

## My Natural Working Style (NWS)

John Sample 05.04.2012

### Data of the reference group:

Sector: All  
Age group: All  
Gender: M and F  
Area: All  
Group code: PON-SLA/VA

Your unique identification code: **E60445R381C**

Save this code. You will need it to request additional reports.

**[www.nws-test.com](http://www.nws-test.com)**

Click "Discussion Forum" on our website to learn more about the interpretation of your personal NWS-test results.

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In this report you compare yourself  
with **PROFESSIONALS ONLY.**

Look carefully at the reference group  
as specified on the top of your results page.

## 1. INTRODUCTION

### 1.1 The test measures the strength of your drives.

*Drives* explain WHY you do something.

Henry Murray (1938) divided the human drives into two groups. The *primary or biological drives* that push us to satisfy our need for food, air, procreation, physical exercise etc. and the *secondary or psychogenic drives* that push us to satisfy our psychic and emotional needs. Given our focus on the 'working style of a professional' we limit ourselves here to the group of secondary or psychogenic drives.

Further research in 2011 by the Pontis Management School (Belgium) focused on discovering which of our psychogenic drives have the biggest impact on our working style, resulting in a list of top 10 NWS (Natural Working Style) drives.

The name 'NWS drives' has been chosen to express:

- 1) that it is about drives that have an impact in a professional context (Working Style).
- 2) that it is about a working style which comes naturally to you and is not learned (Natural).

The Top 10 NWS Drives (in random order)

1. Attention: the desire to be the focal point of attention; to be noticed.
2. Autonomy: the desire to be independent from others.
3. Understanding: the desire to fathom things.
4. Dominance: the desire to control others and situations.
5. Approval: the desire to be accepted.
6. Avoiding bad experiences: the desire to avoid having bad experiences.
7. Sense of duty: the desire to fulfil one's 'duty' and 'duties'.
8. Performance: the desire to get results.
9. Fight: the desire to hold one's own against others.
10. Care: the desire to take care of others.

The NWS test measures the strength of your drives compared to all other professionals in the database. Your score gives you a percentage, e.g. a score of 5.7 on a drive means that 57% of the population has weaker drives for this drive. All drives in this list that have a score above (1) or below 2, are the drives that determine your working style. A low score is as significant as a high score (>8), e.g. a low score for Autonomy means a weak need for autonomy which is exactly the same as a strong need for belonging. This way the list of 10 NWS-drives, covers in fact 20 drives. The explanation that precisely these drives (>8) and <2) cause characteristic work behaviour is self-explanatory. If one of your needs is significantly stronger or weaker than the 'average' professional, you must act significantly differently from the 'average' professional to satisfy this need.

(1) Note:

Score >8 : you belong to the group of 20% professionals who strongly feel this need.

Score <2 : you belong to the group of 20% professionals who do not strongly feel this need.

TOP 10 NWS-DRIVES MEANING low score < 2		TOP 10 NWS-DRIVES MEANING high score > 8
Not being noticed	and	Attention
Sense of belonging	and	Autonomy
Follow/go along with	and	Dominance
Seize the opportunity	and	Sense of duty
Being self-assured	and	Approval
Doing things one is acquainted with	and	Understanding
Looking for suspense	and	Avoiding bad experience
Enjoy what one has	and	Performance
Keeping peace	and	Flamboyance
Take care of yourself	and	Self-reliance

**1.2 Your Natural Working Style (NWS) and your passions.**

The working style which comes naturally to us is called our Natural Working Style. It is the Working style most suitable for us. It is the style we naturally use, but it is not just a style, it satisfies our unique profile of NWS-drives.

Our Natural Working Style is the Working style we will stick to at times of stress, time pressure and on other occasions when our Natural Working Style predominates any learned styles.

Why do we need a test to know our Natural Working Style?

There are drives we commonly have. We call them 'wishes' or 'desires'.

However, we are not always aware of our strongest drives (Murray, 1938, p.68). After all, we do not have any clear-cut frame of reference because our drives are stable from a very young age (teenage), we consider them 'normal'. We do not think about them nor are 'aware' of them.

The NWS test allows you to accurately determine the strength of your drives compared to all other professionals in the database. Your score gives you your position, e.g. a score of 5.7 means that 57% of the population has weaker drive for this than you. Now you do have a frame of reference that tells you which of the top 10 drives influence you less or more than other professionals. This will tell you what your unique Natural Working Style is. The NWS scoring system allows for billions of drives profiles.

Drives with a score <2 or >8 are your *passions*. You are passionate about something, when you have a significantly stronger motivation for it than the 'average' person. Passion is a prerequisite for *talent* as **talent= passion + aptitude** (passion combined with aptitude).

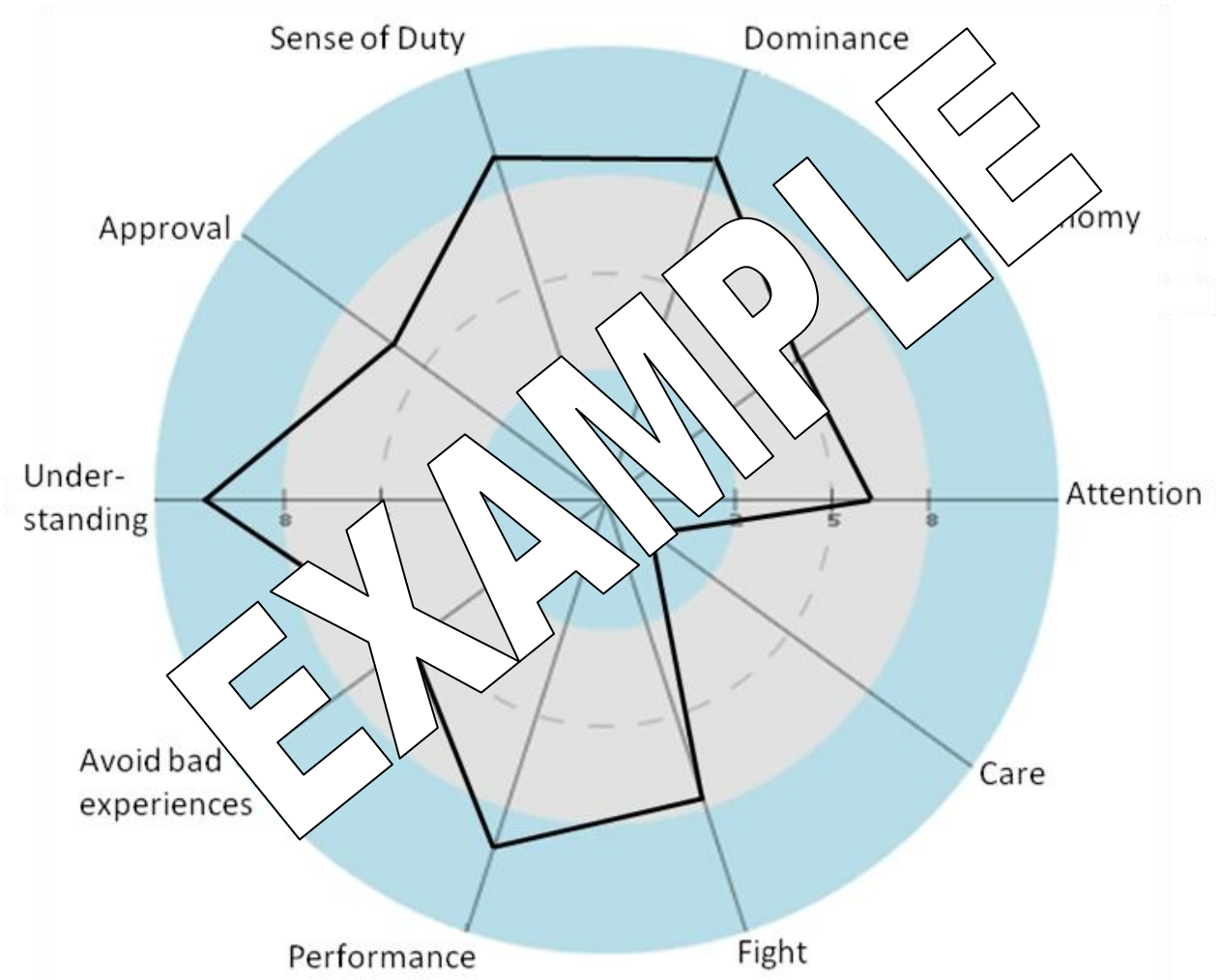
Thus a combination of a 'passion to steer (Dominance)' and an aptitude for 'abstract thinking' constitutes a talent for 'steering on an abstract level'.

To discover your talents you will have to know your passions and aptitudes (cfr. Page 11).

## 2. YOUR RESULTS

Data of the reference group used to calculate your score:

Sector: All   Age group: All   Gender: M and F   Area: All



Inner blue circle: 80% of the professionals have a stronger need for this motive than you.

Outer blue circle: 80% of the professionals have a weaker need for this motive than you.

NEED	SCORE
Attention	6.2
Autonomy	5.4
Dominance	8.5
Sense of duty	8.5
Approval	6.2

NEED	SCORE
Understanding	9.2
Avoiding bad experiences	5.4
Performance	8.5
Fight	7.7
Care	0.8

### 3. INTERPRETATION OF YOUR RESULTS

#### 3.1 Interpretation of your individual scores

**1. ATTENTION** Your score: 6.2 Not characteristic

Your score indicates a medium strength of your need. Because you feel neither a strong nor a weak need, this need does not characterise you.

**2. AUTONOMY** Your score: 5.4 Not characteristic

Your score indicates a medium strength of your need. Because you feel neither a strong nor a weak need, this need does not characterise you.

**3. DOMINANCE** Your score: 8.5 Characteristic

Your score indicates a strong need to control and steer in your work. Individuals with a strong need for Dominance will be more inclined to manage. Professionals with a strong need for Dominance will be quick to advise team members, even if they only request information. Professionals with a strong need for dominance are often 'quick' decision makers.

**4. SENSE OF DUTY** Your score: 8.5 Characteristic

Your score indicates a strong need to do the right thing. Your motto is: if an opportunity occurs, take it. Individuals with a weak need for Sense of duty find it important to be flexible in arrangements/agreements when it is open to them. Professionals with a strong need for Sense of duty are often considered 'moral crusaders'. Professionals with a low Sense of duty will more likely leave their team or company in case of a better offer elsewhere.

**5. APPROVAL** Your score: 6.7 Not characteristic

Your score indicates a medium strength of your need. Because you feel neither a strong nor a weak need, this need does not characterise you.

**6. UNDERSTANDING** Your score: 9.2 Characteristic

Your score indicates a strong need to understand things. Individuals with a strong need for Understanding are often eager to learn.

Professionals with a strong need for Understanding will pay a great deal of attention to why things are done. They run the risk of giving too much explanation and information. When professionals with a strong need for Understanding no longer see any learning opportunities in their job, they will become frustrated.

**7. AVOIDING BAD EXPERIENCES** Your score: 5.4 Not characteristic

Your score indicates a medium strength of your need. Because you feel neither a strong nor a weak need, this need does not characterise you.

**8. PERFORMANCE** Your score: 8.5 Characteristic

Your score indicates a strong need to accomplish things. Individuals with a high score for Performance are proud of the results of their work. Professionals with a strong need for Performance are often hard workers and can enjoy the mastery they develop. They set high standards for themselves and their team and pursue an exceptional performance.

9. FIGHT Your score: 7.7 Not characteristic

Your score indicates a medium strength of your need. Because you feel neither strong nor a weak need, this need does not characterise you.

10. CARE Your score:0.8 Characteristic

Your score indicates a strong desire for everyone to bear the consequences of their own actions. You dislike people who make themselves look helpless and weak, or who complain about their problems to others. As a professional, it troubles you to have to drag weaker people down. You do not consider it your responsibility to solve other people's discomforts or problems.

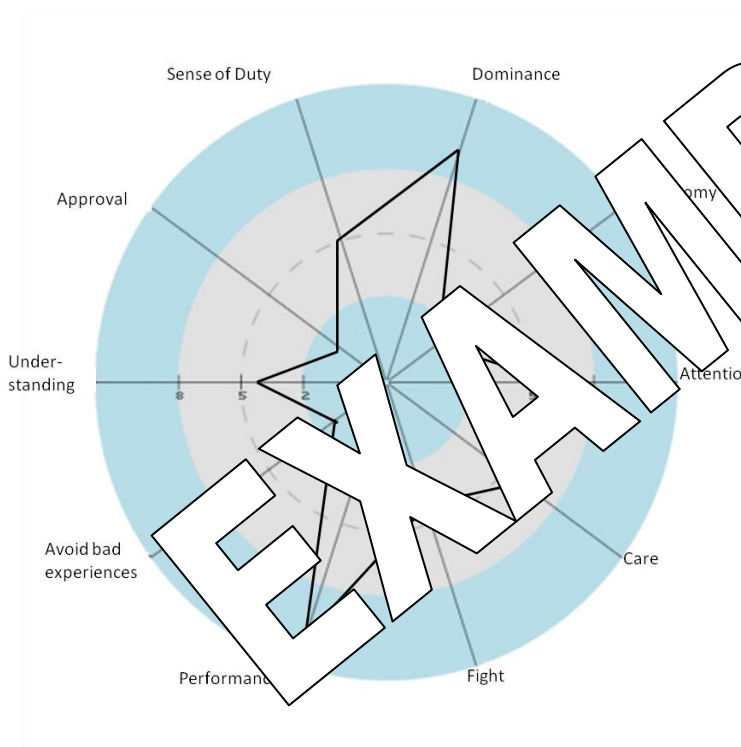
EXAMPLE

### 3.2 Interpretation through score combinations

The interpretation of your individual scores gives you a clear idea of your characteristic needs, which will typically steer your behaviour. The combination of several typical work behaviours is called a Working style.

It is not possible to discuss all possible combinations here, that's why you will probably find it helpful to discuss your results with an NWS coach.

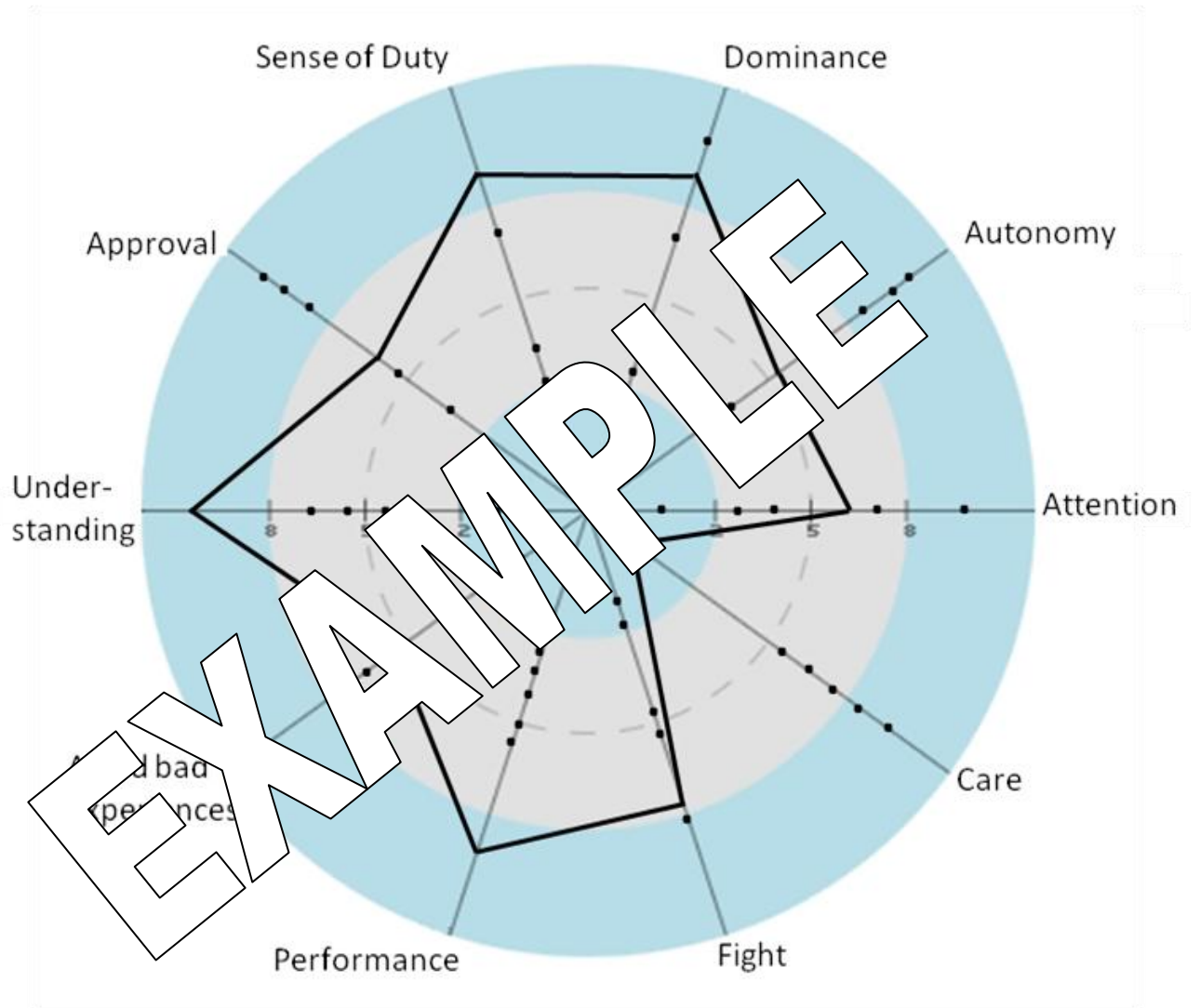
An example of a Working Style based on a fictitious profile:



This fictitious person has a tendency to be bossy but he/she will consult others before taking a decision (Dominance $>$ 8 and Autonomy $<$ 2). He/she wants to deliver an outstanding performance and is not afraid to take chances to achieve this.(Performance $>$ 8 and Avoiding bad experiences $<$ 2). He/she is self-assured and can take criticism easily (Approval $<$ 2).



3.3 Your position in the team



The scores of all other professionals in your team are anonymously printed on the graph as black dots.

#### 4. YOUR UNIQUE LOGIN CODE

Your unique login: **PE60A45R381C**

SAVE THIS LOGIN!

You can use this login to request additional reports via our website [www.nws-test.com](http://www.nws-test.com) without having to redo the test.

For instance, you can fine tune the reference group with which you want to compare yourself . This login entitles you to a reduced rate after the first paid report.

How?

Select "Additional Test Results" on the web site.

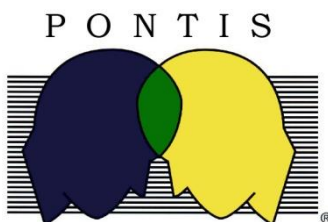
Login with your unique login code and e-mail address.

For the first paid report the standard rate applies.

For subsequent reports the reduced rate applies.

Check our website [www.nws-test.com](http://www.nws-test.com) for the actual rates.

EXAMPLE



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## 5. I HAVE DONE THE NWS TEST. NOW WHAT?

If you do not have substantial experience with personal development or team development, we advise you to work with a NWS coach. Contact us if you need assistance in finding an NWS coach in your area. [support@nws-test.com](mailto:support@nws-test.com)

Let us give you some ideas concerning individual and team development.

### **INDIVIDUAL**

**A) The NWS test results reveal which aspects of your work energize you and which drain your energy.**

Application:

- Choosing a job: Pursue a job that satisfies your most important drives.
- Career orientation: Steer your career in such a way that your energy is maximized.

**B) Discover your mental talents.**

- A 'talent' is a combination of 'passion' and 'aptitude'. Talent = passion + aptitude
- With the NWS test you can discover your passions (drives <2 or >8). With our MCS test (My Cognitive Styles) you discover your thinking styles. Combining both test results will reveal your mental talents, e.g. a passion for Dominance + a preference for abstract thinking = a talent for 'steering on an abstract level'. Do you want to know more about working with your talents? [www.mytalentpassport.com](http://www.mytalentpassport.com) (click on the EN language button)

### **TEAMS**

**A) The NWS-test team analysis shows you your position compared to your colleagues.**

Application:

- You understand better why someone behaves in a specific manner in the team.
- You understand better why people react in a certain way to you and your behavior.
- You now know how to influence your colleagues in a positive way.

**B) The NWS-test team analysis shows you specific "clusters" of scores in the team.**

Application:

- Which energy (drives) has your team too much or not enough? Does your team have the right types of energy (drives) to achieve their goals ?

**C) Team strengthening / Change workshop.**

Most teams have clearly defined 'hard' goals: What are the results we need to achieve ?

But they often they lack 'soft' goals. What do we expect from each other concerning behavior and attitude in order to achieve our 'hard' goals? Using the NWS test, every individual team member becomes aware of his/her "talent areas" and "attention areas" in these 'soft' goals and can establish a personal action plan.