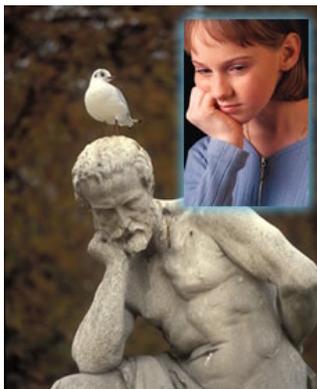




## The Aspire Attribute Index

### Personal Assessment Tool

Over fifty years of scientific research has revealed that there are three distinct styles of decision-making. Each of us can make decisions in these three ways, but we tend to prefer one more than the other two. This preference becomes a subconscious force, affecting the decisions we make on a daily basis and shaping how we perceive the world around us and how we perceive ourselves. The three decisional styles are the personal, the practical and the analytical.



We all have different balances of the three dimensions of thought/styles; that's what makes our decisions and actions different. It is this understanding of your individual strengths and weaknesses that will enable you to affect change in your life and achieve greater personal success. It is only by first understanding it that we are then able to change it.

### What is the Aspire Attribute Index?

The RAC/Aspire Attribute Index is a personal assessment tool that provides information as to how a person makes decisions at a subconscious level. It identifies areas of strengths and areas of weaknesses with an understanding of ultimately, when and how best to use each of these. In addition, the assessment tool is supported by a comprehensive action planning process that helps promote future conscious decision-making actions.

Aspire utilizes two methods in gathering data: a web based assessment and a personal interview process.

### Key Areas of Interest:

By understanding the way in which we think, it becomes possible to leverage that knowledge to make better decisions, maximize strengths, minimize weaknesses, and achieve greater success in whatever we do. When we gain this understanding for another person in an organizational setting, it increases understanding, allows for better utilization of skills and alignment of work, increases management efficiency and effectiveness and in general can impact the organization's overall health and performance.

### Key Activities and Outcomes:

- Administration of the Aspire Attribute Index
- Scoring of Responses
- Individual Debrief and Interview
- Team Assessment

### The Aspire Formula for Success:

$$\text{Ask} + \text{goals} = \text{PBC} \rightarrow \text{IR}$$

Attitudes  
Skills  
Knowledge

Positive	Improved
Behavior	Results
Change	

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