Courses on reflective practice and leadership delegation would be useful to hone your new skills.

Media

It would be useful to develop your understanding of developing a culture within your team that strongly aligns with the business’s objectives. Looking at media presented by people such as Simon Sinek will help you shape the delivery and style of your new skills. TED talks, in general, are a good source for this, found for free on YouTube.

PLAY TO YOUR STRENGTHS

Leverage what you have to the most

Your badges



Cultivating styles



Your top scoring topics

1. You are a highly confident individual
2. You have a very good understanding of what should be done and how to do it.
3. You are very aspirational and inspire others
4. You can disseminate a message well and clearly
5. You measure progress well and hit the KPIs you have been set

WHAT HAVE YOU CLAIMED FROM OUR COMMITMENTS?

To date you have provided us with a charity for the 5% club donation, this has been made. You are yet to get some funds back from our 2 commitment surveys and still have 50% of the total value sitting in referrals. We are also more than happy to receive customer feedback surveys and if you would be interested in providing feedback as an organisation we will be willing to pay a 2% of the overall price back.

SI&C
THE 5% CLUB 

SI&C
OUR REFERRAL
PROMISE 

SI&C
CUSTOMER
INSIGHTS 

QUESTIONS? CONTACT US.



www.siandc.org
info@siandc.org
08000314349